

No: **271** /BC-VHTC

Ha Long, January .22...st, 2025

REPORT ON CORPORATE GOVERNANCE
(Year 2024)

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

- Name of company: Ha Tu Coal Joint Stock Company – Vinacomin
- Address of headoffice: Group 6, Zone 3, Ha Tu Ward, Ha Long City, Quang Ninh Province
- Telephone: 0203 3835169 Fax: 0203 3836120 Email: thanhatu@hatucoal.vn
- Charter capital: 245,690,520,000 VND (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	01/2024/NQ-ĐHĐCĐ	April 25, 2024	The Congress voted to approve the following contents: (1) Report on the Company's Production and Business Results in 2023 and Business Plan for 2024 (2) Report on the Activities of the Board of Directors in 2023 and Report of Independent Board Members in 2023 (3) Process of Handling Information Regarding Contracts and Transactions Between the Company and Related Enterprises and Individuals in 2024 (4) Process of Managing Foreign Ownership Ratios Exceeding the Maximum Limit in the Company; Approval of Amendments to Adjustment Instruments (5) Process of Approving Adjustments to the Open-Pit Mining Project in the Northern Bang Danh Area (6) Audited Financial Statements for 2023 (7) Report on Payment of Allowances and Remuneration to the Board of Directors and Supervisory Board in 2023; Proposal for Allowances and Remuneration for 2024 (8) Implementation of Profit Distribution Plan for 2023 and Dividend Payment Plan for 2024 (9) Report on the Activities of the Supervisory Board in 2023 (10) Process of Selecting the List of Independent Auditing Firms for Auditing Financial Statements in 2024.



II. Board of Directors (2024 report):

1. Information about the members of the Board of Directors:

No.	Board of Directors' members	Position (Independent members of the Board of Directors, Non-executive members of the Board of Directors)	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Ngo The Phiet	Chairman of the Board of Directors, Representative of TKV capital	08/23/2023	
2	Nguyen Quang Quang	Board of Directors	03/28/2019	
3	Nguyen Viet Thanh	Board of Directors	04/12/2017	
4	Dang Van Tinh	Board of Directors	04/25/2022	
5	Pham Thi Hai	Independent Member of Board of Directors	04/25/2022	

2. Meetings of the Board of Directors:

No.	Board of Director' member	Position	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
1	Ngo The Phiet	Chairman of the Board of Directors, Representative of TKV capital	28/28	100	
2	Nguyen Quang Quang	Board of Directors	23/28	82	Resignation letter dated 25/11/2024
3	Nguyen Viet Thanh	Board of Directors	27/28	96,4	Resignation letter dated 25/11/2024
4	Dang Van Tinh	Board of Directors	28/28	100	
5	Pham Thi Hai	Independent Member of Board of Directors	28/28	100	

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

- The Board of Directors (BOD) of the Company has strictly complied with organizational and operational regulations, as well as the rules and guidelines of the Vietnam National Coal and Mineral Industries Holding Corporation Limited and the Company, in performing governance tasks and supervising the Executive Board. In 2024, the Company successfully organized the Annual General Meeting of Shareholders, conducted 28 polls, issued 28 Resolutions, and 56 Decisions aimed at strengthening the Company's management across various areas such as investment and construction management, asset management, and production and business planning; The BOD supervised and directed the Executive Board to promptly amend and supplement 10 management regulations, including Corporate Governance Regulation, Regulation on Administrative, Document Management, Regulation on Material Management, Regulation on Grassroots Democracy Implementation, Regulation on Organizational Structure and Operational Modes, Regulation on Financial Oversight and Performance Evaluation, Regulation on Cost and Expense Management, Regulation on Handling Complaints, Petitions, and Feedback from Employees and the Public, Regulation on Construction Management, Regulation on Organization and Activities of Internal Auditing). Through monitoring activities, the Board of Directors assesses:

- The Executive Board has rigorously implemented the resolutions of the General Meeting of Shareholders, the directives and decisions of the BOD, as well as the rules and regulations of the Vietnam National Coal and Mineral Industries Holding Corporation Limited, the Company, and applicable laws. In the course of its duties, the Executive Board has presented the BOD with proposals to reorganize the operational structure, restructure the workforce, and amend regulations to better align with practical conditions and legal requirements.

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

5. Resolutions/Decisions of the Board of Directors (2024 annual report): In 2024, the Company's Board of Directors held 28 meetings, issued 28 Resolutions and 55 Decisions. *(Details in Appendix No. 1 attached)*

III. Board of Supervisors (2024 annual report):

1. Information about members of Board of Supervisors:

No.	Members of Board of Supervisors	Position	The date becoming/ceasing to be the member of the Board of Supervisors	Qualification
1	Mrs. Nguyen Thi Luong Anh	Head of Supervisory Board	04/26/2021	Bachelor of Economics
2	Mr. Ngo Duy Da	Member of Supervisory Board	04/25/2022	Mining engineer
3	Mrs. Pham Thi Lan Huong	Member of Supervisory Board	04/25/2016	Bachelor of Accounting, Auditing

2. Meetings of Board of Supervisors

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%	
2	Pham Thi Lan Huong	04/04	100%	100%	
3	Ngo Duy Da	04/04	100%	100%	

In 2024, the Company's Board of Supervisors held 4 meetings: The first meeting was held on March 1, 2024 to agree on the contents of the Board of Supervisors' report to the 2024 General Meeting of Shareholders, and to review the performance of the Board of Supervisors' duties. The following meetings were held to review the Company's management activities, agree on the contents of the Quarter II/2024 control minutes and review the Company's activities in the first 6 months of 2024, and the Quarter III/2024 Control Plan. The Board of Supervisors members attended all 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 Enterprise Law and the Company Charter on the functions, powers and duties of the Board of Directors as well as the Company's Board of Directors, the Board of Supervisors has monitored and assessed as follows:

- The convening and organization of the Annual General Meeting of Shareholders complied fully with legal requirements and ensured timely disclosure of information.
- The convening and organization of BOD meetings were conducted in accordance with regulations. The content of the meetings and the resolutions issued by the BOD were focused on production and business activities, ensuring timeliness, practicality, and high effectiveness.
- The implementation of new legal regulations has been carried out strictly: The BOD and Executive Board have adhered fully to the provisions of the Enterprise Law, Securities Law, Labor Code, and other relevant laws applicable to joint-stock companies. Financial and accounting regulations have been rigorously enforced.
- The working relationship between the SB and the BOD was conducted in an objective, transparent, and mutually respectful manner. Each party has upheld its responsibilities to the General Meeting of Shareholders in line with its functions and authority.

3.2 The Supervisory Board has fulfilled its duties of monitoring the reasonableness, legality, transparency, and prudence in the governance and operation of business activities, as well as in accounting, statistics, and financial reporting by the BOD and Executive Board:

- The governance and business operations conducted by the BOD and implemented by the Executive Board were deemed reasonable, lawful, transparent, and prudent. Decisions were made with a high level of consensus, closely aligned with the actual business environment, and free from any legal violations. All matters were handled openly and transparently, with particular emphasis on prudence. Decisions were thoroughly analyzed, carefully considered, and potential risks were anticipated to minimize any adverse impact on the Company.
- The SB monitored and assessed the reasonableness, legality, transparency, and prudence in accounting, statistics, and the preparation of financial reports, and evaluated the following: Accounting and statistical work was conducted comprehensively and accurately. Figures in financial statements, balance sheets, income statements, and cash flow statements complied with regulations, were lawful, and accurately reflected the actual production and business activities of the Company. The SB reviewed these items before and after the audit and concluded that all financial data and reports were reasonable, lawful, transparent, and prudent.

- The SB also monitored compliance with legal provisions on taxes, salary and bonus policies, contributions to social insurance, health insurance, unemployment insurance for employees, and the timely payment of dividends to shareholders.

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

Coordination between the BOD, Executive Board, and SB was conducted regularly and effectively. Issues arising during operations were promptly discussed with the BOD and Executive Board to draw lessons and implement timely corrective measures. Departments within the Company actively cooperated, providing all necessary documentation as requested by the SB, contributing to improved operations and better results.

In 2024, the SB did not receive any requests from shareholders holding shares in the Company regarding the activities of the BOD or Executive Board.

The aforementioned results were achieved thanks to the efforts of each SB member, combined with the enthusiastic and effective collaboration of the BOD members, the Executive Board, functional departments, and 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 of members of the Board of Management	Date of dismissal of members of the Board of Management
1	Mr. Tran Quoc Tuan	08/22/1968	Master of Economics Mining Engineer Bachelor of Information Technology	11/25/2024	
2	Mr. Nguyen Quang Quang	12/04/1980	Master of Management Bachelor of Economics	01/15/2020	11/25/2024
3	Mr. Tran Quoc Toan	11/06/1978	Mining Engineer Bachelor of Economics	02/21/2018	
4	Mr. Lam Anh Tuan	09/17/1980	Mining Engineer	02/01/2019	
5	Mr. Nguyen Trong Hieu	04/08/1968	Mechanical Engineer	07/25/2022	

V. Chief Accountant

Name	Date of birth	Qualification	Date of appointment	Date of dismissal
Ha Thi Diep Anh	07/29/1972	Bachelor of Economics	10/28/2014	11/01/2024
Bui Thanh Binh	10/16/1978	Bachelor of Accounting	11/01/2024, 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 (BOD) and the Executive Board actively participated in professional training and capacity-building programs organized by the Vietnam National Coal and Mineral Industries Holding Corporation Limited at the Business Administration School. These programs aimed to enhance leadership, management, and operational skills for the production and business activities of the Company. In 2024, BOD members attended the following training sessions: (i) The forum "For an Innovative and Effective General Meeting of Shareholders Season," organized by the State Securities Commission (SSC) in collaboration with the Ho Chi Minh Stock Exchange, Hanoi Stock Exchange, and the Vietnam Institute of Directors; (ii) A conference on enhancing corporate governance capacity for enterprises, organized by the SSC.

2. Company Secretary:

The Company Secretary, who concurrently serves as the Officer in charge of corporate governance and the authorized representative for corporate information disclosure, regularly participated in specialized training programs focused on legal consultancy and governance for the activities of the BOD and Executive Board.

In 2024, the Company Secretary attended the following courses:

(i) The forum "For an Innovative and Effective General Meeting of Shareholders Season," organized by the SSC in collaboration with the Ho Chi Minh Stock Exchange, Hanoi Stock Exchange, and the Vietnam Institute of Directors;

(ii) A training course on corporate information disclosure and governance in the stock market, organized by the Hanoi Stock Exchange;

(iii) A conference highlighting key legal compliance issues for public and listed companies, as well as common errors in the preparation and presentation of financial statements, jointly organized by the SSC and VCPA;

(iv) A conference on enhancing corporate governance capacity for enterprises, organized by the SSC;

(v) The 2024 conference for securities registration organizations at the Vietnam Securities Depository and Clearing Corporation (VSDC), organized by the VSDC.

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 the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director (General Director) and other managers as a member of Board of Directors, Director (General Director or CEO): 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

CHAIRMAN OF THE BOARD OF DIRECTORS

(Sign, full name and seal)

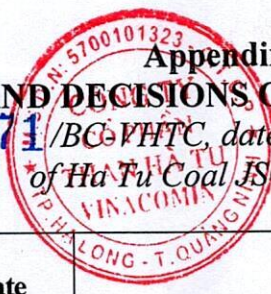
Recipients:

- 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.



Ngo The Phiet

Appendix No1:
RESOLUTIONS AND DECISIONS OF THE BOARD OF DIRECTORS
(Enclosed with Report No. 271/BC-VHTC, dated 22/01/2025, from the Board of Directors of Ha Tu Coal JSC - Vinacomin)



No.	Resolution/Decision No.	Date	Content	Approval Rate
1	66/BB-VHTC 66/NQ-VHTC	17/01/2024	<ol style="list-style-type: none"> The Board of Directors reviewed Proposal No. 46/TTr-VHTC dated 08/01/2024: "Approval of transactions and contracts between the company, major shareholders, and related parties in 2024." Reviewed Proposal No. 47/TTr-VHTC dated 08/01/2024: "Plan for organizing the 2024 Annual General Meeting of Shareholders." Reviewed Proposal No. 117/TTr-VHTC dated 16/01/2024: "Approval of adjustments to key production and business targets for 2023." 	100%
2	67/BB-VHTC 67/NQ-VHTC	17/01/2024	<ol style="list-style-type: none"> Reviewed Proposal No. 53/TTr-VHTC dated 08/01/2024: "Approval of project timeline adjustments for the Bac Bang Danh open-pit mining project." Reviewed the draft activity plan for 2024 for the Board of Directors. Reviewed Proposal No. 44/TTr-VHTC dated 08/01/2023: "Approval of the 2024 supervision plan." Reviewed Proposal No. 45/TTr-VHTC dated 08/01/2023: "Approval of the financial monitoring and performance evaluation plan for 2024." Reviewed Proposal No. 107/TTr-VHTC dated 15/01/2024: "Issuance of the staff management regulations." General management tasks initiated 	100%
3	68/BB-VHTC 68/NQ-VHTC	31/01/2024	<ol style="list-style-type: none"> Reviewed Proposal No. 231/TTr-VHTC dated 23/01/2024: "Reappointment of the company's Deputy Director." 	100%
4	69/BB-VHTC 69/NQ-VHTC	29/02/2024	<ol style="list-style-type: none"> The Board of Directors (BOD) reviewed Proposal No. 496/TTr-VHTC dated February 21, 2024, "Regarding the approval of regulations for selecting suppliers of goods, products, and services utilizing production and business costs to ensure the continuous and regular operation of Ha Tu Coal Joint Stock Company – Vinacomin". 	100%
5	70/BB-VHTC 70/NQ-VHTC	08/32024	<ol style="list-style-type: none"> The BOD reviewed Proposal No. 586/TTr-VHTC dated March 4, 2024, on seeking approval for the rotation and appointment of personnel The BOD reviewed Proposal No. 599/TTr-VHTC dated March 4, 2024, on requesting approval of the draft budget and contractor selection plan for tasks related to adjusting the open-pit mining project in the Bac Bang Danh area – Ha Tu Coal Joint Stock Company – Vinacomin. The BOD reviewed Proposal No. 612/TTr-VHTC dated March 5, 2024, requesting approval for adjustments to the contractor selection plan for packages No. 02, 04, and 07 under the investment project for 2023 production activities of Ha Tu Coal Joint Stock Company – Vinacomin The BOD implemented management activities and unanimously agreed with the Minutes of the Representatives' Meeting of TKV at the company (No. 47/BB-NDD, dated March 	100%

No.	Resolution/Decision No.	Date	Content	Approval Rate
			<p>8, 2024), which covered specific items as follows:</p> <ul style="list-style-type: none"> - Proposal No. 598/TTr-VHTC dated March 4, 2024, from the Director, on approving the feasibility study report and transitioning from contingency plans to official plans (for a new project launch) under the 2024 investment plan of Ha Tu Coal Joint Stock Company – Vinacomin. - Reports by TKV Capital Representatives on matters before the 2024 Annual General Meeting of Shareholders. - Other documents from TKV 	
6	71/BB-VHTC 71/NQ-VHTC	15/3/2024	<ol style="list-style-type: none"> 1. The BOD reviewed Proposal No. 701/TTr-VHTC dated March 12, 2024, from the Director on approving the personnel planning for company leadership positions for the periods 2020-2025 and 2025-2030 (following review and supplementation). 2. The BOD reviewed the Director's report dated March 14, 2024, on seeking opinions on the personnel planning review and supplementation for leadership positions for the periods 2020-2025 and 2025-2030 (for personnel managed by TKV) 3. The BOD reviewed Proposal No. 725/TTr-VHTC dated March 13, 2024, on approving the actual wage fund for 2023 4. The BOD reviewed Proposal No. 718/TTr-VHTC dated March 13, 2024, from the Director on the audited financial statements and proposed plans for profit distribution and fund allocations. 5. The BOD reviewed the draft 2023 Annual Report. 	100%
7	72/BB-VHTC 72/NQ-VHTC	10/4/2024	<ol style="list-style-type: none"> 1. The BOD reviewed Proposal No. 966/TTr-VHTC dated April 5, 2024, from the Director on amending and supplementing the Regulations on Materials Management. 2. The BOD reviewed Proposal No. 969/TTr-VHTC dated April 5, 2024, from the Director on amending and supplementing the Regulations on Grassroots Democracy. 3. The Board of Directors reviews the reports: (i) Report on production and business activities for the first quarter of 2024 sent to the Company's Party Committee according to the Coordination Regulations; (ii) Annual Report 2023; (iii) Report on internal audit results for the first quarter of 2024 at the TCNS, EIA, KT, KH, TD, VT, CV, KCM, KB departments; (iv) Report on production and business results in the first quarter of 2024, deploy tasks in the second quarter of 2024 4. The BOD implemented management activities 	100%
8	73/BB-VHTC 73/NQ-VHTC	25/4/2024	<ol style="list-style-type: none"> 1. The BOD reviews Proposal No. 1066/TTr-VHTC dated April 15, 2024, from the Company's Director regarding the "Issuance of the Regulation on Legal Affairs Organization and Activities." 2. The BOD reviews Proposal No. 1233/TTr-VHTC dated April 24, 2024, from the Company's Executive Director regarding the "Approval of Certain Financial Indicators for 2024." 3. The BOD reviews Proposal No. 1062/TTr-VHTC dated April 12, 2024, from the Company's Director regarding the "Request for Approval of the Final Settlement for the Completed Project: Investment to Support Production in 2022 by Ha Tu Coal Joint Stock Company - Vinacomin". 4. The BOD reviews Proposal No. 1205/TTr-VHTC dated April 22, 2024, from the Company's Director regarding the "Extension of Time for Package No. 54: 21-27 Ton Trucks (7 Units), under the Open-Pit Mining Project in Bac Bang Danh Area - Ha Tu 	100%

No.	Resolution/Decision No.	Date	Content	Approval Rate
			Coal Joint Stock Company - Vinacomin".	
9	74/BB-VHTC 74/NQ-VHTC	17/5/2024	<ol style="list-style-type: none"> 1. The BOD reviews Proposal No. 1334/TTr-VHTC dated May 7, 2024, from the Director regarding the "Approval of the Bonus Fund for Corporate Managers in 2023.; 2. The BOD reviews Proposal No. 1374/TTr-VHTC dated April 15, 2024, from the Director regarding the "Approval of the Adjusted Plan for the Reward and Welfare Fund Utilization for 2024; 3. The BOD reviews Proposal No. 1462/TTr-VHTC dated May 16, 2024, regarding the "Approval of the Feasibility Study Report for the 2024 Investment Project of Ha Tu Coal JSC – Vinacomin.; 4. The BOD reviews Proposal No. 1462/TTr-VHTC dated May 16, 2024, regarding the "Approval of the Adjusted Investment Plan for 2024 for Ha Tu Coal JSC – Vinacomin.; 5. The BOD reviews the report dated May 14, 2024, regarding the assignment of tasks to members of the Appraisal and Inspection Teams under the BOD; 6. The BOD implements management activities. 	100%
10	75/BB-VHTC 75/NQ-VHTC	07/6/2024	<ol style="list-style-type: none"> 1. he BOD reviews Proposal No. 1649/TTr-VHTC dated May 31, 2024, regarding the "Contractor Selection Plan (CSP) for the 2024 Investment Project. 2. The BOD reviews Proposal No. 1718/TTr-VHTC dated June 5, 2024, regarding the "Feasibility Study Report and Investment Construction Plan for 2024, focusing on environmental restoration and drainage improvement in the Nam Lo Phong area – Ha Tu Coal JSC – Vinacomin. 	100%
11	76/BB-VHTC 76/NQ-VHTC	21/6/2024	<ol style="list-style-type: none"> 1. The BOD reviews Proposal No. 1822/TTr-VHTC dated June 18, 2024, regarding the "Review and Supplement of Management Staff Planning for the 2020-2025 and 2025-2030 Periods (Updated in 2024). 2. The BOD considers sending personnel on overseas business trips. 3. The BOD reviews Proposal No. 1869/TTr-VHTC dated June 21, 2024, regarding the "Approval of Final Settlement for the Completed Project: Large-Scale Mining and Transport Equipment Investment by Ha Tu Coal JSC – Vinacomin." 	100%
12	77/BB-VHTC 77/NQ-VHTC	15/7/2024	<ol style="list-style-type: none"> 1. The BOD reviews Proposal No. 1062/TTr-VHTC dated April 12, 2024, regarding the "Approval of Final Settlement for the Completed Project: Investment Supporting 2022 Production by Ha Tu Coal JSC – Vinacomin." 2. The BOD reviews Proposal No. 1976/TTr-VHTC dated July 3, 2024, regarding the "Completion of the Chief Accountant's Two-Term Appointment." 3. The BOD reviews reports and implements management activities. 4. The BOD reviews the opinion request form dated July 1, 2024, from the Party Committee on the first draft of the thematic resolution regarding "Development Directions for the Company After the Completion of Bac Bang Danh Project, Aligned with Resolution 161-NQ/DU Dated April 10, 2024, of the Party Executive Committee of the Vietnam National Coal and Mineral Industries Group. 	100%

No.	Resolution/Decision No.	Date	Content	Approval Rate
13	78/BB-VHTC 78/NQ-VHTC	29/7/2024	1. The Board of Directors (BOD) considers Proposal No. 2228/TTr-VHTC dated July 25, 2024, from the Company's Director regarding the approval of the outsourced volume for leveling the waste dump for waste disposal at Nui Beo waste dump in 2024. 2. The BOD implements management tasks	100%
14	79/BB-VHTC 79/NQ-VHTC	30/8/2024	1. The BOD considers Proposal No. 2512/TTr-VHTC dated August 26, 2024, from the Company's Director regarding the approval of adjustments to the plan for outsourcing excavation and transportation of soil and rock in 2024. 2. The BOD implements management tasks.	100%
15	80/BB-VHTC 80/NQ-VHTC	18/9/2024	1. The BOD considers Proposal No. 2649/TTr-VHTC dated September 9, 2024, from the Company's Director regarding the proposal to approve the promulgation of the Regulation on receiving employees and the public, handling petitions, complaints, denunciations, recommendations, and feedback from the Company. 2. The BOD considers Proposal No. 2644/TTr-VHTC dated September 9, 2024, from the Company's Director regarding the promulgation of the Regulation on cost management and control. 3. The BOD considers Proposal No. 2642/TTr-VHTC dated September 9, 2024, from the Company's Director regarding the promulgation of the Regulation on financial supervision and evaluation of the performance of the Company. 4. The BOD considers Proposal No. 2743/TTr-VHTC dated September 16, 2024, from the Company's Director regarding the approval of the plan for outsourced volume for some key production and consumption stages of coal in 2025. 5. The BOD considers Proposal No. 2734/TTr-VHTC dated September 16, 2024, from the Company's Director regarding the adjustment of the production support investment project in 2023. 6. The BOD implements management tasks.	100%
16	81/BB-VHTC 81/NQ-VHTC	23/9/2024	1. The BOD considers Proposal No. 2795/TTr-VHTC dated September 19, 2024, from the Company's Director regarding the proposal to change the Mine Executive Director. 2. The BOD implements management tasks. - The BOD considers Proposal No. 2828/TTr-VHTC dated September 20, 2024, regarding the approval of key production and business indicators for 2025 before submitting to TKV. - The BOD considers Proposal No. 2829/TTr-VHTC dated September 20, 2024, regarding the approval of long-term plan indicators for the period 2026-2030 before submitting to TKV. - The BOD considers the report dated September 23, 2024, on the implementation of the personnel process for Ms. Hà Thị Diệp Anh.	100%
17	82/BB-VHTC 82/NQ-VHTC	03/10/2024	1. The BOD considers the following reports: (i) Report on production and business activities in Q3 2024 submitted to the Company's Party Committee as per the coordination regulations; (ii) Report on internal audit results for Q3 2024; (iv) Report on production and business activities results in Q3 2024, and the implementation of tasks for Q4 2024. 2. The BOD implements management tasks.	100%
18	83/BB-VHTC	30/10/2024	1. The BOD considers Proposal No. 3255/TTr-VHTC dated	100%



No.	Resolution/Decision No.	Date	Content	Approval Rate
	83/NQ-VHTC		October 29, 2024, from the Company's Director regarding personnel matters. 2. The BOD implements management tasks: The BOD considers Proposal No. 3235/TTr-VHTC dated October 25, 2024, from the Company's Director regarding the proposal to submit the content of the feasibility study report for the open-pit mining project at the Bắc Bàng Danh area (adjusted) to TKV for approval.	
19	84/BB-VHTC 84/NQ-VHTC	06/11/2024	1. The BOD considers Proposal No. 3266/TTr-VHTC dated October 29, 2024, from the Company's Director regarding the development of a training and development plan for officials included in the leadership and management succession plan for the Company for the 2020-2025 and 2025-2030 periods. 2. The BOD considers Proposal No. 3311/TTr-VHTC dated October 29, 2024, from the Company's Director regarding the promulgation of the salary scale and payroll system within the Company Cổ phần Than Hà Tu-Vinacomin.	100%
20	85/BB-VHTC 85/NQ-VHTC	11/11/2024	1. The Board of Directors (BOD) reviews the report dated November 11, 2024, from the General Director of the Company "on the implementation of the staff management process." 2. The BOD reviews the proposal No. 3403/TTr-VHTC dated November 8, 2024, from the General Director of the Company "regarding the implementation of the staff appointment process."	100%
21	86/BB-VHTC 86/NQ-VHTC	11/11/2024	1. The Board of Directors (BOD) reviews the report dated November 11, 2024, from the General Director of the Company "on the implementation of the staff management process".	100%
22	87/BB-VHTC 87/NQ-VHTC	20/11/2024	1. The BOD reviews proposal No. 3396/TTr-VHTC dated November 7, 2024, from the General Director of the Company regarding the approval of the final settlement of the completed project: investment for production support in 2023 by Ha Tu Coal Joint Stock Company – Vinacomin. 2. The BOD reviews proposal No. 3475/TTr-VHTC dated November 13, 2024, regarding the approval to supplement the outsourced volume for clean coal processing from the SPNT source in 2024. 3. The BOD reviews proposal No. 3512/TTr-VHTC dated November 18, 2024, regarding the reorganization of the Appraisal and Verification Team under the Board of Directors. 4. The BOD implements management work.	100%
23	88/BB-VHTC 88/NQ-VHTC	25/11/2024	1. The BOD discusses Decision No. 2199/QĐ-TKV dated November 22, 2024, from the General Director of TKV and Official Letters No. 6548 and No. 2246 from the Board of Members of TKV regarding staff management. 2. The BOD reviews the resignation letter from Mr. Nguyễn Quang Quảng. 3. The BOD discusses the report on the appointment of Mr. Trần Quốc Tuấn as Director (the BOD appoints the Director of the Company by voting).	100%
24	89/BB-VHTC 89/NQ-VHTC	26/11/2024	1. The BOD reviews proposal No. 3610/TTr-VHTC dated November 25, 2024, regarding the approval to organize the extraordinary General Meeting of Shareholders in 2024.	100%
25	90/BB-VHTC 90/NQ-VHTC	05/12/2024	1. The BOD reviews proposal No. 3710/TTr-VHTC dated December 4, 2024, from the General Director of the Company	100%

No.	Resolution/Decision No.	Date	Content	Approval Rate
			<p>"regarding the approval of the revised investment plan for 2024."</p> <p>2. The BOD reviews proposal No. 3711/TTr-VHTC dated December 4, 2024, from the General Director of the Company "regarding the approval of the investment plan for 2025 - Ha Tu Coal Joint Stock Company - Vinacomin."</p> <p>3. The BOD reviews proposal No. 3738/TTr-VHTC dated December 5, 2024, from the General Director "regarding the request for approval to reappoint staff."</p> <p>4. The BOD reviews the draft work plan for the BOD in 2025.</p> <p>5. The BOD implements management work</p>	
26	91/BB-VHTC 91/NQ-VHTC	16/12/2024	<p>1. The BOD reviews proposal No. 3835/TTr-VHTC dated December 13, 2024, from the General Director of the Company regarding staff discipline.</p> <p>2. The BOD reviews proposal No. 3859/TTr-VHTC dated December 16, 2024, regarding the approval of the reappointment of staff.</p> <p>3. The BOD reviews proposal No. 3860/TTr-VHTC dated December 16, 2024, regarding the approval of the staff evaluation and classification report (department head, foreman)</p>	100%
27	92/BB-VHTC 92/NQ-VHTC	8h30' 25/12/2024	<p>1. The BOD reviews proposal No. 3985/TTr-VHTC dated December 23, 2024, from the General Director "regarding the approval of the revised production and business plan for 2024" and proposal No. 3969/TTr-VHTC dated December 20, 2024, "regarding the approval of the main production and business plan indicators for 2025."</p> <p>2. The BOD reviews proposal No. 4006/TTr-VHTC dated December 25, 2024, from the General Director of the Company "regarding the presentation of the dismissal of a BOD member and the introduction of a candidate for election to supplement the BOD during the mid-term."</p>	100%
28	93/BB-VHTC 93/NQ-VHTC	10h30' 25/12/2024	<p>1. The BOD reviews proposal No. 3773/TTr-VHTC dated December 9, 2024, from the General Director "regarding the approval of the organizational structure and operation of the inspection process."</p> <p>2. The BOD reviews proposal No. 3911/TTr-VHTC dated December 18, 2024, from the Head of the Internal Audit Department "regarding the approval of the 2025 internal audit plan."</p> <p>3. The BOD reviews proposal No. 3977/TTr-VHTC dated December 23, 2024, from the General Director of the Company "regarding the issuance of the investment and construction management regulations."</p> <p>4. The BOD reviews proposal No. 3976/TTr-VHTC dated December 23, 2024, from the General Director "regarding the request for approval of the project outline and contractor selection plan for the technical design adjustment and cost estimate verification of the North Bàng Danh open-pit mining project."</p> <p>5. The BOD reviews proposal No. 3948/TTr-VHTC dated December 20, 2024, "regarding the approval of the reward and welfare fund usage plan for 2025."</p>	100%
	Decision			
1	152/QĐ-VHTC	17/01/2024	Decision on adjusting several production and business targets for 2023.	

No.	Resolution/Decision No.	Date	Content	Approval Rate
2	154/QĐ-VHTC	17/01/2024	Decision on establishing the Steering Committee and organizing the 2024 Annual General Meeting of Shareholders (AGM).	
3	211/QĐ-VHTC	19/01/2024	Decision on approving the adjustment of the project implementation timeline for the Bắc Bàng Danh open-pit mining project.	
4	218/QĐ-VHTC	22/01/2024	Decision on issuing the 2024 inspection and supervision plan.	
5	219/QĐ-VHTC	22/01/2024	Decision on issuing the 2024 financial supervision and performance evaluation plan.	
6	368/QĐ-VHTC	01/02/2024	Decision on reappointing Mr. Lam Anh Tuấn as Deputy General Director.	
7	761/QĐ-VHTC	12/03/2024	Decision on approving adjustments to contractor selection plans for packages 02, 04, and 07 under the 2023 investment project for production support – Ha Tu Coal JSC – Vinacomin.	
8	762/QĐ-VHTC	12/03/2024	Decision on approving the project outline and contractor selection plan for work items related to the adjustment of the Bắc Bàng Danh open-pit mining project – Ha Tu Coal JSC – Vinacomin.	
9	815/QĐ-VHTC	15/03/2024	Decision on approving the leadership staff planning for the period 2025–2030 (after review and supplementation).	
10	816/QĐ-VHTC	15/03/2024	Decision on approving the leadership staff planning for the period 2020–2025 (after review and supplementation).	
11	817/QĐ-VHTC	15/03/2024	Decision on approving the 2023 wage fund implementation.	
12	1122/QĐ-VHTC	08/4/2024	Decision on issuing amendments and supplements to the Material Management Regulations.	
13	1125/QĐ-VHTC	08/4/2024	Decision on issuing amendments and supplements to the Grassroots Democracy Regulations.	
14	1331/QĐ-VHTC	25/4/2024	Decision on issuing regulations for organizing and operating legal affairs.	
15	1332/QĐ-VHTC	25/4/2024	Decision on approving several financial targets for 2024.	
16	1333/QĐ-VHTC	25/4/2024	Decision on approving the 2024 production and business plan.	
17	1618/QĐ-VHTC	17/5/2024	Decision on bonuses for enterprise managers for 2023.	
18	1612/QĐ-VHTC	17/5/2024	Decision on approving the 2024 investment project for production support – Ha Tu Coal JSC – Vinacomin.	
19	1619/QĐ-VHTC	17/5/2024	Decision on approving the adjustment and transition of the 2024 investment plan – Ha Tu Coal JSC – Vinacomin.	
20	1620/QĐ-VHTC	17/5/2024	Decision on assigning tasks to members of the Appraisal and Verification Teams under the BOD.	
21	1906/QĐ-VHTC	07/6/2024	Decision on approving the contractor selection plan for the 2024 production support investment project.	
22	2045/QĐ-VHTC	21/6/2024	Decision on sending staff abroad.	
23	2067/QĐ-VHTC	24/6/2024	Decision on approving the final settlement of the completed project: investment in large-capacity mining and transportation equipment – Ha Tu Coal JSC – Vinacomin.	
24	2353/QĐ-VHTC	16/7/2024	Decision on approving the final settlement of the completed project: 2022 production support investment – Ha Tu Coal JSC – Vinacomin.	
25	2484/QĐ-VHTC	30/7/2024	Decision on approving the outsourced volume for leveling disposal sites at Núi Béo for 2024.	

No.	Resolution/Decision No.	Date	Content	Approval Rate
26	2980/QĐ-VHTC	30/8/2024	Decision on approving adjustments to outsourced soil and rock excavation and transportation plans for 2024.	
27	3152/QĐ-VHTC	19/9/2024	Decision on issuing regulations for receiving employees and the public, handling complaints, denunciations, petitions, and feedback at Ha Tu Coal JSC.	
28	3154/QĐ-VHTC	19/9/2024	Decision on approving adjustments to the 2023 production support investment project.	
29	3151/QĐ-VHTC	18/9/2024	Decision on approving the outsourced production volumes for major processes supporting coal production and consumption in 2025.	
30	3155/QĐ-VHTC	19/9/2024	Decision on issuing cost management and contracting regulations.	
31	3150/QĐ-VHTC	30/7/2024	Decision on issuing financial supervision and performance evaluation regulations for Ha Tu Coal JSC – Vinacomin.	
32	3185/QĐ-VHTC	23/9/2024	Decision on relieving Mr. Trần Quốc Toàn from the position of Mine Operations Director.	
33	3186/QĐ-VHTC	23/9/2024	Decision on appointing Mr. Lam Anh Tuấn as Mine Operations Director.	
34	3504/QĐ-VHTC	18/10/2024	Decision on approving leadership staff planning for the 2020–2025 period (after review and supplementation in 2024).	
35	3505/QĐ-VHTC	18/10/2024	Decision on approving leadership staff planning for the 2025–2030 period (after review and supplementation).	
36	3645/QĐ-VHTC	30/10/2024	Decision on dismissing the Chief Accountant of the Company.	
37	3795/QĐ-VHTC	06/11/2024	Decision on issuing the Company's salary scale and salary table system – Ha Tu Coal JSC – Vinacomin.	
38	3802/QĐ-VHTC	06/11/2024	Decision on applying salary levels for Company Managers (Mr. Nguyễn Trọng Hiếu).	
39	3803/QĐ-VHTC	06/11/2024	Decision on applying salary levels for Company Managers (Ms. Hà Thị Diệp Anh).	
40	3805/QĐ-VHTC	06/11/2024	Decision on applying salary levels for Company Managers (Mr. Đặng Văn Tĩnh).	
41	3806/QĐ-VHTC	06/11/2024	Decision on applying salary levels for Company Managers (Mr. Trần Quốc Toàn).	
42	3808/QĐ-VHTC	06/11/2024	Decision on approving the training and development plan for staff in leadership and management planning for the periods 2020–2025 and 2025–2030 – Ha Tu Coal JSC – Vinacomin.	
43	3816/QĐ-VHTC	06/11/2024	Decision on applying salary levels for Company Managers (Mr. Lam Anh Tuấn).	
44	3818/QĐ-VHTC	06/11/2024	Decision on applying salary levels for Company Managers (Mr. Nguyễn Quang Quảng).	
45	3958/QĐ-VHTC	20/11/2024	Decision on approving the addition of outsourced clean coal processing volumes from the SPNT source for 2024.	
46	3959/QĐ-VHTC	20/11/2024	Decision on approving the final settlement of the completed project: production support investment for 2023 – Ha Tu Coal JSC – Vinacomin.	
47	3960/QĐ-VHTC	20/11/2024	Decision on establishing the Appraisal and Verification Teams under the BOD.	
48	4066/QĐ-VHTC	25/11/2024	Decision on relieving the Acting Director/Deputy General Director from their position.	

No.	Resolution/Decision No.	Date	Content	Approval Rate
49	4068/QĐ-VHTC	25/11/2024	Decision on appointing the General Director.	
50	4071/QĐ-VHTC	26/11/2024	Decision on establishing the Steering and Organizing Committees for the 2024 Extraordinary General Meeting of Shareholders (EGM).	
51	4194/QĐ-VHTC	05/12/2024	Decision on approving the adjusted 2024 investment plan.	
52	4222/QĐ-VHTC	10/12/2024	Decision on approving the 2025 investment plan.	
53	4436/QĐ-VHTC	26/12/2024	Decision on issuing investment management regulations.	
54	4435/QĐ-VHTC	26/12/2024	Decision on issuing regulations for organizing and operating inspection work.	
55	4437/QĐ-VHTC	26/12/2024	Decision on approving the 2025 internal audit plan.	
56	4635/QĐ-VHTC	31/12/2024	Decision on approving the project outline, cost estimate, and contractor selection plan for technical design adjustment and cost estimation verification for the Bắc Bàng Danh open-pit mining project.	



No.	Resolution/Decision No.	Date	Content	Approval Rate
49	4068/QĐ-VHTC	25/11/2024	Decision on appointing the General Director.	
50	4071/QĐ-VHTC	26/11/2024	Decision on establishing the Steering and Organizing Committees for the 2024 Extraordinary General Meeting of Shareholders (EGM).	
51	4194/QĐ-VHTC	05/12/2024	Decision on approving the adjusted 2024 investment plan.	
52	4222/QĐ-VHTC	10/12/2024	Decision on approving the 2025 investment plan.	
53	4436/QĐ-VHTC	26/12/2024	Decision on issuing investment management regulations.	
54	4435/QĐ-VHTC	26/12/2024	Decision on issuing regulations for organizing and operating inspection work.	
55	4437/QĐ-VHTC	26/12/2024	Decision on approving the 2025 internal audit plan.	

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Appendix 2: LIST OF RELATED PERSONS OF THE COMPANY

(Attached to Report No. **271** /BC-VHTC dated **22** January, 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	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	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	Nguyen Quang Quyen					28/03/2019			Affiliated person of internal person
14	Nguyen Thi Hoa					28/03/2019			Affiliated person of internal person
15	Nguyen Vinh Ngoc					28/03/2019			Affiliated person of internal person
16	Bui Thi Lan					28/03/2019			Affiliated person of internal person
17	Nguyen Thi Hong Cam					28/03/2019			Affiliated person of internal person
18	Nguyen Quang Tung					28/03/2019			Affiliated person of internal person
19	Nguyen Hong Anh Thu					28/03/2019			Affiliated person of internal person
20	Nguyen Thi Quyen					28/03/2019			Affiliated person of internal person
21	Nguyen Quang Quynh					28/03/2019			Affiliated person of internal person
22	Nguyen Thi Quynh					28/03/2019			Affiliated person of internal person
23	Nguyen Sy Huyen					28/03/2019			Affiliated person of internal person
24	Vu Thi Xuyen					04/12/2017			Affiliated person of internal person
25	Nguyen Viet Thang					04/12/2017			Affiliated person of internal person
26	Nguyen Viet Thai					04/12/2017			Affiliated person of internal person
27	Nguyen Viet Thong					04/12/2017			Affiliated person of internal person
28	Doan Thi Phuong					04/12/2017			Affiliated person of internal person
29	To Thi Mai Anh					04/12/2017			Affiliated person of internal person
30	Kim Thi Cam Van					04/12/2017			Affiliated person of internal person
31	Nguyen Viet Khanh					04/12/2017			Affiliated person of internal person
32	Nguyen Viet Bach					04/12/2017			Affiliated person of internal person
33	Vu Duc Mau					04/12/2017			Affiliated person of internal person
34	Pham Thi Mau					04/12/2017			Affiliated person of internal person
35	Dang Van Yen					06/09/2012			Affiliated person of internal person
36	Tran Thi Da					06/09/2012			Affiliated person of internal person
37	Nguyen Duy San					06/09/2012			Affiliated person of internal person
38	Vu Thi Hoi					06/09/2012			Affiliated person of internal person
39	Nguyen Bich Thuy					06/09/2012			Affiliated person of internal person
40	Dang Gia Bao					06/09/2012			Affiliated person of internal person
41	Dang Phuong Thao					06/09/2012			Affiliated person of internal person
42	Dang Thi An					06/09/2012			Affiliated person of internal person
43	Dang Thi Binh					06/09/2012			Affiliated person of internal person
44	Le Minh Hien					06/09/2012			Affiliated person of internal person
45	Bui Xuan Hieu					06/09/2012			Affiliated person of internal person
46	Pham Xuan Ha					25/04/2022			Affiliated person of internal person
47	Nguyen Tien Sach					25/04/2022			Affiliated person of internal person
48	Nguyen Manh Tuan					25/04/2022			Affiliated person of internal person
49	Nguyen Tien Dat					25/04/2022			Affiliated person of internal person
50	Ngo Thi Giang					25/04/2022			Affiliated person of internal person
51	Pham Thi Hien					25/04/2022			Affiliated person of internal person
52	Pham Thi Hue					25/04/2022			Affiliated person of internal person
53	Pham Manh Hung					25/04/2022			Affiliated person of internal person
54	Pham Hung Manh					25/04/2022			Affiliated person of internal person
55	Tran Dai Nghia					25/04/2022			Affiliated person of internal person
56	Vu Hong Nam					25/04/2022			Affiliated person of internal person
57	Trinh Thi Hue					25/04/2022			Affiliated person of internal person
58	Nguyen Thi Hoa					25/04/2022			Affiliated person of internal person
59	Le Thi Hoa					25/04/2022			Affiliated person of internal person
60	Luong Thi Ngoc Bich					26/04/2021			Affiliated person of internal person
61	Trinh Dac Hoa					26/04/2021			Affiliated person of internal person
62	Trinh Nhu Phuong					26/04/2021			Affiliated person of internal person
63	Trinh Minh Duc					26/04/2021			Affiliated person of internal person
64	Nguyen Thi Luong Nga					26/04/2021			Affiliated person of internal person
65	Nguyen Thac Cuong					26/04/2021			Affiliated person of internal person
66	Nguyen Luong Vinh					26/04/2021			Affiliated person of internal person
67	Vu Thi Thu Giang					26/04/2021			Affiliated person of internal person
68	Duong Tuan Anh					26/04/2021			Affiliated person of internal person
69	Nguyen Hong Quyen					25/04/2022			Affiliated person of internal person
70	Ngo Ha Phuong					25/04/2022			Affiliated person of internal person
71	Ngo Phuong Thao					25/04/2022			Affiliated person of internal person
72	Ngo Xuan Lang					25/04/2022			Affiliated person of internal person
73	Ngo Van Dieu					25/04/2022			Affiliated person of internal person
74	Ngo Van Luong					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	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the company
75	Pham Thi Thu Huong					25/04/2022			Affiliated person of internal person
76	Bui Thi Loan					25/04/2022			Affiliated person of internal person
77	Nguyen Van Khoi					25/04/2022			Affiliated person of internal person
78	Nguyen Thi Nhu					25/04/2022			Affiliated person of internal person
79	Pham Huy Lo					25/04/2016			Affiliated person of internal person
80	Dang Thi Tan					25/04/2016			Affiliated person of internal person
81	Do Xuan Thanh					25/04/2016			Affiliated person of internal person
82	Pham Thi Thom					25/04/2016			Affiliated person of internal person
83	Do Tien Phuong					25/04/2016			Affiliated person of internal person
84	Do Thai Binh					25/04/2016			Affiliated person of internal person
85	Trinh Thi Hoai					25/04/2016			Affiliated person of internal person
86	Do Thi Thuy Trang					25/04/2016			Affiliated person of internal person
87	Pham Thi Lieu					25/04/2016			Affiliated person of internal person
88	Dang Viet Duc					25/04/2016			Affiliated person of internal person
89	Pham Huy Nam					25/04/2016			Affiliated person of internal person
90	Dinh Thi Hoa					25/04/2016			Affiliated person of internal person
91	Pham Huy Trung					25/04/2016			Affiliated person of internal person
92	Nguyen Thi Thu Hien					25/04/2016			Affiliated person of internal person
93	Tran Dinh Tinh					09/01/2025			Affiliated person of internal person
94	Luong Thi Dao					09/01/2025			Affiliated person of internal person
95	Nguyen Thi Thanh Thuy					09/01/2025			Affiliated person of internal person
96	Tran Tuan Kiet					09/01/2025			Affiliated person of internal person
97	Tran Minh Hien					09/01/2025			Affiliated person of internal person
98	Tran Lan Anh					09/01/2025			Affiliated person of internal person
99	Tran Thach Cuong					09/01/2025			Affiliated person of internal person
100	Dinh Thi Huong Loan					09/01/2025			Affiliated person of internal person
101	Tran Quoc Dan					21/02/2018			Affiliated person of internal person
102	Truong Thi Trong					21/02/2018			Affiliated person of internal person
103	Nguyen Thuy Ha					21/02/2018			Affiliated person of internal person
104	Tran Thi Ha Chi					21/02/2018			Affiliated person of internal person
105	Tran Quoc Huy					21/02/2018			Affiliated person of internal person
106	Tran Thi Cam Dung					21/02/2018			Affiliated person of internal person
107	Tran Thi Thu Huong					21/02/2018			Affiliated person of internal person
108	Tran Thi Thu Anh					21/02/2018			Affiliated person of internal person
109	Ta Hong Bo					21/02/2018			Affiliated person of internal person
110	Nguyen Van Tao					21/02/2018			Affiliated person of internal person
111	Tran Chien Thang					21/02/2018			Affiliated person of internal person
112	Lam Van Voong					02/01/2019			Affiliated person of internal person
113	Luc Thi Hat					02/01/2019			Affiliated person of internal person
114	Dinh Viet Ngan					02/01/2019			Affiliated person of internal person
115	Dinh Thi Thu Hang					02/01/2019			Affiliated person of internal person
116	Lam Tien Dung					02/01/2019			Affiliated person of internal person
117	Lam Tien Duy					02/01/2019			Affiliated person of internal person
118	Lam Thuy Thanh					02/01/2019			Affiliated person of internal person
119	Lam Thanh Thuan					02/01/2019			Affiliated person of internal person
120	Nguyen Duy Duc					02/01/2019			Affiliated person of internal person
121	Nguyen Tien Hau					02/01/2019			Affiliated person of internal person
122	Ta Thi Com					25/07/2022			Affiliated person of internal person
123	Nguyen Thi Bac					25/07/2022			Affiliated person of internal person
124	Phan Thi Thuy Hoa					25/07/2022			Affiliated person of internal person
125	Nguyen Quoc Hung					25/07/2022			Affiliated person of internal person
126	Nguyen Truc Quynh					25/07/2022			Affiliated person of internal person
127	Nguyen Thi Thu Huong					18/1/2023			Affiliated person of internal person
128	Nguyen Thi Bich					25/07/2022			Affiliated person of internal person
129	Nguyen Cam Lien					25/07/2022			Affiliated person of internal person
130	Nguyen Cam Nhung					25/07/2022			Affiliated person of internal person
131	Nguyen Trong Binh					25/07/2022			Affiliated person of internal person
132	Nguyen Trong Phu					25/07/2022			Affiliated person of internal person
133	Tran Van Binh					25/07/2022			Affiliated person of internal person
134	Doan Van Dung					25/07/2022			Affiliated person of internal person
135	Ngo Thi Tam					25/07/2022			Affiliated person of internal person
136	Pham Thi Thanh Huong					25/07/2022			Affiliated person of internal person
137	Ha Van Dao					28/10/2014			Affiliated person of internal person
138	Doan Thi Ly					28/10/2014			Affiliated person of internal person
139	Le Xuan Lieu					28/10/2014			Affiliated person of internal person
140	Le Tu Quynh					28/10/2014			Affiliated person of internal person
141	Le Phuc Chuong					28/10/2014			Affiliated person of internal person
142	Ha Minh Nghia					28/10/2014			Affiliated person of internal person
143	Ha Thi Bach Diep					28/10/2014			Affiliated person of internal person
144	Le Thi Minh Hoa					28/10/2014			Affiliated person of internal person
145	Pham Minh Tuan					28/10/2014			Affiliated person of internal person
146	Bui Van Inh					01/11/2024			Affiliated person of internal person
147	Dinh Thu Hoan					01/11/2024			Affiliated person of internal person
148	Bui Thi Dung					01/11/2024			Affiliated person of internal person
149	Hua Thi Anh					01/11/2024			Affiliated person of internal person
150	Bui Tuan Minh					01/11/2024			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	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the company
151	Bui Thanh Huyen					01/11/2024			Affiliated person of internal person
152	Tran Duy Hung					01/11/2024			Affiliated person of internal person
153	Hua Ngoc Son					01/11/2024			Affiliated person of internal person
154	Deputy Thu Hang					01/11/2024			Affiliated person of internal person
155	Hua Tien Dung					01/11/2024			Affiliated person of internal person
156	Tran Thi Tham					01/11/2024			Affiliated person of internal person
157	Nguyen Van Thuan					06/01/2020			Affiliated person of internal person
158	Nguyen Ngoc Mai					06/01/2020			Affiliated person of internal person
159	Nguyen Thu Ha					06/01/2020			Affiliated person of internal person
160	Nguyen Thi Phuong					06/01/2020			Affiliated person of internal person
161	Nguyen Quang Trung					06/01/2020			Affiliated person of internal person
162	Dinh Thi Huong					06/01/2020			Affiliated person of internal person
163	Nguyen Viet Hoa					06/01/2020			Affiliated person of internal person
164	Nguyen Thi Huyen					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 No **271** /BC-VHTC, dated 22 /01/2025 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 2024	Note
1	<p>Vietnam National Coal and Mineral Industries Group (TKV). Companies under TKV Group include:</p> <ul style="list-style-type: none"> - Hong Gai Coal Mining Company – Vinacomin; - Cam Pha Port and Logistics Company - Vinacomin; - TKV Environment One Member Co., Ltd ; - Quang Ninh Coal Processing Company - TKV ; - Viet Bac Mining Mechanical Joint Stock Company VVMI; - Vinacomin Machinery Manufacturing Joint Stock Company; - Vinacomin Automobile Industry Joint Stock Company; - Information Technology, Environment Joint Stock Company - Vinacomin ; - Vietnam College of Coal and Minerals ; - Institute of Energy and Mining Engineering - 	Major shareholder	<p>Enterprise code: 5700100256 Department of Planning and Investment Hanoi</p>	No. 3 Duong Dinh Nghe, Yen Hoa, Cau Giay, Hanoi	From 2024 until further change	<p>No. 01/NQ-ĐHĐCĐ April 25, 2024 and No. 66/NQ-VHTC dated January 17, 2024</p>	<p>The contract in principle has no specific value. For contracts/transactions with specific value, the contract value is less than 35% of the total value of the Company's assets in the most recent audited Financial Statement. The</p>	TKV Năm giữ 65% Vốn điều lệ của Công ty

101 303 47/21

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 2024	Note
	<p>Vinacomin ;</p> <ul style="list-style-type: none"> - TKV Materials Joint Stock Company; - TKV Materials Joint Stock Company Branch - Hon Gai Materials Enterprise - Hanoi Branch - TKV Materials Joint Stock Company ; - Branch of Vinacomin Machinery Manufacturing Joint Stock Company ; - Mao Khe Mechanical Joint Stock Company - Vinacomin ; - CN Group - Coal mining project management board - TKV ; - TKV Environment One Member Co., Ltd ; - Mining Geology Joint Stock Company - TKV ; - Vinacomin Appraisal Joint Stock Company; Vinacomin Mining and Industry Investment Consulting Joint Stock Company - Geology and Minerals Joint Stock Company - Vinacomin ; - Viet Bac Geological Joint Stock Company - TKV; - CN Mining and Industry Investment Consulting Joint Stock Company - Trading and Service Enterprise; - Institute of Mining Science and Technology - Vinacomin ; - Cam Pha Mining Chemical Industry Company ; 						<p>total value of contracts implemented in 2024 by TKV's affiliated units is VND 5,799.4 billion.</p>	

23/11/2024

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 2024	Note
		Board.						
4	Vinacomin Mining and Industry Investment Consulting Joint Stock Company, a general trading and service enterprise	Chairman of THT Board of Directors is Chairman of the Company's Board of Directors.	Tax code: 0500237543	565 Nguyen Trai Street, Thanh Xuan Nam Ward, Thanh Xuan District, Hanoi	From 2024 until further change	No. 66/NQ-VHTC dated January 17, 2024	Branch of Vinacomin Mining and Industry Investment Consulting Joint Stock Company, General Trading and Service and Construction Enterprise. The total contract value implemented in 2024 is 8,440 billion VND.	

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 2024	Note
	<ul style="list-style-type: none"> - Miner Transportation and Shuttle Joint Stock Company - Vinacomin ; - Mine Rescue Center - Vinacomin ; - Quang Ninh Mining Chemical Industry Company and a number of other joint stock companies in which TKV holds controlling shares. 							
2	Vinacomin Tourism and Trade Joint Stock Company	THT Board of Directors is a member of the Company's Board of Directors.	Enterprise code: 0100101298; 11/01/2004; Department of Planning and Investment Hanoi	Viet A Building, Duy Tan, Cau Giay, Hanoi	From 2023 until further notice	No. 66/NQ-VHTC dated January 17, 2024	Serving meals for 03 years 100.2 billion VND. Total contract value to be implemented in 2024 is 41,492 billion VND.	
3	Deo Nai Coal Joint Stock Company - Pile 6 - TKV	THT Supervisory Board is the Head of the Company's Supervisory	Enterprise code 5700101002	Cam Tay Ward - Cam Pha City - Quang Ninh			No transaction yet	

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 2024	Note
5	Electricity Corporation - TKV	Chairman of THT Board of Directors is Chairman of the Board of Directors of the Company.	Tax code: 0104297034	No. 78, 2nd Floor, SANNAM Building - Duy Tan Street, Dich Vong Hau Ward, Cau Giay, Hanoi			No transaction yet	
6	Nui Beo Coal Joint Stock Company - Vinacomin	THT Board of Directors members are Board of Directors members of the Company.	Tax code: 5700101700	Address: No. 799, Bach Dang Ward, Ha Long City, Quang Ninh Province			The total contract value to be implemented in 2024 is 15 billion 747 million VND.	

Appendix No. 4: THE LIST OF INTERNAL PERSONS AND AFFILIATED PERSONS OF INTERNAL PERSONS
(Attached to Report No. /BC-VHTC dated January 2025)

STT	Name	Securities trading account	Position at the company	ID card/Passport number, date of issue, place of issue	Address	Number of shares owned at the end of the period	Percent age of share ownership at the end of the period (%)	Note
1	Ngo The Phiet		Chairman of the Board of Directors from 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							biological child
1.06	Ngo An Binh							biological 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	Nguyen Quang Quang		Interim Director					internal person
2.01	Nguyen Quang Quyen							Father
2.02	Nguyen Thi Hoa							Mother
2.03	Nguyen Vinh Ngoc							father in law
2.04	Bui Thi Lan							Mother in law
2.05	Nguyen Thi Hong Cam							Wife
2.06	Nguyen Quang Tung							offspring
2.07	Nguyen Hong Anh Thu							offspring
2.08	Nguyen Thi Quyen							sister
2.09	Nguyen Quang Quynh							younger brother
2.10	Nguyen Thi Quynh							sister in law
2.11	Nguyen Sy Huyen							brother in law
3	Nguyen Viet Thanh		Board Member					internal person
3.01	Vu Thi Xuyen							Wife
3.02	Nguyen Viet Thang							brother
3.03	Nguyen Viet Thai							younger brother
3.04	Nguyen Viet Thong							younger brother
3.05	Doan Thi Phuong							Sister in law
3.06	To Thi Mai Anh							sister in law
3.07	Kim Thi Cam Van							sister in law
3.08	Nguyen Viet Khanh							offspring
3.09	Nguyen Viet Bach							offspring
3.10	Vu Duc Mau							father in law
3.11	Pham Thi Mau							Mother in law
4	Dang Van Tinh		Board Member					internal person
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
4.05	Nguyen Bich Thuy							Wife
4.06	Dang Gia Bao							offspring
4.07	Dang Phuong Thao							offspring



STT	Name	Securities trading account	Position at the company	ID card/Passport number, date of issue, place of issue	Address	Number of shares owned at the end of the period	Percent age of share ownership at the end of the period (%)	Note
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
5	Pham Thi Hai		Board Member					internal person
5.01	Pham Xuan Ha							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 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
5.14	Le Thi Hoa							Sister in law
6	Nguyen Thi Luong Anh		TBKS					internal person
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
7	Ngo Duy Da		TV BKS					internal person
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
7.10	Nguyen Thi Nhu							Mother in law
8	Pham Thi Lan Huong		TV BKS			3000	0.01	internal person
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

STT	Name	Securities trading account	Position at the company	ID card/Passport number, date of issue, place of issue	Address	Number of shares owned at the end of the period	Percent age of share ownership at the end of the period (%)	Note
8.05	Do Tien Phuong							Husband
8.06	Do Thai Binh							Boy
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
9	Tran Quoc Tuan		Manager					internal person
9.01	Tran Dinh Tinh							Father
9.02	Luong Thi Dao							Mother in law
9.03	Nguyen Thi Thanh Thuy							Wife
9.04	Tran Tuan Kiet							biological child
9.05	Tran Minh Hien							biological child
9.06	Tran Lan Anh							younger brother
9.07	Tran Thach Cuong							younger brother
9.08	Dinh Thi Huong Loan							sister in law
10	Tran Quoc Toan		Vice president			120	0.0005	internal person
10.01	Tran Quoc Dan							Father
10.02	Truong Thi Trong							Mother
10.03	Nguyen Thuy Ha							Wife
10.04	Tran Thi Ha Chi							offspring
10.05	Tran Quoc Huy							offspring
10.06	Tran Thi Cam Dung							Sister
10.07	Tran Thi Thu Huong							Sister
10.08	Tran Thi Thu Anh							younger brother
10.09	Ta Hong Bo							brother in law
10.10	Nguyen Van Tao							brother in law
10.11	Tran Chien Thang							brother in law
11	Lam Anh Tuan		Vice president					internal person
11.01	Lam Van Voong							Father
11.02	Luc Thi Hat							Mom
11.03	Dinh Viet Ngan							father in law
11.04	Dinh Thi Thu Hang							Wife
11.05	Lam Tien Dung							Son
11.06	Lam Tien Duy							Son
11.07	Lam Thuy Thanh							younger brother
11.08	Lam Thanh Thuan							younger brother
11.09	Nguyen Duy Duc							brother in law
11.10	Nguyen Tien Hau							brother in law
12	Nguyen Trong Hieu		Vice president					internal person
12.01	Ta Thi Com							Mother
12.02	Nguyen Thi Bac							Mother in law

STT	Name	Securities trading account	Position at the company	ID card/Passport number, date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
12.03	Phan Thi Thuy Hoa							Wife
12.04	Nguyen Quoc Hung							offspring
12.05	Nguyen Truc Quynh							offspring
12.06	Nguyen Thi Thu Huong							daughter in law
12.07	Nguyen Thi Bich							Sister
12.08	Nguyen Cam Lien							Sister
12.09	Nguyen Cam Nhung							Sister
12.10	Nguyen Trong Binh							brother
12.11	Nguyen Trong Phu							younger brother
12.12	Tran Van Binh							brother in law
12.13	Doan Van Dung							brother in law
12.14	Ngo Thi Tam							Sister in law
12.15	Pham Thi Thanh Huong							sister in law
13	Ha Thi Diep Anh	1168000113	Chief Accountant			640	0.003	internal person
13.01	Ha Van Dao							Father
13.02	Doan Thi Ly							Mom
13.03	Le Xuan Lieu							Husband
13.04	Le Tu Quynh							Son
13.05	Le Phuc Chuong							Son
13.06	Ha Minh Nghia							younger brother
13.07	Ha Thi Bach Diep							younger brother
13.08	Le Thi Minh Hoa							sister in law
13.09	Pham Minh Tuan							brother in law
14	Bui Thanh Binh		In charge of financial accounting					internal person
14.01	Bui Van Inh							Father
14.02	Dinh Thu Hoan							Mother
14.03	Bui Thi Dung							Mother in law
14.04	Hua Thi Anh							Wife
14.05	Bui Tuan Minh							offspring
14.06	Bui Thanh Huyen							younger brother
14.07	Tran Duy Hung							brother in law
14.08	Hua Ngoc Son							Brother in law
14.09	Deputy Thu Hang							Sister in law
14.10	Hua Tien Dung							Brother in law
14.11	Tran Thi Tham							Sister in law
15	Nguyen Phuong Nhung		PTQT- UQ CBTT					internal person
15.01	Nguyen Van Thuan							Husband
15.02	Nguyen Ngoc Mai							Son
15.03	Nguyen Thu Ha							Son
15.04	Nguyen Thi Phuong							Mom
15.05	Nguyen Quang Trung							younger brother
15.06	Dinh Thi Huong							sister in law
15.07	Nguyen Viet Hoa							father in law
15.08	Nguyen Thi Huyen							Mother in law