

No: 115/NQ-VHTC

Ha Tu, day 07 month 10 year 2025

RESOLUTION

**On the Approval of Certain Matters of Meeting No. 115 – Term IV
Ha Tu Coal Joint Stock Company – Vinacomin**

BOARD OF DIRECTORS

HA TU COAL JOINT STOCK COMPANY – VINACOMIN

Pursuant to the Charter on the organization and operation of Ha Tu Coal Joint Stock Company – Vinacomin as approved by the General Meeting of Shareholders on May 8, 2023;

Pursuant to Decision No. 2091/QĐ-TKV dated September 30, 2025 of the Members' Council of Vietnam National Coal and Mineral Industries Holding Corporation Limited ("Vinacomin") regarding the change of the representative managing Vinacomin's contributed capital and the representative of Vinacomin participating in the Board of Directors at Ha Tu Coal Joint Stock Company – Vinacomin;

Pursuant to the Letter of Resignation of Mr. Ngo The Phiet – Chairman of the Board of Directors of the Company;

Pursuant to the Minutes of the Board of Directors' Meeting No. 115/BB-VHTC dated October 7, 2025 of the Board of Directors of Ha Tu Coal Joint Stock Company – Vinacomin.

RESOLVES:

Article 1. The Board of Directors of Ha Tu Coal Joint Stock Company – Vinacomin (the "BOD") hereby approves the following matters with 100% unanimous consent of all BOD members attending the meeting. Specifically:

1. The Board of Directors approved the resignation of Mr. Ngo The Phiet; accordingly, Mr. Ngo The Phiet shall cease holding the position of Chairman of the Board of Directors of Ha Tu Coal Joint Stock Company – Vinacomin as from October 7, 2025. The dismissal of his membership of the Board of Directors shall be submitted to the nearest General Meeting of Shareholders for approval.

2. The Board of Directors unanimously assigned Mr. Tran Quoc Tuan – Member of the Board of Directors, Director of the Company, and Representative of Vinacomin at the Company – to temporarily assume responsibility for, and perform

the rights and obligations of, the Chairman of the Board of Directors as from October 7, 2025 until the Company officially elects a new Chairman of the Board of Directors in accordance with regulations. Mr. Tran Quoc Tuan shall be responsible for fully performing the rights and obligations of the Chairman of the Board of Directors as prescribed by law.

3. The Board of Directors unanimously nominated Mr. Vu Van Khan – Representative managing Vinacomin’s contributed capital at the Company (pursuant to Decision No. 2091/QĐ-TKV dated September 30, 2025 of the Members’ Council of Vietnam National Coal and Mineral Industries Holding Corporation Limited regarding the change of the representative managing Vinacomin’s contributed capital and the representative of Vinacomin participating in the Board of Directors at Ha Tu Coal Joint Stock Company – Vinacomin) – as a candidate for election as an additional member of the Board of Directors for the remaining term 2022–2027, after the dismissal of Board member Ngo The Phiet at the nearest General Meeting of Shareholders.

4. The Board of Directors approves the organization of the Extraordinary General Meeting of Shareholders in 2025 with the following main contents:

- Record date for exercising the right to vote at the Extraordinary General Meeting of Shareholders 2025: 27/10/2025

- Expected date of the meeting: 28/11/2025

- Venue: Office of Ha Tu Coal Joint Stock Company – Vinacomin

- Agenda: Dismissal and election of additional members of the Board of Directors and other matters within the authority of the General Meeting of Shareholders (Adjustment of the 2025 Business and Production Plan, if any).

- The Board of Directors agreed to establish the Steering Committee and organize the Extraordinary General Meeting of Shareholders 2025 of the Company, with the Director acting as the Head of the Committee. The members of the Committee shall be as proposed by the Director of the Company in Submission No. 3428/TTr-VHTC dated October 1, 2025 regarding the organization of the Extraordinary General Meeting of Shareholders 2025.

Article 2. This Resolution shall take effect from the date of its signing and issuance.

Article 3. The members of the Board of Directors, the Executive Board, and relevant units shall implement this Resolution accordingly.

Recipients:

- HNX, SSC (via CIMS, e-copy);
- As Article 3 (e-copy);
- Party Committee (e-copy, for reporting);
- Supervisory Board, Executive Board (e-copy);
- Departments of Investment, Planning, Accounting, Administration (e-copy);
- Finance & Human Resources Department;
- Archives: Office, Company Secretary.

ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN



Ngô Thế Phiệt