VIETNAM NATIONAL COAL - MINERAL INDUSTRIES HOLDING CORPORATION
VINACOMIN – MINERALS HOLDING CORPORATION

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hanoi, 30 October 2026

NOTICE OF PERSONNEL CHANGES

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

Pursuant to Resolution No. 2986/NQ-VIMICO of the Board of Directors dated 29 October 2026, Vinacomin – Minerals Holding Corporation (the "Corporation") hereby gives notice of the following personnel changes:

1. Dismissal

- Name: Mr. Trinh Van Tue;
- Position vacated: General Director of the Corporation;
- Effective date: 29 October 2026.

2. Assignment of Authority

- Name: Mr. Ly Xuan Tuyen;
- Position before assignment: Deputy General Director of the Corporation;
- Position assigned: Acting General Director of the Corporation, exercising the rights and obligations of the legal representative;
- Term: Until the position of General Director is filled;
- Effective date: 29 October 2026.

3. This information was published on the Corporation's website on 30 October 2026 at: http://vimico.vn.

We hereby affirm that the information disclosed above is true and accurate, and we accept full legal responsibility for its content.

Enclosures:
- Resolution No. 2986/NQ-VIMICO;
- Decision No. 1519/QD-VIMICO;
- Personal Information Statement.

PERSON AUTHORISED TO DISCLOSE INFORMATION
DEPUTY GENERAL DIRECTOR

(Signed)

Ngô Quốc Trung

Signature Not Verified
Ký bởi: NGÔ QUỐC TRUNG
Ký ngày: 30/10/2026 16:58:34

VIETNAM NATIONAL COAL - MINERAL INDUSTRIES HOLDING CORPORATION
VINACOMIN – MINERALS HOLDING CORPORATION
No: 2986/NQ-VIMICO

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hanoi, 29 October 2026

RESOLUTION
OF THE BOARD OF DIRECTORS OF VINACOMIN – MINERALS HOLDING CORPORATION

Pursuant to the Charter on the Organisation and Operation of Vinacomin – Minerals Holding Corporation (the "Corporation"), as amended and supplemented for the eighth time, issued under Decision No. 1380/QD-VIMICO dated 20 October 2026 of the Corporation's Board of Directors;

Pursuant to the Minutes of the Board of Directors' meeting held on 29 October 2026 (No. 2986/BB-VIMICO),

HEREBY RESOLVES:

Article 1. The Board of Directors unanimously approves the following:

1. To approve the dismissal of Mr. Trinh Van Tue as the Corporation's General Director, effective October 29, 2026.

2. To appoint Mr. Ly Xuan Tuyen, Deputy General Director, as Acting General Director of the Corporation, effective October 29, 2026, until the position of General Director is filled.

3. To designate Mr. Ly Xuan Tuyen as the Corporation's legal representative, to exercise the rights and discharge the obligations of that office in accordance with applicable law and the Charter.

The Chairman of the Board of Directors is authorised to sign and issue the corresponding decisions on the basis of this Resolution.

Article 2. The members of the Board of Directors, the individuals named in Article 1, the Deputy General Directors, the Chief Accountant, the Chief of Office, the heads of the Corporation's departments, the directors of its member units, and the Corporation's capital representatives at other relevant enterprises are responsible for implementing this Resolution./.

MEMBERS OF THE BOARD OF DIRECTORS

Ngô Quốc Trung

Đặng Đức Hưng

Nguyễn Văn Thái

CHAIRPERSON

(Signed)

Nguyễn Văn Hải

SECRETARY

Nguyễn Thị Phương Thảo

Recipients:
- Members of the Board of Directors (e-copy);
- Party Committee, Executive Board, and Supervisory Board (e-copy);
- Trade Union and Youth Union (e-copy);
- Chief Accountant, Chief of Office, and Corporation's departments (e-copy);
- Corporation website;
- Filed: Records Office, Board of Directors.

VIETNAM NATIONAL COAL - MINERAL INDUSTRIES HOLDING CORPORATION
VINACOMIN – MINERALS HOLDING CORPORATION
No. 1519/QĐ-VIMICO

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness
Hanoi, 29 October 2026

DECISION
On the Appointment of the Acting General Director of Vinacomin – Minerals Holding Corporation

THE BOARD OF DIRECTORS OF VINACOMIN – MINERALS HOLDING CORPORATION

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020 of the National Assembly of the Socialist Republic of Vietnam, as amended and supplemented by Law No. 03/2022/QH15 dated 11 January 2022 and Law No. 76/2025/QH15 dated 17 June 2025;

Pursuant to the Charter on the Organisation and Operation of Vinacomin – Minerals Holding Corporation (the "Corporation"), as amended and supplemented for the eighth time, issued under Decision No. 1380/QD-VIMICO dated 20 October 2026 of the Corporation's Board of Directors;

Pursuant to Resolution No. 16-NQ/DU dated 29 October 2026 of the Standing Committee of the Corporation's Party Committee;

Pursuant to Resolution No. 2986/NQ-VIMICO dated 29 October 2026 of the Corporation's Board of Directors.

HEREBY DECIDES:

Article 1. To appoint Mr. Ly Xuan Tuyen, Deputy General Director, as Acting General Director of the Corporation, effective 29 October 2026 and until the position of General Director is filled.

Article 2. To designate Mr. Ly Xuan Tuyen as the Corporation's legal representative, to exercise the rights and discharge the obligations of that office in accordance with applicable law and the Charter.

Article 3. Mr. Ly Xuan Tuyen, the members of the Board of Directors, the Deputy General Directors, and the Chief Accountant of the Corporation are responsible for implementing this Decision./.

Recipients:
- As per Article 3;
- Standing Committee of the TKV Party Committee and TKV (for report);
- Party Committee, Board of Directors, and Supervisory Board of the Corporation (e-copy);
- Executive Board, Trade Union, and Youth Union of the Corporation (e-copy);
- Corporation's departments, subsidiaries, and member units (e-copy);
- Filed: Office, Organisation and Labour Department (3).

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

(Signed)

Nguyễn Văn Hải