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

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hanoi, 18 November 2026

NOTICE OF PERSONNEL CHANGES

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

Pursuant to Resolution No. 3238/NQ-VIMICO of the Board of Directors dated 18 November 2026, Vinacomin – Minerals Holding Corporation (the "Corporation") hereby gives notice of the following personnel changes:

1. In case of appointment

- Name: Mr. Ly Xuan Tuyen;
- Position prior to appointment: Deputy General Director of the Corporation;
- Appointed position: General Director of Vinacomin - Minerals Holding Corporation;
- Effective date: 19 November2026.

2. This information was published on the Corporation's website on 18 November 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. 3238/NQ-VIMICO;
- Decision No. 1819/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: 18/11/2026 15:37:21

VIETNAM NATIONAL COAL – MINERAL INDUSTRIES HOLDING CORPORATION
VINACOMIN – MINERALS HOLDING CORPORATION
No. 3238 /NQ-VIMICO

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hanoi, 18 November 2026

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

Pursuant to the Charter on the Organization and Operation of Vinacomin – Minerals Holding Corporation (the "Corporation"), as amended and supplemented for the eighth time and 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 18 November 2026 (No. 3238/BB-VIMICO,

HEREBY RESOLVES:

Article 1. The Board of Directors unanimously approves and resolves to appoint Mr. Ly Xuan Tuyen, Deputy General Director of the Corporation, as General Director of Vinacomin – Minerals Holding Corporation
The appointment shall take effect on 19 November 2026

Mr. Ly Xuan Tuyen shall hold the position for a term of five (05) years from the date of appointment.

Based on this Resolution, the Chairman of the Board of Directors shall sign and issue the decision.

Article 2. The members of the Board of Directors, the individual 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 subordinate units, and the Corporation's representatives at other enterprises shall be responsible for implementing this Resolution.

MEMBERS OF THE BOARD OF DIRECTORS

Ngo Quoc Trung

Dang Duc Hung

Nguyen Van Thai

CHAIRMAN

(Signed)

Nguyen Van Hai

SECRETARY

Nguyen Thi Phuong Thao

Recipients:
- Board of Directors and Supervisory Board (e-copy);
- Party Committee, Executive Board, Trade Union, and Youth Union (e-copy);
- Departments and units of the Corporation (e-copy);
- Corporation website;
- Filed: Records Office, Board of Directors.

VIETNAM NATIONAL COAL - MINERAL INDUSTRIES HOLDING CORPORATION
VINACOMIN – MINERALS HOLDING CORPORATION
No. 1819/QD-VIMICO

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hanoi, 18 November 2026

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

THE BOARD OF DIRECTORS OF VINACOMIN – MINERALS HOLDING CORPORATION

Pursuant to the Charter on the Organization 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. 26-NQ/DU dated 16 November 2026 of the Standing Committee of the Corporation's Party Committee;

Pursuant to Resolution No. 3238/NQ-VIMICO dated 18 November 2026 of the Corporation's Board of Directors.

HEREBY DECIDES:

Article 1. Mr. Ly Xuan Tuyen, Deputy General Director of the Corporation, is appointed General Director of the Corporation, effective 19 November 2026.

His term of office shall be five (05) years from the date of appointment.

Article 2. Mr. Ly Xuan Tuyen shall be placed at Grade 1 of 2 for the position of General Director of the Corporation, with a monthly salary of VND 22,274,000 (Payroll Table for Enterprise Managers, VIMICO-05, under the Salary Scales and Payroll Tables of the Corporation's parent company, issued under Decision No. 398/QD-VIMICO dated 15 April 2026).

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

Recipients:
- As per Article 3;
- 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);
- Departments of the Corporation (e-copy);
- Party-Building Committees (e-copy);
- Subsidiaries and directly affiliated units (e-copy);
- Filed: Office, Organisation and Labour Department (3).

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

(Signed)

Nguyễn Văn Hải