



No. **316** /QD – HDQT

Hanoi, November 13, 2025

DECISION

Regarding the performance of duties Full-time member of the BOD

BOARD OF DIRECTORS

VINACOMIN - VIET BAC MINING INDUSTRY HOLDING CORPORATION

Pursuant to Decision No. 302/QD-HDQT dated October 16, 2025 of the Board of Directors of Vinacomin – Viet Bac Mining Industry Holding Corporation on promulgating the Charter on Organization and Operation (amended) of Vinacomin – Viet Bac Mining Industry Holding Corporation;

Pursuant to Decision No. 200/QD-HDQT dated November 8, 2023, of the Board of Directors of Vinacomin – Viet Bac Mining Industry Holding Corporation on promulgating the Regulation on Personnel Management of Vinacomin – Viet Bac Mining Industry Holding Corporation;

Pursuant to Resolution No. 307/NQ-HDQT dated October 28, 2025 of the Board of Directors of the Corporation.

DECIDES:

Article 1. Not to reappoint Mr. Vu Minh Tan, Deputy General Director of Vinacomin – Viet Bac Mining Industry Holding Corporation, effective November 16, 2025, due to the completion of his term as Deputy General Director of Vinacomin – Viet Bac Mining Industry Holding Corporation (second term) as stipulated in the Corporation's Personnel Management Regulations.

Article 2. Mr. Vu Minh Tan shall continue to hold the position of Member of the Parent Company's Board of Directors, performing the duties of a full-time Member of the Parent Company's Board of Directors for the 2025-2030 term, effective from November 16, 2025.

Article 3. Mr. Vu Minh Tan shall receive salary grade of 2/2 applicable to full-time Member of the Parent Company's Board of Directors.

Article 4. The General Director, the Head of the Human Resources Department of the Parent Company, and Mr. Vu Minh Tan are responsible for implementing this Decision./.

Recipients:

- As stated in Article 4 (e);
- BOD, BOS of the Parent Company (e);
- Deputy General Directors of the Parent Company (e);
- Mr. Vu Minh Tan;
- Subsidiaries and affiliated units (e);
- Departments of the Parent Company (e);
- Party Committee Office;
- Archives: Office, HR Department (08b).

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN**

LE QUANG BINH