



Vietnam National Coal and
Mineral Industries Holding
Corporation Limited
VINACOMEN - VIET BAC MINING
TỔNG CÔNG NGHIỆP VIỆT NAM
INDUSTRY HOLDING
CÔNG NGHIỆP VIỆT NAM

No.: 0224 /CMV - TKTCT

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hanoi, January 16, 2026

NOTICE OF PERSONNEL CHANGE

To:

- The State Securities Commission;
- The Hanoi Stock Exchange.

Pursuant to Decision No. 018/QD-HDQT dated January 16, 2026, of the Board of Directors of VINACOMIN - Viet Bac Mining Industry Holding Corporation, we respectfully announce the personnel changes of the Parent Company as follows:

Appointment:

- Mr. Hoang Kieu Hung

- Position prior to appointment: Director of VVMI - Na Duong Coal Company, VINACOMIN - Viet Bac Mining Industry Holding Corporation.
- Appointed position: Deputy General Director of the VINACOMIN - Viet Bac Mining Industry Holding Corporation.
- Effective date: January 19, 2026.

The Parent Company commits that the information disclosed above is true and takes full responsibility before the Law for the content of the disclosed information ./.

**AUTHORIZED INFORMATION
DISCLOSURE OFFICER**

Recipients:

- As mentioned above;
- Member of the BOD, BOS (e-copy);
- General Director (e-copy);
- Departments of the Parent Company (e-copy);
- Archived: Office, HR Department, Seretary of the Parent Company (H.03).

HOANG MINH HOI

Attached documents:

1. Decision No. 018/QD-HDOT dated January 16, 2026, of the Parent Company's Board of Directors.

VIETNAM NATIONAL COAL AND
MINERAL INDUSTRIES HOLDING
CORPORATION LIMITED
VINACOMIN - VIET BAC MINING
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/QD - HDQT

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Hanoi, January 16, 2026

DECISION
Regarding the appointment of
the Deputy General Director of the Parent Company

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. 16/NQ-HDQT dated January 16, 2026 of the Board of Directors of the Parent Company.

DECIDES

Article 1. Appoint Mr. Hoang Kieu Hung – Director of VVMI - Na Duong Coal Company to the position of Deputy General Director of the VINACOMIN - Viet Bac Mining Industry Holding Corporation, effective from January 19, 2026.

Article 2. The term of office for Mr. Hoang Kieu Hung is five (05) years from the date of appointment.

Article 3. Mr. Hoang Kieu Hung receives a salary of 19,047,000 VND (Level 1/2 for Deputy General Director of the Parent Company - Manager Salary Scale issued under Decision No. 264/QD-HDQT dated November 4, 2024, of the Parent Company).

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

Recipients:

- As stated in Article 4 (e-copy);
- BOD, BOS of the Parent Company (e-copy);
- GD, DGD, CA of the Parent Company (e-copy);
- Mr. Hoang Kieu Hung;
- Subsidiaries and affiliated units (e-copy);
- Departments of the Parent Company (e-copy);
- Union, Party Committee Office (e-copy);
- Archives: Office, HR Department (06b).

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

LE QUANG BINH

