

VIETNAM NATIONAL COAL AND
MINERAL INDUSTRIES HOLDING
CORPORATION LIMITED



**VINACOMIN - VIET BAC MINING
INDUSTRY HOLDING
CORPORATION**

No. 235/2026/QD-HDQT /CMV - TKTCT

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hanoi, July 23, 2026

NOTICE OF PERSONNEL CHANGE

To:

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

Pursuant to Decision No. 235, 236/2026/QD-HDQT dated July 22, 2026, of the Board of Directors of VINACOMIN - Viet Bac Mining Industry Holding Corporation, we respectfully announce the personnel changes of the Corporation as follows:

Appointment:

- **Mr. Hoang Minh Hoi**
- Position prior to appointment: Deputy Chief of Office concurrently holding the position of Corporate Governance Officer - Secretary of the Corporation.
- Appointed position:
 - + Deputy Chief of Office serving as Corporate Governance Officer of VINACOMIN - Viet Bac Mining Industry Holding Corporation.
 - + Deputy Chief of Office serving as Secretary of the Board of Directors of VINACOMIN - Viet Bac Mining Industry Holding Corporation.
- Effective date: August 01, 2026.

The Corporation 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);
- Archived: Office, HR Department, Secretary of the Parent Company (H2).

HOANG MINH HOI

Attached documents:

1. Decision No. 235, 236/2026/QD-HDQT dated July 22, 2026, of the Board of Directors of VINACOMIN - Viet Bac Mining Industry Holding Corporation.

**VINACOMIN - VIET BAC MINING
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Hanoi, July 22, 2026

**VINACOMIN -
INDUSTRIAL
CORP.**

No. 235/2026/QĐ – HDQT

BOARD OF DIRECTORS

VINACOMIN - VIET BAC MINING INDUSTRY HOLDING CORPORATION

Pursuant to Resolution No.232/2026/NQ-HDQT dated July 17 2026 of the Board of Directors of VINACOMIN – Viet Bac Mining Industry Holding Corporation.

Article 1. To appoint Mr. **Hoang Minh Hoi** – Deputy Chief of Office of VINACOMIN – Viet Bac Mining Industry Holding Corporation as the Corporate Governance Officer of VINACOMIN – Viet Bac Mining Industry Holding Corporation, effective from August 01, 2026 until the end of the 2025–2030 term of the Board of Directors of VINACOMIN – Viet Bac Mining Industry Holding Corporation.

Article 2. The responsibilities and powers of the Corporate Governance Officer of the Corporation shall be implemented in accordance with the provisions of law and the Charter of VINACOMIN – Viet Bac Mining Industry Holding Corporation.

Article 3. This Decision replaces Decision No. 187/QD-HDQT dated May 21, 2025 of the Board of Directors of the Corporation.

Article 4. Members of the Board of Directors, the General Director, Heads of relevant Departments of the Corporation, and Mr. Hoang Minh Hoi are responsible for implementing this Decision./.

- As stated in Article 4 (e);
- BOD, Deputy General Directors, Chief Accountant of the Corporation (e);
- BOS, Trade Union of the Corporation (e);
- Subsidiaries, affiliated units (e-copy);
- Departments of the Corporation (e-copy);
- Archives: Office, HR Department.

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

BUI TRAN DONG

VIETNAM NATIONAL COAL AND
MINERAL INDUSTRIES HOLDING
CORPORATION LIMITED

**VINACOMIN - VIET BAC MINING
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CORPORATION**



No. 236 /2026/QĐ – HDQT

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hanoi, July 22, 2026

DECISION

On the assignment of duties to officials

BOARD OF DIRECTORS

VINACOMIN - VIET BAC MINING INDUSTRY HOLDING CORPORATION

Pursuant to Decision No. 183/QĐ-HDQT dated May 31, 2026 of the Board of Directors of VINACOMIN – Viet Bac Mining Industry Holding Corporation on promulgating the (amended) Charter on Organization and Operation of VINACOMIN – Viet Bac Mining Industry Holding Corporation;

Considering the proposal of the Head of the Human Resources Department of the Corporation.

DECIDES

Article 1. To assign **Mr. Hoang Minh Hoi** – Deputy Chief of Office of the Corporation to act as Secretary of the Board of Directors of VINACOMIN – Viet Bac Mining Industry Holding Corporation, effective from August 01, 2026.

Article 2. The Chief of Office, the Head of the Human Resources Department of the Corporation, and Mr. Hoang Minh Hoi are responsible for implementing this Decision./.

Recipients:

- As stated in Article 4 (e);
- Party Committee of the Corporation (e);
- BOD, BOS of the Corporation (e);
- Deputy General Directors, Chief Accountant of the Corporation (e);
- Mr. Hoang Minh Hoi;
- Departments of the Corporation (e);
- Archives: Office, HR Department.

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

BUI TRAN DONG