

Hanoi, February 13, 2026

## NOTICE OF PERSONNEL CHANGE

To: The State Securities Commission (SSC)  
The Hanoi Stock Exchange (HNX)

Pursuant to the Board Resolution No. 379/NQ – VIMICO dated February 13, 2026, we would like to formally announce the personnel change at Vinacomin - Minerals Holding Corporation as follows:

1. Regarding the re-appointment of:
  - Full Name: Mr. Le Tuan Ngoc
  - Position prior to re-appointment: Deputy General Director - Vinacomin- Minerals Holding Corporation
  - Appointed Position: Deputy General Director - Vinacomin - Minerals Holding Corporation
  - Term of Office: Five (05) years
  - Effective Date: February 13, 2026

2. This information shall be disclosed on the Corporation's website on February 13, 2026, at: <http://vimico.vn>

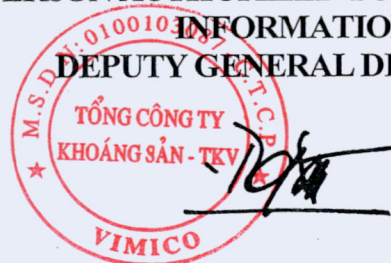
We hereby certify that the information provided above is true and accurate, and we accept full legal responsibility for the content of this disclosure.

**Enclosed Documents:**

- Resolution No: 379 /NQ – VIMICO;
- Decision No.: 196/QĐ - VIMICO
- Information Disclosure form.

**PERSON AUTHORIZED TO DISCLOSURE**

**INFORMATION  
DEPUTY GENERAL DIRECTOR**



**Ngo Quoc Trung**

**SOCIALIST REPUBLIC OF VIETNAM**

**Independence - Freedom - Happiness**

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*Hanoi, February 13, 2026*

**INFORMATION DISCLOSURE FORM**

To: The State Securities Commission  
The Hanoi Stock Exchange

1/ Full name: Le Tuan Ngoc

2/ Gender: Male

3/ Date of Birth: August 26, 1970

4/ Place of Birth: Thai Nguyen

5/ ID Card No.: 019070000008 Date of issue: 15/4/2024 Place of issue: Police Department for Administrative Management of Social Order.

6/ Nationality: Vietnamese

7/ Ethnic Group: Kinh

8/ Permanent Address: No. 5N4, Lane 90, Nguyen Tuan Street, Thanh Xuan Ward, Hanoi.

9/ Telephone:

10/ Email:

11/ Current Position at the Reporting Organization: Deputy General Director.

12/ Positions held at other organizations: Chairman of the Board of Directors – Minerals Joint Stock Company No. 3 - Vimico

13/ Professional Experience

Period	Organization	Chức vụ
Jan 1994 - Aug 1994	Mineral Development Corporation, 6 Pham Ngu Lao, Hanoi	Technical Officer
Sep 1994 - May 2001	Mineral Development Company No. 5, Tuy Hoa, Phu Yen	Director of Chinh Nghia Construction Materials Enterprise, Vice Chairman of the Trade Union

Jun 2001 - Aug 2004	Vietnam National Minerals Corporation	Deputy Manager of Cooperation & Development Dept.
Sep 2004 - Mar 2007	Vinacomin - Minerals Holding Corporation	Deputy Manager of Investment & Development Dept.
Apr 2007 - Sep 2011	Cao Bang Cast Iron and Steel JSC	Deputy Director
Oct 2011 - Mar 2012	Vinacomin - Minerals Holding Corporation	Deputy Manager (In charge) of Mining & Geology Dept.
Apr 2012 - Feb 2021	Vinacomin - Minerals Holding Corporation	Manager of Mining & Geology Dept.
Feb 2021 - Feb 2026	Vinacomin - Minerals Holding Corporation	Deputy General Director

14/ Number of Shares Held: 0 shares, in which

+ Representing ownership of State-owned organization: 0 shares

+ Individual ownership: 0 share

15/ Shareholding commitments (if any)

16/ List of Related Persons

NO	Full Name	ID Number/Business registration	Date of issue	Number of Holding shares	Relation
(1)	(2)	(5)	(6)	(10)	(12)
	<b>Le Tuan Ngoc</b>	<b>019070000008</b>	<b>15/4/2024</b>	<b>0</b>	
1	Lê Minh Cự	deceased			Father
2	Lưu Thị Khuyên	090054623	11/03/2011	None	Mother
3	Vũ Văn Phước	deceased			Father-in-law
4	Đỗ Thị Kim Quy	deceased			Mother-in-law
5	Vũ Thị Thu Huyền	001175000618	07/05/2021	None	Wife
6	Le Hong Anh				Son
7	Lê Tuấn Kỳ	090481907	15/08/2009	None	Older brother



NO	Full Name	ID Number/Business registration	Date of issue	Number of Holding shares	Relation
8	Nguyễn Thị Hồng	013579473	10/11/2012	None	Sister-in-law
9	Lê Tuấn Nghĩa	001061030191	10/05/2021	None	Older brother
10	Bùi Thị Liên	034172022113	31/08/2021	None	Sister-in-law
11	Lê Tuấn Khởi	019064010872	31/08/2021	None	Older brother
12	Nguyễn Thị Sơn	019163002900	31/08/2021	None	Sister-in-law
13	Lê Thị Hồng Thắm	019173001908	27/04/2021	None	Younger sister
14	Minerals Joint Stock Company No. 3	0500204315		None	BOD Chairman

17/ Relevant interests in relation to the public company or public fund: None

18/ Conflicts of interest with the public company or public fund: None

I hereby declare that the information provided above is true and accurate, and I accept full legal responsibility for the content of this disclosure.

**DECLARANT**



**Le Tuan Ngoc**



VIETNAM NATIONAL COAL – MINERALS  
HOLDING CORPORATION  
VINACOMIN – MINERALS HOLDING  
CORPORATION

Ref No.: <sup>379</sup> /NQ-VIMICO

THE SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness

Hanoi, February 13, 2026

**RESOLUTION**  
**BOARD OF DIRECTORS VINACOMIN - MINERALS HOLDING CORPORATION**

Pursuant to the Charter on the Organization and Operation of Vinacomin – Minerals Holding Corporation (Vimico), as amended and supplemented for the sixth time, promulgated under Decision No. 380/QĐ-VIMICO dated May 3, 2024, of the Board of Directors of Vimico;

Pursuant to the Board of Directors Meeting Minutes No.379/BB-VIMICO of VINACOMIN - Minerals Holding Corporation dated February 13, 2026;

**HEREBY RESOLVE:**

**Article 1.** The Board of Directors of Vimico unanimously approves the re-appointment of Mr. Le Tuan Ngoc to the position of Deputy General Director of Vinacomin - Minerals Holding Corporation, effective from February 23, 2026.

The term of office for Mr. Le Tuan Ngoc shall be five (05) years, commencing from the effective date of the re-appointment.

Pursuant to this Resolution, the Chairman of the Board of Directors is authorized to sign and issue the official Appointment Decision.

**Article 2.** Members of the Board of Directors, the General Director, and relevant departments and individuals shall be responsible for implementing this Resolution.

**MEMBERS OF THE BOARD OF DIRECTORS**

Trinh Van Tue



Ngô Quốc Trung



Dang Duc Hung



Nguyen Van Thai



**CHAIRMAN**



Nguyen Van Hai

**SECRETARY**



Nguyen Thi Phuong Thao

**Recipients:**

- BOD members (e-copy);
- Supervisory Board (e-copy);
- General Director; Deputy GD; Chief Accountant (e-copy);
- Vimico's Departments/Divisions (e-copy);
- Vimico's Website ;
- Archived: Office, BOD.



Hanoi, February 13, 2026

## DECISION

### Regarding the re-appointment of the Deputy General Director Vinacomin - Minerals Holding Corporation

#### THE BOARD OF DIRECTORS OF VINACOMIN - MINERALS HOLDING CORPORATION

*Pursuant to the Charter of Organization and Operation of Vinacomin - Minerals Holding Corporation (6th Amendment), issued under Decision No. 380/QĐ-VIMICO dated May 03 2024, of the Board of Directors of Vinacomin - Minerals Holding Corporation;*

*Pursuant to Resolution No.42-NQ/ĐU dated 13/02/2026 of the Party Committee of Vinacomin - Minerals Holding Corporation;*

*Pursuant to Board Resolution No.379/NQ-VIMICO dated 13/02/2026 of the Board of Directors of Vinacomin - Minerals Holding Corporation.*

#### HEREBY DECIDES:

**Article 1.** To re-appoint **Mr. Le Tuan Ngoc** to the position of Deputy General Director of Vinacomin - Minerals Holding Corporation, effective from February 23, 2026.

**Article 2.** The term of office for Mr. Le Tuan Ngoc shall be five (05) years, commencing from the effective date of the re-appointment.

**Article 3.** The General Director of Vinacomin - Minerals Holding Corporation and Mr. Le Tuan Ngoc shall be responsible for the execution of this Decision./.

#### Recipients:

- As specified in Article 3;
- Vinacomin Group (for reporting);
- Party Committee, BOD, Supervisory Board;
- Trade Union, Board of Management;
- Vimico's Department;
- Subsidiaries/Member Units;
- Archived: Office, Or&P Depart.

ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN



Nguyen Van Hai