

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

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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)
	Le Tuan Ngoc	019070000008	15/4/2024	0	
1	Lê Minh Cự	deceased			Father
2	Lưu Thị Khuyên	090054623	11/03/2011	None	Mother
3	Vũ Văn Phuorraine	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 Kỷ	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.: 379/NQ-VIMICO

THE SOCIALIST REPUBLIC OF VIETNAM
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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/QD-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.

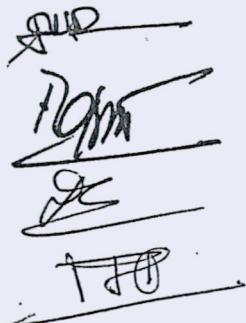
The term of office for Mr. Le Tuan Ngoc shall be five (05) years, commencing from the effective date of the re-appointment.

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



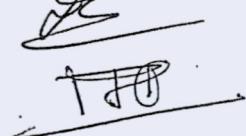
Ngô Quoc Trung



CHAIRMAN

Nguyen Van Hai

Dang Duc Hung



Nguyen Van Thai



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