

VIETNAM NATIONAL COAL - MINERAL
INDUSTRIES HOLDING CORPORATION
VINACOMIN – MINERALS HOLDING
CORPORATION



SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hanoi, 30 October 2026

NOTICE OF PERSONNEL CHANGES

To: - State Securities Commission;
- Hanoi Stock Exchange.

Pursuant to Resolution No. 2986/NQ-VIMICO of the Board of Directors dated 29 October 2026, Vinacomin – Minerals Holding Corporation (the “Corporation”) hereby gives notice of the following personnel changes:

1. Dismissal

- Name: Mr. Trinh Van Tue;
- Position vacated: General Director of the Corporation;
- Effective date: 29 October 2026.

2. Assignment of Authority

- Name: Mr. Ly Xuan Tuyen;
- Position before assignment: Deputy General Director of the Corporation;
- Position assigned: Acting General Director of the Corporation, exercising the rights and obligations of the legal representative;
- Term: Until the position of General Director is filled;
- Effective date: 29 October 2026.

3. This information was published on the Corporation’s website on 30 October 2026 at: <http://vimico.vn>.

We hereby affirm that the information disclosed above is true and accurate, and we accept full legal responsibility for its content.

Enclosures:

- Resolution No. 2986/NQ-VIMICO;
- Decision No. 1519/QĐ-VIMICO;
- Personal Information Statement.

**PERSON AUTHORISED TO DISCLOSE
INFORMATION
DEPUTY GENERAL DIRECTOR**

(Signed)

Ngô Quốc Trung

Hanoi, 29 October 2026

**RESOLUTION
OF THE BOARD OF DIRECTORS
OF VINACOMIN – MINERALS HOLDING CORPORATION**

Pursuant to the Charter on the Organisation and Operation of Vinacomin – Minerals Holding Corporation (the “Corporation”), as amended and supplemented for the eighth time, issued under Decision No. 1380/QĐ-VIMICO dated 20 October 2026 of the Corporation’s Board of Directors;

Pursuant to the Minutes of the Board of Directors’ meeting held on 29 October 2026 (No. 2986/BB-VIMICO),

HEREBY RESOLVES:

Article 1. The Board of Directors unanimously approves the following:

1. To approve the dismissal of Mr. Trinh Van Tue as the Corporation's General Director, effective October 29, 2026.
2. To appoint Mr. Ly Xuan Tuyen, Deputy General Director, as Acting General Director of the Corporation, effective October 29, 2026, until the position of General Director is filled.
3. To designate Mr. Ly Xuan Tuyen as the Corporation’s legal representative, to exercise the rights and discharge the obligations of that office in accordance with applicable law and the Charter.

The Chairman of the Board of Directors is authorised to sign and issue the corresponding decisions on the basis of this Resolution.

Article 2. The members of the Board of Directors, the individuals named in Article 1, the Deputy General Directors, the Chief Accountant, the Chief of Office, the heads of the Corporation’s departments, the directors of its member units, and the Corporation’s capital representatives at other relevant enterprises are responsible for implementing this Resolution./.

**MEMBERS OF THE BOARD OF
DIRECTORS**

Ngô Quốc Trung

Đặng Đức Hưng

Nguyễn Văn Thái

CHAIRPERSON

(Signed)

Nguyễn Văn Hải

SECRETARY

Recipients:

- Members of the Board of Directors (e-copy);
- Party Committee, Executive Board, and Supervisory Board (e-copy);
- Trade Union and Youth Union (e-copy);
- Chief Accountant, Chief of Office, and Corporation’s departments (e-copy);
- Corporation website;
- Filed: Records Office, Board of Directors.

Nguyễn Thị Phương Thảo

VIETNAM NATIONAL COAL - MINERAL
INDUSTRIES HOLDING CORPORATION
VINACOMIN – MINERALS HOLDING

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CORPORATION

No. 1519/QĐ-VIMICO

DECISION

**On the Appointment of the Acting General Director of
Vinacomin – Minerals Holding Corporation**

THE BOARD OF DIRECTORS OF VINACOMIN – MINERALS HOLDING CORPORATION

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020 of the National Assembly of the Socialist Republic of Vietnam, as amended and supplemented by Law No. 03/2022/QH15 dated 11 January 2022 and Law No. 76/2025/QH15 dated 17 June 2025;

Pursuant to the Charter on the Organisation and Operation of Vinacomin – Minerals Holding Corporation (the “Corporation”), as amended and supplemented for the eighth time, issued under Decision No. 1380/QĐ-VIMICO dated 20 October 2026 of the Corporation’s Board of Directors;

Pursuant to Resolution No. 16-NQ/DU dated 29 October 2026 of the Standing Committee of the Corporation’s Party Committee;

Pursuant to Resolution No. 2986/NQ-VIMICO dated 29 October 2026 of the Corporation’s Board of Directors.

HEREBY DECIDES:

Article 1. To appoint Mr. Ly Xuan Tuyen, Deputy General Director, as Acting General Director of the Corporation, effective 29 October 2026 and until the position of General Director is filled.

Article 2. To designate Mr. Ly Xuan Tuyen as the Corporation’s legal representative, to exercise the rights and discharge the obligations of that office in accordance with applicable law and the Charter.

Article 3. Mr. Ly Xuan Tuyen, the members of the Board of Directors, the Deputy General Directors, and the Chief Accountant of the Corporation are responsible for implementing this Decision./.

Recipients:

- As per Article 3;
- Standing Committee of the TKV Party Committee and TKV (for report);
- Party Committee, Board of Directors, and Supervisory Board of the Corporation (e-copy);
- Executive Board, Trade Union, and Youth Union of the Corporation (e-copy);
- Corporation’s departments, subsidiaries, and member units (e-copy);
- Filed: Office, Organisation and Labour Department (3).

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

(Signed)

Nguyễn Văn Hải

SOCIALIST REPUBLIC OF VIETNAM
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Hanoi, 30 October 2026

PERSONAL INFORMATION STATEMENT

To: - State Securities Commission;
- Hanoi Stock Exchange.

1. Full name: Ly Xuan Tuyen
2. Sex: Male
3. Date of birth: 18 February 1980
4. Place of birth: Yen Binh, Yen Bai
5. Identity card (CMND) No.: 015080001078 Date of issue: 7 June 2012 Place of issue: Hanoi
6. Nationality: Vietnamese
7. Ethnicity: Tay
8. Permanent residence: Apartment A2605, Imperia Garden, 203 Nguyen Huy Tuong, Thanh Xuan Ward, Hanoi City
9. Telephone number:
10. Email address:
11. Current position at the disclosing organisation: Deputy General Director of the Corporation
12. Positions currently held at other organisations:
 - Chairman of the Board of Directors, Thai Nguyen Non-Ferrous Metals JSC;
 - Chairman of the Board of Directors, Cao Bang Cast Iron and Steel JSC.
13. Work history:

Period	Organisation	Position
Dec 2004 – Sep 2005	Lao Cai Copper Joint Venture Enterprise	Staff, Mineral Processing Workshop
Oct 2005 – Apr 2006	Sin Quyen Copper Mining and Processing Enterprise, Lao Cai	Technical Staff, Mineral Processing Workshop
May 2006 – Jul 2006	Sin Quyen Copper Mining and Processing Enterprise, Lao Cai	Foreman, Mineral Processing Workshop
Aug 2006 – Sep 2007	Sin Quyen Copper Mining and Processing Company, Lao Cai	Foreman, Mineral Processing Workshop; concurrently Secretary of the Youth Union Chapter Cluster
Oct 2007 – Jul 2008	Sin Quyen Copper Mining and Processing Company, Lao Cai	Deputy Manager, Mineral Processing Workshop
Aug 2008 – Jun 2009	Sin Quyen Copper Mining and Processing Company, Lao Cai	Deputy Manager in charge of the Mineral Processing Workshop
Jul 2009 – May 2010	Sin Quyen Copper Mining and Processing Company, Lao Cai	- Deputy Manager, Mineral Processing Workshop; - Concurrently Vice President of the Company Trade Union
Jun 2010 – Jan 2011	Sin Quyen Copper Mining and Processing Company, Lao Cai	- Deputy Director of the Company; - Concurrently Vice President of the Company Trade Union

Period	Organisation	Position
Feb 2011 – Jul 2013	Sin Quyen Copper Mining and Processing Company, Lao Cai	- Deputy Director of the Company; - Concurrently President of the Company Trade Union
Aug 2013 – Oct 2015	Sin Quyen Copper Mining and Processing Company, Lao Cai	Secretary of the Party Committee; Director of the Company
Oct 2015 – Nov 2019	Sin Quyen Copper Mining and Processing Branch, Lao Cai	Secretary of the Party Committee; Director of the Branch
Nov 2019 – present	Vinacomin – Minerals Holding Corporation	- Deputy General Director; - Concurrent positions: + Chairman of the Board of Directors, Thai Nguyen Non-Ferrous Metals JSC + Chairman of the Board of Directors, Cao Bang Cast Iron and Steel JSC

14. Number of shares held: 0 shares, of which:

- Held as representative (name of organisation: the State / strategic shareholder / other organisation): 0 shares;
- Held personally: 0 shares.

15. Shareholding commitments (if any):

16. List of related persons of the declarant: (Enclosed List)

17. Interests related to the public company or public fund:

18. Conflicts of interest with the public company or public fund:

I hereby declare that the above information is true and accurate, and I accept full legal responsibility for any inaccuracy.

DECLARANT

(Signed)

Lý Xuân Tuyên



LIST OF RELATED PERSONS OF THE DECLARANT

No.	Name	Position (for insiders)	Relationship with the insider / major shareholder (for related persons)	ID Card No. / Business Registration No.	Date of issue	Place of issue	Address	Securities depository account	Number of shares held	Ownership percentage	Transfer restriction period (if any)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
1	Ly Xuan Tuyen	Acting General Director		015080001078	24 Apr 2021	Director of the Police Department for Administrative Management of Social Order	Imperia Garden Apartment Building, 203 Nguyen Huy Tuong, Thanh Xuan Ward, Hanoi City	069C063409 – SHS Securities	0	0%	
1.1	Ly Xuan Cuong		Father	015046002752	30 Aug 2021	Police Department for Administrative Management of Social Order	Pha Hamlet, Cam Nhan Commune, Lao Cai Province	None	None	None	None
1.2	Nguyen Thi Cay		Mother	015146001890	6 Sep 2021	Police Department for Administrative Management of Social Order	Pha Hamlet, Cam Nhan Commune, Lao Cai Province	None	None	None	None
1.3	Nguyen Phu Phu		Father-in-law	Deceased							
1.4	Le Thi Doc		Mother-in-law	Deceased							
1.5	Nguyen Thu Ha		Wife	010183001116	24 Apr 2021	Director of the Police Department for Administrative Management of Social Order	Imperia Garden Apartment Building, 203 Nguyen Huy Tuong, Thanh Xuan Ward, Hanoi City	069C097225 – SHS Securities	2,000	0.001%	
1.6	Ly Mai Linh		Child	010306000043	11 Apr 2021	Director of the Police Department for Administrative Management of Social Order	Imperia Garden Apartment Building, 203 Nguyen Huy Tuong, Thanh Xuan Ward, Hanoi City	None	None	None	None
1.7	Ly Bao Chau		Child				Imperia Garden Apartment Building, 203 Nguyen Huy Tuong, Thanh Xuan Ward, Hanoi City	None	None	None	None
1.8	Ly Minh Chau		Child				Imperia Garden Apartment Building, 203 Nguyen Huy Tuong, Thanh Xuan Ward, Hanoi City	None	None	None	None

No.	Name	Position (for insiders)	Relationship with the insider / major shareholder (for related persons)	ID Card No. / Business Registration No.	Date of issue	Place of issue	Address	Securities depository account	Number of shares held	Ownership percentage	Transfer restriction period (if any)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
1.9	Ly Xuan Hung		Elder brother	015066004631	30 Aug 2021	Police Department for Administrative Management of Social Order	Pha Hamlet, Cam Nhan Commune, Lao Cai Province	None	None	None	None
1.10	Ly Thi Huong		Elder sister	015170005074	30 Aug 2021	Police Department for Administrative Management of Social Order	Pha Hamlet, Cam Nhan Commune, Lao Cai Province	None	None	None	None
1.11	Ly Thi Xuyen		Elder sister	015173005652	30 Aug 2021	Police Department for Administrative Management of Social Order	Pha Hamlet, Cam Nhan Commune, Lao Cai Province	None	None	None	None
1.12	Ly Xuan Tuyền		Elder brother	063175962	27 May 2004	Lao Cai Provincial Police	Pha Hamlet, Cam Nhan Commune, Lao Cai Province	None	None	None	None
1.13	Ly Xuan Tuyền		Elder brother	015077010631	30 Aug 2021	Police Department for Administrative Management of Social Order	Pha Hamlet, Cam Nhan Commune, Lao Cai Province	None	None	None	None
1.14	Ly Thi Truyen		Younger sibling	015182009802	30 Aug 2021	Police Department for Administrative Management of Social Order	Vang Hamlet, Gia Phu Commune, Lao Cai Province	None	None	None	None
1.15	Thai Nguyen Non-Ferrous Metals JSC		Chairman of the Board of Directors	4600100003		Thai Nguyen Provincial Department of Planning and Investment	Residential Group No. 3, Phu Xa Ward, Thai Nguyen Province				
1.16	Cao Bang Cast Iron and Steel JSC		Chairman of the Board of Directors	4800612247		Cao Bang Provincial Department of Planning and Investment	Pho Thau Residential Group, Thuc Phan Ward, Cao Bang Province				

