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

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hanoi, 18 November 2026

NOTICE OF PERSONNEL CHANGES

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

Pursuant to Resolution No. 3238/NQ-VIMICO of the Board of Directors dated 18 November 2026, Vinacomin – Minerals Holding Corporation (the "Corporation") hereby gives notice of the following personnel changes:

1. In case of appointment

- Name: Mr. Ly Xuan Tuyen;
- Position prior to appointment: Deputy General Director of the Corporation;
- Appointed position: General Director of Vinacomin - Minerals Holding Corporation;
- Effective date: 19 November2026.

2. This information was published on the Corporation's website on 18 November 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. 3238/NQ-VIMICO;
- Decision No. 1819/QD-VIMICO;
- Personal Information Statement.

PERSON AUTHORISED TO DISCLOSE INFORMATION
DEPUTY GENERAL DIRECTOR

(Signed)

Ngô Quốc Trung

Signature Not Verified
Ký bởi: NGÔ QUỐC TRUNG
Ký ngày: 18/11/2026 15:56:57

VIETNAM NATIONAL COAL – MINERAL INDUSTRIES HOLDING CORPORATION
VINACOMIN – MINERALS HOLDING CORPORATION
No. 3238 /NQ-VIMICO

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hanoi, 18 November 2026

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

Pursuant to the Charter on the Organization and Operation of Vinacomin – Minerals Holding Corporation (the "Corporation"), as amended and supplemented for the eighth time and issued under Decision No. 1380/QD-VIMICO dated 20 October 2026 of the Corporation's Board of Directors.

Pursuant to the Minutes of the Board of Directors' meeting held on 18 November 2026 (No. 3238/BB-VIMICO,

HEREBY RESOLVES:

Article 1. The Board of Directors unanimously approves and resolves to appoint Mr. Ly Xuan Tuyen, Deputy General Director of the Corporation, as General Director of Vinacomin – Minerals Holding Corporation
The appointment shall take effect on 19 November 2026

Mr. Ly Xuan Tuyen shall hold the position for a term of five (05) years from the date of appointment.

Based on this Resolution, the Chairman of the Board of Directors shall sign and issue the decision.

Article 2. The members of the Board of Directors, the individual 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 subordinate units, and the Corporation's representatives at other enterprises shall be responsible for implementing this Resolution.

MEMBERS OF THE BOARD OF DIRECTORS

Ngo Quoc Trung

Dang Duc Hung

Nguyen Van Thai

CHAIRMAN

(Signed)

Nguyen Van Hai

SECRETARY

Nguyen Thi Phuong Thao

Recipients:
- Board of Directors and Supervisory Board (e-copy);
- Party Committee, Executive Board, Trade Union, and Youth Union (e-copy);
- Departments and units of the Corporation (e-copy);
- Corporation website;
- Filed: Records Office, Board of Directors.

VIETNAM NATIONAL COAL - MINERAL INDUSTRIES HOLDING CORPORATION
VINACOMIN – MINERALS HOLDING CORPORATION
No. 1819/QD-VIMICO

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hanoi, 18 November 2026

DECISION
On the Appointment of the General Director of Vinacomin – Minerals Holding Corporation

THE BOARD OF DIRECTORS OF VINACOMIN – MINERALS HOLDING CORPORATION

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

Pursuant to Resolution No. 26-NQ/DU dated 16 November 2026 of the Standing Committee of the Corporation's Party Committee;

Pursuant to Resolution No. 3238/NQ-VIMICO dated 18 November 2026 of the Corporation's Board of Directors.

HEREBY DECIDES:

Article 1. Mr. Ly Xuan Tuyen, Deputy General Director of the Corporation, is appointed General Director of the Corporation, effective 19 November 2026.

His term of office shall be five (05) years from the date of appointment.

Article 2. Mr. Ly Xuan Tuyen shall be placed at Grade 1 of 2 for the position of General Director of the Corporation, with a monthly salary of VND 22,274,000 (Payroll Table for Enterprise Managers, VIMICO-05, under the Salary Scales and Payroll Tables of the Corporation's parent company, issued under Decision No. 398/QD-VIMICO dated 15 April 2026).

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

Recipients:
- As per Article 3;
- 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);
- Departments of the Corporation (e-copy);
- Party-Building Committees (e-copy);
- Subsidiaries and directly affiliated 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
Independence – Freedom – Happiness

Hanoi, 18 Noverber 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	010311002285			Imperia Garden Apartment Building, 203 Nguyen Huy Tuong, Thanh Xuan Ward, Hanoi City	None	None	None	None
1.8	Ly Minh Chau		Child	010317006275			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 Tuyến		Elder brother	015075004341		Lao Cai Provincial Police	Pha Hamlet, Cam Nhan Commune, Lao Cai Province	None	None	None	None
1.13	Ly Xuan Tuyển		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				