

No.: 1869/QĐ-VMC

Quang Ninh, April 23rd, 2026

DECISION
Regarding the Appointment of the Director of the Company

THE BOARD OF DIRECTORS
VINACOMIN - MACHINERY JOINT STOCK COMPANY

Pursuant to the Charter of VINACOMIN - Machinery Joint Stock Company;

Pursuant to the Regulations on Personnel Management of VINACOMIN - Machinery Joint Stock Company (issued together with Decision No. 1000/QĐ-HDQT dated March 29th, 2024);

Pursuant to Resolution No. 484 - NQ/DU dated March 26th, 2026, of the Party Committee of VINACOMIN - Machinery Joint Stock Company regarding personnel affairs;

Pursuant to Official Dispatch No. 2624/TKV-TCNS dated April 16th, 2026, of Vietnam National Coal - Mineral Industries Holding Corporation Limited (TKV) regarding the personnel for the position of Director of VINACOMIN - Machinery Joint Stock Company;

Pursuant to Resolution No. 48/NQ-VMC dated April 23rd, 2026, of the Board of Directors of VINACOMIN - Machinery Joint Stock Company

DECIDES:

Article 1. To appoint Mr. Pham Xuan Phi – Representative of TKV and Member of the Board of Directors – to the position of Director of VINACOMIN - Machinery Joint Stock Company, effective from April 24th, 2026.

Article 2. The term of office for Mr. Pham Xuan Phi shall be five (05) years, commencing from the date of appointment.

Article 3. Mr. Pham Xuan Phi shall be entitled to a monthly salary of VND 21,160,000 (Salary level 2/2 for Company Director – Salary Scale TKV 08 issued under Decision No. 1740/QĐ-VMC dated April 20th, 2026, of the Company). Monthly income and related benefits for Mr. Pham Xuan Phi shall be paid by the Company in accordance with regulations.

Article 4. Mr. Pham Xuan Phi and relevant organizations, units, and individuals are responsible for the implementation of this Decision./.

Recipients:

- Quang Ninh Coal Area Party Committee (for reporting);
- TKV Personnel Department (for reporting);
- Party Committee, Board of Directors (e-copy);
- Board of Supervisors, Board of Executives (e-copy);
- All units and organizations within the Company (e-copy);
- As stated in Article 1;
- Archive: Admin-HR Dept, Secretary.

**ON BEHALF OF THE BOD
CHAIRMAN**



Pham Tuan Ngoc