

VIETNAM NATIONAL COAL AND
MINERAL INDUSTRIES HOLDING
CORPORATION LIMITED
CAO SON COAL JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: 4712 /TB-TCS-HDQT

Cua Ong, June 22, 2026

CHANGE IN PERSONNEL

To: Hanoi Stock Exchange

Based on The Decision of the Board of Directors No 4711/QĐ-TCS-HĐQT dated June 22, 2026 issued by the Board of Directors of Cao Son Coal Joint Stock Company regarding the reappointment of the Person in charge of internal audit, Cao Son Coal Joint Stock Company (CST) hereby announces the following personnel change:

In case of appointment (*):

- Ms: Đào Thị My
- Former position in the organization: Person in charge of internal audit
- Newly appointed position: Person in charge of internal audit
- Term: 5 years
- Effective date: 01/07/2026

This information was published on the company's website on June 22, 2026, as in the link: <http://thancaoson.vn>, under the Investor Relations/ Extraordinary Information Disclosure section.

Recipients:

- As addressed;
- Board of Directors, Board of Supervisors (for information)
- Company's website;
- Archived at: Administration Office and Office of the Board of Directors.

**** Attached documents:***

- Decision of the Board of Directors No 4711/QĐ-TCS-HĐQT dated June 22, 2026 issued by the Board of Directors of Cao Son Coal Joint Stock Company.
- Information Disclosure Form and Curriculum Vitae of the appointed person

**PERSON AUTHORIZED TO
DISCLOSE INFORMATION**



Nguyễn Hoàng Cường



VINACOMIN
CAO SON COAL JSC

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

N.TKV 471/QĐ-TCS-HĐQT

Cua Ong, June 22, 2026

DECISION

Regarding the Reappointment of the Person in Charge of Internal Audit

THE BOARD OF DIRECTORS OF CAO SON COAL JOINT STOCK COMPANY

Pursuant to the Charter on Organization and Operation of Cao Son Coal Joint Stock Company;

Pursuant to the Internal Audit Regulation of Cao Son Coal Joint Stock promulgated together with Decision No. 1623/QĐ-TCS-HĐQT dated March 03, 2021;

Pursuant to Resolution No. 18/NQ-TCS-HĐQT dated June 12, 2026 of the Board of Directors of Cao Son Coal Joint Stock Company.

DECIDES:

Article 1. To re-appoint Ms. Dao Thi My, Deputy Head of the Internal Control and Security Department of Cao Son Coal Joint Stock Company, as the Person in Charge of Internal Audit of Cao Son Coal Joint Stock Company, effective from July 01, 2026 .

Article 2. The term of re-appointment shall be five (05) years

Article 3. Ms. Dao Thi My shall perform the functions, duties, powers and responsibilities of the Person in charge of internal audit in accordance with the Internal audit regulation of Cao Son Coal Joint Stock Company promulgated together with Decision No. 1623/QĐ-TCS-HĐQT dated March 03, 2021, and other duties (if any) assigned by the Board of Directors and the Director of the Company. .

Article 4. The Director, Deputy Directors, Chief Accountant, Head of the Organization and Labor Department, heads of the Company's affiliated units, and Ms. Dao Thi My shall be responsible for the implementation of this Resolution ./.

Recipients:

- Party Committee, Board of Directors, Supervisory Board of the Company (e-copy, for information);
- Trade Union, Youth Union, Administrative and Human Resources Department (e-copy (e-copy));
- As stated in Article 4 (e-copy);
- Archived at: Administration Office and Office of the Board of Directors.

ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN

(Signed)

Vu Van Khan