PHÙNG TRUNG HOÀI
Digitally signed by PHÙNG TRUNG HOÀI
DN: C=VN, L=QUẢNG NINH, OU=VĂN THƯ, O=CÔNG TY CỔ PHẦN THAN VÀNG DANH - VINACOMIN, CN=PHÙNG TRUNG HOÀI, OID.0.9.2342.19200300.100.1.1=CCCD:022078008981, E=HOAITHUKYQN@GMAIL.COM.VN
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VIETNAM NATIONAL CHEMICALS AND MINERALS GROUP
VANG DANH COAL JOINT STOCK COMPANY - VINACOMIN

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

No.: 22/TVD-HĐQT

Uong Bi, July 30, 2026

RESOLUTION OF THE BOARD OF DIRECTORS MEETING
VANG DANH COAL JOINT STOCK COMPANY – VINACOMIN

Pursuant to the Charter of Organization and Operation of Vang Danh Coal Joint Stock Company - Vinacomin approved by the General Meeting of Shareholders on April 23, 2021;

Pursuant to the Operating Regulations of the Board of Directors approved by the General Meeting of Shareholders on April 23, 2021;

Pursuant to Minutes No. 6616/BB-HDQT dated July 30, 2026, of the Board of Directors of Vang Danh Coal Joint Stock Company - Vinacomin,

RESOLVES:

Article 1. The Board of Directors of Vang Danh Coal Joint Stock Company - Vinacomin approves the resolution with the following contents:

1. Approval of the Personnel Plan for managerial positions in units within the Company.

Considering Proposal No. 1013/TTr-TVD dated July 28, 2026, of the Company Director regarding the approval of the personnel plan for units within the Company, members of the Board of Directors discussed and voted to approve the resolution as follows:

1.1. The Board of Directors approves the Plan on fixed-term reassignment and appointment of Mr. Pham Tien Nhat - Manager of Workshop K2 to the position of Head of Quality Control and Sales Department (KCS).

1.2. The Board of Directors shall report to the Company's Party Committee to seek consensus opinion; the Company Director shall instruct the Organization and Personnel Department and related units to coordinate with the Company's Party Committee to implement the personnel reassignment process in accordance with the Plan; and report the implementation results to the Party Committee and the Board of Directors as regulated.

2. Approval of organizational structure and managerial personnel affairs of the Company.

Considering Proposal No. 1020/TTr-TVD dated July 29, 2026, of the Company Director regarding the approval of organizational structure and managerial personnel affairs, members of the Board of Directors discussed and voted to approve the resolution as follows:

2.1. The Board of Directors approves the dismissal from the positions of Chief Accountant of the Company and Head of Accounting, Statistics, and Finance Department, as well as the termination of the labor contract effective from August 1, 2026, for Ms. Tran Thi Thu Thao - ID No.: 12801.

2.2. The Board of Directors approves assigning the duties of Person in Charge of Accounting of Vang Danh Coal Joint Stock Company - Vinacomin to Mr. Tran Quoc Truong - ID No.: 14887, Deputy Head of Accounting, Statistics, and Finance Department, effective from August 1, 2026.

2.3. The Board of Directors shall report to the Company's Party Committee to seek consensus opinion.

2.4. The Board of Directors assigns the Company Director to direct and organize the execution of necessary procedures in accordance with the law and the Company's Charter.

Article 2. This Resolution takes effect from the date of its signing and issuance.

Article 3. Members of the Board of Directors, Board of Management, Chief Accountant, and Heads of relevant departments within the Company are responsible for implementing this Resolution.

MEMBERS OF THE BOARD OF DIRECTORS	CHAIRMAN OF THE BOARD OF DIRECTORS
1. **Mr. Ho Quoc**	
2. **Mr. Tran Van Thuc**	
3. **Mr. Trinh Van An**	
4. **Mr. Nguyen Ba Quang**	**Nguyen Van Dung**

CÔNG TY CỔ PHẦN THAN VÀNG DANH VINACOMIN

Recipients:
- As per Article 3;
- Company Supervisory Board;;
- Archives: Board of Directors, Company Secretary.