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E=HOAITHUYQNG@GMAIL.CO
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VANG DANH COAL –
INDUSTRIES HOLDING
CORPORATION LIMITED
VANG DANH COAL JOINT STOCK
COMPANY – VINACOMIN

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Uong Bi, September 28, 2026

No.: 2425/TB - TVD

NOTICE OF PERSONNEL CHANGE

To: - State Securities Commission of Vietnam
- Hanoi Stock Exchange (HNX)

Pursuant to Resolution No. 26/TVD-HDQT dated September 28, 2026 of the Board of Directors of Vinacomin - Vang Danh Coal Joint Stock Company, we hereby respectfully announce the personnel changes of Vinacomin - Vang Danh Coal Joint Stock Company as follows:

* Regarding the dismissal:

- Mr. Tran Quoc Trung

- Ceases to hold the position of: Person in Charge of Accounting of Vinacomin - Vang Danh Coal Joint Stock Company;

- Effective date: October 1, 2026.

* Regarding the appointment:

- Mr. Duong Van Hoang

- Appointed positions: Chief Accountant of Vinacomin - Vang Danh Coal Joint Stock Company;

- Effective date: October 1, 2026.

Attached Documents:

- Resolution No. 26/TVD-HDQT dated September 28, 2026;

- Decision No 1816./QD-TVD dated September 28, 2026.

ORGANIZATION REPRESENTATIVE
Legal Representative / Authorized Person to Disclose
Information

(Signed, sealed, with full name and title))



Phùng Trung Hoài
Authorized Person to Disclose Information

Uong Bi, September 28, 2026

No.: **26/TVD-HDQT**

**RESOLUTION OF THE BOARD OF DIRECTORS
OF VINACOMIN - VANG DANH COAL JOINT STOCK COMPANY**

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

*Pursuant to the Regulation on Operation of the Board of Directors, approved
by the General Meeting of Shareholders on April 23, 2021;*

*Pursuant to Minutes No 8625/BB-HDQT dated September 28, 2026 of the
Board of Directors of Vinacomin - Vang Danh Coal Joint Stock Company.*

RESOLVES:

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

Pursuant to Submission No. 1266/TTr-TVD dated September 24, 2026 of the Company's Director regarding the approval of the appointment of the Chief Accountant of Vinacomin - Vang Danh Coal Joint Stock Company, the members of the Board of Directors discussed and voted to approve the resolution as follows:

1. The Board of Directors resolves to appoint Mr. Duong Van Hoang, Capital Representative Supervisor – Internal Control Department of TKV, as Chief Accountant of Vinacomin - Vang Danh Coal Joint Stock Company, for a term commencing from October 1, 2026.

2. The Board of Directors authorizes the Chairman of the Board of Directors to sign the appointment Decision.

3. The Company's Director shall direct the Organization and Labor Department and relevant units to coordinate with the Company's Party Committee in carrying out the personnel appointment procedures, report to the Party Committee, and report to the Board of Directors for the Company to review and implement the procedures in accordance with regulations.

4. The Company's Director – Legal Representative shall direct the Authorized Person for Information Disclosure to disclose the above information on the securities market in accordance with applicable laws.

Article 2. This Resolution shall take effect from the date of signing.

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

Recipients:

- TKV (for reporting);
- The Company's Party Committee (e-copy);
- The Supervisory Board of the Company (e-copy);
- As Article 3 (e-copy);
- Archived at: Clerical Section, Accounting and Finance.

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



Nguyễn Văn Dung

Uong Bi, September 28, 2026

No.: 1816/QD-TVD

DECISION
On personnel appointment

BOARD OF DIRECTORS
OF VINACOMIN - VANG DANH COAL JOINT STOCK COMPANY

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

Pursuant to the Regulation on Personnel Management of Vietnam National Coal - Mineral Industries Holding Corporation Limited, issued together with Decision No. 1668/QD-TKV dated October 4, 2023 of the Members' Council of the Corporation; Decision No. 2568/QD-TKV dated November 28, 2025 on the continued implementation of the Regulation on Personnel Management of Vietnam National Coal - Mineral Industries Holding Corporation Limited;

Pursuant to the Regulation on Personnel Management of Vinacomin - Vang Danh Coal Joint Stock Company, issued together with Decision No. 468/QD-TVD dated March 11, 2024 of the Board of Directors of the Company; Decision No. 4535/QD-TVD dated December 25, 2025 on the continued implementation of the Regulation on Personnel Management of Vinacomin - Vang Danh Coal Joint Stock Company;

Pursuant to the Company's Salary Scale, Payroll and Salary Allowance Regime;

Pursuant to Resolution of the Company's Party Committee at its meeting in July 2026 and Resolution of the Board of Directors of the Company at its meeting in September 2026.

DECIDES:

Article 1. To appoint Mr. Duong Van Hoang, Capital Representative Supervisor – Internal Control Department of Vietnam National Coal - Mineral Industries Holding Corporation Limited, as Chief Accountant of Vinacomin - Vang Danh Coal Joint Stock Company, effective from October 1, 2026.

Article 2. Mr. Duong Van Hoang shall be assigned salary list No. 21966; salary grade: 2/2; salary: VND 17,923,000; salary scale: TKV 08.5.

Article 3. The term of office of Mr. Duong Van Hoang shall be 05 years from the date of appointment.

Article 4. Mr. Duong Van Hoang, the Company's Director, Deputy Directors, and Heads of relevant departments of Vinacomin - Vang Danh Coal Joint Stock Company shall be responsible for implementing this Decision./.

Recipients:

- As Article 4;
- TKV (for reporting);
- BOD, Party Committee, Management Board, Supervisory Board of the Company (e-copy for reporting);
- Trade Union, Youth Union of the Company (e-copy);
- Archived at: Personnel File, Office, Organization and Labor Department.

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



Nguyễn Văn Dũng