



No. **316** /QD – HDQT

Hanoi, November 13, 2025

**DECISION**

**Regarding the performance of duties Full-time member of the BOD**

**BOARD OF DIRECTORS**

**VINACOMIN - VIET BAC MINING INDUSTRY HOLDING CORPORATION**

*Pursuant to Decision No. 302/QD-HDQT dated October 16, 2025 of the Board of Directors of Vinacomin – Viet Bac Mining Industry Holding Corporation on promulgating the Charter on Organization and Operation (amended) of Vinacomin – Viet Bac Mining Industry Holding Corporation;*

*Pursuant to Decision No. 200/QD-HDQT dated November 8, 2023, of the Board of Directors of Vinacomin – Viet Bac Mining Industry Holding Corporation on promulgating the Regulation on Personnel Management of Vinacomin – Viet Bac Mining Industry Holding Corporation;*

*Pursuant to Resolution No. 307/NQ-HDQT dated October 28, 2025 of the Board of Directors of the Corporation.*

**DECIDES:**

**Article 1.** Not to reappoint Mr. Vu Minh Tan, Deputy General Director of Vinacomin – Viet Bac Mining Industry Holding Corporation, effective November 16, 2025, due to the completion of his term as Deputy General Director of Vinacomin – Viet Bac Mining Industry Holding Corporation (second term) as stipulated in the Corporation's Personnel Management Regulations.

**Article 2.** Mr. Vu Minh Tan shall continue to hold the position of Member of the Parent Company's Board of Directors, performing the duties of a full-time Member of the Parent Company's Board of Directors for the 2025-2030 term, effective from November 16, 2025.

**Article 3.** Mr. Vu Minh Tan shall receive salary grade of 2/2 applicable to full-time Member of the Parent Company's Board of Directors.

**Article 4.** The General Director, the Head of the Human Resources Department of the Parent Company, and Mr. Vu Minh Tan are responsible for implementing this Decision./.

**Recipients:**

- As stated in Article 4 (e);
- BOD, BOS of the Parent Company (e);
- Deputy General Directors of the Parent Company (e);
- Mr. Vu Minh Tan;
- Subsidiaries and affiliated units (e);
- Departments of the Parent Company (e);
- Party Committee Office;
- Archives: Office, HR Department (08b).

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

**LE QUANG BINH**