

No: 126/QĐ-TVD

Uong Bi, January 30, 2026

DECISION
Regarding the Appointment of Personnel

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

Pursuant to the Charter on 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 Personnel Management Regulations of Vang Danh Coal Joint Stock Company - Vinacomin issued together with Decision No. 468/QĐ-TVD dated March 11, 2024, by the Board of Directors;

Pursuant to the Company's Salary Scale, Payroll System, and allowance policies;

Pursuant to the Resolution of the Board of Directors' meeting in December 2025 and the Resolution of the Company's Party Committee meeting in January 2026

DECIDES:

Article 1. To appoint Mr. Bui Ngoc Duc – Staff ID: 13801, currently an employee of the Investment and Environment Department, to the position of **Person in Charge of Corporate Governance cum Company Secretary**, effective from February 01, 2026.

The functions, rights, and obligations of the Person in Charge of Corporate Governance cum Company Secretary shall be performed in accordance with the Company's Charter, current legal regulations, and assignments by the Board of Directors

Article 2. The term of office for Mr. Bui Ngoc Duc is **05 years** from the date of appointment.

Re-adjusted Salary: Grade: 1/2; Salary Level: 13,501,000 VND; Payroll: TKV 09.2.

The Investment and Environment Department is responsible for timekeeping, and the Company shall pay the salary according to current regulations

Article 3. Mr. Bui Ngoc Duc is responsible for handing over (to the old unit) and taking over (for the new task) in accordance with the Regulations on Handover of Technical Management, Professional Expertise, Materials, and Assets of Vang Danh Coal Joint Stock Company - Vinacomin, issued with Decision No. 3992/QD-TVD dated October 23, 2018, by the Director of the company.

Article 4. This Decision serves as an Appendix to the Labor Contract and is effective from February 01, 2026.

Article 5. Mr. Bui Ngoc Duc; the Director, Deputy Directors, and the Supervisory Board of the Company; The Heads of the following units: Office, Personnel & Labor, Investment & Environment, Accounting, Control, Electricity, and Service Departments are responsible for implementing this Decision./ *DND*

Recipients:

- As stated in Article 5;
- Board of Directors, Party Committee (e-copy for report);
- Trade Union, Youth Union (e-copy);
- Board of Management, Supervisory Board (e-copy);
- All units within the Company (e-copy);
- Mr. Bui Ngoc Duc;
- Personal records, Office, Personnel & Labor Department.

CHAIRMAN OF THE BOARD



Nguyen Van Dung