

Hanoi, March 24th, 2026

DECISION

Regarding the cessation of the position of Deputy Director of the Company

**THE BOARD OF DIRECTORS VINACOMIN - COAL IMPORT
EXPORT JOINT STOCK COMPANY**

Pursuant to the Charter on Organization and Operation of Vinacomin - Coal Import Export Joint Stock Company;

Pursuant to the Regulations on Personnel Management of the Company issued together with Decision No. 177/QĐ-CLM dated December 22, 2023;

Pursuant to Decision No. 439/QĐ-TKV dated March 23, 2026, of the Vietnam National Coal-Mineral Industries Holding Corporation Limited regarding the assignment and appointment of personnel to work at the Internal Control Department;

Pursuant to Resolution No. 07/NQ-HDQT dated 24/3/2026 of the Board of Directors of the Company.

DECIDES:

Article 1. Ms. Le Thi Thu Trang shall cease to hold the position of Deputy Director of the Company to transfer her work to the Vietnam National Coal-Mineral Industries Holding Corporation Limited.

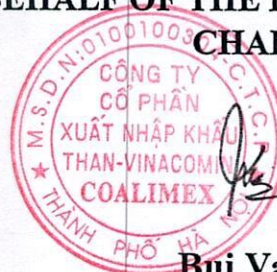
Article 2. This Decision takes effect from 01/4/2026.

Article 3. The Director, Chief Accountant, Head of the Personnel and Administration Department, and Ms. Le Thi Thu Trang are responsible for implementing this Decision./.

Recipients:

- As stated in Article 3 (e-copy);
- Vinacomin (to report);
- Party Committee, Board of Directors, Board of Controllers (e-copy);
- Deputy Director(s) (e-copy);
- Company's Units (e-copy);
- Trade Union (e-copy);
- Archived: Clerical, Personnel Files, Company Secretary.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



Bui Van Tuan