

No.: 48/NQ-VMC

Quang Ninh, April 23rd, 2026

RESOLUTION
The 48th Meeting of the Board of Director

THE BOARD OF DIRECTORS
VINACOMIN - MACHINERY JOINT STOCK COMPANY

Pursuant to The Charter of VINACOMIN - Machinery Joint Stock Company approved by the General Meeting of Shareholders on February 28th, 2008, as amended and supplemented in accordance with current Decrees and Circulars;

Pursuant to The Operating Regulations of the Board of Directors of VINACOMIN - Machinery Joint Stock Company;

Pursuant to The Meeting Minutes of the Board of Directors No. 48/BB-VMC dated April 23rd, 2026.

RESOLVES:

Article 1. The Board of Directors (BOD) of VINACOMIN - Machinery Joint Stock Company convened to review the proposals submitted by the Director. Following discussion, the BOD members have unanimously reached a consensus to issue this resolution with the following contents:

1. Regarding the retirement policy for executive personnel:

1.1. The BOD approves Proposal No. 1866/TTr-VMC dated April 23rd, 2026, regarding the retirement policy for Mr. Pham Minh Tuan – Director of the Company, based on his personal wishes, effective from April 24th, 2026.

1.2. The Chairman of the Board of Directors is assigned to sign the formal decision and direct the settlement of retirement benefits for Mr. Pham Minh Tuan in accordance with regulations.

2. Regarding the appointment of the Director of VINACOMIN - Machinery Joint Stock Company:

2.1. The BOD approves Proposal No. 1867/TTr-VMC dated April 23rd, 2026, regarding the appointment of Mr. Pham Xuan Phi as the Director of VINACOMIN - Machinery Joint Stock Company; the term of appointment shall be five (05) years, effective from April 24th, 2026.

2.2. The Chairman of the Board of Directors is assigned to sign the appointment decision for the Director and oversee the implementation of related tasks, as well as reporting to administrative authorities as required.

3. Assignment of duties for BOD Members and Secretary: ✓



3.1. The BOD approves the Draft Assignment of Duties for Board Members and the Company Secretary of VINACOMIN - Machinery Joint Stock Company.

3.2. The Chairman of the Board of Directors is assigned to direct the review, finalization, and submission for official issuance.

Article 3. Members of the Board of Directors, the Board of Executives, units and organizations within the Company, and relevant individuals are responsible for the implementation of this Resolution./.

Recipients:

- As stated in Article 3 (e-copy);
- Party Committee, Board of Executives (e-copy);
- Supervisory Board (e-copy);
- Units and organizations within the Company (for implementation);
- Archive: Secretary, Office.

ON BEHALF OF THE BOD
CHAIRMAN 



Pham Tuan Ngoc

