

Uong Bi, January 30, 2026

No: 245 /TB - TVD

ANNOUNCEMENT ON PERSONNEL CHANGES

To: - State Securities Commission of Vietnam
- Hanoi Stock Exchange

Reference: Resolution No. 45/TVD-BOD dated December 24, 2025 of the Board of Directors regarding personnel work; Resolution dated January 29, 2026 of the Party Committee of Vang Danh Coal Joint Stock Company.

We hereby respectfully announce the following personnel changes at Vang Danh Coal Joint Stock Company:

Case of Appointment (*)

- Mr./Ms.: Bui Ngoc Duc
- Position prior to appointment: Staff of the Investment & Environment Department;
- Appointed position: Officer in charge of Administration cum Company Secretary;
- Term of appointment: 05 years;
- Effective date: February 01, 2026.

Enclosed Documents:

- Resolution No. 45/TVD-BOD;;
- Decision No.:126/QD-TVD.

On behalf of the Organization

Legal Representative/ Authorized Person for
Information Disclosure

(Signature, Full Name, Title, Company Seal)



Phung Trung Hoai

Authorized Person for Information Disclosure