

No.: **09/TB-MTS**

Quang Ninh, 01 January 2026

NOTIFICATION OF PERSONNEL CHANGES

Kindly to: - State Securities Commission of Vietnam
- Hanoi Stock Exchange

Pursuant to Resolution No. 01/2026/NQ-HDQT-MTS dated 01 January 2026 of the Board of Directors of Vinacomin-Materials Trading Joint Stock Company, we hereby respectfully announce the personnel change of Vinacomin-Materials Trading Joint Stock Company as follows:

Case of appointment:

- Mr. **Tran Binh Minh**
- Position held prior to appointment: Deputy Chief of the Office, Vietnam National Coal And Mineral Industries Holding Corporation Limited.
- Position appointed: Deputy Director of Vinacomin-Materials Trading Joint Stock Company.
- Term of appointment: Five (05) years from the date of appointment
- Effective date: From 01/01/2026.

Case of dismissal/resignation: None

This information was disclosed on the Company's official website on January 01, 2026, at the following address: <http://www.vmts.vn>.

Respectfully announced!

**** Recipients:***

- SSC, HNX (for information disclosure and reporting)
- BOD, BOS, Director (e-copy, reporting);
- Person in charge of corporate governance (e-copy);
- Archived: Office, Company Secretary

Attached documents:

- Resolution of the Board of Directors on personnel changes;
- Decision of the Board of Directors on personnel changes.

**VINACOMIN - MATERIALS TRADING
JOINT STOCK COMPANY
AUTHORIZED PERSON FOR
INFORMATION DISCLOSURE
COMPANY SECRETARY**



Hoang Mai Phuong

No: **01/2026/NQ-HDQT-MTS**

Quang Ninh, January 01, 2026

RESOLUTION
Regarding the Appointment of a Deputy
Director of Vinacomin Materials Joint Stock Company

BOARD OF DIRECTORS
VINACOMIN - MATERIALS TRADING JOINT STOCK COMPANY

Pursuant to the Charter of Organization and Operation of Vinacomin Materials Joint Stock Company.

Pursuant to Decision No. 4388/QD-MTS dated 4 November 2024 of the Company on the promulgation of the Regulations on Personnel Management;

Pursuant to Official Dispatch No. 7548/TKV-TCNS dated 30 December 2025 of TKV regarding the appointment of the Deputy Director of Vinacomin-Materials Trading Joint Stock Company.

Pursuant to the Minutes of the Board of Directors' Meeting No. 01/2026/BB-HDQT-MTS dated January 01, 2026, of the Board of Directors of Vinacomin Materials Joint Stock Company.

RESOLVES:

Article 1. The Board of Directors of Vinacomin Materials Joint Stock Company unanimously approves the following matters:

1. Approval of the acceptance and appointment of the following individual as Deputy Director of the Company:

- Full name: **Mr. Tran Binh Minh**
- Effective date of appointment: From January 01, 2026
- Term of appointment: Five (05) years from the effective date of appointment.
- Salary and remuneration: The salary applicable to Mr. Tran Binh Minh shall be implemented in accordance with the Company's prevailing regulations, specifically: Salary grade 1/2; salary level of VND 16,719,000, under the salary scale for Deputy Director of MTS No. 05.4 promulgated together with Decision No. 4955/QD-MTS dated November 28, 2024 of the Company.

2. Authorization for the Chairman of the Board of Directors to sign and promulgate the Decision on the appointment of Mr. Tran Binh Minh to the position of Deputy Director of the Company.

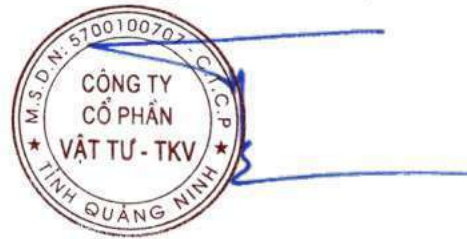
Article 2. This Resolution shall take effect from the date of signing.

Article 3. Members of the Board of Directors, the Board of Management, and Mr. Tran Binh Minh shall be responsible for the implementation of this Resolution./.

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

Recipients:

- As Article 3 (e-copy);
- Vinacomin (TKV) (e-copy, for reporting);
- SSC; HNX; (for reporting);
- Party Committee (e-copy, for reporting);
- Board of Supervisors (e-copy);
- Trade Union, Youth Union, Veterans Association (e-copy);
- Filed at: Administration Department; Human Resources Department (02 copies); Company Secretary.



Pham Dang Phu

Quang Ninh, January 01, 2026

DECISION

**On the Acceptance and Appointment of a Deputy
Director of Vinacomin Materials Joint Stock Company**

**BOARD OF DIRECTORS
VINACOMIN - MATERIALS TRADING JOINT STOCK COMPANY**

Pursuant to the Charter of Organization and Operation of Vinacomin Materials Joint Stock Company;

Pursuant to Decision No. 4388/QĐ-MTS dated 4 November 2024 of the Company on the promulgation of the Regulations on Personnel Management;

Pursuant to Official Dispatch No. 7548/TKV-TCNS dated 30 December 2025 of TKV regarding the appointment of the Deputy Director of Vinacomin-Materials Trading Joint Stock Company.

Pursuant to Resolution No. 01/2026/NQ-HĐQT-MTS dated January 01, 2026 of the Board of Directors of Vinacomin Materials Joint Stock Company

DECISION:

Article 1. To accept and appoint Mr. Tran Binh Minh, currently Deputy Chief of the Office, Vietnam National Coal and Mineral Industries Holding Corporation Limited, to the position of Deputy Director of Vinacomin – Materials Trading Joint Stock Company, effective from January 01, 2026.

Article 2. The term of office of Mr. Tran Binh Minh shall be five (05) years from the effective date of appointment. The salary applicable to Mr. Tran Binh Minh shall be implemented in accordance with the Company's prevailing regulations, specifically: Salary grade 1/2; salary level of VND 16,719,000, under the salary scale for Deputy Director of MTS No. 05.4 promulgated together with Decision No. 4955/QĐ-MTS dated November 28, 2024 of the Company.

Article 3. Members of the Board of Directors, the Board of Management, the Company's departments, workshops and Mr. Tran Binh Minh shall be responsible for the implementation of this Decision./.

Recipients:

- As stated in Article 3 (e-copy);
- Vinacomin (TKV) (e-copy, for reporting);
- SSC; HNX (for reporting);
- Party Committee (e-copy, for reporting);
- Board of Supervisors (e-copy);
- Trade Union, Youth Union, Veterans Association (e-copy);
- Mr. Tran Binh Minh;
- Filed at: Administration Department; Human Resources Department (02 copies); Company Secretary.

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



Pham Dang Phu

VIETNAM NATIONAL COAL AND
MINERAL INDUSTRIES HOLDING
CORPORATION LIMITED
**VINACOMIN-MATERIALS TRADING
JOINT STOCK COMPANY**

No.: **08** /TB-MTS

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Quang Ninh, January 01, 2026

NOTICE

**Regarding the introduction of the title and signature of Mr. Tran Binh Minh -
Deputy Director of Vinacomin - Materials Trading Joint Stock Company**

Pursuant to Official Letter No.: 7548/TKV-TCNS dated 30 December 2025 of Vietnam National Coal and Mineral Industries Group regarding the appointment of a Deputy Director of Vinacomin - Materials Trading Joint Stock Company;

On 01 January 2026, the Board of Directors of Vinacomin - Materials Trading Joint Stock Company issued Decision No.: 06/QĐ-MTS on the appointment of Mr. Tran Binh Minh as Deputy Director of Vinacomin - Materials Trading Joint Stock Company, effective from 01 January 2026.

Vinacomin - Materials Trading Joint Stock Company (MTS) hereby respectfully introduces the title and signature of Mr. Tran Binh Minh - Deputy Director of the Company to relevant authorities and organizations for the purpose of facilitating working communications./.

SPECIMEN SIGNATURE

**Mr. Tran Binh Minh - Deputy Director of Vinacomin-Materials Trading Joint
Stock Company**

Tran Binh Minh

Recipients:

- Vietnam National Coal and Mineral Industries Group (for reporting);
- Party Committee, Board of Directors, Supervisory Board of the Company (e-copy, for reporting);
- Deputy General Directors, Chief Accountant of the Company (e-copy);
- Trade Union, Youth Union, Veterans' Association of the Company (e-copy);
- Departments and Workshops (e-copy);
- Units within Vinacomin (TKV);
- Relevant authorities and organizations;
- Filed: Records Department, Office.

**BY ORDER OF THE DIRECTOR
CHIEF OF THE OFFICE**



To Thi Lan