

Uong Bi, July 31, 2026

No.: 1861/TB - TVD

NOTICE OF PERSONNEL CHANGE

To: - State Securities Commission of Vietnam
- Hanoi Stock Exchange (HNX)

Pursuant to Resolution No. 22/TVD-HĐQT dated July 30, 2026, of the Board of Directors regarding personnel affairs, Vang Danh Coal Joint Stock Company respectfully announces the personnel changes as follows:

1. Dismissal:

- Mr./Ms.: Tran Thi Thu Thao.
- Dismissed Position: Chief Accountant of the Company.
- Effective Date: August 1, 2026.

2. Appointment:

- Mr./Ms.: Tran Quoc Truong
- Position prior to appointment: Deputy Head of Accounting, Statistics, and Finance Department.
- Appointed Position: Person in charge of Accounting.
- Term of Appointment: Until the Company completes the personnel structure for the Chief Accountant position.
- Effective Date: August 1, 2026.

Attached Documents:

- Resolution No. 22/TVD-HĐQT;
- Decision No. 1332/QĐ-TVD;

ORGANIZATION REPRESENTATIVE

Legal Representative / Authorized Person to Disclose
Information

(Signed, sealed, with full name and title))



Phung Trung Hoai
Authorized Person to Disclose Information