

No: **7604** /TCS-HĐQT

Cua Ong, September 25, 2026

NOTICE OF CHANGE IN PERSONNEL

To: Hanoi Stock Exchange

Based on The Decision No. 7599/QĐ-TCS-HĐQT dated September 25, 2026 issued by the Board of Directors of Cao Son Coal Joint Stock Company regarding the re-appointment of the Director of Cao Son Coal Joint Stock Company, we hereby announce the change in personnel of Cao Son Coal Joint Stock Company (**Stock code: CST**) as follows:

In case of appointment (*):

- Mr: Pham Quoc Viet
- Former position in the organization: Director of Cao Son Coal Joint Stock Company
- Newly appointed position: Director of Cao Son Coal Joint Stock Company
- Term: 5 years
- Effective date: October 1, 2026

This information was published on the company's website on September 25, 2026, as in the link: <http://thancaoson.vn>, under the Investor Relations/ Extraordinary Information Disclosure section.

Cao Son Coal Joint Stock Company respectfully announces.

Recipients:

- As addressed;
- Board of Directors, Board of Supervisors (e-copy, for information)
- Company's website;
- Filed: Administration Office and Office of the Board of Directors.

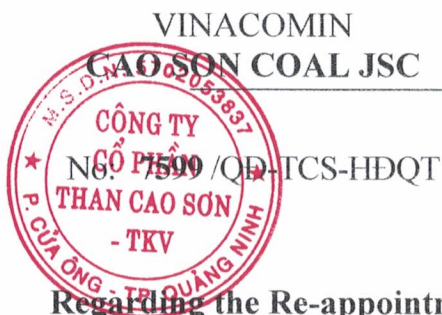
****Attached documents:***

- Decision No. 7599/QĐ-TCS-HĐQT dated September 25, 2026 of the Board of Directors of Cao Son Coal Joint Stock Company.
- Curriculum Vitae, list of Internal Persons and Related Persons of the appointed person.

**PERSON AUTHORIZED TO
DISCLOSE INFORMATION**



Nguyen Hoang Cuong



THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Cua Ong, September 25, 2026

DECISION
Regarding the Re-appointment of the Director of Cao Son Coal Joint Stock Company

THE BOARD OF DIRECTORS OF CAO SON COAL JOINT STOCK COMPANY

Pursuant to the Charter on Organization and Operation of Cao Son Coal Joint Stock Company;

Pursuant to Decision No. 2568/QĐ-TKV dated November 28, 2025 of Vietnam National Coal and Mineral Industries Group regarding the continued implementation of the Regulations on Personnel Management of Vietnam National Coal and Mineral Industries Group;

Pursuant to Decision No. 11082/QĐ-TCS-HĐQT dated December 2, 2025 of the Company's Board of Directors regarding the continued implementation of the Regulations on Personnel Management of Cao Son Coal Joint Stock Company;

Pursuant to Resolution No. 72-NQ/ĐU dated August 5, 2026 of the Executive Committee of the Party Committee of Cao Son Coal Joint Stock Company regarding the re-appointment of the Director of the Company;

Pursuant to Official Letter No. 6508/TKV-TCNS dated September 17, 2026 of Vietnam National Coal and Mineral Industries Group regarding the re-appointment of the Director of Cao Son Coal Joint Stock Company;

Pursuant to Resolution No. 31/NQ-TCS-HĐQT dated September 25, 2026 of the Board of Directors of Cao Son Coal Joint Stock Company regarding the re-appointment of the Director of Cao Son Coal Joint Stock Company.

DECISION:

Article 1. To re-appoint Mr. Pham Quoc Viet, ID No. 4505, born on July 30, 1974, Mining Engineer, Director of Cao Son Coal Joint Stock Company, to hold the position of Director of Cao Son Coal Joint Stock Company.

Effective from October 1, 2026.

Article 2. The term of office of Mr. Pham Quoc Viet as Director of Cao Son Coal Joint Stock Company is five (05) years from the date of his re-appointment.

Article 3. Mr. Pham Quoc Viet shall be entitled to a monthly salary of VND 21,160,000.

(Level 2/2, Director of a Grade 1 enterprise – TKV Salary Table No. 08 promulgated under Decision No. 499/QĐ-TKV dated March 26, 2026 of the Group).

Article 4. The Director, Deputy Directors, Chief Accountant, Head of the Human Resources and Labor Department, Chief of Office, heads of the Company's units, and Mr. Pham Quoc Viet shall be responsible for implementing this Decision./.

Recipients:

- As specified in Article 4 (for implementation);
- Board of Directors, Board of Supervisors of the Company;
- Party Committee of the Company;
- Director, Deputy Directors;
- Trade Union, Youth Union;
- Filed: Human Resources and Administration Department, Office of the Board of Directors..

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

(Signed)

Vu Van Khan