

*Hanoi, April 26, 2025*

No.: 05 /BC-HDQT

## **REPORT**

### **On member's remuneration and salary of the Board of Directors, the Supervisory Board, Board of Management in 2024 and Remuneration plan in 2025**

To: 2025 Annual General Meeting of Shareholders  
Vinacomin - Coal Import Export Joint Stock Company

Pursuant to the Charter of organization and operation of Vinacomin - Coal Import Export Joint Stock Company;

Pursuant to the Resolution of the 2024 Annual General Meeting of Shareholders;

Based on the audited 2024 Financial Statements and the Company's 2025 production and business plan;

The Board of Directors of Vinacomin - Coal Import Export Joint Stock Company would like to present to the 2025 Annual General Meeting of Shareholders to approve the payment of remuneration to the Board of Directors (BOD) and the Supervisory Board, other executive managers of the Company in the fiscal year 2024 and propose remuneration plan for the fiscal year 2025. Specifically, as follows:

#### **1. Implementation in 2024:**

##### ***1.1. Remuneration for members of the Board of Directors and Supervisory Board:***

a) Remuneration for non-executive members of the Board of Directors and Supervisory Boards:

No.	Title	Number of people	Plan (million VND/year)	Actual (million VND/year)
1	Chairman of the Board of Directors	1	61.68	61.68
2	Member of the Board of Directors	3	157.68	157.68
3	Head of the Supervisory Board	1	54.96	54.96
4	Members of the Supervisory Board	2	105.12	105.12
	<b>Total</b>	<b>7</b>	<b>379.44</b>	<b>379.44</b>

b) Remuneration for independent members of the Board of Directors:

Stt	Title	Number of people	Plan (million VND/year)	Implement (million VND/year)
1	Independent Member of the Board of Directors (Mr. Tran Xuan Hoa)	1	262.80	262.80

***1.2. Salary of the executive managers:***

Stt	Title	Number of people	Number of Months	Plan (million VND/year)		Adjusted Plan (million VND/year)		Implement (million VND/year)	
				Average /month	Total salary fund	Average /month	Total salary fund	Average /month	Total salary fund
1	Director	1	12	37.08	445	43.23	518.7	51.87	622.44
2	Deputy Director	2	12	32.83	788	38.33	919.8	45.99	1,103.76
3	Chief Accountant	1	9			36.67	330.00	44.00	396.00
	<b>Total</b>	<b>4</b>			<b>1,233</b>		<b>1,768.50</b>		<b>2,122.20</b>

The remuneration details of the members of the Board of Directors, the Supervisory Board, the Management Board, and other managerial personnel are disclosed in the audited financial statements for the year 2024.

***2 Remuneration for members of the Board of Directors and the Supervisory Board in 2025:***

a) Remuneration for non-executive members of the Board of Directors and Supervisory Boards:

Stt	Title	Monthly salary (Million VND/month)	Number of people	Maximum Spend Rate	Monthly remuneration (Million VND/month/ person)	Plan (Million VND/year)
1	Chairman of the Board of Directors	25.7	1	20%	5.14	61.68
2	Member of the Board of Directors	21.9	3	20%	4.38	157.68
3	Head of the KS Department	22.90	1	20%	4.58	54.96
4	Members of the Supervisory Board	21.90	2	20%	4.38	105.12
	<b>Total</b>		<b>7</b>			<b>379.44</b>

b) Remuneration for independent members of the Board of Directors:

Stt	Title	Number of people	Average plan (Million VND/ person/month)	Total remuneration (Million VND/year)
1	Independent Member of the Board of Directors	1	21.90	262.80

- The monthly responsibility allowance for non-executive members of the Board of Directors and Supervisory Board is calculated according to their work, paid a maximum of 20% of the salary of the equivalent executive position as prescribed in Decision No. 1471/QD-TKV dated August 14, 2024 of Vietnam National Coal & Mineral Industries Holding Corporation Limited.

Payment method: Monthly advance of 80% of the paid remuneration, the remaining 20% is finalized and paid at the end of the year according to the Company's production and business results.

The Board of Directors of the Company respectfully present to the Annual General Meeting of Shareholders in 2025.

Thank you very much./.

***Recipient:***

- as above;
- Board of Directors, Supervisory Board;
- Achived: Organization - Administration Department, Company Secretary

**ON BEHALF OF  
BOARD OF DIRECTORS  
CHAIRMAN**

**Bui Van Tuan**