

PROPOSAL

Regarding the report on salary, remuneration and allowance payment for the Board of Directors and the Board of Supervisors and other Managers of the Company in 2024; Proposal the payment levels of salaries , remuneration , and allowances for the Board of Directors, the Board of Supervisors and Other Managers of the Company in 2025

To: General Meeting of Shareholders of Cao Son Coal Joint Stock Company (GMS)

Pursuant to the Resolutions of the Annual General Meeting of Shareholders of Cao Son Coal Joint Stock Company in 2024; Pursuant to the Company's 2024 production and business results, the Company's Board of Directors reports on the results of salary, remuneration and allowance payments for the Board of Directors, Board of Supervisors and other managers of the Company in 2024 and proposes the payment levels of salaries, remuneration and allowance payments for the Board of Directors, Board of Supervisors and other managers of the Company in 2025 , with the details as follows :

1. Payment of salaries and remuneration for the Board of Directors, Board of Supervisors, and other managers of the Company in 2024:

Unit: 1000 VND

No	Position	Number of people	Salary		Remuneration, allowances		Notes
			People	Salary	People	Remuneration allowances	
1	Board of Directors	05			05	271,920	
2	Board of Control	05			05	265,200	
3	Other Managers	07	07	3,774,816			
	Total			3,774,816		537,120	

2. Proposal for the salary, remuneration , and allowance levels for the Board of Directors, Board of Supervisors, and other managers of the Company in 2025 :

Pursuant to Article 6, Decree No. 53/2016/ND-CP dated June 13, 2016 issued by the Government on labor, salaries, remuneration for joint stock companies, State-controlled capital contributions and Circular No. 28/2016/TT-BLDTBXH of the Ministry of Labor, War Invalids and Social Affairs guiding the implementation of Decree No. 53/2016/ND-CP of the Government;

Pursuant to Decision No. 1471 /QD-TKV dated August 14, 2024, regarding the issuing of guidelines on the salary payment mechanism and salary levels applied internally within TKV; Accordingly, the salary level of the Company's Business Manager is classified into (Group II - Grade I) in Appendix 04 of the Decision. Accordingly, the remuneration level for members of the Board of Directors and the Board of Supervisors holding

concurrent positions shall be settled and capped at a maximum of 20% of the planned average salary for the specialized management position. The actual salary of the Board of Directors's Members and the specialized Head of the Board of Supervisors shall be determined based on the Company's production and business performance;

Pursuant to Official Letter No. 6636/TKV-KH dated November 26, 2024, issued by the Group regarding the announcement of the key business coordination plan indicators for 2025 and Pursuant to the actual average salary of managers in 2024, as well as the planned profitability and labor productivity indicators for 2025 compared to the actual performance in 2024;

Therefore, the Company Director proposes the planned salary level and planned salary fund for 2025 for the Company's Manager positions, remuneration and allowances for the Board of Directors and Board of Supervisors for 2025 of the Company, specifically as follows:

a) Remuneration of concurrent members of the Board of Directors and Board of Supervisors:

No.	Position	Salary Level Grade I Group II (VND/person/month)	Remuneration level (VND/person/month)
1	Chairman of the BOD	25,700,000	$25,700,000 \times 1 \times 20\% = 5,140,000$
2	BOD's Member	21,900,000	$21,900,000 \times 1 \times 20\% = 4,380,000$
3	Head of Board of Supervisors	22,900,000	$22,900,000 \times 1 \times 20\% = 4,580,000$
4	Board of Supervisors member	21,900,000	$21,900,000 \times 1 \times 20\% = 4,380,000$

b) Salary Level of Company Manager:

No	Position	Number (people)	The actual average monthly salary for the year 2024 (1000 VND)	Planned average monthly salary for the year 2025 (1000 VND)	Planned salary fund for the year 2025 (1000 VND)
1	Director	1	50,388	49,400	592,800
2	Deputy Director	5	223,380	219,000	2,628,000
3	Chief Accountant	1	40,800	40,000	480,000
	Total	7	314,568	308,400	3,700,800

The remuneration source of the Board of Directors and the Board of Supervisors is accounted for in the production and business expenses in 2025. The salary source of the Company's managers is based on the results of the implementation of the production and business plan in 2025, the salary fund is settled according to the State's regulations and is accounted for in the salary fund according to regulations.

3. Payment method:

Every month, based on the actual production organization and the results of the Company's production and business plan implementation, members of the Board of Directors and managers are advanced no more than 80% of the salary, remuneration and allowances of that month; the remaining amount is settled at the end of the year based on the results of the Company's production and business plan implementation.

The Board of Directors of Cao Son Coal Joint Stock Company reports and respectfully presents to the General Meeting of Shareholders./.

Recipients:

- GMS;
- Shareholders;
- BOD, BOS;
- Information disclosure;
- Archived: Administrative.

**ON BEHALF OF BOARD OF
DIRECTORS
CHAIRMAN**

Vu Van Khan