

VIETNAM NATIONAL
COAL AND MINERAL INDUSTRIES
HOLDING CORPORATION LIMITED
CAO SON COAL JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

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Cua Ong, April , 2026

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No.: /TTr-TCS-HĐQT

DRAFT

PROPOSAL

Regarding the Report on payment of remuneration, salaries, bonuses and other benefits to the Board of Directors, the Board of Supervisors and other managers in 2025; proposal on remuneration, salaries, bonuses and other benefits for the Board of Directors, the Board of Supervisors and other managers in 2026

To: 2026 Annual General Meeting of Shareholders of Cao Son Coal Joint Stock Company

- Pursuant to Decree No. 53/2016/ND-CP dated June 13, 2016 of the Government on labor, salaries, remuneration, and wages applicable to joint stock companies with controlling state capital, and Circular No. 28/2016/TT-BLĐTBXH guiding the implementation of Decree No. 53/2016/ND-CP of the Government;

- Pursuant to Decree No. 44/2025/ND-CP dated February 28, 2025 of the Government on the management of labor, salaries, remuneration, and bonuses in state-owned enterprises;

- Pursuant to Decree No. 248/2025/ND-CP dated September 15, 2025 of the Government on salary, remuneration, and bonus policies for owner's representatives, representatives of state capital, and supervisors in state-owned enterprises;

- Pursuant to Decision No. 1471/QĐ-TKV dated August 14, 2024 of TKV promulgating guidelines on salary payment mechanisms applicable within TKV, which specifically stipulate the basic salary of managers in Appendix No. 04;

- Pursuant to Decision No. 1809/QĐ-TKV dated September 26, 2024 of TKV promulgating the Regulation on management of representatives of Vietnam National Coal and Mineral Industries Holding Corporation Limited at enterprises

- Pursuant to the Charter on Organization and Operation of Cao Son Coal Joint Stock Company approved by the General Meeting of Shareholders on 30 July 2025;

- Pursuant to Proposal No. 1615/TTr-TCS-TCLD dated March 9, 2026 of the General Director regarding the payment of salaries, remuneration, and allowances for members of the Board of Directors, members of the Board of Supervisors, independent members of the Board of Directors, and other managers of the Company;

The Board of Directors reports on the results of payment of salaries, remuneration, and allowances for the Board of Directors, the Board of Supervisors, and other managers of the Company in 2025, and proposes the payment levels of salaries, remuneration, and allowances for the Board of Directors, the Board of Supervisors, and other managers of the Company for 2026, as follows:

1. Payment of salaries, remuneration, and allowances for the Board of Directors, the Board of Supervisors, and other managers of the Company in 2025.

Unit: 1000 dong

No	Position	People	Salary		Remuneration, Allowance		Notes
			People	Salary	People	Salary	
1	Board of Directors	06			06	250,020	
2	Board of Supervisors	01			01	109,500	
3	Other Managers	07			07	265,200	
	Total	09	09	2,990,160		624,720	

2. Proposed salaries, remuneration, and allowances for the Board of Directors, the Board of Supervisors, and other managers of the Company in 2026.

Pursuant to Decision No. 1471/QĐ-TKV dated August 14, 2024 promulgating guidelines on salary payment mechanisms and salary levels applicable within TKV, the salary of the Company's managers is classified under Group II – Grade I in Appendix 04 of the Decision. Accordingly, the remuneration for part-time members of the Board of Directors and the Board of Supervisors shall be finalized and entitled to a maximum of 20% of the planned average salary of full-time managerial positions. The actual salary of full-time members of the Board of Directors and the Head of the Board of Supervisors shall be determined based on the Company's production and business performance results.

Pursuant to Official Letter No. 7138/TKV-KH dated December 12, 2025 of Vietnam National Coal and Mineral Industries Holding Corporation Limited regarding the notification of key targets for the 2026 production and business plan, and based on the actual average salary of managers in 2025 as well as the planned profit and labor productivity targets for 2026 compared to the 2025 performance;

The Director proposes the planned salary levels and salary fund for 2026 for managerial positions of the Company, as well as the remuneration and allowances for members of the Board of Directors, members of the Board of Supervisors, and independent members of the Board of Directors in 2026, as follows:

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

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

b) Remuneration (allowance) for independent members of the Board of Directors in 2026:

No	Position	Remuneration (allowance) (VND/person/month)	2026 Remuneration (allowance) (VND)
1	Independent member of the Board of Directors	21,900,000	262,800,000

c) Salary of Company managers:

TT	Position	Number of persons	Average monthly salary in 2025 (1000VND)	Planned monthly salary in 2026 (1000VND)	2026 Planned salary fund (1000VND)
1	Director	1	44,460	37,050	444,600
2	Deputy Director	4	157,680	131,400	1,576,800
3	Chief Accountant	1	36,000	30,000	360,000
	Tổng cộng	6	238,140	198,450	2,381,400

The remuneration (allowance) for members of the Board of Directors, members of the Board of Supervisors, and independent members of the Board of Directors shall be accounted for as production and business expenses of the Company in 2026. The salary fund for the Company's managers shall be determined based on the results of the implementation of the 2026 production and business plan, and shall be finalized and accounted for in accordance with applicable State regulations.

3. Payment method

On a monthly basis, depending on the actual production organization and business performance of the Company, members of the Board of Directors, members of the Board of Supervisors, independent members of the Board of Directors, and managers may receive advances of up to 80% of their monthly salary, remuneration, and allowances. The remaining amount shall be settled at year-end based on the Company's actual performance of the production and business plan.

Respectfully submitted to the General Meeting of Shareholders of Cao Son Coal Joint Stock Company for consideration and approval./.

Recipients:

- Annual General Meeting of Shareholders 2026
- Shareholders
- BOD, BOS;
- Information disclosure;
- Filed: Administration.

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

Vu Van Khan