

Hanoi, March 27, 2025

No.: 354/TB-HĐQT

ANNOUNCEMENT

Nomination/candidacy/recommendation of personnel for the Board of Directors and Supervisory Board of Vinacomin - Coal Import and Export Joint Stock Company

To Shareholders,

- Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to Decree No. 155/2020/ND-CP dated 31/12/2020 detailing the implementation of a number of articles of the Law on Securities;
- Pursuant to the Charter of Organization and Operation of Vinacomin - Coal Import and Export Joint Stock Company

In 2025, the Board of Directors (BOD) and the Supervisory Board of Vinacomin-Coal Import Export Joint Stock Company will end the term of 2020 – 2025. Accordingly, at the 2025 Annual General Meeting of Shareholders, the election of members of the Board of Directors and members of the Supervisory Board for the term of 2025 – 2030 will be conducted. The Board of Directors of Vinacomin - Coal Import and Export Joint Stock Company would like to request shareholders to participate in the candidacy/nomination of personnel who meet the criteria for participation in the Board of Directors and the Board of Supervisors for the term 2025 – 2030 in accordance with the law and the Company's Charter at the 2025 Annual General Meeting of Shareholders. Specifically, as follows:

1. Number of elected members of the Board of Directors: 5 (five) members. In which:

- Number of members of the Board of Directors: 4 (four) members
- Number of independent members of the Board of Directors: 1 (one) member

2. Number of elected members of the Supervisory Board: 3 (three) members.

3. Time and place of election: at the 2025 Annual General Meeting of Shareholders

4. Instructions on the nomination and candidacy of candidates for the Board of Directors and the Supervisory Board: prepared and posted by the Board of Directors on the Company's website (<https://coalimex.vn/>). Shareholders are advised to carefully read this Guidance on nomination and candidacy to exercise the right to self- nominate and nominate candidates for election to the Board of Directors and the Supervisory Board for the term 2025 – 2030 in an appropriate and convenient way for the organization of the Shareholders' General Meeting.

5. The draft Regulation on nomination - candidacy - election of members of the Board of Directors and the Supervisory Board of Vinacomin - Coal Import and Export Joint Stock Company: prepared and posted by the Board of Directors of the Company on the Company's website and will be approved by the General Meeting of Shareholders at the 2025 Annual General Meeting of Shareholders before the election ceremony.

Recipient:

- As above;
- SSC, HNX;
- BOD, BOS,, BOM;
- Save: Office, Admin, Secretary

**ON BEHALF OF
BOARD OF DIRECTORS
CHAIRMAN**



Bui Van Tuan

GUIDANCE ON NOMINATION AND CANDIDACY FOR THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD

(Enclosed with the Announcement on Nomination/candidacy/recommendation of personnel for the Board of Directors and Supervisory Board of Vinacomin - Coal Import and Export Joint Stock Company No. 355 Date 27/03/2025)

1. Number and criteria of members of the Board of Directors

- **The number of elected members of the Board of Directors** is 05 members, of which 01 member is an independent member.

- **Term of office of members of the Board of Directors:** 5 years (2025 – 2030)

- **Standards and conditions of members of the Board of Directors:**

Members of the Board of Directors must satisfy the criteria for being a member of the Board of Directors as prescribed in Article 25 of the Company's Charter, the Law on Enterprises No. 59/2020/QH14, Decree No. 155/2020/ND-CP, other relevant legal documents and this Announcement, specifically as follows:

- Having full civil act capacity, not being subject to enterprise management as prescribed by law;

- Having professional qualifications and experience in the business management of the Company and not necessarily being a shareholder of the Company;

- It is possible to be a member of the Board of Directors of another company at the same time, but it is not allowed to be a member of the Board of Directors at more than 05 other companies;

- The Chairman of the Board of Directors is not allowed to concurrently hold the title of Director of the Company.

- Members of the Board of Directors must not be spouses, natural fathers, adoptive fathers, natural mothers, adoptive mothers, natural children, adopted children, brothers, sisters, siblings, brothers-in-law, sisters-in-law, sisters-in-law of the Director and other managers of the Company; must not be a related person of the manager, the person competent to appoint the manager of Vietnam National Coal and Mineral Industries Holding Corporation Limited.

Criteria for independent members of the Board of Directors: the criteria specified in Clause 2, Article 155 of the Law on Enterprises.

2. Number and criteria of candidates for the Supervisory Board:

- The number of elected members of the Supervisory Board is 03 members.

- Term of the Supervisory Board: 5 years (2025 – 2030)

- **Criteria and conditions of members of the Supervisory Board:**

Members of the Supervisory Board must satisfy the criteria for being a Supervisor as prescribed in the Company's Charter, the Law on Enterprises No. 59/2020/QH14, Decree No. 155/2020/ND-CP, other relevant legal documents and do not fall into the following cases:

- Working in the accounting and finance department of the Company;

- Being a member or employee of an independent auditing firm that audits the Company's financial statements for the preceding three (03) consecutive years.

3. The right to nominate and candidacy for members of the Board of Directors:

Shareholders holding shares with voting rights have the right to combine the number of voting rights of each shareholder together to nominate candidates for the Board of Directors.

The number of candidates that each group has the right to nominate depends on the shareholding ratio of each group (as of the record date of the list of shareholders on **March 20, 2025**):

- Shareholders/groups of shareholders holding from 10% to less than 20% of the total number of Voting Shares may nominate one (01) candidate; from 20% to less than 50% may nominate a maximum of two (02) candidates; from 50% to less than 65% shall be nominated a maximum of three (03) candidates; 65% or more will be nominated for a full number of candidates.

- Self-nominated and nominated persons (hereinafter collectively referred to as candidates) must submit valid candidacy dossiers and on time as prescribed.

- In case the number of candidates for the Board of Directors approved for nomination is still insufficient for the necessary number, the remaining number of candidates shall be nominated by the incumbent Board of Directors.

4. The right to nominate and candidacy for members of the Supervisory Board

Shareholders holding voting shares have the right to combine the number of voting rights of each shareholder together to nominate candidates for members of the Supervisory Board. The number of candidates that each group has the right to nominate depends on the shareholding ratio of each group (as of the record date of the list of shareholders on **March 20, 2025**):

- Shareholders/groups of shareholders holding from 10% to less than 20% of the total number of Voting Shares may nominate one (01) candidate; from 20% to less than 50% may nominate a maximum of two (02) candidates; 50% or more are nominated for a sufficient number of candidates

- In case the number of candidates for members of the Control Board through nomination is still not enough to meet the necessary number, the remaining number of candidates shall be nominated by the incumbent Supervisory Board.

5. Documents of participation in nomination and candidacy for election to members of the Board of Directors, Supervisory Board

The documents of candidacy and nomination of candidates for election to the Board of Directors and the Supervisory Board includes:

- Nomination letter for members of the Board of Directors/Supervisory Board or Candidacy for members of the Board of Directors/Supervisory Board (according to the attached form);

- The candidate's self-declared curriculum vitae with a photo;

- A valid copy of ID/Passport;

- A valid copy of permanent residence registration (or long-term temporary residence registration certificate);

- Valid copies of qualifications, diplomas and certificates certifying cultural and professional qualifications;

- Power of Attorney and/or Minutes of Group Meeting (if the candidate is authorized by the group).

Nomination and candidacy documents must be sent to the Company no later than 16:00 on April 25, 2025 at the following address:

Organization - Administration Department of the Company, at 47 Quang Trung, Hoan Kiem District, Hanoi City.

Phone: (84-024) 39422528 Fax: (84-024) 39423250

Email: tcld@coalimex.vn

In case the document is a fax or scanned copy, the original must be sent back before the congress starts. Only nomination/candidacy documents that meet the conditions for nomination and candidacy and candidates who meet the corresponding conditions of members of the Board of Directors and the Supervisory Board will be included in the list of candidates announced at the General Meeting.