**NBC: Annual General Mandate 2024**

On April 25, 2024, Vinacomin - Nui Beo Coal JSC announced General Mandate No. 3221/NQ-VNBC as follows:

‎‎Article 1. Approve the production and business results 2023; The production and business plan for 2024 with some key targets as follows.

* 1. Production and business results in 2023

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| No. | Targets | Unit | Plan | | Results | Comparison % | |
| - Beginning of year | Adjust |
| - Beginning of year | Adjust |
| 1 | Total tunnel excavation | Meter | 17,200 | 14,800 | 14,952 | 87 | 101 |
| - | Basic construction tunnels | “ |  |  |  | - | - |
| - | Basic production tunnels | “ | 17,200 | 14,800 | 14,952 | 87 | 101 |
| 2 | Raw coal production | Thousand Tons | 1,750 |  | 1,766 | 101 | - |
| - | Open-pit coal | “ |  |  |  |  | - |
| - | Underground coal | “ | 1,750 |  | 1,766 | 101 | - |
| 3 | Clean coal screened at mine | Thousand Tons | 1,810 |  | 2,063 | 114 | - |
| - | Clean coal from raw coal | “ | 1,575 |  | 1,635 | 104 | - |
| - | Other clean coal (Non-coal products...) | “ | 235 |  | 428 | 182 | - |
| 4 | Coal consumption | Thousand Tons | 1,810 |  | 2,116 | 117 |  |
| 5 | Construction investment value | Billion VND | 128.51 | 129.19 | 123.4 | 96 | 95.5 |
| 6 | Revenue | Billion VND | 2,971.2 |  | 3,262 | 110 | - |
| 7 | Total profit | Billion VND | 76.425 |  | 125.9 | 165 | - |
| 8 | Standard labor | Person | 3,579 |  | 3,282 | 92 | - |
| 9 | Average salary | Thousand VND/person/month | 16,452 |  | 19,163 | 116 | - |
| 10 | Dividend | % | 5 |  | 8 | 160 | - |

1.2. The production and business plan for 2024

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| No. | Target | Unit | Quantity | Note |
| 1 | Total tunnel excavation | Meter | 16,300 |  |
| - | Basic production tunnels | “ | 16,300 |  |
| 2 | Raw coal production | Thousand Tons | 1,800 |  |
| - | Underground coal | “ | 1,800 |  |
| 3 | Clean coal screened at mine | ThousandTons | 1,674 |  |
| - | Clean coal from raw coal | “ | 1,674 |  |
| 4 | Coal consumption | Thousand Tons | 1,674 |  |
| 5 | Construction investment value | Billion VND | 171.7 |  |
| 6 | Total revenue | Billion VND | 2,744.3 |  |
| 7 | Total profit | Billion VND | 80.990 |  |
| 8 | Standard labor | Person | 3,320 |  |
| 9 | Average salary | Thousand VND/person/month | 18.242 |  |
| 10 | Dividend | % | ≥ 5 |  |

‎‎Article 2. Approve the results of salary, remuneration and allowance payment to the Board of Directors, Supervisory Board, Board of Managers of the Company in 2023 and the plan for 2024 as follows:

1. Salary, remuneration and allowances for Board of Directors, Supervisory Board, Board of Managers in 2023:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. | Position | Implementation of the General Mandate 2023 | | | | Note |
| No. of people (average) | Total  (Million VND) | In which: | |
| Salary | Remuneration, allowance |
| 1 | The Board of Directors | 5.0 | 837.6 | 372.6 | 465.0 |  |
| - | Chair of the Board of Directors | 1.0 | 64.8 | - | 64.8 |  |
| - | Member of the Board of Directors | 4.0 | 772.8 | 372.6 | 400.2 |  |
| 2 | The Supervisory Board: | 3.0 | 168.0 | - | 168.0 |  |
| - | Chief of the Supervisory Board | 1.0 | 57.6 |  | 57.6 |  |
| - | Member of the Supervisory Board | 2.0 | 110.4 |  | 110.4 |  |
| 3 | The Board of Managers | 6.0 | 3,002.4 | 3,002.4 | - |  |
| - | Manager | 1.0 | 561.6 | 561.6 | - |  |
| - | Deputy Manager | 4.0 | 1,987.2 | 1,987.2 | - |  |
| - | The Chief Accountant | 1.0 | 453.6 | 453.6 | - |  |
|  | Total | 14.0 | 4,008.0 | 3,375.0 | 633.0 |  |

1. Plan for salary, remuneration and allowance payment to the Board of Directors, the Supervisory Board and the Board of Managers in 2024:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. | Position | Number of people | Total (Million VND) | In which: | | |
| Salary | Remuneration | Allowances |
| 1 | The Board of Directors | 5 | 506 | - | 230.4 | 276.0 |
| - | Chair of the Board of Directors | 1 | 65 |  | 64.8 |  |
| - | Member of the Board of Directors | 3 | 166 |  | 165.6 |  |
| - | Independent member of the Board of Directors | 1 | 276 |  |  | 276.0 |
| 2 | The Supervisory Board | 3 | 168 | - | 168.0 | - |
| - | Chief of the Supervisory Board | 1 | 58 |  | 57.6 |  |
| - | Member of the Supervisory Board | 2 | 110 |  | 110.4 |  |
| 3 | The Board of Managers | 6 | 2,836 | 2,836 |  |  |
| - | Manager | 1 | 530 | 530 |  |  |
| - | Deputy Manager | 4 | 1,877 | 1,877 |  |  |
| - | The Chief Accountant | 1 | 428 | 428 |  |  |
|  | Total | 14 | 3,510 | 2,836 | 398.4 | 276.0 |

* Payment method:
  + Monthly salary, remuneration, allowance = Annual salary, remuneration... /12 months;
  + Every month, members of the Board of Directors, Supervisory Board, Board of Managers are advanced 80% of the monthly salary and remuneration; the remaining 20% is finalized at the end of the year based on the Company's production and business results.

‎‎Article 3. Approve the Company's Financial Statements 2023 audited by AASC Auditing Firm Co., Ltd., including some key figures as follows:

|  |  |
| --- | --- |
| * Total assets: | VND 2,627,770,125,894; |
| * Short-term assets: | VND 848,020,232,355; |
| * Long-term assets: * Total source of capital | VND 1,779,749,893,539;  VND 2,627,770,125,894; |
| * Liabilities: | VND 2,052,567,285,916; |
| * Owners’ equity | VND 575,202,839,978. |

‎‎Article 4. Approve the plan on profit distribution in 2023 as follows:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| No. | Content | Rate (%) | Amount: (Million VND) | Note |
| I | Undistributed profit after tax | 100.0 | 133,582 |  |
| 1 | Profit transferred from the previous year: | 22.1 | 29,474 |  |
| 2 | Profit in 2023 | 77.9 | 104,108 |  |
| II | Undistributed retained earnings (Deferred income tax assets as of December 31, 2023) |  | 38,705 |  |
| III | Distributed profits in 2023: | 100.0 | 94,877 |  |
| 1 | Dividend payment (Dividend rate 8%) | 31.2 | 29,599 |  |
| 2 | Remaining profit after paying dividends | 100.0 | 65,278 |  |
| a | Development investment fund (Equivalent to 6.27% of 2023 profit after tax) | 10.0 | 6,528 |  |
| b | Reward fund for corporate management (Equivalent to 1.0 month of average salary) | 0.4 | 281 |  |
| c | Bonus and welfare fund (Equivalent to 0.93 month of average salary) | 89.6 | 58,468 |  |
| - | Bonus fund (50% deduction) |  | 29,234 |  |
| - | Welfare fund (50% deduction) |  | 29,234 |  |

‎‎Article 5. Approve contracts and transactions between the Company and related enterprises and individuals.

‎‎Article 6. Approve the Settlement Report on completion of the investment project for construction of the underground mining works at Nui Beo coal mine.

‎‎Article 7. Approve the Report on activities of the Company's Board of Directors.

‎‎Article 8. Approve the Supervisory Board's report on production and business results, verification of the Company's 2023 audited Financial Statements; Report on the activities of the Supervisory Board and evaluation of the performance of the Board of Directors and the Company's Manager in 2023.

‎‎Article 9. Approve the list of independent audit companies to perform the audit of the Financial Statements for the first 6 months and the whole year of 2024.

|  |  |  |
| --- | --- | --- |
| No. | Company name | Address |
| 1 | AASC Auditing Firm Company Limited. | No. 01 Le Phung Hieu Street, Hoan Kiem District, Hanoi. |
| 2 | VACO Auditing Company Limited | 12A Floor, 319 Corporation Tower, No.63 Le Van Luong Road, Trung Hoa Ward, Cau Giay District, Hanoi. |

‎‎Article 10. The Annual General Meeting of Shareholders 2024 authorizes the Board of Directors of Vinacomin - Nui Beo Coal JSC to:

-Implement the Company's Restructuring Plan according to TKV's orientation; Have the right to lease assets and equipment to serve the Company's production and business requirements.

- Select an independent audit company from the list of audit companies approved by the General Meeting to perform the audit of the Financial Statements for the first 6 months and the whole year of 2024; Supplement more business lines when necessary for the Company's production and business activities; Adjust the production and business plan targets to suit the Company's actual conditions and be responsible for carrying out the approved works in a legitimate manner, reporting to the General Meeting of Shareholders at the nearest meeting in accordance with the provisions of law, the Company's Charter, ensuring the interests of shareholders and the enterprise.

‎‎Article 11. Terms of enforcement

This General Mandate was validly approved by the Annual General Meeting of Shareholders 2024 of Vinacomin - Nui Beo Coal JSC and assigned to the Board of Directors and the Company's Manager to implement from April 25, 2024.