

No: 423 /TTr-MIE-HDQT

Hanoi, June 17, 2025

STATEMENT

On the Approval of the 2024 Salary and Remuneration Report of the Board of Directors, Supervisory Board, General Director, and Other Managers, and the 2025 Salary and Remuneration Payment Plan for Members of the Board and Supervisors

To: The Annual General Meeting of Shareholders of
The Machines and Industrial Equipment Corporation - JSC

Based on the Charter on the Organization and Operation of the Machines and Industrial Equipment Corporation - JSC;

Pursuant to Decree No. 53/2016/NĐ-CP dated June 13, 2016 of the Government on regulations regarding labor, salaries, remuneration, and bonuses applicable to joint stock companies and limited liability companies with controlling state capital contribution, and Circular No. 28/2016/TT-BLĐTBXH dated September 1, 2016 of the Ministry of Labor, War Invalids and Social Affairs guiding the implementation of Decree No. 53/2016/NĐ-CP;

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

Pursuant to Official Dispatch No. 4302/BCT-TCCB dated June 16, 2025 issued by the the Ministry of Industry and Trade regarding the finalization of the 2024 salary fund and the 2025 salary plan of the Corporation;

Based on the business performance in 2024 and the production and business targets for 2025,

The Board of Directors of the Corporation respectfully submits to the General Meeting of Shareholders for consideration and approval the following reports on the remuneration and salary of the Board of Directors, Supervisory Board, General Director, and other managers for 2024, and the payment plan for 2025 for members of the Board and Supervisors:

1) Report on the salaries and remuneration for 2024 of the Board of Directors, Supervisory Board, General Director, and other managers, as detailed in Appendix 01 attached;

2) Salary and remuneration payment plan for 2025 for Members of the Board and Supervisors, as detailed in Appendix 02 attached.



The salaries and remuneration for 2025: The Board of Directors shall determine the specific payment levels based on the actual business performance. *My*

Recipients:

- As above;
- Board of Directors, General Director, Supervisory Board;
- Finance and Accounting Dept;
- Archied: VT, HR&A Dept.

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



[Signature]
Tran Quoc Toan

APPENDIX NO. 01
REPORT ON SALARIES AND REMUNERATIONS PAID IN 2024
OF THE BOARD OF DIRECTORS, SUPERVISORY BOARD, GENERAL DIRECTOR, AND
OTHER MANAGERS
OF THE MACHINES AND INDUSTRIAL EQUIPMENT CORPORATION - JSC

(Attached to Statement No **423** /TTr-MIE-HĐQT, date: June **17**, 2025)

| No | Full Name | Position | Salary and Remuneration (VND/year) | Notes |
|------------|---|---|------------------------------------|-------|
| (1) | (2) | (3) | (4) | (5) |
| I | Full-time Managers who are State Capital Representatives | | 939,190,800 | |
| 1 | Tran Quoc Toan | Chairman of the Board | 443,232,000 | |
| 2 | Le Huy Hai | Board Member, General Director | 218,398,800 | |
| 3 | Pham Thanh Dong | Former Board Member, General Director | 277,560,000 | |
| II | Full-time Managers who are NOT State Capital Representatives | | 996,658,400 | |
| 1 | Hoang Minh Viet | Board Member | 268,709,400 | |
| 2 | Pham Thanh Dong | Former Board Member | 43,200,000 | |
| 3 | Dinh Quang Hoa | Head of Supervisory Board | 332,424,000 | |
| 4 | Vu Trung Thuc | Board Member, Deputy General Director | 201,233,000 | |
| 5 | Dinh Hong Mai | Chairman of Corporation Trade Union | 151,092,000 | |
| III | Part-time Managers | | 348,380,952 | |
| 1 | Cu Ngoc Phuong | Board Member | 70,000,000 | |
| 2 | Tran Thi Thu Trang | Former Board Member | 15,380,952 | |
| 3 | Le Huy Hai | Concurrent Deputy General Director | 42,000,000 | |
| 4 | Vu Trung Thuc | Concurrent Deputy General Director | 25,000,000 | |
| 5 | Dau Huy Ngoc Linh | Concurrent Deputy General Director | 56,000,000 | |
| 6 | Nguyen Ngoc Hung | Concurrent State Capital Representative | 82,000,000 | |
| 7 | Le Thi Minh Huyen | Concurrent Supervisor | 29,000,000 | |
| 8 | Nguyen Thi Khanh Ly | Concurrent Supervisor | 29,000,000 | |
| IV | Total (V= I+II+III+IV) | | 2,284,230,152 | |

Note:

Salaries and Remuneration in 2024: Based on actual disbursement figures in 2024.

APPENDIX NO. 02
2025 SALARY AND REMUNERATION PAYMENT PLAN
FOR MEMBERS OF THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD OF THE
MACHINES AND INDUSTRIAL EQUIPMENT CORPORATION

(Attached to Statement-No. **423** /TTr-MIE-HDQT, date: June **17**, 2025)

| No | Position | Number of People | Number of Months | Salary, Remuneration (VND/month) | Total Salary, Remuneration (VND/year) | Notes |
|-----------|---|------------------|------------------|----------------------------------|---------------------------------------|-------|
| (1) | (2) | (3) | (4) | (5) | (6)=(4) x (5) | (7) |
| A | Salary of Board Members and Supervisory Board members who are state capital representatives | 3 | 36 | | 842,400,000 | |
| 1 | Full-time Chairman of the Board | 1 | 12 | 53,000,000 | 636,000,000 | |
| 2 | Part-time Board Members | 2 | 24 | 8,600,000 | 206,400,000 | |
| B | Salary and remuneration of Board Members and Supervisory Board members who are not state capital representatives | 5 | 60 | | 1,353,600,000 | |
| I | Salary of full-time Board Members and Supervisory Board members | 2 | 24 | | 1,044,000,000 | |
| 1 | Salary of full-time Board Members and Supervisory Board members | 1 | 12 | 43,000,000 | 516,000,000 | |
| 2 | Head of Supervisory Board | 1 | 12 | 44,000,000 | 528,000,000 | |
| II | Remuneration of part-time Board Members and Supervisory Board members | 3 | 36 | | 309,600,000 | |
| 1 | Board Member | 1 | 12 | 8,600,000 | 103,200,000 | |
| 2 | Supervisory Board Member | 2 | 24 | 8,600,000 | 206,400,000 | |
| C | Total (C= A+B) | 8 | 96 | | 2,196,000,000 | |

Note:

Salary and remuneration payments in 2025: Delegated to the Board of Directors to decide the specific payment amounts based on the business performance results.