

**MACHINES AND INDUSTRIAL
EQUIPMENT CORPORATION**

No. 474 /TTr-MIE-HĐQT

THE SOCIALIST REPUBLIC OF VIET NAM
Independence - Freedom - Happiness

Ha Noi, June 25 2026

PROPOSAL

Re: Approval of the report on salaries, remuneration, bonuses and other benefits paid in 2025 to the Board of Directors, the Supervisory Board, the General Director and Other Managers; and the 2026 salary and remuneration plan for the Board of Directors and the Supervisory Board

To: The 2026 Annual General Meeting of Shareholders for the
2026–2031 term Machines and Industrial Equipment Corporation

Pursuant to the Law on Enterprises 2020 and its amendments and supplements;

Pursuant to the Charter on Organization and Operation dated June 21, 2021 and the amendments and supplements to the Charter of Machines and Industrial Equipment Corporation (MIE);

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

In application of Decree No. 248/2025/ND-CP dated September 15, 2025 of the Government providing for the regime of salaries, remuneration and bonuses for direct owner representatives, state capital representatives and Supervisors in state-owned enterprises;

Pursuant to Official Letter No. 4302/BCT-TCCB dated June 16, 2025 of the Ministry of Industry and Trade approving the dossier for determination of the planned salary and remuneration fund for 2025 of the MIE Office;


Pursuant to Resolution No. 19/NQ-MIE-HĐQT dated May 11, 2026 of the Board of Directors of Machines and Industrial Equipment Corporation regarding the approval of documents and the submission to SCIC for approval to serve the organization of the 2026 Annual General Meeting of Shareholders;

Pursuant to the 2025 production and business results of the MIE Office.

The Board of Directors of the Corporation respectfully submits to the General Meeting of Shareholders for consideration and approval the report on salaries, remuneration, bonuses and other benefits paid in 2025 to the Board of Directors, the Supervisory Board, the General Director and Other Managers; and the 2026 salary and remuneration plan for the Board of Directors and the Supervisory Board, as follows:



1) The report on salaries, remuneration, bonuses and other benefits paid in 2025 to the Board of Directors, the Supervisory Board, the General Director and Other Managers, as provided in Appendix 1 attached hereto;

2) The 2026 salary and remuneration plan for the Board of Directors and the Supervisory Board, as provided in Appendix 2 attached hereto. 

Recipients:

- As above;
- BOD, GD, SB;
- FAD;
- Archived: Admin, HRD.

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



Tran Quoc Toan

APPENDIX 1
REPORT ON SALARIES, REMUNERATION, BONUSES AND OTHER BENEFITS PAID IN 2025
TO THE BOARD OF DIRECTORS, THE SUPERVISORY BOARD, THE GENERAL DIRECTOR AND OTHER MANAGERS
MACHINES AND INDUSTRIAL EQUIPMENT CORPORATION

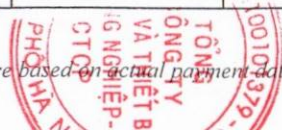
(Attached to Proposal No. **474** /Tr-MIE-HĐQT dated **25/6/2026**)

Unit: VND/year

No.	Full name	Position	Salaries, remuneration, bonuses and other benefits paid in 2025					Notes	
			Number of months paid	Salary	Remuneration	Payments from the Bonus and Welfare Fund	Allowances and other income		Total
1	2	3	4	5	6	7	8	9	10
I	Board of Directors, General Director			1.491.900.000	97.800.000	59.500.000	111.560.960	1.760.760.960	
1	Tran Quoc Toan	Chairman of the Board of Directors	12	537.600.000		16.000.000	36.220.960	589.820.960	
2	Le Huy Hai	Member of the Board of Directors, General Director	12	522.600.000		16.000.000	13.420.000	552.020.000	
3	Vu Trung Thuc	Member of the Board of Directors, Deputy General Director	12	401.200.000		16.000.000	27.580.000	444.780.000	
4	Cu Ngoc Phuong	Member of the Board of Directors, Deputy General Director	12	13.500.000	60.000.000	5.500.000		79.000.000	
5	Hoang Minh Viet	Member of the Board of Directors	6	17.000.000	37.800.000	6.000.000	34.340.000	95.140.000	Dismissed: June 26, 2025
II	Supervisory Board			401.200.000	48.000.000	16.000.000	23.380.000	488.580.000	
1	Dinh Quang Hoa	Head of the Supervisory Board	12	391.200.000		16.000.000	23.380.000	430.580.000	
2	Le Thi Minh Huyen	Concurrent Supervisor	12	5.000.000	24.000.000			29.000.000	
3	Nguyen Thi Khanh Ly	Concurrent Supervisor	12	5.000.000	24.000.000			29.000.000	
III	Deputy General Directors			341.765.217	156.000.000	26.500.000	19.567.391	543.832.608	
1	Dau Huy Ngoc Linh	Concurrent Deputy General Director	12	13.500.000	36.000.000	5.500.000	500.000	55.500.000	
2	Nguyen Van Giap	Part-time Deputy General Director	12	12.500.000	120.000.000	5.000.000		137.500.000	
3	To Hong Dan	Full-time Deputy General Director	8,5	315.765.217		16.000.000	19.067.391	350.832.608	
IV	Other Managers			179.716.000	72.000.000	22.000.000	20.380.000	294.096.000	
1	Nguyen Ngoc Hung	SCIC Capital Representative	12	13.500.000	72.000.000	5.500.000		91.000.000	
2	Dinh Hong Mai	Chairperson of MIE Trade Union	12	166.216.000		16.500.000	20.380.000	203.096.000	
V	TOTAL (I+II+III+IV)		146,5	2.414.581.217	373.800.000	124.000.000	174.888.351	3.087.269.568	

Note:

Salaries, remuneration, bonuses and other benefits paid in 2025 are based on actual payment data for 2025.



APPENDIX 2
2026 SALARY AND REMUNERATION PLAN
FOR THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD
MACHINES AND INDUSTRIAL EQUIPMENT CORPORATION

(Attached to Proposal No. **474** /TTr-MIE-HDQT dated **25/10/2026**)

No.	Position	Amount (VND/month)	Notes
(1)	(2)	(3)	(4)
I	Basic salary of full-time members of the Board of Directors and Supervisors		
1	Full-time Chairman of the Board of Directors	53,000,000	The principles set out in Article 24 of Law No. 68/2025/QH15 dated June 14, 2025 and Decree No. 248/2025/ND-CP dated September 15, 2025 shall be applied, together with consideration of the position, scale, market, sector and nature of operations of the MIE Office, to determine the basic salary level.
2	Full-time member of the Board of Directors; full-time Supervisor	43,000,000	
3	Full-time Head of the Supervisory Board	44,000,000	
II	Basic remuneration of non-full-time members of the Board of Directors and Supervisors		
1	Concurrent member of the Board of Directors	8,600,000	- The remuneration level equals 20% of the basic salary of a full-time member of the Board of Directors.
2	Non-full-time Supervisor	8,600,000	- The remuneration level equals 20% of the basic salary of a full-time Supervisor, i.e. VND 43.000.000. - To authorize the Board of Directors to determine the specific remuneration payable to non-executive members of the Board of Directors and non-full-time Supervisors, based on the Corporation's business performance and operating results.
III	Maximum salary		
1	Full-time Chairman of the Board of Directors	The Board of Directors shall be authorized to determine the maximum salary level and the specific payment level, linked to the 2026 planned profit target compared with the actual profit realized in 2025. - If the planned profit is not lower than the actual profit, the maximum salary shall be equal to two times the basic salary. - If the planned profit exceeds the actual profit, the following principle shall apply: for every 1% of excess profit, the salary shall be increased by 2% multiplied by two times the basic salary, provided that the increase shall not exceed 20% of the salary calculated on the basis of two times the basic salary. - If the planned profit is lower than the actual profit, the maximum salary shall be calculated as 80% multiplied by two times the basic salary and further multiplied by the ratio of planned profit to actual profit, provided that it shall not be lower than 80% of the basic salary.	
2	Full-time member of the Board of Directors; full-time Supervisor		
3	Full-time Head of the Supervisory Board		

