

Hanoi, June 5th, 2025

No: 389/TTr-MIE-HĐQT

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. /BCT-TCCB dated /...../2025 of the Ministry of Industry and Trade regarding its agreement and approval of the final report on the salary and remuneration fund for 2024 and the planned salary and remuneration fund for 2025 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. *JK*

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**



Tran Quoc Toan
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 389 /TTr-MIE-HĐQT, date: June 5th ... , 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	32,000,000	
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. 389 /TTr-MIE-HDQT, date: June 5th, 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.