

No: 387 /TTr-MIE-HĐQT

Ha Noi, June 5th, 2025

SUBMISSION

Re: Approval of the 2024 Financial Statements of the Parent Company and the Consolidated Entity, the 2024 Profit Distribution Plan of the Parent Company, and the 2025 Profit Distribution Plan

To: The 2025 Annual General Meeting of Shareholders
The Machines and Industrial Equipment Corporation - TJC

Based on the Law on Enterprises 2020; Decree No. 53/2016/ND-CP date June 13, 2016 of the Government regulating labor, salaries, remuneration and bonuses applicable to joint-stock companies and companies with dominant state capital contributions; Circular No. 28/2016/TT-BLĐTBXH dated September 1, 2016 of the Ministry of Labor, Invalids and Social Affairs guiding the implementation of regulations on labor, salaries, remuneration, and bonuses applicable to joint-stock companies and companies with dominant state capital contributions;

Based on the Charter on Organization and Operation of the Machines and Industrial Equipment Corporation – JSC (MIE);

Based on the Consolidated Financial Statements of the Corporation for the fiscal year 2024 audited by CPA VIETNAM Auditing Company Limited;

Based on the Consolidated Financial Statements of the Group for the fiscal year 2024 audited by CPA VIETNAM Auditing Company Limited.

The Board of Directors of the Machines and Industrial Equipment Corporation – JSC respectfully submits to the General Meeting of Shareholders for consideration and approval:

1. The audited Consolidated and Parent Company Financial Statements for the fiscal year 2024 (attached herewith). Upon approval from the Ministry of Industry and Trade, should there be any adjustments required, the Board of Directors will seek shareholders' opinions in writing and carry out a voting process in accordance with the law and the Company's Charter..

2. The 2024 Profit Distribution Plan for the Parent Company and the 2025 Profit Distribution Plan:

- The 2024 Profit Distribution Plan as detailed in Appendix I attached.
- The 2025 Profit Distribution Plan as detailed in Appendix II attached.



The Board of Directors respectfully submits this to the General Meeting of Shareholders for approval. 

Sincerely.

Recipients:

- As above;
- BOD, SB, GD;
- HR department;
- Archived: VT, FAD.

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



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APPENDIX I
PROFIT DISTRIBUTION PLAN FOR 2024
(Attached to Submission No. ~~38.7~~ **38.7** /TTr-MIE-HDQT dated: June 5th, 2025)

Unit: VND

No.	Item	Parent Company
1	Profit before tax	2.428.675.483
2	Corporate income tax payable (20%)	495.827.139
3	Profit after tax (3) = (1) - (2)	1.932.848.344
4	Appropriation to the development investment fund	0
5	Appropriation to the bonus fund for the Executive Board, Board of Directors' members, and Supervisors	325.586.917
6	Appropriation to the employee bonus and welfare fund	1.607.261.427
7	Remaining profit	0
8	Dividend payout rate	0

Note:

After the Ministry of Industry and Trade reviews and approves the Parent Company's 2024 Financial Statements and the 2024 profit distribution plan, including the appropriation and use of funds if there are any changes, the Board of Directors of the Corporation shall seek written opinions from shareholders and conduct a vote in accordance with the provisions of the Law and the Corporation's Charter .

APPENDIX II
PROFIT DISTRIBUTION PLAN FOR 2025

(Attached to Submission No. 387/TTr-MIE-HĐQT dated: June ^{5th}..., 2025)

Unit: VND

No.	Item	Amount (VND)
1	Profit before tax	2.470.000.000
2	Corporate income tax payable (20%)	494.000.000
3	Profit after tax (3) = (1) - (2)	1.976.000.000
4	Appropriation to the development investment fund	0
5	Appropriation to the bonus fund for the Executive Board, Board of Directors' members, and Supervisors	395.200.000
6	Appropriation to the employee bonus and welfare fund	1.580.800.000
7	Remaining profit	0
8	Dividend payout rate	0

The above profit distribution plan for 2025 is calculated based on the planned revenue, profit, and wage fund data of the Parent Company. In the event of any changes in the actual revenue, profit, or wage fund, the profit distribution plan will be adjusted accordingly.

