

**REPORT ON CORPORATE GOVERNANCE OF MACHINES AND  
INDUSTRIAL EQUIPMENT CORPORATION IN 2025**

To: The 2026 Annual General Meeting of Shareholders

The Board of Directors of Machines and Industrial Equipment Corporation (“MIE”) respectfully submits to the General Meeting of Shareholders (“GMS”) the Report on Corporate Governance of the Corporation for 2025 as follows:

**I. Activities of the General Meeting of Shareholders**

No	Resolution/Decision	Date	Content
	<b>Resolutions of the General Meeting of Shareholders</b>		
1	Resolution No. 445/NQ-DHĐCĐTN2025	26/6/2025	Resolution of the 2025 Annual General Meeting of Shareholders: <ol style="list-style-type: none"><li>Approval of the Report on operations of the Board of Directors in 2024 and the Plan for 2025.</li><li>Approval of the Report on corporate governance of the Corporation in 2024 and the Plan for 2025.</li><li>Approval of the Report on operations of the Supervisory Board in 2024 and the Plan for 2025.</li><li>Approval of the Self-assessment Report on the performance of the Supervisory Board and its members in 2024.</li><li>Approval of the Report on 2024 production and business results and the 2025 Production and Business Plan of the Corporation.</li><li>Approval of amendments to the Charter and the Internal Regulations on Corporate</li></ol>



No	Resolution/Decision	Date	Content
			<p>Governance of the Corporation.</p> <p>7. Approval of the 2024 Financial Statements (Parent Company and Consolidated); the 2024 Profit Distribution Plan of the Parent Company; and the 2025 Profit Distribution Plan.</p> <p>8. Approval of the selection of an auditing firm for the 2025 Financial Statements.</p> <p>9. Approval of the Report on 2024 realized salary and remuneration of the Board of Directors, Supervisory Board, General Director &amp; other Managers; and the 2025 Plan for salary and remuneration payment for Board members and Supervisors.</p> <p>10. Approval of the dismissal of Mr. Hoang Minh Viet (born on September 01, 1963) as a member of the Board of Directors.</p>

## II. Board of Directors (annual report)

### 1. Information about:

- Board of Directors for the 2021-2026 term:

No	Board of Director's members	Position	The date becoming/ ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Tran Quoc Toan	Chairman	21/6/2021	
2	Le Huy Hai	Member	15/3/2024	
3	Vu Trung Thuc	Member	06/9/2024	
4	Cu Ngoc Phuong	Member	21/6/2021	
5	Hoang Minh Viet	Member	21/6/2021	26/6/2025

## 2. Meetings of the Board of Directors:

No	Board member	Number of meetings attended	Attendance rate	Reason for absence
1	Tran Quoc Toan	15	100%	
2	Le Huy Hai	15	100%	
3	Vu Trung Thuc	15	100%	
4	Cu Ngoc Phuong	15	100%	
5	Hoang Minh Viet	07/15	46,67%	Dismissal of Board Member on June 26, 2025

## 3. Supervising the Board of Management by the Board of Directors:

The Board of Directors supervised the Board of Management in operational management to implement the Board's resolutions and decisions:

The Board of Management managed the Corporation's operations in accordance with its functions and duties. It reported to and sought opinions from the Board of Directors regarding critical and unusual issues, as well as matters falling under the Board's decision-making authority. It strictly organized the implementation of the Board of Directors' resolutions and decisions.

- Report on the production, business operations, and financial status of the Corporation and its member units. These reports were presented by the General Director during Board of Directors meetings. Regarding obstacles arising during the management process, the Board of Management promptly reported to and sought opinions from the Board of Directors.

- Took the initiative to formulate the 2025 Consolidated Production and Business Plan and the Parent Company's Plan, submitting them to the Board of Directors for subsequent submission to the General Meeting of Shareholders for approval; Organized the implementation of production and business tasks in accordance with the plans approved by the General Meeting of Shareholders and the Board of Directors.

- Took the initiative to review, adjust, and revise the regulations on functions, duties, and organizational structure; and reorganized the assisting apparatus of the Parent Company for submission to the Board of Directors for approval.

- Proactively proposed policies on equitization/divestment of MIE's capital at member units.

- Organized the implementation of financial supervision of subsidiaries in accordance with the Supervision Regulations issued by the Corporation. Supervision results were truthful, objective, and accurately reflected the operational status of the units.

- Actively resolved outstanding issues regarding unfinished contracts/projects at the Parent Company, achieving positive results.

- Actively and proactively developed and amended regulations and rules to align with the enterprise's operational situation, creating a legal basis for corporate management.

**4. Activities of the Board of Directors' subcommittees:** No subcommittees

**5. Resolutions/Decisions of the Board of Directors (2025 report):**

In 2025, in compliance with the provisions of the Law on Enterprises, the Charter on Organization and Operation of Machines and Industrial Equipment Corporation, and the requirements for corporate governance and production and business operations, the Board of Directors of the Corporation conducted fifteen (15) in-person meetings and nine (09) written voting procedures, and issued fifty-nine (59) resolutions and thirty-two (32) decisions. The Board of Directors exercised its authority in accordance with applicable regulations in relation to matters concerning production and business operations, restructuring, finance, personnel, and other operational activities.

**III. Board of Supervisors**

**1. Information about members of Board of Supervisors:**

The Board of Supervisors consists of three (03) members, including one (01) full-time member serving as Head of the Board of Supervisors and two (02) non-full-time members:

No.	Member of the Supervisory Board	Position	The date becoming/ceasing to be the member of the Board of Supervisors		Qualification
			Date of appointment	Date of dismissal	
1	Dinh Quang Hoa	Head of the Supervisory Board	21/6/2021		Bachelor of Economics
2	Le Thi Minh Huyen	Auditor in charge	21/6/2021		Bachelor of Economics
3	Nguyen Thi Khanh Ly	Auditor in charge	21/6/2021		Bachelor of Economics

**2. Meetings of the Supervisory Board:**

No	Members of Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reason for absence
1	Dinh Quang Hoa	4/4	100%	100%	None
2	Le Thi Minh Huyen	4/4	100%	100%	None
3	Nguyen Thi Khanh Ly	4/4	100%	100%	None

### **3. Supervising Board of Directors, Board of Management and shareholders by Board of Supervisors:**

In early 2025, the Supervisory Board met and assigned specific tasks to each member of the Board.

- The Supervisory Board carried out the supervision of the Board of Directors and the General Director in management and executive activities in accordance with the Supervisory Board's Rules of Operation. The Head of the Supervisory Board attended all meetings of the Board of Directors, monitored the contents and implementation of resolutions and decisions issued by the Board of Directors, and supervised the procedures and processes for convening Board of Directors' meetings to ensure compliance with applicable laws and the Charter of The Machines and Industrial Equipment Corporation.

- The Head of the Supervisory Board attended all meetings of the Board of Directors and the Board of General Directors, monitored resolutions and decisions issued by the Board of Directors in order to grasp management and operational directives, and supervised the performance of duties by the Board of Directors and the Board of General Directors.

- The Supervisory Board coordinated with the Finance and Accounting Division and relevant professional departments of the Corporation to conduct financial inspection and supervision for the year 2024 for units under the Corporation, in accordance with regulations.

- The Supervisory Board submitted to the Annual General Meeting of Shareholders the proposal on the selection of the auditing firm for the Corporation's 2025 financial statements.

- The Supervisory Board conducted an appraisal of the consolidated financial statements audited by CPA Vietnam Auditing Co., Ltd. and reported to the Annual General Meeting of Shareholders on the Supervisory Board's performance in 2024 and its operational plan for 2025, as well as the self-assessment report on the performance of the Supervisory Board and its members for 2024.

- The Supervisory Board reviewed and examined the quarterly financial statements and the interim consolidated financial statements, which were reviewed and audited by CPA Vietnam Auditing Co., Ltd. in 2025.

- The Supervisory Board performed other duties in accordance with the Regulations on the Organization and Operation of the Supervisory Board and relevant provisions of law regarding the authority of the Supervisory Board.

- In 2025, the Supervisory Board did not receive any petitions, complaints, or requests from shareholders or employees.

### **4. The coordination among the Board of Supervisors, the Board of Management, Board of Directors and other managers**

- The Supervisory Board, the Board of Directors, the General Director, and the management staff of the Corporation have maintained close coordination in

the management and operation, preventing risks in the Corporation's business activities.

- The Board of Directors and the General Director ensure the timely and accurate disclosure of information in accordance with legal regulations. Key information regarding the Corporation's business operations and financial situation is publicly available on the Corporation's website.

- The Board of Directors and the General Director have facilitated the Supervisory Board in checking, controlling, and collecting relevant documents and information related to the Corporation's business operations upon request.

#### **5. Other activities of the Board of Supervisors: None**

#### **IV. Board of Management**

<b>No</b>	<b>Members of Board of Management</b>	<b>Date of Birth</b>	<b>Position</b>	<b>Qualification</b>	<b>Date of appointment/dismissal of member of the Board of Management</b>
1	Le Huy Hai	12/8/1976	CEO	Civil Engineer	Appointment of the General Director on July 16, 2024.
2	Dau Huy Ngoc Linh	02/9/1981	Deputy General Director	Bachelor's Degree in Economics	Appointment on April 12, 2017. Reappointed on December 01, 2025.
3	Vu Trung Thuc	07/8/1978	Deputy General Director	Mechanical and Technical Engineer	Appointment on April 2, 2021.
4	Nguyen Van Giap	04/7/1982	Deputy General Director	Hydraulic Engineer	Appointment on August 05, 2025.
5	Cu Ngoc Phuong	12/4/1966	Deputy General Director	Mechanical Engineer	Appointment on December 01, 2025.
6	To Hong Dan	17/11/1981	Deputy General Director	Engineer in Hydraulic Machinery and Automation; Bachelor of Economic Law	Appointment on December 10, 2025.

In 2025, the Executive Board has complied with the Resolutions and Decisions of the Board of Directors of the Corporation, and submitted for approval the matters within its authority. The General Director has directed and managed the business operations of the Corporation, implementing the delegation of authority in accordance with the Corporation's Charter, the Financial Management Regulations, the Investment and Development Project Management Regulations, and other relevant provisions.

## V. Information Disclosure and Transparency

In 2025, the Corporation consistently complied with information disclosure obligations in a full and timely manner in accordance with the provisions of the Law on Securities applicable to large-scale public companies and the Law on Enterprises applicable to state-owned enterprises, as well as the information disclosure guidelines issued by the Hanoi Stock Exchange.

Information was disclosed on the electronic information portals of the State Securities Commission, the Hanoi Stock Exchange, and on the Corporation's official website at: <http://mie.com.vn>

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



**Tran Quoc Toan**

