

No.: **412** /TTr-MIE-HĐQT

Ha Noi, June 5<sup>th</sup> 2026

**PROPOSAL**

**Re: Approval of Amendments and Supplements to the Operating Regulations  
of the Board of Directors of Machines and Industrial Equipment Corporation**

To: The 2026 Annual General Meeting of Shareholders (“GMS”)

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

*Pursuant to the Charter on Organization and Operations dated 21 June 2021 of Machines and Industrial Equipment Corporation and its amendments and supplements;*

*Pursuant to the Operating Regulations of the Board of Directors of the Corporation and its amendments and supplements;*

*Pursuant to Resolution No. 19/NQ-MIE-HĐQT dated May 11, 2026 of the Board of Directors of The 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.*

The Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for the 2026–2031 term of the Corporation for consideration and approval of the following matters:

1. Approval of the amendments to the Operating Regulations of the Board of Directors of the Corporation in accordance with the attached Appendix.
2. Authorization for the Board of Directors of the Corporation to issue the consolidated version of the Operating Regulations of the Board of Directors following approval by the Annual General Meeting of Shareholders.

Respectfully submitted. 

**Recipients:**

- As above;
- Archived: Admin, GA.

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



**Tran Quoc Toan**



**APPENDIX**  
**AMENDMENTS TO THE OPERATING REGULATIONS OF THE BOARD**  
**OF DIRECTORS OF MACHINES AND INDUSTRIAL EQUIPMENT CORP**  
(Attached to Proposal No. **4.1.2./TTr-MIE-HĐQT** dated **5.1.6/2026**)

**1. Amendment to Point j, Clause 2, Article 3 as follows:**

“j. To elect, dismiss or remove the Chairman of the Board of Directors; to decide on the appointment, dismissal, removal, reassignment, rotation, termination of employment, retirement, execution or termination of employment contracts, commendation, disciplinary actions, and decisions on salary, remuneration, bonuses and other benefits for the General Director of MIE.

To decide on the appointment, dismissal, removal, reassignment, rotation, termination of employment, retirement, execution or termination of employment contracts, commendation, disciplinary actions, and decisions on salary, remuneration, bonuses and other benefits for the Deputy General Directors and Chief Accountant of MIE upon the proposal of the General Director of MIE.”

**2. Amendment to Point l, Clause 2, Article 3 as follows:**

“l. To approve the appointment, dismissal, removal, reassignment, rotation, termination of employment, retirement, salary grade increase and determination of maximum salary/remuneration for the Chairman, General Director and Supervisors of wholly-owned single-member limited liability subsidiary companies of MIE upon the proposal of the General Director of MIE.”

**3. Amendment to Clause 7, Article 3 as follows:**

“7. Salaries, remuneration, bonuses and other benefits of each member of the Board of Directors shall be recognized as operating expenses of the Corporation in accordance with the laws on corporate income tax, separately presented in the annual financial statements of MIE, and reported to the General Meeting of Shareholders at the annual meeting.”

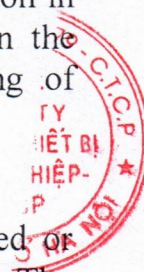
**4. Amendment to Clause 1, Article 4 as follows:**

“1. The Chairman of the Board of Directors shall be elected, dismissed or removed by the Board of Directors of MIE from among its members. The Chairman of the Board of Directors shall not concurrently hold the position of General Director of MIE.”

**5. Amendment to Clause 3, Article 4 as follows:**

“3. In case the Chairman of the Board of Directors is absent or unable to perform his/her duties, he/she shall authorize in writing another member to exercise the rights and perform the obligations of the Chairman.

In case no authorization is made, or the Chairman of the Board of Directors dies, is missing, is detained, is serving a prison sentence, is subject to compulsory administrative measures at a rehabilitation or education facility, absconds, has limited or lost civil act capacity, has difficulties in cognition or behavior control, or



is prohibited by the Court from holding positions, practicing a profession or performing certain jobs, the remaining members shall elect one among them to act as Chairman of the Board of Directors based on the majority principle until a new decision of the Board of Directors is issued.”

**6. Amendment to Clause 4, Article 4 as follows:**

“4. The Chairman of the Board of Directors may be dismissed or removed by a decision of the Board of Directors.”

**7. Addition of Clause 5 to Article 4 as follows:**

“5. In case the Chairman of the Board of Directors resigns, is dismissed or removed, the Board of Directors must elect a replacement within ten (10) days from the date of receipt of the resignation, dismissal or removal decision.”