

**MACHINES AND INDUSTRIAL
EQUIPMENT CORPORATION**

No. **446** /TTr-MIE-HĐQT

THE SOCIALIST REPUBLIC OF VIET NAM

Independence - Freedom - Happiness

Ha Noi, June 25 2026

PROPOSAL

**Re: Amendment to the Charter on Organization and Operation of the
Machines and Industrial Equipment Corporation**

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

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

*Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26,
2019;*

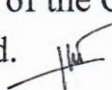
*Pursuant to the Charter on Organization and Operation dated June 21,
2021 and the amendments and supplements to the Charter of Machines and
Industrial Equipment Corporation;*

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 the following matters:

1. Approval of the amendment to the Charter on Organization and
Operation of the Corporation as provided in the attached Appendix.

2. Assignment to the Board of Directors of the Corporation to issue the
consolidated version of the Charter on Organization and Operation of the
Corporation after it is approved by the Annual General Meeting of Shareholders.

This Proposal supersedes Proposal No. 410/TTr-MIE-BOD dated 05 June
2026 of the Board of Directors regarding the amendment of the Charter on
Organization and Operation of the Corporation.

Respectfully submitted. 

Recipients:

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

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



Tran Quoc Toan



APPENDIX
AMENDMENTS TO THE CHARTER OF
THE MACHINES AND INDUSTRIAL EQUIPMENT CORPORATION
(Attached to Proposal No. 446/TTr-MIE-HDQT dated June 25., 2026)

1. Article 1.8 of the Charter shall be amended as follows:

“8. “Shareholder” means an individual or organization owning at least one (01) share of the Corporation.”.

2. Article 1.9 of the Charter shall be amended as follows:

“9. “Sold Shares” means the number of shares authorized to be offered for sale and fully paid for by shareholders to the Corporation.”.

3. Article 1.10 of the Charter shall be amended as follows:

“10. “Unsold Shares” means the number of shares authorized to be offered for sale but not yet paid for to the Corporation.”.

4. A new Clause 14 shall be added to Article 1 of the Charter immediately after Clause 13 as follows:

“14. “Parent Company of the Corporation” comprises the Corporation’s Head Office and its Dependent Units.”.

5. Clause 14 of Article 1 shall be renumbered as Clause 15 and amended as follows:

“15. “Dependent Units of the Corporation” means units operating under the dependent accounting regime of the Parent Company of the Corporation.”.

6. Clauses 15, 16 and 17 of Article 1 shall be renumbered as Clauses 16, 17 and 18, respectively.

7. A new Clause 19 shall be added to Article 1 immediately after Clause 18 as follows:

“19. “Legal Documents of an Individual” means one of the following documents: Identity Card, Citizen Identity Card, Passport, or any other lawful personal identification document.”.

8. A new Clause 20 shall be added to Article 1 immediately after Clause 19 as follows:

“20. “Legal Documents of an Organization” means one of the following documents: Establishment Decision, Enterprise Registration Certificate, or any other equivalent document.”.

9. Clause 3 of Article 2 of the Charter shall be amended as follows:

“3. Head Office of the Corporation:

- Address: No. 7A Mac Thi Bui Street, Vinh Tuy Ward, Hanoi City, Vietnam.

- Telephone: +84 24 3825 2498

- Email: info@mie.com.vn

- Website: www.mie.com.vn”.

10. Clause 4 of Article 2 of the Charter shall be amended as follows:

“4. Number of Legal Representatives: One (01), being the General Director of the Corporation.”.

11. Clause 2 of Article 3 of the Charter shall be amended as follows:

| No | Business Line Code | Business Line |
|----|--------------------|---|
| 10 | 2823 | Manufacture of machinery for metallurgy |
| 15 | 2420 | Manufacture of basic precious and non-ferrous metals 24202: Manufacture of non-ferrous metals |
| 24 | 0729 | Mining of other non-ferrous metal ores |
| 27 | 4672 | Wholesale of metals and metal ores |
| 28 | 4673 | Wholesale of construction materials and installation equipment |
| 29 | 4679 | Other specialized wholesale not elsewhere classified 46792: Wholesale of other chemicals (excluding chemicals used in agriculture) |
| 35 | 3311 | Repair and maintenance of fabricated metal products |
| 36 | 3312 | Repair and maintenance of fabricated metal products |
| 37 | 3319 | Repair and maintenance of other equipment |
| 52 | 3511 | Electricity generation from non-renewable energy sources |
| 58 | 7499 | Other professional, scientific and technical activities not elsewhere classified |
| 79 | 4671 | Wholesale of solid, liquid and gaseous fuels and related products 46711: Wholesale of coal and other solid fuels 46712: Wholesale of crude oil 46713: Wholesale of petroleum products and related products 46714: Wholesale of gas and related products |

12. Chapter II of the Charter shall be renamed as follows:

“CHARTER CAPITAL AND SHARES”

13. Clause 1 of Article 7 of the Charter shall be amended as follows:

“1. Charter Capital:

a. As of the date of adoption of this Charter, the charter capital of The Machines and Industrial Equipment Corporation is VND 1,419,915,000,000 (in

words: One trillion four hundred nineteen billion nine hundred fifteen million Vietnamese Dong);

b. The total charter capital of the Corporation is divided into 141,991,500 shares with a par value of VND 10,000 per share.”

14. Clause 2 of Article 7 of the Charter shall be repealed.

15. Clause 3 of Article 7 shall be renumbered as Clause 2 and amended as follows:

“2. The Corporation may adjust its charter capital upon approval by the General Meeting of Shareholders and in compliance with applicable laws.”

16. Clause 4 of Article 7 shall be renumbered as Clause 3 and amended as follows:

“3. All shares of the Corporation as of the date of adoption of this Charter are ordinary shares. Holders of ordinary shares shall be ordinary shareholders.”

17. New Clauses 4, 5, 6 and 7 shall be added to Article 7 immediately after Clause 3 as follows:

“4. The Corporation may issue other classes of preference shares upon approval by the General Meeting of Shareholders and in accordance with applicable laws.

5. Ordinary shares shall be offered first to existing shareholders in proportion to their ownership ratio of ordinary shares in the Corporation, unless otherwise decided by the General Meeting of Shareholders. Shares not subscribed for by existing shareholders shall be disposed of as determined by the Board of Directors. The Board of Directors may allocate such shares to shareholders and other persons on terms no more favorable than those offered to existing shareholders, unless otherwise approved by the General Meeting of Shareholders.

6. The Corporation may repurchase shares issued by itself in accordance with the methods prescribed in this Charter and applicable laws.

7. The Corporation may issue other securities in accordance with applicable laws.”.

18. The title of Article 8 of the Charter shall be amended as follows:

“Article 8. Share Certificates”

19. A new Clause 1 shall be added at the beginning of Article 8 as follows:

“1. Shareholders of the Corporation shall be issued share certificates corresponding to the number and class of shares owned.”.

20. Clause 1 of Article 8 shall be renumbered as Clause 2. Point d of Clause 2 shall be amended as follows:

“d. Full name, contact address, nationality, and legal document number of an individual shareholder; name, enterprise code or legal document number, and head office address of an organizational shareholder;”.

21. Clause 2 of Article 8 shall be renumbered as Clause 3.

22. A new Clause 4 shall be added after Clause 3 of Article 8 as follows:

“4. Within thirty (30) days from the date on which a complete dossier for transfer of share ownership is submitted in accordance with MIE’s regulations, or from the date full payment for subscribed shares is made pursuant to MIE’s share issuance plan (or within another period specified in the issuance terms), the owner of such shares shall be issued a share certificate by MIE. Shareholders shall not be required to bear the cost of printing share certificates.”

23. Clause 3 of Article 8 shall be renumbered as Clause 5 and amended as follows:

“5. In the event that a share certificate is lost, damaged, or otherwise destroyed, MIE shall re-issue the share certificate at the request of the shareholder concerned. Such request must include:

a) Information relating to the lost, damaged, or otherwise destroyed share certificate;

b) An undertaking to assume responsibility for any disputes arising from the issuance of the replacement share certificate.”

24. Point d, Clause 2, Article 9 of the Charter shall be amended as follows:

“d. Full name, contact address, nationality, and legal document number in respect of individual shareholders; name, enterprise code or legal document number, and head office address in respect of organizational shareholders.”

25. Clause 5 of Article 9 of the Charter shall be supplemented as follows:

“5. The Corporation shall promptly update any changes of shareholders in the Register of Shareholders upon request of the relevant shareholder in accordance with the Charter of the Corporation.”

26. Clause 1 of Article 12 of the Charter shall be amended as follows:

“1. Shares are freely transferable and such transfer shall be effected by way of contract or through transactions on the securities market.”

27. Clause 2 of Article 12 of the Charter shall be amended as follows:

“2. Shares that have not been fully paid up shall not be transferable and shall not be entitled to related rights, including the right to receive dividends, the right to receive shares issued from retained earnings, the right to purchase newly offered shares, and other rights in accordance with applicable law.”

28. Clause 7 of Article 12 of the Charter shall be amended as follows:

“7. The Corporation shall register changes of shareholders in the Register of Shareholders within twenty-four (24) hours upon receipt of a valid request in accordance with the Charter.”

29. Article 13 of the Charter shall be repealed.

30. Article 14 shall be renumbered as Article 13 and Clause 2 thereof shall be amended as follows:

“2. The Corporation shall repurchase shares at the request of shareholders under Clause 1 of this Article at market price or at a price determined in accordance with the principles set out in the Charter of MIE within ninety (90) days from the date of receipt of the request. Where the parties fail to agree on the price, the shareholder may transfer the shares to another party, or the parties may request a valuation organization. The Corporation shall introduce at least three (03) valuation organizations for the shareholder to select, and such selection shall be final.”.

31. Article 15 shall be renumbered as Article 14 and Clause 3, second paragraph shall be amended as follows:

“A shareholder agreeing to sell shares shall submit a written notice of acceptance of sale to MIE by secure delivery within thirty (30) days from the date of notice. Such notice shall include: full name, contact address, nationality, and legal document number of the shareholder (if an individual); name, enterprise code or legal document number, and head office address (if an organization); number of shares owned and number of shares agreed to sell; payment method; and signature of the shareholder or legal representative. MIE shall only repurchase shares within the said period.”.

32. Article 16 shall be renumbered as Article 15.

33. Clause 1 of Article 15 shall be amended as follows:

“1. The Corporation shall only be entitled to pay for repurchased shares in accordance with Articles 13 and 14 of this Charter if, immediately after full payment for such repurchased shares, MIE remains capable of paying its debts and other property obligations.”.

34. Clause 2 of Article 15 shall be amended as follows:

“2. Shares repurchased under Articles 13 and 14 of this Charter shall be deemed unsold shares under Clause 10, Article 1 of this Charter. MIE shall carry out procedures to reduce its charter capital corresponding to the total par value of the repurchased shares within ten (10) days from completion of payment for such shares, unless otherwise provided by securities law.”.

35. Clause 4 of Article 15 shall be amended as follows:

“4. After full payment for repurchased shares, if the total asset value recorded in the accounting books of the Parent Company of MIE decreases by more than ten percent (10%), the Corporation shall notify all creditors within fifteen (15) days from the date of completion of payment.”.

36. Clause 5 of Article 15 shall be repealed.

37. Article 17 shall be repealed.

38. Section 1, Chapter III shall be renamed as:

“SHAREHOLDERS AND THE GENERAL MEETING OF SHAREHOLDERS”

39. Article 18 shall be renumbered as Article 16.

40. Article 19 shall be renumbered as Article 17. Point c, Clause 2 shall be amended as follows:

“c. To freely transfer shares in accordance with this Charter and applicable law;”.

41. Point f, Clause 2 shall be amended as follows:

“f. To review, inspect, extract, or copy the MIE Charter, minutes of General Meetings of Shareholders, and resolutions of the General Meeting of Shareholders;”.

42. Point g, Clause 2 shall be amended as follows:

“g. In case of dissolution or bankruptcy of MIE, to receive a portion of remaining assets corresponding to their contributed shares after MIE has fully paid its creditors and other classes of shareholders in accordance with law;”.

43. Point h, Clause 2 shall be amended as follows:

“h. To request MIE to repurchase their shares in accordance with Article 13 of this Charter;”.

44. Point i, Clause 2 shall be repealed.

45. Points i, k, l, m shall be added to Clause 2 as follows:

“i. To be treated equally. Each share of the same class shall confer equal rights, obligations, and benefits. Where the Corporation issues different classes of preference shares, the rights and obligations attached thereto must be approved by the General Meeting of Shareholders and fully disclosed to shareholders;

k. To access periodic and extraordinary information disclosed by the Corporation in accordance with law;

l. To have their lawful rights and interests protected; to request suspension or cancellation of resolutions or decisions of the General Meeting of Shareholders or the Board of Directors in accordance with the Law on Enterprises;

m. Other rights as prescribed by law and this Charter.”.

46. To amend Point c, Clause 3, Article 17 of the Charter as follows:

“c. To request the Supervisory Board to inspect each specific matter relating to the management and operation of MIE when deemed necessary. Such request must be made in writing and contain the full name, contact address, nationality, and legal identification documents of an individual shareholder; the name, contact address, and legal documents of an organizational shareholder; the number of shares and date of share registration of each shareholder, the total number of shares held by the shareholder group and their ownership ratio in the total shares of MIE; the matter to be inspected and the purpose of the inspection.”.

47. To add Point d after Point c, Clause 3, Article 17 of the Charter as follows:

“d. To propose matters for inclusion in the agenda of the General Meeting of Shareholders (GMS). Such proposal must be made in writing and sent to the Corporation no later than five (05) working days prior to the opening date of the

GMS. The proposal must clearly state the shareholder's name, the number of shares of each class held by the shareholder, and the matter proposed for inclusion in the meeting agenda.”

48. To renumber Point d, Clause 3, Article 17 of the Charter as Point e, Clause 3, Article 17.

49. To amend Point b, Clause 4, Article 17 of the Charter as follows:

“b. Other cases as prescribed by law.

A request for convening a GMS under Clause 4 of this Article must be made in writing and include the following information: full name, contact address, nationality, and legal identification documents of an individual shareholder; name, enterprise registration number or legal documents and head office address of an organizational shareholder; the number of shares and date of share registration of each shareholder, the total number of shares held by the shareholder group and their ownership ratio in the total shares of MIE; the grounds and reasons for requesting the convening of the GMS. The request must be accompanied by documents and evidence of violations committed by the BOD, the extent of such violations, or decisions made beyond its authority. The shareholder or shareholder group shall bear full legal responsibility for the accuracy and truthfulness of the documents and evidence provided to the competent authorities when requesting the convening of the GMS.”

50. To amend Point a, Clause 6, Article 17 of the Charter as follows:

“a. Breaching the responsibilities of enterprise managers as prescribed in Article 47 of this Charter;”

51. To amend Point d, Clause 6, Article 17 of the Charter as follows:

“d. Other cases as prescribed by law and this Charter.

The shareholder or shareholder group specified in this Clause shall have the right to examine, access and extract necessary information pursuant to a decision of a Court or Arbitration before or during legal proceedings.”

52. To amend Clause 7, Article 17 of the Charter as follows:

“7. Shareholders shall not participate in voting on contracts or transactions in which they have related interests as prescribed in Clauses 1 and 3, Article 167 of the Law on Enterprises.”

53. To renumber Article 20 of the Charter as Article 18.

54. To separate and amend Clause 2, Article 18 of the Charter into Clauses 2 and 3 as follows:

“2. To fully and punctually pay for the subscribed shares.

3. Shareholders shall not withdraw the capital contributed through ordinary shares from MIE in any form, except where such shares are repurchased by MIE or another person. In the event a shareholder withdraws part or all of the contributed share capital in violation of this Clause, such shareholder and related persons in MIE shall be jointly liable for the debts and other property obligations

of the Corporation within the value of the withdrawn shares and any resulting damages.”.

4. To renumber Clause 3, Article 18 as Clause 4 and amend it as follows:

“4. To provide an accurate address when registering to purchase shares and promptly notify the Corporation of any changes to the registered information.”.

56. To renumber Clause 4, Article 18 as Clause 5 and amend it as follows:

“5. Ordinary shareholders shall be liable for the debts and other property obligations of MIE only to the extent of the capital contributed to MIE.”.

57. To add Clause 6, Article 18 as follows:

“6. To keep confidential all information provided by MIE in accordance with the Charter and applicable laws; to use such information solely for exercising and protecting their lawful rights and interests; and not to disseminate, copy or provide such information to any other organization or individual.”.

58. To renumber Clause 5, Article 18 as Clause 7 as follows:

“7. To perform other obligations as prescribed by law.”.

59. To add Article 19 of the Charter as follows:

“Article 19. Authorized Representatives and Proxies Attending Meetings

1. An organizational shareholder may appoint one or more authorized representatives to exercise its shareholder rights in accordance with law. An organizational shareholder holding at least ten percent (10%) of the total ordinary shares may appoint up to five (05) authorized representatives.

The appointment, termination or replacement of an authorized representative must be notified in writing to the Corporation as soon as possible. Such notice shall include:

a) Name and enterprise registration number or establishment decision number of the shareholder;

b) Number and class of shares and date of shareholder registration with the Corporation;

c) Number, full name, contact address, nationality, and legal identification documents of the authorized representative;

d) Number and percentage of shares authorized for representation;

e) Term of authorization (including the commencement date);

f) Full names and signatures of the authorized representative and the legal representative of the shareholder.

2. Shareholders entitled to attend the GMS under applicable laws may attend in person or authorize a proxy to attend on their behalf. The proxy is not required to be a shareholder.

3. The authorization of an individual or organization to attend the GMS on behalf of a shareholder under Clause 2 of this Article must be made in writing in

accordance with civil law and clearly specify the authorizing shareholder, the authorized individual or organization, the number and percentage of shares represented, the contents and scope of authorization, the term of authorization, and the signatures of both parties. The proxy is not required to be a shareholder. The proxy must submit the authorization document before entering the meeting venue.

4. The voting rights exercised by a proxy within the authorized scope shall remain valid even if the authorizing shareholder:

- a) Dies or becomes legally incapacitated or has limited civil act capacity;
- b) Revokes the authorization;
- c) Revokes the authority of the person who granted the authorization.

However, this Clause shall not apply if the Corporation receives written notice of any of the above circumstances no later than forty-eight (48) hours before the opening of the GMS or before the reconvened meeting.

5. Any restriction imposed by a shareholder on an authorized representative regarding the exercise of shareholder rights and obligations at the GMS shall not be effective against third parties.”

60. To renumber Article 21 of the Charter as Article 20.

61. To amend Clause 3, Article 20 of the Charter as follows:

“3. The BOD shall convene the Annual General Meeting of Shareholders and select an appropriate venue. The venue of the GMS shall be the place where the chairperson attends the meeting and must be located within the territory of Vietnam.”.

62. To amend Point b, Clause 4, Article 20 of the Charter as follows:

“b. Quarterly, semi-annual or audited annual financial reports indicate that the charter capital has decreased to one-half of its value at the beginning of the period.”.

63. To amend Point c, Clause 4, Article 20 of the Charter as follows:

“c. The number of remaining members of the BOD or Supervisory Board is fewer than the minimum number required by law.”.

64. To amend Point d, Clause 4, Article 20 of the Charter as follows:

“d. A shareholder or shareholder group specified in Clause 3, Article 17 of this Charter requests in writing the convening of a GMS.”.

65. To amend Point e, Clause 4, Article 20 of the Charter as follows:

“e. The Supervisory Board requests the convening of a meeting where it has grounds to believe that any enterprise manager has seriously breached his/her obligations under Article 48 of this Charter.”.

66. Amend Point a, Clause 5, Article 20 of the Charter as follows:

“a. The Board of Directors shall convene the General Meeting of Shareholders within thirty (30) days from the date on which the remaining number of members of the Board of Directors falls under the case specified in Point c,

Clause 4 of this Article or from the date of receiving the request as prescribed in Points d and e, Clause 4 of this Article. In case the Board of Directors fails to convene the General Meeting of Shareholders as required, the Chairman of the Board of Directors and members of the Board of Directors shall compensate the Company for any arising damages;”.

67. Amend Point b, Clause 5, Article 20 of the Charter as follows:

“b. In case the Board of Directors fails to convene the General Meeting of Shareholders as prescribed in Point a of this Clause, within the following thirty (30) days, the Supervisory Board shall replace the Board of Directors in convening the General Meeting of Shareholders. In case the Supervisory Board fails to convene the General Meeting of Shareholders as required, the Supervisory Board shall compensate the Company for any arising damages;”.

68. To amend Point c, Clause 5, Article 20 of the Charter as follows:

“c. If the Supervisory Board fails to convene the GMS as prescribed in Point b of this Clause, within the following thirty (30) days, the shareholder or shareholder group specified in Clause 3, Article 17 of this Charter shall have the right to replace the BOD and the Supervisory Board in convening the GMS. In such case, the convening shareholder or shareholder group may request the business registration authority to supervise the convening and conduct of the meeting if deemed necessary.”.

69. To add Point e, Clause 5, Article 20 of the Charter as follows:

“e. Procedures for organizing a GMS in accordance with Article 22 of this Charter.”.

70. To renumber Article 22 of the Charter as Article 21. Amend the title of Article 21 as follows:

“Article 21. Rights and Obligations of the General Meeting of Shareholders”.

71. To amend Point e, Clause 1, Article 21 of the Charter as follows:

“e. To decide on investments or the sale of assets having a value equal to or greater than thirty-five percent (35%) of the total asset value recorded in the most recent audited financial statements of the Parent Company of the Corporation.”.

72. To amend Point g, Clause 1, Article 21 of the Charter as follows:

“g. To approve the audited annual financial statements; and the annual profit distribution plan of the Parent Company of the Corporation.”.

73. To amend Point l, Clause 1, Article 21 of the Charter as follows:

“l. To decide on the total remuneration, salaries, bonuses and other benefits of members of the BOD and members of the Supervisory Board.”.

74. To abolish Point o, Clause 1, Article 21 of the Charter.

75. To renumber Article 23 of the Charter as Article 22.

76. To amend Clause 1, Article 22 of the Charter as follows:

“The BOD shall convene the GMS except for the cases specified in Points b and c, Clause 4, Article 20 of this Charter.”.

77. To amend Point a, Clause 3, Article 22 of the Charter as follows:

“a. The convener of the GMS must send the notice of invitation to all shareholders entitled to attend the meeting no later than twenty-one (21) days before the opening date of the GMS. The notice of invitation must contain the name, head office address, enterprise registration number of the Corporation; the shareholder’s name and contact address; the time and venue of the meeting; and other requirements applicable to attendees.

The notice of invitation shall be delivered by a method ensuring receipt by the shareholder and published on the Corporation’s website. Where deemed necessary, the Corporation may additionally publish the notice in a central or local daily newspaper.

The notice of invitation shall be accompanied by the following documents:

- Meeting agenda, documents to be used at the meeting, and draft resolutions for each agenda item;
- Voting ballot;
- Form of appointment of proxy to attend the meeting.”.

78. To abolish Clause 4, Article 22 of the Charter.

79. To renumber Clause 5, Article 22 of the Charter as Clause 4, Article 22 and amend Clause 4 as follows:

“The convener of the General Meeting of Shareholders (GMS) shall have the right to reject a proposal made by a shareholder or a group of shareholders for inclusion in the agenda of the GMS in any of the following cases:

- a. The proposal is submitted beyond the prescribed time limit or does not contain sufficient or proper contents;
- b. At the time of the proposal, the shareholder or shareholder group does not hold at least five percent (05%) of the ordinary shares as prescribed in Clause 3, Article 17 of this Charter;
- c. The proposed matter does not fall within the authority of the GMS to discuss and approve.”.

80. To renumber Article 24 of the Charter as Article 23.

81. To amend Clause 1, Article 23 of the Charter as follows:

“A meeting of the General Meeting of Shareholders (GMS) shall be conducted when the attending shareholders represent more than fifty percent (50%) of the total voting shares.”.

82. To amend Clause 4, Article 23 of the Charter as follows:

“4. Only the General Meeting of Shareholders (GMS) shall have the authority to decide on any amendment to the meeting agenda that has been enclosed with the notice of invitation to the GMS.”.

83. To renumber Article 25 of the Charter as Article 24.

84. To renumber Article 26 of the Charter as Article 25.

85. Consolidate Clause 4, Article 25 of the Charter into Clause 3, Article 25 of the Charter as follows:

“3. The voting for election of members of the Board of Directors and Supervisory Board shall be conducted by the cumulative voting method, whereby each shareholder shall have a total number of voting rights corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors or Supervisory Board, and each shareholder shall have the right to allocate all of their votes to one or several candidates.

The elected members of the Board of Directors or Supervisory Board shall be determined based on the number of votes received in descending order, starting from the candidate receiving the highest number of votes until the required number of members as stipulated in the Charter of MIE is reached.

In the event that two (02) or more candidates receive the same number of votes for the final position of the Board of Directors or Supervisory Board, a re-election shall be conducted among such candidates with equal votes, or the selection shall be made according to the criteria stipulated in the election regulations.”

86. Adjust the numbering of Article 27 of the Charter to Article 26 of the Charter.

87. Remove the first bullet point under Point b, Clause 1, Article 26 of the Charter.

88. Amend the fifth bullet point under Point b, Clause 1, Article 26 of the Charter as follows:

“Investment projects or sale of assets with a value equal to or greater than thirty-five percent (35%) of the total asset value recorded in the latest audited financial statements of the Parent Company.”

89. Remove the sixth bullet point under Point b, Clause 1, Article 26 of the Charter.

90. Amend Point a, Clause 2, Article 26 of the Charter as follows:

“Resolutions on the following matters shall be approved if they are approved by shareholders representing at least sixty-five percent (65%) of the total voting rights of all shareholders attending and voting at the meeting:

Types of shares and total number of shares of each type;

Changes in business lines, industries, and business sectors;

Changes to the management and organizational structure of MIE;

Investment projects or sale of assets with a value equal to or greater than thirty-five percent (35%) of the total asset value recorded in the latest audited financial statements of the Parent Company;

Reorganization or dissolution of MIE.”

91. Amend Point b, Clause 2, Article 26 of the Charter as follows:

“b. Other resolutions shall be approved when they receive the affirmative votes of shareholders representing at least fifty percent (50%) of the total voting rights of all shareholders attending and voting at the meeting, except for the cases specified in Point a, Point c, Clause 2, Article 26 and Clause 3, Article 25 of this Charter.”

92. Add Point c, Clause 2, Article 26 of the Charter as follows:

“c. A resolution of the General Meeting of Shareholders on matters that adversely affect the rights and obligations of shareholders holding preference shares shall only be approved if it is approved by shareholders holding at least seventy-five percent (75%) of the total preference shares of the same class attending the meeting, or approved by shareholders holding at least seventy-five percent (75%) of the total preference shares of the same class in the case of adopting the resolution by written voting.”

93. Adjust the order of Point c, Clause 2, Article 26 of the previous Charter to Point d, Clause 2, Article 26 of the Charter. Amend Point d, Clause 2, Article 26 of the Charter as follows:

“d. In the case of adopting resolutions by way of collecting written opinions, a resolution of the General Meeting of Shareholders shall be approved if it is approved by shareholders holding more than fifty percent (50%) of the total voting rights of all shareholders entitled to vote.”

94. Adjust the numbering of Article 28 of the Charter to Article 27 of the Charter.

95. Amend Clause 1, Article 27 of the Charter as follows:

“1. The Board of Directors shall have the right to collect shareholders’ written opinions for approval of resolutions of the General Meeting of Shareholders when deemed necessary for the interests of the Corporation, except for the cases specified in Point b, Clause 1, Article 26 of this Charter.”

96. Amend Clause 2, Article 27 of the Charter as follows:

“2. The Board of Directors shall prepare the written opinion collection form, draft resolutions of the General Meeting of Shareholders, explanatory documents regarding the draft resolutions, and send them to all shareholders entitled to vote no later than ten (10) days prior to the deadline for returning the opinion collection forms. The preparation of the list of shareholders to whom the opinion collection forms are sent shall comply with the provisions of Clause 1, Article 141 of the Law on Enterprises.”

97. Amend Point c, Clause 3, Article 27 of the Charter as follows:

“c. Full name, contact address, nationality, and legal document number of individual shareholders; name, enterprise registration number or legal document number of institutional shareholders, head office address of institutional shareholders, or full name, contact address, nationality, and legal document number of the authorized representative of institutional shareholders; number of shares of each type and number of voting rights of shareholders;”

98. Amend Point b, Clause 4, Article 27 of the Charter as follows:

“b. Sending by email: The opinion collection forms sent to MIE via email must be kept confidential until the vote counting process is conducted;”

99. Amend Point c, Clause 4, Article 27 of the Charter as follows:

“c. Opinion collection forms sent to MIE after the deadline specified in the opinion collection form, or which have been opened in the case of sending by mail and disclosed in the case of sending by email, shall be deemed invalid. Opinion collection forms not returned to MIE shall be deemed as abstentions from voting.”

100. Amendment of Clause 5, Point b, Article 27 of the Charter as follows:

“b. The purpose and matters to be submitted for adoption of the Resolution;”.

101. Adjust the numbering of Article 29 of the Charter to Article 28 of the Charter. Separate the second paragraph of Clause 5, Article 28 of the Charter into Clause 6, Article 28 of the Charter and amend it as follows:

“6. The minutes of the General Meeting of Shareholders, the appendix containing the list of shareholders registered to attend the meeting, approved resolutions, and relevant documents attached to the meeting invitation notice must be kept at the head office of the Corporation.”

102. Adjust the numbering of Article 30 of the Charter to Article 29 of the Charter. Amend Clause 4, Article 29 of the Charter as follows:

“4. Request for annulment of resolutions of the General Meeting of Shareholders.

Within ninety (90) days from the date of receipt of the resolution or minutes of the General Meeting of Shareholders or the vote counting results of written opinions of the General Meeting of Shareholders, shareholders or groups of shareholders specified in Clause 3, Article 17 of this Charter shall have the right to request the Court or Arbitration to review and annul the resolution of the General Meeting of Shareholders in the following cases:

a. The order and procedures for convening the meeting and issuing decisions of the General Meeting of Shareholders seriously violate the provisions of laws and this Charter, except for the case specified in Clause 2 of this Article.

b. The contents of the resolution violate the laws or this Charter.

c. In the event that a resolution of the General Meeting of Shareholders is annulled pursuant to a decision of the Court or Arbitration, the person who convened the annulled General Meeting of Shareholders may consider organizing another General Meeting of Shareholders within thirty (30) days in accordance with the order and procedures prescribed by the Law on Enterprises and this Charter.”

103. Adjust the numbering of Article 31 of the Charter to Article 30 of the Charter.

104. Remove Clause 1, Article 30 of the Charter.

105. Adjust the numbering of Clause 2, Article 30 of the Charter to Clause 1, Article 30 of the Charter. Amend Clause 1, Article 30 of the Charter as follows:

“1. The number of members of the Board of Directors shall be three (03) persons, including one (01) Chairperson and other members.”

106. Adjust the numbering of Clause 3, Article 30 of the Charter to Clause 2, Article 30 of the Charter. Amend Clause 2, Article 30 of the Charter as follows:

“2. The term of office of a member of the Board of Directors shall be five (05) years.

A member of the Board of Directors may be re-elected for an unlimited number of terms. In the event that all members of the Board of Directors simultaneously end their terms of office, such members shall continue to serve as members of the Board of Directors until new members are elected, appointed, and take over the duties.

In the event of additional election or replacement election of a member of the Board of Directors who is dismissed or removed, the term of office of the additional or replacement member shall be the remaining term of the five (05)-year term of the replaced member.”

107. Remove Clauses 4 and 5, Article 30 of the Charter.

108. Adjust the numbering of Clause 6, Article 30 of the Charter to Clause 3, Article 30.

109. Adjust the numbering of Article 32 of the Charter to Article 31 of the Charter.

110. Amend Article 31 of the Charter as follows:

“Article 31. Eligibility Criteria and Standards for Members of the Board of Directors

1. Not falling under the subjects specified in Clause 2, Article 17 of the Law on Enterprises;

2. Holding a university degree or higher, with experience in business management, corporate governance, and enterprise administration;

3. Having good health, good moral character, integrity, honesty, and legal knowledge;

4. Members of the Board of Directors shall not be relatives of the General Director or other managers of the Corporation;

5. The Chairperson of the Board of Directors shall not concurrently hold the position of General Director;

6. Members of the Board of Directors may concurrently hold the position of General Director of MIE or Chairperson of subsidiaries. A member of the Board of Directors may simultaneously serve as a member of the Board of Directors/Members' Council in no more than five (05) other companies.”

111. Adjust the numbering of Article 33 of the Charter to Article 32 of the Charter.

112. Amend the first paragraph of Clause 1, Article 32 of the Charter as follows:

“1. The Board of Directors is the management body of MIE and has full authority, on behalf of MIE, to decide and exercise the rights and obligations of MIE that do not fall under the authority of the General Meeting of Shareholders. The Board of Directors shall have the following rights and obligations:”

113. Amend Point e, Clause 1, Article 32 of the Charter as follows:

“e. Decide on the repurchase of no more than ten percent (10%) of the total number of shares of each type that have been sold within twelve (12) months; decide the repurchase price of shares in accordance with Clauses 2 and 3, Article 133 of the Law on Enterprises;”

114. Amend Point f, Clause 1, Article 32 of the Charter as follows:

“f. Decide on investment plans and investment projects with a value of less than thirty-five percent (35%) of the total asset value recorded in the latest audited financial statements of the Parent Company;”

115. Amend Point h, Clause 1, Article 32 of the Charter as follows:

“h. Approve contracts for purchase, sale, borrowing, lending and other contracts and transactions with a value equal to or greater than thirty-five percent (35%) of the total asset value recorded in the latest audited financial statements of the Parent Company. This provision shall not apply to contracts and transactions specified in Point d, Clause 2, Article 138 and Clauses 1 and 3, Article 167 of the Law on Enterprises;”

116. Remove Point i, Clause 1, Article 32 of the Charter.

117. Adjust the numbering of Point j, Clause 1, Article 32 of the Charter to Point i, Clause 1, Article 32. Amend Point i, Clause 1, Article 32 of the Charter as follows:

“i. Elect, dismiss, remove, reward, and discipline the Chairperson of the Board of Directors; appoint, dismiss, remove, sign contracts with, terminate contracts with, reward, discipline, and decide on salary, remuneration, bonuses, and other benefits for the General Director of MIE.

Appoint, dismiss, remove, sign contracts with, terminate contracts with, reward, discipline, decide salary, remuneration, bonuses, and other benefits for Deputy General Directors and Chief Accountant of MIE upon the proposal of the General Director of MIE;”

118. Adjust the numbering of Point k, Clause 1, Article 32 of the Charter to Point j, Clause 1, Article 32. Amend Point j, Clause 1, Article 32 of the Charter as follows:

“j. Appoint representatives of MIE’s contributed capital at subsidiaries and other enterprises upon the proposal of the General Director of MIE;”

119. Adjust the numbering of Point l, Clause 1, Article 32 of the Charter to Point k, Clause 1, Article 32. Amend Point k, Clause 1, Article 32 of the Charter as follows:

“k. Decide on the appointment, dismissal, removal, reward, discipline, salary grade increase, maximum salary/remuneration level applicable to Chairpersons, General Directors, and Controllers of subsidiaries being single-member limited liability companies wholly owned by MIE upon the proposal of the General Director of MIE;”

120. Adjust the numbering of the subsequent points following Point k, Clause 1, Article 32 of the Charter.

121. Amend Clause 2, Article 32 of the Charter as follows:

“2. The Board of Directors shall approve resolutions and decisions by voting at meetings or by collecting written opinions. Each member of the Board of Directors shall have one voting right.”

122. Remove Clause 4, Article 32 of the Charter.

123. Remove Clause 5, Article 32 of the Charter.

124. Remove Clause 6, Article 32 of the Charter.

125. Remove Clause 7, Article 32 of the Charter.

126. Remove Clause 9, Article 32 of the Charter.

127. Remove Clause 10, Article 32 of the Charter.

128. Adjust the numbering of Clause 8, Article 32 of the Charter to Clause 4, Article 32 of the Charter. Amend Clause 4, Article 32 of the Charter as follows:

“4. Salaries, remuneration, bonuses and other benefits of each member of the BOD shall be included in the production and business operation expenses of the Corporation in accordance with the regulations on corporate income tax, presented as a separate item in MIE’s annual financial statements and reported to the GMS at the Annual General Meeting.”

129. Adjust the numbering of Clause 11, Article 32 of the Charter to Clause 5, Article 32 of the Charter.

130. Amend Clause 5, Article 32 of the Charter as follows:

“5. Right of BOD members to receive information

a. A BOD member has the right to request MIE’s managers to provide information and documents regarding MIE’s financial status and business operations;

b. The requested managers must provide information and documents promptly, fully and accurately as requested by the BOD member.”

131. Adjust the numbering of Article 34 of the Charter to Article 33 of the Charter.

132. Amend Clause 1, Article 33 of the Charter as follows:

“The Chairperson of the BOD shall be elected, dismissed or removed by the BOD of MIE from among the members of MIE’s BOD.”

133. Abolish Point f, Clause 2, Article 33 of the Charter.

134. Add Point f, Clause 2, Article 33 of the Charter as follows:

“f. Recommend the BOD on the appointment, dismissal or removal of the General Director. On behalf of the BOD, sign the employment contract with the General Director (if any).”

135. Add Point g, Clause 2, Article 33 of the Charter as follows:

“g. Other rights and obligations in accordance with the Law on Enterprises and this Charter.”

136. Amend Clause 3, Article 33 of the Charter as follows:

“3. In case the Chairperson of the BOD is absent or unable to perform his/her duties, the Chairperson shall authorize in writing another BOD member to perform the rights and obligations of the Chairperson of the BOD in accordance with the principles stipulated in the Charter. In case there is no authorized person, or the Chairperson of the BOD is deceased, missing, detained, serving an imprisonment sentence, subject to administrative handling measures at a compulsory rehabilitation facility or compulsory education facility, has escaped from his/her place of residence, has limited or lost civil capacity, has difficulties in awareness or controlling his/her behavior, or is prohibited by a Court from holding a position, practicing a profession or performing certain work, the remaining BOD members shall elect one member among themselves to act as the Chairperson of the BOD based on the principle that the majority of the remaining members approve, until a new decision is issued by the BOD.”

137. Abolish Clause 4, Article 33 of the Charter.

138. Adjust the numbering of Clause 5, Article 33 of the Charter to Clause 4, Article 33 of the Charter. Amend Clause 4, Article 33 of the Charter as follows:

“4. In case the Chairperson of the BOD resigns, is dismissed or removed, the BOD must elect a replacement within ten (10) days from the date the BOD receives the resignation letter or the Chairperson of the BOD is dismissed or removed.”

139. Adjust the numbering of Article 35 of the Charter to Article 34 of the Charter.

140. Amendment of Clause 4, Point b, Article 34 of the Charter as follows:

“b. At the request of the General Director or at least five (05) other managers of the Corporation;”

141. Amendment of Clause 4, Point c, Article 34 of the Charter as follows:

“c. At the request of at least two (02) members of the Board of Directors;”

142. Amend Paragraph 3, Clause 6, Article 34 of the Charter as follows:

“The meeting invitation notice shall be sent by post, email or other means, provided that it reaches the contact address registered by each BOD member with MIE.”

143. Amend Point d, Clause 9, Article 34 of the Charter as follows:

“d. Sending voting ballots to the meeting by mail or email.

In case the voting ballot is sent to the meeting by mail, the ballot must be placed in a sealed envelope and delivered to the Chairperson of the BOD no later than one (01) hour before the meeting commences. The voting ballot shall only be opened in the presence of all participants attending the meeting.

A resolution of the BOD shall be approved if it is approved by the majority of attending BOD members (more than 50%); in case of an equal number of votes, the final decision shall belong to the side having the opinion of the Chairperson of the BOD.”

144. Amend Point b, Clause 11, Article 34 of the Charter as follows:

“b. A BOD member shall not vote on contracts, transactions or proposals in which such member or a related person has an interest, and such interest conflicts or may conflict with the interests of MIE.”

145. Amend Point d, Clause 11, Article 34 of the Charter as follows:

“d. Interests related to BOD members shall be regulated under Article 48 of this Charter.”

146. Abolish Clause 13, Article 34 of the Charter.

147. Adjust the numbering of Clause 14, Article 34 of the Charter to Clause 13, Article 34 of the Charter. Amend Clause 13, Article 34 of the Charter as follows:

“13. A BOD meeting may be organized in the form of a discussion among BOD members when all or some members are located at different places, provided that each participating member can:

- a. Hear each other BOD member participating in the meeting speaking;
- b. Speak simultaneously with all other attending members.

The discussion among members may be conducted directly via telephone or other means of communication, or a combination of all such methods. A BOD member participating in such a meeting shall be deemed to be “present” at that meeting. The meeting venue shall be the place where the largest group of BOD members gathers, or if there is no such group, the place proposed by the Chairperson of the meeting and approved by more than fifty percent (50%) of BOD members.

Decisions adopted at a properly organized and conducted telephone meeting shall take effect immediately upon conclusion of the meeting but must be confirmed by the signatures of all BOD members attending such meeting in the meeting minutes.”

148. Adjust the numbering of Clause 15, Article 34 of the Charter to Clause 14, Article 34 of the Charter. Amend Clause 14, Article 34 of the Charter as follows:

“14. Resolutions adopted in the form of written opinions shall be approved based on the affirmative votes of the majority of BOD members having voting rights (more than 50%). Such resolution shall have the same validity and effect as a resolution approved by BOD members at a duly convened and organized meeting.”

149. Adjust the numbering of Clause 16, Article 34 of the Charter to Clause 15, Article 34 of the Charter.

150. Abolish Clause 17, Article 34 of the Charter.

151. Adjust the numbering of Article 36 of the Charter to Article 35 of the Charter.

152. Add Clause 2, Article 35 of the Charter immediately after Clause 1, Article 35 as follows:

“2. In case the Chairperson or the person recording the minutes refuses to sign the meeting minutes, but if all other attending BOD members approve and sign the meeting minutes and the minutes contain all contents as prescribed in Clause 1 of this Article, such minutes shall remain valid. The meeting minutes shall clearly state that the Chairperson or the person recording the minutes refused to sign the minutes. The persons signing the meeting minutes shall be jointly responsible for the accuracy and truthfulness of the contents of the BOD meeting minutes. The Chairperson and the person recording the minutes shall be personally responsible for any damage caused to the enterprise due to their refusal to sign the meeting minutes in accordance with the Law, the Company’s Charter and relevant laws.”

153. Adjust the numbering of Clause 2 and Clause 3, Article 35 of the Charter to Clause 3 and Clause 4, Article 35 of the Charter.

154. Adjust the numbering of Article 37 of the Charter to Article 36 of the Charter.

155. Amend Point a, Clause 1, Article 36 of the Charter as follows:

“a. Failing to satisfy the qualifications and conditions prescribed in Clause 1, Article 31 of this Charter;”

156. Amend Point a, Clause 3, Article 36 of the Charter as follows:

“a. The number of BOD members is reduced by more than one-third (1/3) compared to the number prescribed in Clause 1, Article 30 of this Charter. In this case, the BOD must convene a GMS within sixty (60) days from the date the number of members is reduced by more than one-third (1/3);”

157. Add Point b, Clause 3, Article 36 of the Charter after Point a, Clause 3, Article 36 as follows:

“b. In case the number of BOD members is less than one-third (1/3) of the number prescribed by law, the BOD must convene a GMS within thirty (30) days

from the date the number of members becomes less than one-third (1/3) of the number prescribed by law.”

158. Adjust the numbering of Point b, Clause 3, Article 36 of the Charter to Point c, Clause 3, Article 36 of the Charter.

“c. In other cases, at the nearest meeting, the GMS shall elect new members to replace BOD members who have been dismissed or removed.”

159. Adjust the numbering of Article 38 of the Charter to Article 37 of the Charter.

160. Amend the opening paragraph of Article 37 as follows:

“Depending on each period, the BOD shall appoint one (01) or several persons to act as Secretary(ies) of the BOD. The BOD may dismiss the Secretary of the BOD when necessary, provided that such dismissal does not violate the current labor regulations. The roles and duties of the Secretary of the BOD include:”

161. Adjust the numbering of Article 39 of the Charter to Article 38 of the Charter.

162. Amend Point b, Clause 1, Article 38 of the Charter as follows:

“b. A member of the SB may be re-elected for an unlimited number of terms.

In case all SB members concurrently end their terms of office, such members shall continue to act as SB members until new members are elected to replace them and take over the duties.

In case of additional election or replacement election of an SB member who has been removed or dismissed, the term of office of the newly elected or replacement member shall be the remaining period of the five (5)-year term of the replaced member.”

163. Abolish Clause 3, Article 38 of the Charter.

164. Adjust the numbering of Article 40 of the Charter to Article 39 of the Charter.

165. Amendment of Clause 1, Point b, Article 39 of the Charter as follows:

“b. Not being a person who has family relations with the authorized representative as specified in Article 19 of this Charter, a member of the Board of Directors, the General Director, or other managers;”.

166. Amend Point d, Clause 1, Article 39 of the Charter as follows:

“d. Having been trained in one of the following majors: economics, finance, accounting, auditing, law, business administration or a major relevant to the business operations of the enterprise;”.

167. Abolish Clause 2, Article 39 of the Charter.

168. Adjust the numbering of Clause 3, Article 39 of the Charter to Clause 2, Article 39 of the Charter. Amend Clause 2, Article 39 of the Charter as follows:

“2. A Supervisor must satisfy the qualifications and conditions prescribed in Clause 1 of this Article and must not be a member or employee of an independent audit firm that has audited the financial statements of the Corporation during the preceding three (03) consecutive years.”

169. Adjust the numbering of Clause 4, Article 39 of the Charter to Clause 3, Article 39 of the Charter. Amend Clause 3, Article 39 of the Charter as follows:

“3. For the Head of the SB, in addition to the provisions under Clauses 1 and 2 of this Article, the Head of the SB shall work on a full-time basis and have worked in the mechanical engineering industry or field for at least five (05) years.”

170. Adjust the numbering of Article 41 of the Charter to Article 40 of the Charter.

171. Amend Clause 5, Article 40 of the Charter as follows:

“5. Review the accounting books, accounting records and other documents of MIE, and the management and administration activities of MIE when deemed necessary or pursuant to a resolution of the GMS or upon the request of a shareholder or group of shareholders as prescribed in Clause 3, Article 17 of this Charter.”

172. Amend Clause 6, Article 40 of the Charter as follows:

“6. Upon the request of a shareholder or group of shareholders as prescribed in Clause 3, Article 19 of this Charter, the SB shall conduct an inspection within seven (07) working days from the date of receipt of the request. Within fifteen (15) days from the date of completion of the inspection, the SB must submit a report explaining the matters requested for inspection to the BOD and the requesting shareholder or group of shareholders.

The inspection conducted by the SB under this Clause shall not obstruct the normal operations of the BOD and shall not interrupt the management and operation of MIE’s production and business activities.”

173. Amend Clause 8, Article 40 of the Charter as follows:

“8. Upon discovering that any BOD member or General Director violates the provisions of Article 47 or Article 48 of this Charter, the SB must immediately notify the BOD in writing, request the violating person to cease the violation and provide measures to remedy the consequences.”

174. Amend Point a, Clause 14, Article 40 of the Charter as follows:

“a. No longer satisfying the qualifications and conditions to act as a Supervisor as prescribed in Article 39 of this Charter;”

175. Adjust the numbering of Article 42 of the Charter to Article 41 of the Charter. Amend Article 41 of the Charter as follows:

“1. Documents and information must be sent to Supervisors at the same time and by the same method as those provided to BOD members, including:

- a. Notices of meeting invitations, written opinion forms for BOD members and accompanying documents;
- b. Resolutions, decisions and minutes of meetings of the GMS and BOD;
- c. Reports of the Director or General Director submitted to the BOD or other documents issued by the Corporation.

2. Supervisors have the right to access records and documents of the Corporation stored at the head office, branches and other locations; and have the right to visit the working places of managers and employees of the Corporation during working hours.

3. The BOD, BOD members, Director or General Director and other managers must provide complete, accurate and timely information and documents relating to the management, administration and business operations of the Corporation at the request of the Supervisor or the SB.”

176. Adjust the numbering of Article 43 of the Charter to Article 42 of the Charter.

177. Amend Clause 1, Article 42 of the Charter as follows:

“1. Supervisors shall be entitled to salaries, remuneration, bonuses and other benefits in accordance with the decision of the GMS. The GMS shall decide the total amount of salaries, remuneration, bonuses and other benefits and the annual operating budget of the SB.”

178. Adjust the numbering of Article 44 of the Charter to Article 43 of the Charter.

179. Amend Clause 2, Article 43 of the Charter as follows:

“2. Perform the assigned rights and obligations honestly, prudently and to the best of their ability to ensure the maximum legitimate interests of the Corporation.”

180. Amend Clause 3, Article 43 of the Charter as follows:

“3. Be loyal to the interests of the Corporation and shareholders; do not abuse their positions or titles and do not use information, know-how, business opportunities, or other assets of the Corporation for personal gain or for the benefit of other organizations or individuals.”

181. Adjust the numbering of Article 45 of the Charter to Article 44 of the Charter.

182. Adjust the numbering of Article 46 of the Charter to Article 45 of the Charter.

183. Amend Clause 1, Article 45 of the Charter as follows:

“1. The BOD shall appoint one BOD member or another person to hold the position of General Director. The salary, remuneration, bonus and other benefits of the General Director shall be included in the production and business operating expenses of the Corporation in accordance with regulations on corporate income

tax, presented as a separate item in MIE's annual financial statements and reported to the GMS at the annual meeting."

184. Abolish Point d, Clause 3, Article 45 of the Charter.

185. Amend Clause 4, Article 45 of the Charter as follows:

- "4. The General Director shall have the following rights and responsibilities:
- a. Decide matters related to the daily business operations of the Corporation that do not fall under the authority of the BOD;
 - b. Organize the implementation of resolutions and decisions of the BOD;
 - c. Organize the implementation of the Corporation's business plans and investment plans;
 - d. Propose plans for organizational structure and internal management regulations of the Corporation;
 - đ. Appoint, dismiss or remove management positions within the Corporation, except for positions under the authority of the BOD;
 - e. Decide salaries and other benefits for employees of the Corporation, including managers whose appointment falls under the authority of the Director or General Director;
 - f. Recruit employees;
 - g. Propose plans for dividend payment or handling business losses;
 - h. Propose to the BOD the appointment of representatives for MIE's contributed capital in subsidiaries and other enterprises in accordance with this Charter and applicable laws;
 - i. Approve the appointment, dismissal or removal of Deputy General Directors, Deputy Directors and Chief Accountants at subsidiaries which are single-member limited liability companies wholly owned by MIE, based on the proposal of the Chairman of such company;
 - k. Other rights and obligations as prescribed by law, the Corporation's Charter, and resolutions and decisions of the BOD."

186. Amend Clause 5, Article 45 of the Charter as follows:

"5. The General Director shall manage the daily business operations of the Corporation in compliance with the law, the Corporation's Charter, the employment contract signed with the Corporation, and resolutions and decisions of the BOD. In case the General Director conducts management contrary to this Clause and causes damage to the Corporation, the General Director shall be responsible before the law and compensate the Corporation for such damage."

187. Renumber Article 47 of the Charter as Article 46 of the Charter.

188. Amend Clause 1, Article 46 of the Charter as follows:

"1. Deputy General Directors of MIE shall be appointed, dismissed, removed, transferred, rotated, relieved of duty, retired, or contracted with, have their contracts terminated, be commended, disciplined, and have their salaries, remuneration, bonuses and other benefits decided by the Board of Directors at the

proposal of the General Director, with an appointment term or contract term not exceeding five (05) years, and may be reappointed or have their contracts renewed. Deputy General Directors shall assist the General Director in managing MIE according to the assignment and authorization of the General Director; and shall be responsible to the General Director and before the law for the duties assigned or authorized by the General Director.

The number of Deputy General Directors shall not exceed five (05).”

189. Amend Clause 2, Article 46 of the Charter as follows:

“2. The Chief Accountant of MIE shall be appointed, dismissed, removed, transferred, rotated, relieved of duty, retired, or contracted with, have his/her contract terminated, be commended, disciplined, and have his/her salary, remuneration, bonuses and other benefits decided by the Board of Directors at the proposal of the General Director, with an appointment term or contract term not exceeding five (05) years, and may be reappointed or have his/her contract renewed. The Chief Accountant shall be responsible for organizing the accounting and statistical work of MIE; assisting the General Director in financial supervision at MIE in accordance with the laws on finance, accounting and statistics; and shall be responsible to the General Director and before the law for the assigned duties.”

190. Amend Clause 4, Article 46 of the Charter as follows:

“4. The salaries, remuneration, bonuses and other benefits of Deputy General Directors and the Chief Accountant shall be included in the production and business operating expenses of the Corporation in accordance with the laws on corporate income tax, presented as a separate item in the annual financial statements of MIE, and reported to the General Meeting of Shareholders at the annual meeting.”

191. Renumber Article 48 of the Charter as Article 47 of the Charter. Revise the title of Article 47 as follows:

“Article 47. Responsibilities of managers”

192. Amend Clause 3, Article 47 as follows:

“3. Notify MIE in a timely, complete and accurate manner of the matters specified in Clause 2, Article 48 of this Charter.”

193. Add Clause 5 to Article 47 as follows:

“5. Other responsibilities as prescribed by the Law on Enterprises and this Charter.”

194. Renumber Article 49 of the Charter as Article 48 of the Charter. Amend Article 48 of the Charter as follows:

“1. The Corporation must compile and update the list of related persons of the Corporation as prescribed in Clause 13, Article 1 of this Charter and the corresponding contracts and transactions between such persons and the Corporation;

2. Members of the Board of Directors, Supervisors, the Director or General Director, and other managers of the Corporation must declare to the Corporation their related interests, including:

a) The name, enterprise code, head office address, and business lines of the enterprise in which they are the owner or own capital contributions or shares; and the ownership ratio and time of ownership of such capital contributions or shares;

b) The name, enterprise code, head office address, and business lines of the enterprise in which their related persons are the owner, co-owner, or separate owner of capital contributions or shares representing more than 10% of the charter capital;

3. The declaration specified in Clause 2 of this Article must be made within 07 working days from the date on which the related interest arises; any amendment or supplementation must be notified to the Corporation within 07 working days from the date of the corresponding amendment or supplementation;

4. The storage, disclosure, review, extraction and copying of the list of related persons and related interests declared as specified in Clauses 1 and 2 of this Article shall be carried out as follows:

a) The Corporation must notify the list of related persons and related interests to the General Meeting of Shareholders at the annual meeting;

b) The list of related persons and related interests shall be kept at the head office of the enterprise; where necessary, part or all of the contents of the aforesaid list may be kept at the branches of the Corporation;

c) Shareholders, authorized representatives of shareholders, members of the Board of Directors, the Supervisory Board, the Director or General Director, and other managers have the right to review, extract and copy part or all of the declared contents;

d) The Corporation must facilitate the persons specified at Point c of this Clause in accessing, reviewing, extracting and copying the list of related persons and related interests in the quickest and most convenient manner; and must not obstruct or cause difficulties for them in exercising this right. The order and procedures for reviewing, extracting and copying the declared contents concerning related persons and related interests shall comply with the provisions of the Charter of the Corporation;

5. Any member of the Board of Directors, Director or General Director who, in their own name or in the name of another person, performs work in any form within the scope of the Corporation's business activities must explain the nature and contents of such work to the Board of Directors and the Supervisory Board, and may only perform such work with the approval of a majority of the remaining members of the Board of Directors; if such work is performed without disclosure or without the approval of the Board of Directors, all income earned from such activity shall belong to the Corporation."

195. Renumber Article 50 of the Charter as Article 49 of the Charter.

196. Amend Clause 1, Article 49 of the Charter as follows:

“1. Members of the Board of Directors, members of the Supervisory Board, the Director (General Director) and other executives who breach their duties and responsibilities of honesty and prudence, or fail to fulfill their obligations, shall be liable for any damage caused by their violations.”.

197. Amend Clause 2, Article 49 of the Charter as follows:

“2. The Corporation shall indemnify persons who have been, are, or may become related parties in complaints, lawsuits or prosecutions, including civil and administrative cases and excluding cases in which the Corporation is the plaintiff, if such persons have been or are members of the Board of Directors, members of the Supervisory Board, the Director (General Director), other executives, employees or authorized representatives of the Corporation who have performed or are performing duties under authorization of the Corporation, acted honestly and prudently in the interests of the Corporation on the basis of compliance with the law, and there is no evidence confirming that such persons have breached their responsibilities.”.

198. Renumber Article 51 of the Charter as Article 50 of the Charter.

199. Amend Clause 1, Article 50 of the Charter as follows:

“1. Shareholders or groups of shareholders specified in Clause 3, Article 17 of this Charter have the right, directly or through an authorized person, to submit a written request to inspect the list of shareholders, minutes of meetings of the General Meeting of Shareholders and to photocopy or extract such records during working hours at the head office of MIE. A request for inspection made by an authorized representative of a shareholder must be accompanied by the power of attorney of the shareholder represented by such person or a notarized copy of such power of attorney.”.

200. Amend the title of CHAPTER IV of the Charter as follows:

“CHAPTER IV
PROFIT DISTRIBUTION”

201. Repeal Articles 52 and 53 of the Charter.

202. Renumber Article 54 of the Charter as Article 51 of the Charter. Amend Article 51 of the Charter as follows:

“Article 51. Distribution of after-tax profit

Annual after-tax accounting profit shall be distributed as follows:

1. Profit shall be distributed to parties contributing capital to joint ventures in accordance with the signed economic contracts, if any.

2. Losses of previous years which have exceeded the carry-forward period and are deductible from profit before tax under the Law on Corporate Income Tax shall be offset, if any.

3. The remaining profit shall be distributed as follows:

a. Appropriation to the Development Investment Fund.

- b. Appropriation to the Bonus and Welfare Fund.
- c. Dividend payment.
- d. Appropriation to other funds and/or carrying forward to the following year, if any.

The specific appropriation levels shall be decided by the General Meeting of Shareholders on the basis of the proposal of the Board of Directors.”.

203. Renumber Article 55 of the Charter as Article 52 of the Charter.

204. Repeal Clause 3, Article 52 of the Charter.

205. Renumber Clauses 4, 5 and 6 of Article 52 of the Charter as Clauses 3, 4 and 5 of Article 52 of the Charter.

206. Repeal Clause 7, Article 52 of the Charter.

207. Renumber Clauses 8 and 9 of Article 52 of the Charter as Clauses 6 and 7 of Article 52 of the Charter.

208. Renumber Clause 10, Article 52 of the Charter as Clause 8, Article 52 of the Charter.

209. Amend Point b, Clause 8, Article 52 of the Charter as follows:

“b. Full name, contact address, nationality and number of legal documents of the individual, for individual shareholders;”.

210. Amend Point c, Clause 8, Article 52 of the Charter as follows:

“c. Name, enterprise code or number of legal documents of the organization, and head office address, for institutional shareholders;”.

211. Renumber Clauses 11 and 12 of Article 52 of the Charter as Clauses 9 and 10 of Article 52 of the Charter.

212. Add CHAPTER V to the Charter as follows:

“ CHAPTER V

BANK ACCOUNTS, FISCAL YEAR AND ACCOUNTING REGIME”.

212. Renumber Articles 56, 57 and 58 of the Charter as Articles 53, 54 and 55.

214. Add CHAPTER VI to the Charter as follows:

“ CHAPTER VI

FINANCIAL STATEMENTS, ANNUAL REPORTS AND INFORMATION DISCLOSURE RESPONSIBILITIES”.

215. Renumber Article 59 of the Charter as Article 56 of the Charter. Amend Article 56 of the Charter as follows:

“1. MIE must prepare quarterly financial statements, semi-annual financial statements and annual financial statements as prescribed.

2. MIE must have its semi-annual financial statements and annual financial statements audited and submit them to the competent authorities.

3. The annual financial statements and financial reporting documents of MIE and its subsidiaries, and the consolidated financial statements and combined

reports of MIE, must be approved by the General Director of MIE, submitted to the Board of Directors of MIE for approval, and kept at the head office of MIE.

4. Eligible organizations and individuals have the right to photocopy the audited annual financial statements, semi-annual reports and quarterly reports of MIE.”.

216. Repeal Article 60 of the Charter.

217. Renumber Article 61 of the Charter as Article 57 of the Charter.

218. Add Article 58 to the Charter as follows:

“ Article 58. Information disclosure

MIE shall prepare reports and disclose information in accordance with the law.”

219. Adjust the order and title of Chapter V as follows:

“ CHAPTER VII

RELATIONS BETWEEN MIE AND ITS DEPENDENT UNITS, SUBSIDIARIES AND AFFILIATED COMPANIES”.

220. Repeal Article 62 of the Charter.

221. Renumber Article 63 of the Charter as Article 59 of the Charter. Amend Article 59 of the Charter as follows:

“Article 59. Relations between MIE and dependent units

Dependent units of MIE shall implement the delegation regime for production and business activities, accounting, organization and personnel, etc. of MIE in accordance with the Regulations on Organization and Operation of dependent units.”.

222. Renumber Article 64 of the Charter as Article 60 of the Charter. Amend Point d, Clause 2, Article 60 of the Charter as follows:

“d. Organize the supervision, monitoring and evaluation of the production and business activities of the company, the Chairman of the Company and the General Director (Director) of the company;”.

223. Amend Point e, Clause 2, Article 60 of the Charter as follows:

“e. Appoint, dismiss, remove from office, rotate, approve retirement under applicable regimes, commend, discipline, and decide salaries and other benefits for the Chairman of the Company, General Director (Director) and Supervisors of the company;”.

224. Amend Point h, Clause 2, Article 60 of the Charter as follows:

“h. Decide on investment activities according to delegation.”.

225. Repeal Point i, Clause 2, Article 60 of the Charter.

226. Renumber Point j, Clause 2, Article 60 of the Charter as Point i, Clause 2, Article 60 of the Charter. Amend Point i, Clause 2, Article 60 of the Charter as follows:

“i. Decide on the purchase, sale and liquidation of fixed assets; capital contribution; loan contracts, lending contracts and other contracts according to delegation;”.

227. Renumber Points k, l, m and n, Clause 2, Article 60 of the Charter as Points j, k, l and m, Clause 2, Article 60 of the Charter.

228. Renumber Article 65 of the Charter as Article 61 of the Charter.

229. Renumber CHAPTER VI of the Charter as CHAPTER VIII.

230. Renumber Article 66 of the Charter as Article 62 of the Charter.

231. Renumber CHAPTER VII of the Charter as CHAPTER IX.

232. Renumber Article 67 of the Charter as Article 63 of the Charter.

233. Renumber Article 68 of the Charter as Article 64 of the Charter.

234. Amend the first paragraph of Article 64 of the Charter as follows:

“1. This Charter consists of nine (09) Chapters and sixty-four (64) Articles and was approved by the 2026 Annual General Meeting of Shareholders for the 2026–2031 term of Machines and Industrial Equipment Corporation on June 26, 2026.”.