

4. Approval of the Report of the Supervisory Board on the business results of the Corporation, the performance of the Board of Directors and the General Director in 2025, and the 2026 Plan, according to Report No./BC-MIE-BKS dated/...../2026.

5. Approval of the Report of the Supervisory Board on the business results of the Corporation, the performance of the Board of Directors and the General Director for the 2021–2026 term, and the Plan for the 2026–2031 term, according to Report No./BC-MIE-BKS dated/...../2026.

6. Approval of the Self-Assessment Report on the performance of the Supervisory Board and its members in 2025 and for the 2021–2026 term, according to Report No./BC-MIE-BKS dated/...../2026.

7. Approval of the Proposal on the Report on 2025 production and business performance and the 2026 production and business plan of the Corporation, according to Proposal No./TTr-MIE-HĐQT dated/...../2026, as follows:

No.	Indicator	Actual 2025		Plan 2026	
		Consolidated	Parent Company	Consolidated	Parent Company
1	Revenue (billion VND)	1.656,36	281,36	1.454,17	242,24
2	Industrial Production Value (billion VND)	1.336,29	228,39	1.296,00	203,24
3	Profit before tax (billion VND)	22,41	3,22	19,37	3,23
4	Average income (million VND/person/month)	14,93	24,71	14,89	24,77

8. Approval of the Proposal on the audited 2025 Combined and Consolidated Financial Statements, the 2025 profit distribution plan of the Parent Company of the Corporation, and the 2026 profit distribution plan, according to Proposal No./TTr-MIE-HĐQT dated/...../2026.

a/ Approval of the 2025 Combined Financial Statements and the 2025 Consolidated Financial Statements of the Corporation audited by CPA VIETNAM Auditing Company Limited.

b/ Approval of the 2025 actual profit distribution plan and the 2026 plan of the Parent Company as follows:

No	Description	Amount (VND)	
		Actual 2025	Plan 2026
1	Profit before tax	3.221.757.462	3.230.000.000
2	Corporate income tax payable (20%)	572.537.653	660.000.000
3	Profit after tax (3) = (1) - (2)	2.649.291.809	2.570.000.000
4	Appropriation to Development Investment Fund	0	0

No	Description	Amount (VND)	
		Actual 2025	Plan 2026
5	Appropriation to Bonus and Welfare Fund for Executive Management, Members of the Board of Directors, Supervisors and employees	2.649.291.809	2.570.000.000
6	Remaining profit (7) = (3) - (4) - (5) - (6)	0	0
7	Dividend distribution rate	0	0

MIE distributes the 2025 after-tax profit of the Parent Company to the Bonus and Welfare Fund for Executive Management, Members of the Board of Directors, Supervisors and employees in accordance with Article 27 of Decree No. 44/2025/ND-CP dated February 28, 2025. Based on the actual situation, Executive Management shall carry out the detailed allocation of the funds in accordance with regulations.

The above-mentioned 2026 after-tax profit distribution plan has been calculated based on the planned revenue, profit and salary fund of the Parent Company of the Corporation, and is applied in accordance with Law No. 68/2025/QH15 dated June 14, 2025 of the National Assembly on the management and investment of state capital in enterprises.

In the event of changes in actual revenue, profit or salary fund, the profit distribution plan shall be adjusted accordingly.

Upon completion of the financial supervision process, should there be any changes in figures, the Corporation shall make corresponding adjustments in the 2026 financial year and submit them to the 2027 Annual General Meeting of Shareholders for approval.

9. Approval of the Proposal on the upward adjustment of the Owner's contributed capital figure in the Financial Statements to equal the charter capital, according to Proposal No. /TTr-MIE-HĐQT dated /..... /2026.

10. Approval of the Proposal on the cancellation of the Corporation's public company status, according to Proposal No. /TTr-MIE-HĐQT dated /..... /2026.

11. Approval of the Proposal on the selection of the auditing firm for the 2026 Financial Statements, according to Proposal No. /TTr-MIE-BKS dated /..... /2026, as follows:

- a. CPA VIETNAM Auditing Company Limited (CPA VIETNAM).
- b. Vietnam Auditing and Valuation Company Limited (VAE).
- c. An Viet Auditing Company Limited (ANVIET CPA Co., Ltd).
- d. Vietnam Auditing and Appraisal Company Limited (AVA Co., Ltd).

The General Meeting of Shareholders authorizes the Board of Directors to decide on the selection of the independent auditing firm to conduct the audit of the 2026 Financial Statements of the Corporation and its subsidiaries in accordance with applicable laws, and assigns the General Director of the Corporation and its subsidiaries to organize the signing of auditing service contracts with the auditing firms.

12. Approval of the Proposal on the Report on salaries, remuneration, bonuses and other benefits paid in 2025 to the Board of Directors, the Supervisory Board, the General Director & Other Managers; and the 2026 salary and remuneration plan for the Board of Directors and the Supervisory Board, according to Proposal No./TTr-MIE-HĐQT dated/...../2026, as follows:

* Report on salaries, remuneration, bonuses and other benefits paid in 2025 to the Board of Directors, the Supervisory Board, the General Director & Other Managers

No.	Position	Salaries, remuneration, bonuses and other benefits paid in 2025 (VND)	Notes
1	Board of Directors (<i>including salaries, remuneration, bonuses and other benefits of members of the Board of Directors concurrently serving as General Director and Deputy General Directors</i>)	1.760.760.960	
2	Supervisory Board	488.580.000	
3	Deputy General Directors	543.832.608	
4	Other Managers	294.096.000	
	Total	3.087.209.568	

* 2026 planned salary and remuneration report for the Board of Directors and the Supervisory Board

No.	Position	Amount (VND/month)	Notes
I	Basic salary of full-time members of the Board of Directors and full-time Supervisors		
1	Full-time Chairman of the Board of Directors	53.000.000	Ensuring the principles set out in Article 24 of Law No. 68/2025/QH15 dated June 14, 2025 and applying Decree No. 248/2025/ND-CP dated September 15, 2025, taking into
2	Full-time member of the Board of Directors; full-time Supervisor	43.000.000	

No.	Position	Amount (VND/month)	Notes
3	Full-time Head of the Supervisory Board	44.000.000	account the appropriateness to the market and sector, as well as the nature of operations of the MIE Office, to determine the basic salary level.
II	Basic remuneration of non-full-time members of the Board of Directors and Supervisors		
1	Concurrent member of the Board of Directors	8.600.000	Entitlement level = 20% of the basic salary of a full-time member of the Board of Directors.
2	Non-full-time Supervisor	8.600.000	Entitlement level = 20% of the basic salary of a full-time Supervisor, i.e. VND 43.000.000.
III	Maximum salary		
1	Full-time Chairman of the Board of Directors		<p>The Board of Directors shall be authorized to determine the maximum salary level and the specific payment level, linked to the 2026 planned profit target compared with the actual profit realized in 2025.</p> <p>- If the planned profit is not lower than the actual profit, the maximum salary shall be equal to two times the basic salary.</p> <p>- If the planned profit exceeds the actual profit, the following principle shall apply: for every 1% of excess profit, the salary shall be increased by 2% multiplied by two times the basic salary, provided that the increase shall not exceed 20% of the salary calculated on the basis of two times the basic salary.</p> <p>- If the planned profit is lower than the actual profit, the maximum salary shall be calculated as 80% multiplied by two times the basic salary and further multiplied by the ratio of planned profit to actual profit, provided that it shall not be lower than 80% of the basic salary..</p>
2	Full-time member of the Board of Directors; full-time Supervisor		
3	Full-time Head of the Supervisory Board		

13. Approval of the Proposal on the supplementation of the Corporation's business lines, according to Proposal No. /TTr-MIE-HĐQT dated /..... /2026.

14. Approval of the Proposal on the amendment to the Charter on Organization and Operation of the Corporation, according to Proposal No. /TTr-MIE-HĐQT dated /..... /2026.

15. Approval of the Proposal on the amendment to the Internal Corporate Governance Regulations of the Corporation, according to Proposal No. /TTr-MIE-HĐQT dated /..... /2026.

16. Approval of the Proposal on the amendment to the Regulations on Operation of the Board of Directors of the Corporation, according to Proposal No./TTr-MIE-HĐQT dated/...../2026.

17. Approval of the Proposal on the amendment to the Regulations on Operation of the Supervisory Board of the Corporation, according to Proposal No./TTr-MIE-BKS dated/...../2026.

18. Approval of the election of members of the Board of Directors for the 2026–2031 term, according to Proposal No./TTr-MIE-HĐQT dated/...../2026.

a. Approval of the election of the Board of Directors for the 2026–2031 term with the number of 05 members.

b. Approval of the list of candidates for election, comprising:

- + Mr./Ms.;
- + Mr./Ms.;
- + Mr./Ms.;
- + Mr./Ms.;
- + Mr./Ms.

c. Approval of the election results and the list of elected members of the Board of Directors of the Corporation for the 2026–2031 term, comprising the following persons:

- + Mr./Ms.;
- + Mr./Ms.;
- + Mr./Ms.;
- + Mr./Ms.;
- + Mr./Ms.

19. Approval of the election of members of the Supervisory Board for the 2026–2031 term, according to Proposal No./TTr-MIE-HĐQT dated/...../2026.

a. Approval of the election of the Supervisory Board for the 2026–2031 term with the number of 03 members.

b. Approval of the list of candidates for election, comprising:

- + Mr./Ms.;
- + Mr./Ms.;
- + Mr./Ms.

c. Approval of the election results and the list of elected members of the Supervisory Board of the Corporation for the 2026–2031 term, comprising the following persons:

- + Mr./Ms.;
- + Mr./Ms.;

+ Mr./Ms.

Article 2. The Board of Directors is assigned to direct the Executive Management of the Corporation to organize the implementation of the Resolution of the 2026 Annual General Meeting of Shareholders for the 2026–2031 term, and, based on the actual situation of production and business tasks, to adjust the 2026 production and business plan as appropriate.

Article 3. The Board of Directors, the Supervisory Board, the General Director, the Deputy General Directors, departments, divisions, centers, heads of relevant units, and shareholders of Machines and Industrial Equipment Corporation shall implement this Resolution accordingly.

Recipients:

- As Article 3;
- SCIC (for reporting);
- FAD;
- Archived: Admin, HRD.

**ON BEHALF OF THE GENERAL MEETING OF
SHAREHOLDERS
CHAIRMAN OF THE BOARD OF DIRECTORS**

Tran Quoc Toan