

MACHINES AND INDUSTRIAL EQUIPMENT CORPORATION

No.: **65/BC-MIE-HDQT**

THE SOCIALIST REPUBLIC OF VIET NAM
Independence - Freedom - Happiness

Ha Noi, 27 January 2026

REPORT ON CORPORATE GOVERNANCE
MACHINES AND INDUSTRIAL EQUIPMENT CORPORATION
(Year 2025)

To: - State Securities Commission of Vietnam;
- Hanoi Stock Exchange.

- Name of company: Machines and Industrial Equipment Corporation.
- Address of headoffice: 7A Mac Thi Buoi Street, Vinh Tuy Ward, Hanoi City.
- Telephone: 024.38252498 Fax: 024.38261129 Email: info@mie.com.vn
- Charter capital: 1.419.915.000.000 dong
- Stock symbol: MIE.
- Governance model:
 - + General Meeting of Shareholders, Board of Directors, Board of Supervisors and General Director.
 - The implementation of internal audit: Not yet implemented.

I. Activities of the General Meeting of Shareholders

No	Resolution/Decision	Date	Content
Resolutions of the General Meeting of Shareholders			
1	Resolution No. 445/NQ-ĐHĐCĐTN2025	26/6/2025	<p>Resolution of the 2025 Annual General Meeting of Shareholders:</p> <ol style="list-style-type: none">1. Approval of the Report on operations of the Board of Directors in 2024 and the Plan for 2025.2. Approval of the Report on corporate governance of the Corporation in 2024 and the Plan for 2025.3. Approval of the Report on operations of the Supervisory Board in 2024 and the Plan for 2025.4. Approval of the Self-assessment



No	Resolution/Decision	Date	Content
			<p>Report on the performance of the Supervisory Board and its members in 2024.</p> <p>5. Approval of the Report on 2024 production and business results and the 2025 Production and Business Plan of the Corporation.</p> <p>6. Approval of amendments to the Charter and the Internal Regulations on Corporate Governance of the Corporation.</p> <p>7. Approval of the 2024 Financial Statements (Parent Company and Consolidated); the 2024 Profit Distribution Plan of the Parent Company; and the 2025 Profit Distribution Plan.</p> <p>8. Approval of the selection of an auditing firm for the 2025 Financial Statements.</p> <p>9. Approval of the Report on 2024 realized salary and remuneration of the Board of Directors, Supervisory Board, General Director & other Managers; and the 2025 Plan for salary and remuneration payment for Board members and Supervisors.</p> <p>10. Approval of the dismissal of Mr. Hoang Minh Viet (born on September 01, 1963) as a member of the Board of Directors.</p>

II. Board of Directors (annual report)

1. Information about:

- Board of Directors for the 2021-2026 term:

No	Board of Director's members	Position	The date becoming/ ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Tran Quoc Toan	Chairman	21/6/2021	

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

2. Meetings of the Board of Directors:

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

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

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

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

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

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

the plans approved by the General Meeting of Shareholders and the Board of Directors.

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

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

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

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

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

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

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

No	Resolution/Decision	Date	Content	Approval rate
I	Resolutions of the Board of Directors			
1	Resolution No. 01/NQ-MIE-HDQT	08/01/2025	Approval of the draft Regulation on assignment of duties for the Board of Management of Machines and Industrial Equipment Corporation	100%
2	Resolution No. 02/NQ-MIE-HDQT	16/01/2025	Provisional determination of 2025 salary levels for managers of Machines and Industrial Equipment Corporation	100%
3	Resolution No. 03/NQ-MIE-HDQT	06/3/2025	Assignment of the 2025 Production and Business Plan	100%
4	Resolution No. 04/NQ-MIE-HDQT	06/3/2025	Approval of the 2025 Investment Plan	100%
5	Resolution No. 05/NQ-MIE-HDQT	06/3/2025	Approval of the plan on restructuring and reorganizing the Assisting Apparatus of the Parent Company – Machines and Industrial Equipment Corporation	100%
6	Resolution No. 06/NQ-MIE-HDQT	06/3/2025	Approval of the 2025 Labor Plan for the Headquarters of Machines and Industrial	100%

No	Resolution/Decision	Date	Content	Approval rate
			Equipment Corporation	
7	Resolution No. 07/NQ-MIE-HĐQT	27/3/2025	Personnel matters at Duyen Hai Mechanical Joint Stock Company	100%
8	Resolution No. 08/NQ-MIE-HĐQT	02/4/2025	Approval of the content of the Financial Management Regulations of Hanoi Mechanical One Member Limited Liability Company	100%
9	Resolution No. 09/NQ-MIE-HĐQT	04/4/2025	Approval of hiring personnel to perform the duties of Deputy General Director in charge of Market Development, Marketing, Bidding, and Business Sourcing	100%
10	Resolution No. 10/NQ-MIE-HĐQT	08/4/2025	Extension of the timeframe for holding the 2025 Annual General Meeting of Shareholders	100%
11	Resolution No. 11/NQ-MIE-HĐQT	08/4/2025	Approval of the selection of the bankruptcy plan for Technoimport Company	100%
12	Resolution No. 12/NQ-MIE-HĐQT	15/3/2025	Approval of personnel matters at Duyen Hai Mechanical Joint Stock Company	100%
13	Resolution No. 13/NQ-MIE-HĐQT	15/4/2025	Approval of the draft Regulation on assignment of duties for the Board of Management of Machines and Industrial Equipment Corporation	100%
14	Resolution No. 14/NQ-MIE-HĐQT	17/4/2025	Plan for organizing the 2025 Annual General Meeting of Shareholders	100%
15	Resolution No. 15/NQ-MIE-HĐQT	23/4/2025	Finalization of the 2024 realized salary and remuneration fund and the 2025 planned salary and remuneration fund of Duyen Hai Mechanical Joint Stock Company	100%

No	Resolution/Decision	Date	Content	Approval rate
16	Resolution No. 16/NQ-MIE-HĐQT	23/4/2025	Finalization of the 2024 realized salary and remuneration fund and the 2025 planned salary and remuneration fund of No. 1 Tools Joint Stock Company	100%
17	Resolution No. 17/NQ-MIE-HĐQT	27/5/2025	Policy on restructuring Machines and Industrial Equipment Corporation	100%
18	Resolution No. 18A/NQ-MIE-HĐQT	09/6/2025	Assignment of duties to the Corporation's Capital Representative at Hai Duong Grinding Wheels Joint Stock Company	100%
19	Resolution No. 18/NQ-MIE-HĐQT	25/6/2025	Liquidation of the Investment Cooperation Contract at 76 Nguyen Trai, Hanoi	100%
20	Resolution No. 19/NQ-MIE-HĐQT	25/6/2025	Approval of the re-appointment of the General Director of Hanoi Mechanical One Member Limited Liability Company	100%
21	Resolution No. 20/NQ-MIE-HĐQT	25/6/2025	Assessment and performance classification for 2024 regarding the State Capital Representative at MIE	100%
22	Resolution No. 21/NQ-MIE-HĐQT	25/6/2025	Evaluation and performance classification of task fulfillment for the year 2024.	100%
23	Resolution No. 22/NQ-MIE-HĐQT	07/7/2025	Approval of the Draft Regulation on assignment of duties and responsibilities of members of the Board of Directors of MIE.	100%
24	Resolution No. 23/NQ-MIE-HĐQT	07/7/2025	Approval of amendments to the Charter on Organization and Operation of single-member limited liability companies under MIE.	100%
25	Resolution No. 24/NQ-MIE-HĐQT	07/7/2025	Approval of the salary framework for full-time members of the Board of Directors and Supervisors of Tools Joint Stock Company No.1	100%

No	Resolution/Decision	Date	Content	Approval rate
26	Resolution No. 25/NQ-MIE-HĐQT	17/7/2025	Selection of an audit firm to conduct the review of semi-annual financial statements and the audit of the 2025 annual financial statements.	100%
27	Resolution No. 26/NQ-MIE-HĐQT	17/7/2025	Approval of the change of head office address of Công ty MECANIMEX Products Export-Import Company Limited	100%
28	Resolution No. 27/NQ-MIE-HĐQT	17/7/2025	Approval of the finalization of the salary and remuneration fund for 2024 and determination of the salary and remuneration fund plan for 2025 of single-member limited liability companies.	100%
29	Resolution No. 28/NQ-MIE-HĐQT	18/7/2025	Approval in principle of the appointment of Mr. Nguyen Van Giap as Deputy General Director.	100%
30	Resolution No. 29/NQ-MIE-HĐQT	18/7/2025	Selection of an audit firm to conduct the review of semi-annual financial statements and the audit of the 2025 annual financial statements of subsidiaries.	100%
31	Resolution No. 30/NQ-MIE-HĐQT	04/8/2025	Appointment of Mr. Nguyen Van Giap as Deputy General Director of the Corporation.	100%
32	Resolution No. 31/NQ-MIE-HĐQT	04/8/2025	Approval of the liquidation of the investment cooperation contract at 76 Nguyen Trai Street, Hanoi.	100%
33	Resolution No. 32/NQ-MIE-HĐQT	12/8/2025	Approval of guarantees and capital mobilization activities at subsidiaries.	100%
34	Resolution No. 33/NQ-MIE-HĐQT	12/9/2025	Approval of an increase in state capital corresponding to 3,500 m ² of office floor area at 360 Giai Phong Street, Hanoi.	100%
35	Resolution No. 34/NQ-MIE-HĐQT	12/9/2025	Approval of remuneration payment for the Deputy General	100%

No	Resolution/Decision	Date	Content	Approval rate
			Director, Mr. Nguyen Van Giap.	
36	Resolution No. 35/NQ-MIE-HĐQT	20/10/2025	Approval of the transfer of the 4th floor area of the SME Hoang Gia Building, Ha Dong District, Hanoi.	100%
37	Resolution No. 36/NQ-MIE-HĐQT	20/10/2025	Approval in principle of the transfer of land use rights and sale of assets attached to land of Tools Joint Stock Company No.1	100%
38	Resolution No. 37/NQ-MIE-HĐQT	20/10/2025	Approval of the Financial Management Regulation of Tools Joint Stock Company No.1	100%
39	Resolution No. 38/NQ-MIE-HĐQT	20/10/2025	Adjustment of the 2025 production and business plan.	100%
40	Resolution No. 39/NQ-MIE-HĐQT	20/10/2025	Approval of the organizational structure and restructuring of the supporting apparatus of the Parent Company.	100%
41	Resolution No. 40/NQ-MIE-HĐQT	20/10/2025	Approval of the bankruptcy plan of The Vietnam National Complete Equipment and Technics Import - Export Corporation Limited	100%
42	Resolution No. 41/NQ-MIE-HĐQT	28/11/2025	Assignment of a member of the Board of Directors concurrently holding the position of Deputy General Director of the Corporation.	100%
43	Resolution No. 42/NQ-MIE-HĐQT	28/11/2025	Approval in principle of the appointment of a Deputy General Director of the Corporation.	100%
44	Resolution No. 43/NQ-MIE-HĐQT	28/11/2025	Approval of reappointment of the General Director of Quang Trung Mechanical Engineering Company Limited	100%
45	Resolution No. 44/NQ-MIE-HĐQT	28/11/2025	Approval of reappointment of the General Director of MECANIMEX Products Export-Import Company Limited	100%

No	Resolution/Decision	Date	Content	Approval rate
46	Resolution No. 45/NQ-MIE-HĐQT	28/11/2025	Enterprise performance classification for the year 2024 of The Vietnam National Complete Equipment and Technics Import - Export Corporation Limited	100%
47	Resolution No. 46/NQ-MIE-HĐQT	28/11/2025	Enterprise performance classification for the year 2024 of MECANIMEX Products Export-Import Company Limited	100%
48	Resolution No. 47/NQ-MIE-HĐQT	28/11/2025	Enterprise performance classification for the year 2024 of Quang Trung Mechanical Engineering Company Limited	100%
49	Resolution No. 48/NQ-MIE-HĐQT	28/11/2025	Enterprise performance classification for the year 2024 of Ha Noi Mechanical Company Limited	100%
50	Resolution No. 49/NQ-MIE-HĐQT	28/11/2025	Approval of the 2024 financial statements of The Vietnam National Complete Equipment and Technics Import - Export Corporation Limited	100%
51	Resolution No. 50/NQ-MIE-HĐQT	28/11/2025	Approval of the 2024 financial statements, profit distribution plan, and appropriation and use of funds of Investment Consultant and Technical Industrial Service Company	100%
52	Resolution No. 51/NQ-MIE-HĐQT	28/11/2025	Approval of the 2024 financial statements, profit distribution plan, and appropriation and use of funds of MECANIMEX Products Export-Import Company Limited	100%
53	Resolution No. 52/NQ-MIE-HĐQT	28/11/2025	Approval of the 2024 financial statements, profit distribution plan, and appropriation and use of funds of Quang Trung Mechanical Engineering Company Limited	100%

No	Resolution/Decision	Date	Content	Approval rate
54	Resolution No. 53/NQ-MIE-HĐQT	28/11/2025	Approval of the 2024 financial statements, profit distribution plan, and appropriation and use of funds of Tools Joint Stock Company No.1	100%
55	Resolution No. 54/NQ-MIE-HĐQT	28/11/2025	Approval of the 2024 financial statements, profit distribution plan, and appropriation and use of funds of Duyen Hai Mechanical Joint Stock Company	100%
56	Resolution No. 55/NQ-MIE-HĐQT	28/11/2025	Approval of the 2024 financial statements, profit distribution plan, and appropriation and use of funds of Industrial Construction Company	100%
57	Resolution No. 56/NQ-MIE-HĐQT	28/11/2025	Approval of the 2024 financial statements, profit distribution plan, and appropriation and use of funds of Ha Noi Mechanical Company Limited.	100%
58	Resolution No. 57/NQ-MIE-HĐQT	10/12/2025	Termination of the pilot regulation on hiring to perform the duties of Deputy General Director of the Corporation.	100%
59	Resolution No. 58/NQ-MIE-HĐQT	26/12/2025	Approval of the assignment of duties and responsibilities of the Executive Management Board of MIE.	100%
II Decisions of the Board of Directors				
1	Decision No. 139/QD-MIE-HĐQT	12/3/2025	Approval of the organizational structure and restructuring of the supporting apparatus of the Parent Company of MIE.	
2	Decision No. 170/QD-MIE-HĐQT	18/3/2025	Approval of the review and supplementation of the personnel planning for the year 2025.	
3	Decision No. 216/QD-MIE-HĐQT	03/4/2025	Decision on termination and appointment of representatives of the Corporation's capital contribution at Duyen Hai	

No	Resolution/Decision	Date	Content	Approval rate
			Mechanical Joint Stock Company	
4	Decision No. 269/QD-MIE-HĐQT	17/4/2025	Establishment of the Organizing Committee for the 2025 Annual General Meeting of Shareholders.	
5	Decision No. 272/QD-MIE-HĐQT	17/4/2025	Assignment of the 2025 annual plan to the Office of MIE.	
6	Decision No. 294/QD-MIE-HĐQT	24/4/2025	Approval of expenditures for public holidays in 2025 for members of the Board of Directors and Supervisors of the Office of MIE.	
7	Decision No. 413/QD-MIE-HĐQT	16/6/2025	Issuance of the Working Regulation for the 2025 Annual General Meeting of Shareholders.	
8	Decision No. 464/QD-MIE-HĐQT	02/7/2025	Approval of the 2025 production and business plan.	
9	Decision No. 472/QD-MIE-HĐQT	07/7/2025	Assignment of duties and responsibilities of members of the Board of Directors.	
10	Decision No. 513/QD-MIE-HĐQT	17/7/2025	Selection of an audit firm to conduct the review of semi-annual financial statements and the audit of the 2025 annual financial statements.	
11	Decision No. 538/QD-MIE-HĐQT	22/7/2025	Selection of an audit firm to conduct the review of semi-annual financial statements and the audit of the 2025 annual financial statements of subsidiaries.	
12	Decision No. 549/QD-MIE-HĐQT	28/7/2025	Approval of amendments to the Charter on Organization and Operation of Ha Noi Mechanical Company Limited	
13	Decision No. 550/QD-MIE-HĐQT	28/7/2025	Approval of amendments to the Charter on Organization and Operation of The Vietnam National Complete Equipment	

No	Resolution/Decision	Date	Content	Approval rate
			and Technics Import - Export Corporation Limited	
14	Decision No. 551/QD-MIE-HĐQT	28/7/2025	Approval of amendments to the Charter on Organization and Operation of Quang Trung Mechanical Engineering Company Limited	
15	Decision No. 552/QD-MIE-HĐQT	28/7/2025	Approval of amendments to the Charter on Organization and Operation of MECANIMEX Products Export-Import Company Limited	
16	Decision No. 568/QD-MIE-HĐQT	05/8/2025	Appointment of a Deputy General Director of MIE.	
17	Decision No. 594/QD-MIE-HĐQT	13/8/2025	Amendment to Decision No. 916/QĐ-MIE-HĐQT dated 24 October 2024.	
18	Decision No. 708/QD-MIE-HĐQT	10/10/2025	Approval of additional income payment for Q3/2025 for full-time managers.	
19	Decision No. 741/QD-MIE-HĐQT	22/10/2025	Adjustment of the 2025 production and business plan of the Parent Company of the Corporation.	
20	Decision No. 742/QD-MIE-HĐQT	20/10/2025	Adjustment of the 2025 production and business plan of the Office of the Corporation.	
21	Decision No. 758/QD-MIE-HĐQT	23/10/2025	Approval of the organizational structure and apparatus of MIE	
22	Decision No. 759/QD-MIE-HĐQT	23/10/2025	Establishment of the General Affairs Department under the Board of Directors of the Corporation.	
23	Decision No. 760/QD-MIE-HĐQT	23/10/2025	Renaming of the Enterprise Management & Market Development Department to the Business and Market Department.	
24	Decision No. 762/QD-MIE-HĐQT	23/10/2025	Appointment of the Head of the General Affairs Department under the Board of Directors of	

No	Resolution/Decision	Date	Content	Approval rate
			the Corporation.	
25	Decision No. 770/QD-MIE-HDQT	24/10/2025	Assignment of personnel to perform duties related to corporate governance and secretariat functions for the State Capital Representative Unit and the Board of Directors of the Corporation.	
26	Decision No. 828/QD-MIE-HDQT	06/11/2025	Issuance of the Regulation on functions and duties of the General Affairs Department under the Board of Directors of MIE.	
27	Decision No. 910/QD-MIE-HDQT	28/11/2025	Concurrent appointment of a member holding the position of Deputy General Director of the Corporation (Mr. Cu Ngoc Phuong).	
28	Decision No. 946/QD-MIE-HDQT	10/12/2025	Appointment of Mr. To Hong Dan as Deputy General Director of MIE.	

III. Board of Supervisors

1. Information about members of Board of Supervisors:

The General Meeting of Shareholders approved the election results and the list of elected members of the Supervisory Board of The Machines and Industrial Equipment Corporation for the 2021–2026 term, comprising three (03) members, including one (01) full-time member serving as the Head of the Supervisory Board and two (02) part-time members, as follows:

STT	Member of the Supervisory Board	Position	The date becoming/ceasing to be the member of the Board of Supervisors		Qualification
			Date of appointment	Date of appointment	
1	Dinh Quang Hoa	Head of the Supervisory Board	21/6/2021		Bachelor of Economics
2	Le Thi Minh Huyen	Auditor in charge	21/6/2021		Bachelor of Economics
3	Nguyen Thi Khanh Ly	Auditor in charge	21/6/2021		Bachelor of Economics

2. Meetings of the Supervisory Board:

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

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

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

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

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

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

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

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

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

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

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

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

- The Supervisory Board, the Board of Directors, the General Director, and the management staff of the Corporation have maintained close coordination in the management and operation, preventing risks in the Corporation's business activities.

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

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

5. Other activities of the Board of Supervisors: None

IV. Board of Management

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

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

the Investment and Development Project Management Regulations, and other relevant provisions.

V. Chief Accountant

VI. Training courses on corporate governance:

Training courses on corporate governance were involved by members of Board of Directors, the Board of Supervisors, General Director, other managers and secretaries in accordance with regulations on corporate governance: None.

VII. The list of affiliated persons of the public company (annual report) and transactions of affiliated persons of the Company

1. The list of affiliated persons of the Company: Appendix 01 attached

2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons.

No.	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by GM of Shareholders / BoD (if any, specifying date of issue)	Content, quantity, total value of transaction	Note
1	Duyen Hai Mechanical Joint Stock Company	Related party	<ul style="list-style-type: none"> - Business Registration Number: 0200596735 - Date of Issue: February 17, 2004 - 9th Amendment Date: January 26, 2022 - Issuing Authority: Department of Planning and Investment of Hai Phong City 	No. 133, Old Road 5, Quan Toan Ward, Hong An Ward, Hai Phong City	2025	Resolution No. 34/NQ-MIE-HĐQT dated July 22, 2021	Contracts for manufacturing, supplying equipment, and buying and selling materials for MIE: Purchases: 43.225 billion VND; Sales: 19.149 billion VND	Companies with MIE's equity contribution
2	Investment Consultant and Technical Industrial Service Company	Related party	<ul style="list-style-type: none"> - Branch Operation Registration Certificate Number: 0100101379-005 - Date of Issue: May 8, 2002 - 5th Amendment Date: July 24, 2024 - Issuing Authority: Department of Planning and Investment of Hanoi City 	No. 7A, Mac Thi Buoi Street, Vinh Tuy Ward, Hanoi City	2025	Resolution No. 34/NQ-MIE-HĐQT dated July 22, 2021	Contracts for manufacturing, supplying equipment, and buying and selling materials for MIE: Purchases: 62.658 billion VND; Sales: 0.151 billion VND	Subordinate units of MIE

No.	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by GM of Shareholders / BoD (if any, specifying date of issue)	Content, quantity, total value of transaction	Note
3	Tu Son fastener manufactory	Related party	<ul style="list-style-type: none"> - Business Registration Number: 0100100671-005 - Date of Issue: April 7, 2005 - 7th Amendment Date: November 17, 2021 - Issuing Authority: Department of Planning and Investment of Tu Son City 	TS5, Tien Son Industrial Zone, Tu Son Ward, Bac Ninh Province	2025	Resolution No. 34/NQ-MIE-HĐQT dated July 22, 2021	Service supply contracts for MIE: Purchases: 25.861 billion VND	Dependent unit of Mecanimex
4	MECANIME X Products Export-Import Company Limited	Related party	<ul style="list-style-type: none"> - Business Registration Number: 0100100671 - Date of Issue: December 31, 2004 - 8th Amendment Date: December 8, 2021 - Issuing Authority: Department of Planning and Investment of Hanoi City 	No. 4, Vu Ngoc Phan Street, Lang Ward, Hanoi City	2025	Resolution No. 34/NQ-MIE-HĐQT dated July 22, 2021	Service supply contracts for MIE: Purchases: 0.141 billion; Loans provided by MIE: VND 17.0 billion.	Subsidiary of MIE
5	Hanoi Mechanical Company Limited	Related party	<ul style="list-style-type: none"> - Business Registration Number: 0100100174 - Date of Issue: October 20, 2004 - 5th Amendment Date: July 31, 2020 - Issuing Authority: Department of Planning and Investment of Hanoi City 	No. 76, Nguyen Trai Street, Thanh Xuan Ward, Hanoi City	2025	Resolution No. 34/NQ-MIE-HĐQT dated July 22, 2021	Contracts for manufacturing and supplying equipment for MIE: Purchases: 19.595 billion VND; Sales: 22.039 billion VND	Subsidiary of MIE
6	Industrial construction company	Related party	<ul style="list-style-type: none"> - Branch Operation Registration Certificate Number: 0100101379-004 - Date of Issue: July 20, 1997 - 4th Amendment Date: January 30, 2024 - Issuing Authority: Department of Planning and Investment of Hanoi City 	No. 7A, Mac Thi Buoi Street, Vinh Tuy Ward, Hanoi City	2025	Resolution No. 34/NQ-MIE-HĐQT dated July 22, 2021	Service supply contracts: Purchases: 0.051 billion VND; Sales: 3.010 billion VND	Subordinate units of MIE

No.	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by GM of Shareholders / BoD (if any, specifying date of issue)	Content, quantity, total value of transaction	Note
7	Tools Joint Stock Company No. 1	Related party	<ul style="list-style-type: none"> - Business Registration Number: 0100100791 - Date of Issue: January 7, 2004 - 8th Amendment Date: October 4, 2024 - Issuing Authority: Department of Planning and Investment of Hanoi City 	No. 108, Nguyen Trai Street, Thanh Xuan Ward, Hanoi City	2025	Resolution No. 34/NQ-MIE-HDQT dated July 22, 2021	MIE contracts with Tools Joint Stock Company No. 1 for loans: 10.412 billion VND; Loan interest payment 0.029 billion VND; Purchases: 2.67 billion VND	Companies with MIE's equity contribution
8	The Vietnam National Complete Equipment and Technics Import-Export Corporation Limited	Related party	<ul style="list-style-type: none"> - Business Registration Number: 0100108021 - Date of Issue: November 8, 2010 - 7th Amendment Date: June 13, 2024 - Issuing Authority: Department of Planning and Investment of Hanoi City 	No. 13, Dang Dung Street, Ba Dinh Ward, Hanoi City	2025	Resolution No. 34/NQ-MIE-HDQT dated July 22, 2021	Office rental service contract for MIE: Sales: 0.021 billion VND	Subsidiary of MIE

3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power:

None.

4. Transaction between the Company and other objects

4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, General Director have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting)

None.

4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, General Director and other managers as a member of Board of Director, General Director.

None.

4.3. Others transactions of the Company (if any) may bring material or non – material benefits for members of Board of Directors, members of the Board of Supervisors, Director (General Director) and other managers.

None.

VIII. Share transactions of internal persons and their affiliated persons (annual report)

1. The list of interal persons and their affiliated persons: Appendix 01 attached
2. Transactions of Affiliated persons and related persons with the Corporation's shares.

None.

IX. Other significant issue: None.

Recipients:

- BOD, SB, GD;
- Division: FAD, HR;
- Archived: VT,GAD.

ON BEHALF OF THE BOD
CHAIRMAN 



Tran Quoc Toan

Appendix 01
THE LIST OF AFFILIATED PERSONS OF THE PUBLIC CORPORATION

No	Name of organization/individual	Securities trading account	Position at the Corporation	NSH No., date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the Corporation
I Major Controlling Shareholder									
1	Ministry of Industry and Trade				No. 54, Hai Ba Trung, Hoan Kiem Ward, Ha Noi City	20/01/2017	29/12/2025		Representative of the owner (with controlling stake)
2	State Capital Investment Corporation				No. 117 Tran Duy Hung, Yen Hoa Ward, Ha Noi City	29/12/2025			Representative of the owner (with controlling stake)
II Subsidiary, Joint-stock Corporation with a controlling stake, Dependent unit									
1	Ha Noi Mechanical Corporation Limited (HAMECO)			<ul style="list-style-type: none"> - Business Registration Number: 0100100174 - Initial Registration: 20/10/2004 - Fifth Change: 31/7/2020 - Issuing Authority: Department of Planning and Investment, Ha Noi city 	No. 76, Nguyen Trai, Thanh Xuan Ward, Hanoi City	20/01/2017			The subsidiary is a Single-member limited liability Corporation

No	Name of organization/individual	Securities trading account	Position at the Corporation	NSH No., date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the Corporation
1.1	Do Hoai Nam					18/6/2021 (Chairman)			Subsidiary Manager - Chairman of the Corporation
1.2	Nguyen Ngoc Hung					28/7/2020 (CEO)			Subsidiary Manager - CEO
2	Quang Trung Mechanical Engineering Corporation Limited (QTMEC)			<ul style="list-style-type: none"> - Business Registration Number: 0100102083 - Initial Registration: 06/12/2004 - Seventh Change: 21/01/2021 - Issuing Authority: Department of Planning and Investment, Ha Noi city 	No. 360 Giai Phong, Phuong Liet Ward, Hanoi City	20/01/2017			The subsidiary is a Single-member limited liability Corporation
2.1	Tran Thi Thu Trang					01/6/2024 (Chairwoman)			Subsidiary Manager - Chairman of the Corporation
2.2	Dau Huy Ngoc Linh		Deputy CEO of the Corp			14/01/2021 (CEO)			Subsidiary Manager - CEO

No	Name of organization/individual	Securities trading account	Position at the Corporation	NSH No., date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the Corporation
3	MECANIMEX Products Export-Import Corporation Limited (MECANIMEX Co. Ltd.)			<ul style="list-style-type: none"> - Business Registration Number: 0100100671 - Initial Registration: 31/12/2004 - Eighth Change: 08/12/2021 - Issuing Authority: Department of Planning and Investment, Ha Noi city 	No. 4 Vu Ngoc Phan, Lang Ward, Hanoi City	20/01/2017			The subsidiary is a Single-member limited liability Corporation
3.1	Nguyen Thi Thanh Binh					20/01/2017 (Chairwoman and CEO)	13/5/2021 (CEO resigned)		Subsidiary Manager - Chairman of the Corporation
3.2	Trinh Minh Thanh					13/5/2021 (CEO)			Subsidiary Manager - CEO
4	The Vietnam National Complete Equipment and Technics Import-Export Corporation Limited (TECHNOIMPORT)			<ul style="list-style-type: none"> - Business Registration Number: 0100108021 - Initial Registration: 08/11/2010 - Seventh Change: 13/6/2024 - Issuing Authority: Department of Planning and Investment, Ha Noi city 	No. 13 Dang Dung, Ba Dinh Ward, Hanoi City	20/01/2017			The subsidiary is a Single-member limited liability Corporation

No	Name of organization/individual	Securities trading account	Position at the Corporation	NSH No., date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the Corporation
4.1	Dang Phi Toan					01/7/2024 (Chairman)			Subsidiary Manager - Chairman of the Corporation
4.2	Nguyen Anh Tuan					20/01/2017 (Chairman and CEO)	01/7/2024 (Chairman resigned)		Subsidiary Manager - CEO
5	Duyen Hai Mechanical Joint Stock Corporation (Duyen Hai JS Co.)			<ul style="list-style-type: none"> - Business Registration Number: 0200596735 - Initial Registration: 17/02/2004 - Ninth Change: 26/01/2022 - Issuing Authority: Department of Planning and Investment, Hai Phong city 	No. 133 Old Road 5, Hong An Ward, Hai Phong City	20/01/2017			The subsidiary is a joint-stock Corporation in which MIE owns more than 50%
5.1	Vu Trung Thuc		BoD Member; Deputy General Director			19/4/2025 (Chairman of the Board of Directors for the 2025 – 2030 term)			Subsidiary Manager - Chairman of the Corporation
5.2	Cu Ngoc Phuong		Member of the Board of Directors of the Corp			19/4/2025 (Member of the Board of Directors, CEO for the 2020-2025 term)			Subsidiary Manager - CEO

No	Name of organization/individual	Securities trading account	Position at the Corporation	NSH No., date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the Corporation
6	Tools Joint Stock Corporation No.1 (TJC)			<ul style="list-style-type: none"> - Business Registration Number: 0100100791 - Initial Registration: 07/01/2004 - Eighth Change: 04/10/2024 - Issuing Authority: Department of Planning and Investment, Ha Noi city 	108 Nguyen Trai, Thanh Xuan Ward, Hanoi City	20/01/2017			The subsidiary is a joint-stock Corporation in which MIE owns more than 50%
6.1	Pham Thanh Dong					30/9/2024 (Chairman of the Board of Directors for the 2022 – 2027 term)			Subsidiary Manager - Chairman of the Corporation
6.2	Do Duc Dung					01/6/2024 (CEO)			Subsidiary Manager - CEO
7	Investment Consultant and Technical Industrial Service Corporation)			<ul style="list-style-type: none"> - Business Registration Number: 0100101379-005 - Initial Registration: 08/5/2002 - Fifth Change: 24/7/2024 - Issuing Authority: Department of Planning and Investment, Ha Noi city 	3rd Floor, Building No. 7A Mac Thi Buoi, Vinh Tuy Ward, Hanoi City	20/01/2017			Dependent Unit

No	Name of organization/individual	Securities trading account	Position at the Corporation	NSH No., date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the Corporation
7.1	Nguyen Van Giap					11/7/2024 (Branch manager)			Manager of the Dependent Unit - Branch manager
8	Industrial Construction Corporation			<ul style="list-style-type: none"> - Business Registration Number: 0100101379-004 - Initial Registration: 20/7/1997, - Fourth change: 30/01/2024 - Issuing Authority: Department of Planning and Investment, Ha Noi city 	No. 7A Mac Thi Buoi, Vinh Tuy Ward, Hanoi City	20/01/2017			Dependent Unit
8.1	Ngo Ngoc Dien					01/1/2024 (Branch manager)			Manager of the Dependent Unit - Branch manager
9	HCM City Branch of Machine and Industrial Equipment Corporation			<ul style="list-style-type: none"> - Business Registration Number: 0100101379-003 - Initial Registration: 04/8/2006 - Fourth change: 19/7/2017 - Issuing Authority: Department of Planning and Investment, HCM city 	No. 275 Hung Vuong, Ward 5, Ho Chi Minh City	20/01/2017			Temporarily ceased operations from December 1, 2022

No	Name of organization/individual	Securities trading account	Position at the Corporation	NSH No., date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the Corporation
III	Board of Directors								
1	Tran Quoc Toan		Chairman of the Board of Directors			16/01/2017 (Chairman of the Board of Directors for the 2017-2021 term) 21/6/2021 (Chairman of the Board of Directors for the 2021-2026 term)			Affiliated person
2	Le Huy Hai		Member of the Board of Directors			15/3/2024 (Member of the Board of Directors for the 2021-2026 term)			Affiliated person
3	Vu Trung Thuc		Member of the Board of Directors			06/9/2024 (Member of the Board of Directors for the 2021-2026 term)			Affiliated person
4	Cu Ngoc Phuong		Member of the Board of Directors			16/01/2017 (Member of the Board of Directors 2017-2021) 21/6/2021			Affiliated person

No	Name of organization/individual	Securities trading account	Position at the Corporation	NSH No., date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the Corporation
						(Member of the Board of Directors for the 2021-2026 term)			
5	Hoang Minh Viet		Member of the Board of Directors			16/01/2017 (Member of the Board of Directors 2017-2021) 21/6/2021 (Member of the Board of Directors 2021-2026)	26/6/2025 (Resignation from the position of Board of Directors member)		Affiliated person
IV Executive Board									
1	Le Huy Hai		CEO			16/7/2024 (Appointed as CEO)			Affiliated person
2	Dau Huy Ngoc Linh		Deputy CEO			12/4/2017 (Appointed as Deputy CEO)			Affiliated person
3	Vu Trung Thuc		Deputy CEO			02/4/2021 (Appointed as Deputy CEO)			Affiliated person

No	Name of organization/individual	Securities trading account	Position at the Corporation	NSH No., date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the Corporation
4	Nguyen Van Giap		Deputy CEO						Manager of the Dependent Unit - Branch manager
5	To Hong Dan		Deputy CEO						
6	Cu Ngoc Phuong		Deputy CEO			16/01/2017 (Member of the Board of Directors 2017-2021) 21/6/2021 (Member of the Board of Directors for the 2021-2026 term)			Affiliated person
V	Person in charge of accounting								
1	Dao Van Thang		Head of Finance - Accounting Department			01/4/2023 (Perform the duties of an Accounting manager for the Corp)	01/3/2025 (Termination of labor contract)		Affiliated person

No	Name of organization/individual	Securities trading account	Position at the Corporation	NSH No., date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the Corporation
2	Pham Minh Duc		Deputy Head of Finance – Accounting Department			01/3/2025 (Perform the duties of an Accounting manager for the Corp)	01/07/2025 (Ceased acting as Person in Charge of Accounting of the Corporation)		Affiliated person
3	Nguyen Huu Hien		Head of Finance – Accounting Department			01/7/2025 (Perform the duties of an Accounting manager for the Corp)			
VI Supervisory Board									
1	Dinh Quang Hoa		Chairman of the Supervisory Board			16/01/2017 (Chairman of the Supervisory Board for the 2017-2021 term) 21/6/2021 (Chairman of the Supervisory Board for the 2021-2026 term)			Affiliated person

No	Name of organization/individual	Securities trading account	Position at the Corporation	NSH No., date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the Corporation
2	Le Thi Minh Huyen		Supervisor; Head of HR Department			10/6/2020 (Supervisor for the 2017-2021 term) 21/6/2021 (Supervisor for the 2021-2026 term)			Affiliated person
3	Nguyen Thi Khanh Ly		Supervisor; Deputy Head of HR Department			27/4/2018 (Supervisor for the 2017-2021 term) 21/6/2021 (Supervisor for the 2021-2026 term)			Affiliated person
VII	Secretary of the Board of Directors, in charge of corporate governance								
1	Nguyen Thi Minh Tam	014C517188	Head of General Affairs Department; Secretary of the Board of Directors, in charge of corporate governance for the Corp			01/10/2021 (Also serves as the Secretary of the BoD) 01/8/2022 (Also serves as the Head of Corp Governance and Secretary of the BoD of the Corp)			Affiliated person

Appendix 02
THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS

No	Name	Securities trading account	Position at the company	ID card No, Date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1	Tran Quoc Toan		Chairman of the Board of Directors			<ul style="list-style-type: none"> - Representative of the state-owned capital at MIE, number of representative shares: 63,987,198 - Number of shares held by the individual: 9,600 	<ul style="list-style-type: none"> - Representative of the state-owned capital at MIE, ownership percentage: 45% - Number of shares held by the individual: 0.00676% 	Affiliated person
1.1	Tran Quan Vinh							Father (deceased)
1.2	Do Thi Luc							Mother (deceased)
1.3	Pham Duc Rieu							Father-in - law
1.4	Tran Thi Loan							Mother-in - law (deceased)
1.5	Pham Thi Hue							Wife
1.6	Tran Hue Chi							Biological child

1.7	Tran Chi Mai							Biological child
1.8	Tran Minh Tuan							Older brother
1.9	Doan Thi Nhun							Sister-in-law
1.10	Tran Van An							Older brother
1.11	Pham Thi Dung							Sister-in-law
1.12	Tran Xuan Do							Brother
1.13	Doan Thi Noan							Sister-in-law
1.14	Tran Thi Vui							Sister
1.15	Pham Tuan Anh							Brother-in-law
2	Le Huy Hai		BoD Member, General Director of MIE			- Representative of the state capital at the Corporation, number of shares represented: 28,094,890.	- Representative of the state capital at the Corporation, represented ownership ratio: 19.785%.	Affiliated person
2.1	Le Van Nghia							Father
2.2	Vu Thi Dien							Mother
2.3	Pham Ngoc Tai							Father-in-law (Deceased)

2.4	Vu Thi Kim Lien							Mother-in-law
2.5	Pham Thi Ngoc Lan							Wife
2.6	Le Pham Tung Lam							Biological children
2.7	Le Pham Anh Minh							Biological children
2.8	Le Huy Hung							Brother
2.9	Bui Thi Thanh Thuy							Sister-in-law
2.10	Le Duy Hoang							Siblings
2.11	Ngo Thi Hoa							Sister-in-law
3	Vu Trung Thuc		Member of the Board of Directors; Deputy General Director			- Representative of the state capital at MIE, number of shares represented: 21,207,702 - Number of shares held by the individual: 1,300	- Representative of state capital at MIE, represented ownership ratio: 15% - Number of shares held by the individual: 0,00092%	Affiliated person
3.1	Vu Kien Thiet							Father
3.2	Pham Thi Loat							Mother
3.3	Nguyen Quoc Hoi							Father-in-law (deceased)

3.4	Vu Thi Quang							Mother-in-law
3.5	Nguyen Thi Thu Loan							Wife
3.6	Vu Anh Thai							Biological children
3.7	Vu Thai Duong							Biological children
3.8	Vu Duc Trung							Younger brother
3.9	Pham Thi Mai							Sister-in-law
3.10	Vu Duc Hieu							Younger brother
3.11	Vu Thi Thuy Hang							Sister-in-law
3.12	Duyen Hai Mechanical Joint Stock Company			<ul style="list-style-type: none"> - Business registration number: 0200596735 - 9th time Amendment: 26/01/2022 - Issuing Authority: Department of Planning and Investment of Hai Phong City 	No. 133 Old 5 Street, Hong An Ward, Hai Phong City			Mr. Vu Trung Thuc is the Chairman of the Board of Directors of the Company

4	Cu Ngoc Phuong		Member of the Board of Directors					Affiliated person
4.1	Cu Quoc So							Father
4.2	Bui Thi Nu							Mother (deceased)
4.3	Pham Huy Vu							Father-in-law (deceased)
4.4	Nguyen Thi Tiem							Mother-in-law
4.5	Pham Thi Bich Doan							Wife
4.6	Cu Ngoc Thanh							Biological children
4.7	Pham Hoang Nam							Son-in-law
4.8	Cu Thanh Thuy							Biological children
4.9	Cu Ngoc Nam							Younger brother
4.10	Hoang Thi Hang							Sister-in-law
4.11	Cu Thi Bac							Sister
4.12	Cu Ngoc Dung							Younger brother
4.13	Le Thi Kim Thanh							Sister-in-law

4.14	Duyen Hai Mechanical Joint Stock Company			<ul style="list-style-type: none"> - Business registration number: 0200596735 - 9th Amendment: 26/01/2022 - Issuing Authority: Department of Planning and Investment of Hai Phong City 	No. 133 Old 5th Street, Hong An Ward, Hai Phong City			Mr. Cu Ngoc Phuong is a Member of the Board of Directors, General Director of the Company
5	Dau Huy Ngoc Linh		Deputy General Director			<ul style="list-style-type: none"> - Number of individual shares: 1,000 - Number of Individual Shares: 0.00070% 	Affiliated person	
5.1	Dau Huy Loc							Father
5.2	Ho Thi Luong							Mother (deceased)
5.3	Tran Minh Tuan							Father-in-law
5.4	Doan Thi Nhung							Mother-in-law
5.5	Tran Thi Anh Tuyet					<ul style="list-style-type: none"> Number of Individual Shares: 100 Number of Individual Shares: 0.00007% 	Wife	
5.6	Dau Huy Hoang							Biological children
5.7	Dau Tuyet Anh							Biological children
5.8	Dau Huy Luat							Brother
5.9	Tran Thi Hien							Sister-in-law

5.10	Dau Huy Ngoc Luu							Younger brother
5.11	Nguyen Thi Mai							Sister-in-law
5.12	Company One Member Limited Quang Trung Mechanical			<ul style="list-style-type: none"> - Business Registration Number: 0100102083 - Initial registration: 06/12/2004 - 7th Amendment: 21/01/2021 - Issuing Authority: Department of Planning and Investment, Hanoi City 	No. 360 Giai Phong, Phuong Liet Ward, Hanoi City			Mr. Dau Huy Ngoc Linh is the General Director of the Company
6	Nguyen Van Giap		Deputy General Director					Affiliated person
6.1	Nguyen Thai Hoc							Father
6.2	Ly Thi Oanh							Mother (deceased)
6.3	Nguyen Van Hinh							Father-in-law
6.4	Nguyen Thi Kim							Mother-in-law
6.5	Nguyen Thi Hang							Wife
6.6	Nguyen Ngoc Phuong Thao							Biological children

6.7	Nguyen Minh Quan							Biological children
6.8	Nguyen Thi Hieu							Sister
6.9	Nguyen Quang Huynh							Brother-in-law
6.10	Nguyen Van Tam							Brother
6.11	Nguyen Thi Luu							Sister-in-law
6.12	Nguyen Van Dung							Brother
6.13	Nguyen Thi Hang							Sister-in-law
6.12	Investment Consultant and Technical Industrial Service Company)			<ul style="list-style-type: none"> - Business Registration Number: 0100101379-005 - Date of issue: 08/5/2002 - Fifth Change: 24/7/2024 - Issuing Authority: Department of Planning and Investment, Ha Noi city 	6th Floor, Building No. 7A Mac Thi Buoi, Vinh Tuy Ward, Hanoi City			Head of Dependent Unit – Branch Director
7	To Hong Dan		Deputy General Director					Affiliated person
7.1	To Ngoc Toan							Father

7.2	Luu Thi Phong							Mother
7.3	Dang Thanh The							Father in law
7.4	Do Thi Tuyen							Mother in law
7.5	Dang Kim Thanh							Wife
7.6	To Thuc Anh							Biological children
7.7	To Duc Anh							Biological children
7.8	To Thi Thanh Loan							Younger sister
7.9	Nguyen Qui Duong							Brother-in-law
7.10	Dang Tien Dung							Brother-in-law
7.11	INTERNATIONAL ENERGY TECHNICAL SERVICES JSC (IETS .,JSC)			<ul style="list-style-type: none"> - Enterprise Registration No.: 0108303105 - Third issuance dated: 12/8/2025 - Issued by: Hanoi Department of Finance 	BT4.4, Tay Mo Western Urban Functional Area, Huu Hung Street, Tay Mo Ward, Hanoi City			Company in which Mr. To Hong Dan has capital contribution and serves as Chairman of the BoD

9	Le Thi Minh Huyen		Member of the Supervisory Board; Head of the Organization and Human Resources Department					Affiliated person
9.1	Le Hong Quang							Father (deceased)
9.2	Bui Thi Khue							Mother
9.3	Nghiem Xuan Bach							Father-in - law (deceased)
9.4	Vu Thi Loi							Mother-in- law
9.5	Nghiem Xuan Giang							Husband
9.6	Nghiem Xuan Duong							Biological children
9.7	Nghiem Gia Khanh							Biological children
9.8	Le Thi Thu Hang							Older sister
9.9	Nguyen Truong Mai							Brother-in- law
9.10	Le Hong Viet							Younger brother
9.11	Tran Thi Nhun							Sister-in- law

11	Nguyen Huu Hien		Head of Finance and Accounting Department; Acting Chief Accountant of the Corporation			500	0,000352	Affiliated person
11.1	Nguyen Huu Minh							Father
11.2	Nguyen Thi Oanh							Mother
11.3	Nguyen Van Vinh							Father-in - law (deceased)
11.4	Nguyen Thi Loi							Mother-in- law
11.5	Nguyen Thi Thu Huong							Wife
11.6	Nguyen Ha Linh							Biological children
11.7	Nguyen Diep Chi							Biological children
11.8	Nguyen Huu An Huy							Biological children
11.9	Nguyen Thi Ngoc Anh							Older sister
11.10	Pham Trong Hieu							Brother-in- law
11.11	Nguyen Quang Viet							Brother
11.12	Bui Thi Kim Quy							Sister-in- law

12	Nguyen Thi Minh Tam	014C5171 88	Head of the Gerenal Affairs Department; Secretary of BoD, Person in charge of governance at MIE.					Affiliated person
12.1	Nguyen Nhat Viet							Father
12.2	Tran Thi Thuoc							Mother
12.3	Nguyen The Thuong							Father-in - law
12.4	Pham Thi Ngan							Mother-in- law
12.5	Nguyen The Hung	014C5002 89						Husband
12.6	Nguyen The Duc							Biological children
12.7	Nguyen The Phuc							Biological children
12.8	Nguyen Nhat Tuan							Older brother
12.9	Phan Van Anh							Sister-in- law
12.10	Nguyen Nhat Tung							Younger brother
12.11	Nguyen Minh Nguyet							Sister-in- law
12.12	Nguyen Nhat Hai							Younger brother
12.13	Vu Mai Anh							Sister-in- law