

Hanoi, June...2, 2026

PROPOSAL

**Re: Approval of the 2025 actual salary and remuneration and
the 2026 planned salary and remuneration of the Board of Directors
and Supervisory Board of Vietnam Machinery Installation Corporation - JSC**

To: The 2026 Annual General Meeting of Shareholders
Vietnam Machinery Installation Corporation - JSC

Pursuant to the Law on State Capital Management and Investment in Enterprises No. 68/2025/QH15 dated 14 June 2025;

Pursuant to the Decree No. 44/2025/ND-CP dated 28 February 2025 on the management of labour, wages, remuneration, and bonuses in State-owned enterprises; and the Charter of Organization and Operation of Vietnam Machinery Installation Corporation - JSC;

Pursuant to Decree No. 248/ND-CP dated 15 September 2025 of the Government prescribing the salary, remuneration, and bonus regime applicable to direct State capital owner representatives, State capital representatives, and Supervisory Board members in State-owned enterprises;

Pursuant to Resolution No. 222/NQ-DHDCCD dated 27 June 2025 of the 2025 Annual General Meeting of Shareholders of Vietnam Machinery Installation Corporation - JSC;

Pursuant to the Regulations on Salary, Remuneration, and Bonus applicable to Enterprise Managers and Supervisory Board Members of Vietnam Machinery Installation Corporation - JSC;

Pursuant to the 2025 business results and the 2026 business plan of Vietnam Machinery Installation Corporation - JSC.

The Board of Directors of Vietnam Machinery Installation Corporation - JSC respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval of the 2025 actual salary and remuneration and the 2026 planned salary and remuneration of the Board of Directors and the Supervisory Board of the Corporation, as follows:

1. The 2025 actual salary and remuneration of the Board of Directors and the Supervisory Board of Vietnam Machinery Installation Corporation - JSC:

1	Members of the Board of Directors	2	11.00	12	264.00
2	Members of the Supervisory Board	2	9.00	12	216.00
	Total				4,848.00

3. It is proposed that the Annual General Meeting of Shareholders authorize the Board of Directors of the Corporation to approve the salary payment for management positions of the Corporation in accordance with applicable laws.

4. In the event of any change in the number of members of the Board of Directors or Supervisory Board, the salary and remuneration fund shall be adjusted accordingly. The settlement of the actual salary fund for 2026 shall be carried out in accordance with the Corporation's business performance and applicable regulations.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Recipients:

- As above;
- Members of BOD;
- General Director;
- Supervisory Board;
- Archived: BOD Support team, HR Dept.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

Bui Duc Kien