

Số: **489** /TB-MIE-TCNS

Ha Noi, June 26th 2026

NOTICE OF CHANGE IN PERSONNEL

To:

- State Capital Investment Corporation (SCIC);
- State Securities Commission of Viet Nam;
- Hanoi Stock Exchange;
- Ministry of Finance's Corporate Information Portal.

Pursuant to Resolution No 485/NQ-ĐHĐCĐTN2026 dated 26 June 2026 of the 2026 Annual General Meeting of Shareholders and the 2026–2031 term of The Machines and Industrial Equipment Corporation ("MIE");

Pursuant to Resolution No 30/NQ-MIE-HĐQT dated 26 June 2026 of the Board of Directors of MIE regarding the election of the Chairman of the Board of Directors for the 2026–2031 term;

Pursuant to Decision No 488/QĐ-MIE-HĐQT dated 26 June 2026 of the Board of Directors of MIE regarding the appointment of the General Director of MIE for the 2026–2031 term;

Pursuant to Minutes No 01/BB-MIE-BKS dated 26 June 2026 of the Supervisory Board regarding the election of the Head of the Supervisory Board of MIE for the 2026–2031 term.

We hereby respectfully announce the changes in the personnel of the Board of Directors and the Supervisory Board of MIE for the 2026–2031 term as follows:

A. Election/Appointment:

I. Board of Directors for the 2026–2031 Term

The 2026 Annual General Meeting of Shareholders and the 2026–2031 term has elected the Board of Directors for the 2026–2031 term as follows:

1. Mr. Le Huy Hai

- Position prior to election: Member of the Board of Directors of MIE, General Director of MIE

- Position elected to: Member of the Board of Directors of MIE; Chairman of the Board of Directors of MIE

- Term of office: 2026–2031

- Effective date: 26 June 2026

2. Mr. Vu Trung Thuc



- Position prior to election: Member of the Board of Directors of MIE, Deputy General Director of MIE

- Position elected to: Member of the Board of Directors of MIE; General Director of MIE

- Term of office: 2026–2031;

- Effective date: 26 June 2026.

3. Ms. Pham Thi Mai Huong

- Position prior to election: None

- Position elected to: Member of the Board of Directors of MIE;

- Term of office: 2026–2031;

- Effective date: 26 June 2026.

II. Supervisory Board for the 2026–2031 Term

The 2026 Annual General Meeting of Shareholders and the 2026–2031 term has elected the Supervisory Board for the 2026–2031 term as follows:

1. Ms. Le Thi Minh Huyen

- Position prior to election: Part-time Supervisor

- Position elected to: Member of the Supervisory Board of MIE; Head of the Supervisory Board of MIE.

- Term of office: 2026–2031.

- Effective date: 26 June 2026.

2. Mr. Pham Minh Duc

- Position prior to election: Deputy Head of Finance and Accounting Department of MIE.

- Position elected to: Member of the Supervisory Board of MIE.

- Term of office: 2026–2031.

- Effective date: 26 June 2026.

3. Ms. Phan Thi Le Quynh

- Position prior to election: None.

- Position elected to: Member of the Supervisory Board of MIE.

- Term of office: 2026–2031.

- Effective date: 26 June 2026

B. Dismissal

1. Mr. Le Huy Hai

- Position relinquished: General Director;

- Reason: Elected as Chairman of the Board of Directors of MIE for the 2026–2031 term;

- Effective date: 26 June 2026.

*** Attached documents:**

- Resolution No. 484/NQ-AGM2026 dated 26 June 2026 of the 2026 Annual General Meeting of Shareholders and the 2026–2031 term of MIE;

- Resolution No. 30/NQ-MIE-BOD dated 26 June 2026 of the Board of Directors regarding the election of the Chairman of the Board of Directors of MIE for the 2026–2031 term;

- Decision No. 488/QD-MIE-BOD dated 26 June 2026 of the Board of Directors regarding the appointment of the General Director of MIE for the 2026–2031 term;

- Minutes No. 01/BB-MIE-SB dated 26 June 2026 of the Supervisory Board regarding the election of the Head of the Supervisory Board of MIE for the 2026–2031 term;

- Information Declaration and List of Related Persons of the Declarant;

- List of Internal Persons and Their Related Persons;

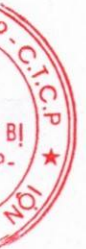
- Form No. 02 - Information of the Elected/Appointed Person and Related Persons;

- Form No. 03 - Information of the Person Proposed for Dismissal.

On behalf of the Corporation

Legal Representative/

Authorized Person for Information Disclosure



(Signed on the Vietnamese version)

Vu Trung Thuc