



**VIETNAM MACHINE
INVESTMENT DEVELOPMENT
JOINT STOCK COMPANY**

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No.: 04/2025/TTr-HDQT-VIMID

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

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Hanoi, April 19, 2025

PROPOSAL

(Re: Payment of remuneration to the Board of Directors in 2024 and Remuneration Payment Plan for the Board of Directors in 2025)

To: ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Articles of Association of Vietnam Machine Investment Development Joint Stock Company;
- Production and business results in 2024 of Vietnam Machine Investment Development Joint Stock Company;

The Board of Directors herein reports on the payment of remuneration to the Board of Directors in 2024 and the remuneration payment plan for the Board of Directors in 2025 and submits it to the Annual General Meeting of Shareholders for approval, specifically as follows:

1. Report on remuneration payment to the Board of Directors in 2024

The Board of Directors has received a fixed monthly remuneration in 2024; the details of remuneration are presented in the table below:

No.	Position	Quantity	Monthly remuneration (VND/month)	Total remuneration in 2024 (VND)
I	Board of Directors	5	35,000,000	420,000,000
1	BOD Chairperson	1	10,000,000	120,000,000
2	BOD Member cum Director	1	10,000,000	120,000,000
3	BOD Member	3	5,000,000	180,000,000
II	Corporate governance officer	1	3,000,000	36,000,000
	Total		38,000,000	456,000,000

2. Remuneration plan in 2025:

2.1. In case the company completes the planned profit indicator, the remuneration for members of the Board of Directors and corporate governance officers will be as follows:

No.	Position	Quantity	Monthly remuneration (VND/month)	Total remuneration in 2025 (VND)
I	Board of Directors	5	55,000,000	660,000,000
1	BOD Chairperson	1	15,000,000	180,000,000
2	BOD Vice Chairperson	1	15,000,000	180,000,000
3	BOD Members	2	10,000,000	240,000,000
4	Independent Member of BOD	1	5,000,000	60,000,000
II	Person in charge of corporate governance	1	5,000,000	60,000,000
	Total		60,000,000	720,000,000

2.2. In case the company achieves profit results exceeding the business plan in 2025, the Board of Directors will submit to the General Meeting of Shareholders for approval of the bonus to the members of the Board of Directors and the corporate governance officers at the Annual General Meeting of Shareholders in 2026.

2.3. In case the company's profit results in 2025 fail to meet the plan, the Board of Directors may adjust the actual monthly remuneration paid to the members of the Board of Directors and the Person in charge of Corporate Governance but shall not less than 80% of the planned remuneration.

We respectfully submit the above to the General Meeting of Shareholders for review and approval./.

Recipients:

- Annual General Meeting of Shareholder in 2025;
- BOD, BOM;
- Filing: Archived.

**ON BEHALF OF BOARD OF
DIRECTORS
CHAIRPERSON**

Nguyen Thi Thu Huyen