

PROPOSAL

**Approval of the remuneration and salary payments for 2024 and the plan
for 2025 for the Board of Directors and the Board of Supervisors of
Vietnam Machinery Installation Corporation - JSC**

To: The 2025 Annual General Meeting of Shareholders
Vietnam Machinery Installation Corporation - JSC

Pursuant to Decree No. 53/2016/ND-CP dated June 13, 2016 of the Government regulating labor, wages, remuneration, and bonuses for companies with shares and capital contributions dominated by the State; Circular No. 28/2016/TT-BLDTBXH dated September 1, 2016 of the Ministry of Labour, Invalids and Social Affairs guiding the implementation of regulations on labor, wages, remuneration, and bonuses for companies with shares and capital contributions dominated by the State; Decree No. 44/2025/ND-CP dated February 28, 2025 of the Government on management of labor, wages, remuneration, and bonuses in state-owned enterprises; Circular No. 003/2025/TT-BNV dated April 28, 2025 of the Ministry of Home Affairs guiding the implementation of management of labor, wages, remuneration, and bonuses in state-owned enterprises;

Pursuant to Resolution No. 183/NQ-DHDCD dated June 28, 2024 of the 2024 Annual General Meeting of Shareholders of Vietnam Machinery Installation Corporation - JSC;

Based on the Production and business plan for 2025 of Vietnam Machinery Installation Corporation - JSC,

The Board of Directors of Vietnam Machinery Installation Corporation - JSC respectfully submits to the 2025 Annual General Meeting of Shareholders for consideration and approval of the salary and remuneration payment level for 2024 and the 2025 plan of the Board of Directors and the Board of Supervisors of the Corporation as follows:

1. Remuneration and salary payments for 2024 for the Board of Directors and the Board of Supervisors of Vietnam Machinery Installation Corporation - JSC:

Unit: Million VND

No.	Content	Number	Salary/ remuneration	Number of months	Total amount
I	Salary for Board of Directors and Board of Supervisors (Full-time)				1,588.80
1	Chairman of the Board	1	54.20	12	650.40
2	Member of Board of Directors	1	40.30	12	483.60

No.	Content	Number	Salary/ remuneration	Number of months	Total amount
3	Head of Board of Supervisors	1	37.90	12	454.80
II	Remuneration for the Board of Directors and the Board of Supervisors (Concurrent)				351.00
1	Member of Board of Directors	1	7.00	12	84.00
2	Member of Board of Directors	1	7.00	9	63.00
3	Member of Board of Directors	2	7.00	6	84.00
4	Member of Board of Supervisors	2	5.00	12	120.00
	Total				1,939.80

2. Remuneration and salary payments plan for 2025 for the Board of Directors and the Board of Supervisors of Vietnam Machinery Installation Corporation - JSC:

Unit: Million VND

TT	Content	Number	Salary and remuneration	Number of months	Total amount
I	Salary for the Board of Directors and the Board of Supervisors (Full-time)				2,118.00
1	Chairman of the Board	1	58.00	12	696.00
2	Member of Board of Directors	1	47.00	12	564.00
3	Member of Board of Directors	1	47.00	6	282.00
4	Head of Board of Supervisors	1	48.00	12	576.00
II	Remuneration for the Board of Directors and the Board of Supervisors (Concurrent)				486.00
1	Member of Board of Directors	2	9.00	12	216.00
2	Member of Board of Directors	1	9.00	6	54.00
3	Member of Board of Supervisors	2	9.00	12	216.00
	Total				2,604.00

3. We propose that the General Meeting of Shareholders authorize the Board of Directors of the Corporation to approve the payment of salaries to the Corporation's management positions in accordance with the provisions of law.

4. If there is a change in the number of members of the Board of Directors and the Board of Supervisors, the salary and remuneration fund will be changed accordingly. The settlement of the salary fund for 2025 will be carried out in accordance with the production and business results of the Corporation and current regulations.

We respectfully submit to the General Meeting of Shareholders for consideration and approval.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Recipient:

- As above;
- Board of Directors;
- Board of Supervisors;
- Archived: HR Dept., BOD.



Bui Duc Kien