

## AMENDMENTS TO THE CHARTER ON THE ORGANIZATION AND OPERATION OF MIE (Third Amendment)

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter on the Organization and Operation of the Machines and Industrial Equipment Corporation – JSC (MIE);
- Pursuant to Resolution No. 445/NQ-DHDCDTN2025 dated June 26, 2025 of the 2025 Annual General Meeting of Shareholders of MIE.

### Article 1. Amendments to the Charter on the Organization and Operation of MIE

Point 1, Clause 1, Article 33 is amended as follows:


1. Approval of the appointment, dismissal, removal from office, rotation, retirement, and salary/remuneration for the Chairman, General Director, and Controller at subsidiaries that are single-member limited liability companies wholly owned by MIE, based on the proposal of the General Director of MIE;

### Article 2. Implementation and Effectiveness

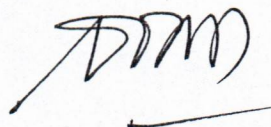
1. This amendment forms an integral part of the Charter on the Organization and Operation of MIE dated June 21, 2021, together with the first amendment dated November 7, 2022, and the second amendment dated June 23, 2023.

2. All other articles and provisions of the Charter on the Organization and Operation of MIE shall remain in full force and effect.

3. The third amendment to the Charter on the Organization and Operation of MIE was approved by the 2025 Annual General Meeting of Shareholders and shall take effect as of June 26, 2025.

This amendment is executed in 10 copies, each having equal legal validity, which shall be submitted to the competent authorities and archived at the relevant departments of The Machines and Industrial Equipment Corporation - JSC. 

**ON BEHALF OF  
THE BOARD OF DIRECTORS  
CHAIRMAN**



**Tran Quoc Toan**

**LEGAL REPRESENTATIVE  
GENERAL DIRECTOR**



**Le Huy Hai**