



**AGENDA OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
DONG ANH ELECTRICAL EQUIPMENT CORPORATION**

Time of the Meeting: From 08:30 AM, Saturday, April 18, 2026

Venue: Meeting Room of the Corporation

Address: No. 189 Lam Tien Street, Thu Lam Commune, Hanoi City

No.	Agenda	Time
I	REGISTRATION AND DOCUMENT COLLECTION PROCEDURES	08h30 - 09h00
1	Reception of Delegates and Shareholders	
2	Verification of eligibility and preparation of the list of attending Shareholders	
II	MEETING AGENDA	
1	Opening Ceremony, Report on Shareholder Eligibility Verification, Introduction of the Chairperson, Secretariat, and Vote Counting Committee	09h00 - 09h40
-	Opening remarks, statement of purpose, and introduction of delegates	
-	Report on the verification of Shareholder eligibility	
-	Introduction of the Chairperson of the Meeting	
-	Introduction of the Meeting Secretary	
-	Introduction and approval of the Vote Counting Committee	
-	Approval of the Meeting Agenda	
-	Approval of the Meeting Regulations	
2	Presentation of Reports	09h40 - 10h00
-	Report of the General Director	
-	Report of the Board of Directors	
-	Report of the Supervisory Board	
3	Presentation of Proposals	10h00 - 10h35
-	Proposal for Approval of the Audited Financial Statements for the Year 2025	
-	Proposal on the Profit Distribution Plan for the Year 2025	
-	Proposal on the Key Business Targets for the Year 2026	
-	Proposal on the Selection of the Auditing Firm for the 2026 Financial Statements	
-	Proposal on the approval of contracts and transactions with related parties	
-	Proposal on the approval of share issuance to increase equity capital from owner's equity	
4	Discussion on the Contents of the Reports and Proposals	10h35 - 10h45
5	Voting on the Approval of the Reports and Proposals	10h45 - 10h55
6	Election of Members of the Supervisory Board for the 2026–2031 Term	10h55 - 11h15
-	Approval of the List of Candidates	
-	Approval of the Election Regulations for Members of the Supervisory Board for the 2026–2031 Term	
-	Election of Members of the Supervisory Board for the 2026–2031 Term	
7	Intermission	11h15 - 11h25
8	The Vote Counting Committee announces the Minutes of Voting on the Meeting's Resolutions	11h25 - 11h35
9	Approval of the Minutes and the Resolution of the General Meeting	11h35 - 11h45
10	Closing remarks	11h45 - 11h50

**Organizing
Committee**

**DONG ANH ELECTRICAL
EQUIPMENT CORPORATION
– JOINT STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

WORKING REGULATIONS

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS DONG ANH ELECTRICAL EQUIPMENT CORPORATION – JSC

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and other amendments and supplements;

Pursuant to the Charter of Dong Anh Electrical Equipment Corporation – Joint Stock Company.

The Chairperson of the General Meeting hereby submits for approval the Working Regulations of the 2026 Annual General Meeting of Shareholders as follows:

I. GENERAL PROVISIONS

1. Scope and Subjects of Application

- These Regulations apply to the 2026 Annual General Meeting of Shareholders of Dong Anh Electrical Equipment Corporation – JSC.
- These Regulations stipulate the principles of conduct, meeting order, participation requirements, conditions for holding the meeting, rights and obligations of shareholders and their representatives, the organizing bodies of the meeting, and methods of voting and adoption of resolutions.

2. Working Principles

- Transparency, fairness, and democracy.
- Protection of the lawful rights and interests of shareholders.
- Compliance with the law, the Company's Charter, and these Regulations.

3. Meeting Order

- Participants must be seated properly and follow the guidance of the Organizing Committee when entering/exiting the meeting hall.
- Smoking is strictly prohibited in the meeting room.
- Mobile phones must be turned off or set to silent mode. If necessary, phone calls must be taken outside.
- Filming, photographing, and recording are prohibited without prior approval of the Organizing Committee.
- No information may be transmitted externally in any form until the meeting concludes.

II. RIGHTS AND RESPONSIBILITIES OF SHAREHOLDERS, REPRESENTATIVES, AND MEETING ORGANIZERS

1. Responsibilities of the Chairperson

The Chairperson is responsible for presiding over the General Meeting. Duties and powers include:

- ✓ Leading the meeting in accordance with the agenda and these Regulations;
- ✓ Operating on principles of centralization, democracy, and majority voting;
- ✓ Guiding shareholders during discussions and voting;
- ✓ Resolving arising issues during the meeting;
- ✓ Performing other duties in accordance with the Company's Charter.

2. Responsibilities of the Secretariat

The Secretariat, under the direction of the Chairperson, supports the meeting. Duties include:

- ✓ Recording accurately and completely the proceedings and resolutions of the Meeting;
- ✓ Summarizing and verifying voting results, reporting them to the Chairperson;
- ✓ Drafting the Minutes and Resolutions of the Meeting.

3. Responsibilities of the Vote Counting Committee

Supporting the Organizing Committee and the Chairperson. Duties include:

- ✓ Monitoring and documenting the results of all votes;
- ✓ Counting ballots, preparing the vote counting report, and publicly announcing results during the Meeting.

4. Rights and Obligations of Shareholders / Authorized Representatives (hereinafter referred to as "Shareholders")

a. Rights

- Receive a Voting Card, Election Ballot, and Meeting Materials.
- Discuss and vote on all matters within the scope of the Meeting agenda.

b. Obligations

- Comply with these Regulations;
- When speaking, follow the instructions of the Chairperson. Remarks should be concise, focused, and relevant to the approved agenda.
- Complete and submit the Election Ballot to the Vote Counting Committee
- Comply with the guidance of the Chairperson and the Organizing Committee, and refrain from causing disruptions or disorder.

III. VOTING PROCEDURES

1. Voting on Matters at the Meeting

All voting matters at the 2026 Annual General Meeting shall be conducted by raising the Voting Card.

2. Voting Method

- Each shareholder/authorized representative will receive one (01) Voting Card. The pink card states the full name, ID/passport number, number of shares owned/represented, meeting code, and bears the Company's official seal.
- For each resolution, the shareholder shall raise the Voting Card once to express: "In Favor", "Against", or "Abstain".
- Raising the card more than once for a single issue is considered invalid.
- Failure to raise the card in all three voting rounds is deemed as "no opinion".
- The Vote Counting Committee shall record and report the results during the Meeting.

3. Election of Members to the Supervisory Board

The election of members to the Board of Directors for the 2026–2030 term shall be conducted in accordance with the Election Regulations.

IV. OTHER PROVISIONS

1. The Chairperson is responsible for responding or assigning responses to shareholder questions. Issues that have been voted on shall not be reopened for discussion.
2. During the General Meeting, shareholders must follow the instructions of the Organizing Committee when entering/leaving the Meeting Hall. Shareholders leaving before the meeting concludes shall have their shares excluded from the total voting shares from the time of departure.
3. Complaints regarding vote counting results must be made during the Meeting.
4. The Chairperson, Secretariat, Vote Counting Committee, and all shareholders must strictly comply with these Regulations.

These Regulations shall take effect immediately upon adoption by the General Meeting and shall remain in effect for the duration of the 2026 Annual General Meeting of Shareholders.

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



Nguyễn Đình Phước

**DONG ANH ELECTRICAL
EQUIPMENT CORPORATION**
– **JOINT STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, 27 March 2026

**REPORT OF THE GENERAL DIRECTOR ON BUSINESS
PERFORMANCE IN 2025 AND BUSINESS PLAN FOR 2026**
(Presented at the 2026 Annual General Meeting of Shareholders)

PART I
BUSINESS PERFORMANCE IN 2025

I. Assessment of the 2025 Business Environment

In 2025, the global situation continued to face significant uncertainties, with ongoing economic and geopolitical conflicts. Domestically, natural disasters, storms, and floods remained complex and caused substantial damage, adversely affecting people's livelihoods.

Vietnam's economy continued its recovery trend, with GDP growth and the macroeconomic environment showing more positive developments compared to 2024. Public investment, particularly in ultra-high voltage 500 kV power transmission systems, was accelerated, thereby increasing demand for power infrastructure investment.

Power Development Plan VIII continued to be revised and supplemented, and certain legal bottlenecks were addressed, enabling some power generation and grid projects to accelerate their implementation. However, challenges remained in financing, project approvals, site clearance, and capital allocation, with many projects concentrated toward the end of the year.

The electrical equipment market remained highly competitive, with high prices of materials and input costs, extended delivery timelines, and fluctuations in interest rates, USD exchange rates, and other related costs, all of which significantly impacted EEMC's production and business operations.

II. Business Performance Results in 2025

1. Key Business Performance Indicators of the Parent Company

Unit: VND billion

TT	Indicator	Year 2025			% Achievement vs. 2024
		Plan	Achievance	% Achievement vs. Plan	
1	Total Revenue	2.362	2.631,10	111,39%	127,3%

TT	Indicator	Year 2025			% Achievement vs. 2024
		Plan	Achievance	% Achievement vs. Plan	
2	Profit After Tax	158	221,15	139,97%	155,17%
3	Propóed Cash Dividend Payment (%)	20			

(Figures based on the Audited Separate Financial Statements for the Fiscal Year 2025)

2. Operational Review

2.1. Achievements

In business operations:

The Corporation continued to maintain its growth momentum, with both revenue and profit targets exceeding the planned levels. All subsidiaries and affiliated units successfully fulfilled their assigned tasks. In 2025, the Corporation continued to enhance product promotion and trade facilitation activities through more diversified approaches. Despite intensifying market competition, EEMC has maintained its market share in the supply of 110 kV transformers and further increased its market share in 220 kV transformers.

In addition, EEMC successfully energized and commissioned the first 500 kV transformer unit (3x300 MVA) at the Hoa Binh 500 kV substation; and energized a 70 MVA – 132/33 kV transformer exported for the first time to Australia at the Clement Bess substation. These achievements have enhanced EEMC's reputation and affirmed its technical capabilities in both domestic and international markets.

In terms of marketing, in addition to strengthening communication activities and expanding the domestic customer base, EEMC has proactively developed plans and sought partners and clients to further export transformers to potential markets such as the Philippines and Japan, etc.

In research and development, investment, and technological innovation:

In 2025, EEMC successfully completed and accepted a national-level science and technology project titled “Finalization of Design and Manufacturing Technology for 500 kV – 3x300 MVA Power Transformer Units”, which was highly evaluated by the Ministry of Science and Technology and has been installed and put into operation at the Hoa Binh 500 kV substation. At the same time, the Corporation continued to implement a national-level science and

technology task with the aim of expanding its portfolio of high-technology products.

To meet the requirements of its production and business operations, the Corporation carried out investments to expand its mechanical workshops; upgrade five-bay workshops and warehouses; and procure and install next-generation automatic silicon steel cutting machines, along with automatic oil filtration and filling systems for power transformers. These investments are expected to be put into operation in the near future, contributing to improved productivity and product quality.

In addition, initiatives for improvement, material and energy savings were actively implemented in 2025. The 5S program was widely implemented from the beginning of 2025 and has been consistently maintained, contributing to waste reduction, improved discipline, enhanced productivity, product quality, and operational safety, thereby laying a foundation for the adoption of advanced management practices in the coming period.

In human resources and organizational management:

The organizational structure continued to be streamlined and optimized toward greater efficiency, with clearly defined functions and improved coordination. At the corporate office level, the Business Department and the Planning Department were merged; the Technology Department was dissolved, and the Quality Management Department was established. Certain functions related to construction investment and technology equipment management were reassigned to the Technical Department and the Business Department. The current organizational structure comprises five functional departments, two factories, and one workshop, with nearly 400 employees.

PART II

BUSINESS DIRECTION AND PLAN FOR 2026

I. Outlook and Context for 2026

1. Favorable Factors:

Vietnam's economy is projected to maintain a positive growth trajectory, with GDP growth targeted at approximately 10%. The ongoing process of industrialization, expansion of industrial zones, and urbanization across various localities is driving increased demand for investment in the construction and upgrading of power transmission and distribution networks.

Power Development Plan VIII and national grid development programs continue to be implemented, particularly projects involving 220 kV and 500 kV transmission lines and substations, thereby generating substantial demand for electrical equipment.

In addition to the domestic market, demand for power infrastructure investment in the Asia-Pacific and Southeast Asia regions continues to grow, particularly in countries developing their power grids to support economic growth and energy transition. This presents an opportunity for electrical equipment manufacturers such as EEMC to progressively expand their export markets.

2. Challenges:

In addition to the aforementioned opportunities, 2026 is expected to continue to face various uncertainties arising from the global economic and geopolitical environment.

Ongoing conflicts in certain regions, particularly in the Middle East, may continue to cause volatility in energy markets and global supply chains. Prices of key input materials for the electrical equipment manufacturing industry, such as copper, electrical steel (silicon steel), and insulating oil, are subject to significant fluctuations, directly impacting production costs and the performance of signed contracts.

Exchange rate fluctuations, particularly of the US dollar, have also led to increased costs of importing materials, equipment, and components for production. Meanwhile, many contracts for the supply of electrical equipment have long execution periods, exposing the Company to risks associated with fluctuations in raw material prices and exchange rates during contract implementation.

The supply of certain specialized materials and components for transformer manufacturing remains at risk of shortages or extended delivery times due to reliance on foreign suppliers. This may affect production schedules and the timely delivery of products for projects with tight deadlines.

II. 2026 Business Plan Targets for the Parent Company

No.	Item	Unit	2026 Target
1	Total Revenue	VND billion	3.120
2	Profit Before Tax	VND billion	260,25
3	Profit After Tax	VND billion	211,02
4	Dividend Payment		20

III. Solutions for Achieving the 2026 Business Plan Targets

In response to anticipated difficulties in market demand, material prices, and supply sources, the Executive Board of the Corporation will implement a series of coordinated solution groups as follows:

1. Solutions in Design and Investment

- + Accelerate the research and development of new products, while continuously improving the design of traditional products.

- + Expedite the investment in key equipment and various testing equipment to complete production lines and enhance productivity and product quality.

2. Production Management Solutions

- + Implement solutions to overcome difficulties in sourcing materials for production.

- + Maintain effective 5S practices across the Corporation.

- + Review labor planning and optimize the use of human resources and equipment to increase productivity and quality.

- + Rotate, train, and recruit to strengthen the Corporation's pool of high-quality personnel.

- + Continuously improve and rationalize production processes; optimize the use of materials, energy, and other production costs.

3. Business and Market Solutions:

- + Assign dedicated personnel to conduct market research; cooperate with reputable and capable partners to expand both domestic and international markets;

- + Proactively participate in international exhibitions to create direct opportunities for customer engagement and increase export sales;

- + Propose innovative mechanisms and solutions to improve business operations;

- + Take aggressive measures to recover outstanding debts, particularly long-overdue receivables.

- + Enhance communication and branding efforts to ensure customers recognize and trust EEMC's genuine products and brand identity.

CONCLUSION

The year 2025 concluded with many positive results, further affirming the position and capabilities of Eastern Energy Electrical Equipment Corporation in the field of electrical equipment manufacturing. These achievements were made possible through the close direction of the Board of Directors, the decisive management of the Executive Board, and the unity, sense of responsibility, and dedicated efforts of all employees of the Corporation.

Entering 2026, the Corporation anticipates continued exposure to uncertainties in the global economic environment, increasing competitive pressures within the industry, and volatility in input material prices. However, with its established technical capabilities, extensive manufacturing experience, and strong brand reputation, the Corporation remains confident in its ability to

capitalize on market opportunities, sustain growth, and enhance operational efficiency.

The Executive Board is committed to continuing to manage the Corporation's operations in an efficient, transparent, and sustainable manner, with a focus on strengthening production capacity, developing new products, expanding both domestic and international markets, and enhancing risk management and cost control, thereby ensuring long-term value for shareholders.

GENERAL DIRECTOR



Nguyễn Vũ Cường

**DONG ANH ELECTRICAL
EQUIPMENT CORPORATION -
JOINT STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, 27 March 2026

**REPORT
OF THE BOARD OF DIRECTORS ON 2025 PERFORMANCE AND 2026
STRATEGIC ORIENTATION**

(Presented at the 2026 Annual General Meeting of Shareholders)

I- Performance of the Board of Directors in 2025:

1. Assessment of the Corporation's Operations in 2025:

In 2026, the Corporation is expected to face significant challenges arising from a complex and volatile global economic and geopolitical environment, including the impacts of geopolitical conflicts and intense competition in international markets. These factors have led to supply shortages, rising input material prices, extended delivery timelines, and fluctuations in interest rates and exchange rates, all of which directly affect the Corporation's production and business operations.

However, with a strong spirit of unity and high determination from the Board of Management and all employees, the Corporation has made concerted efforts to overcome these challenges and effectively implement the key objectives and tasks assigned by the General Meeting of Shareholders. As a result, the Corporation's business performance in 2025 exceeded the planned targets, specifically: (i) total revenue reached VND 2,631.1 billion, achieving 111.39% of the 2025 plan; and (ii) profit before tax reached VND 224.53 billion, equivalent to 122.34% of the 2025 plan.

In 2025, the Corporation also continued to rigorously implement cost-saving measures in production and business activities and to enhance its management capacity. The organizational structure was further streamlined, with clearer functional responsibilities and improved coordination efficiency.

2. Activities of the Board of Directors:

- Board Composition: The Board of Directors consists of five (05) members, as follows:

Mr. Nguyễn Đình Phước - Chairman of the Board

Mr. Nguyễn Trọng Tiêu	- Vice Chairman of the Board
Mr. Nguyễn Vũ Cường	- Member of the Board and General Director
Mr. Đặng Phan Tường	- Member of the Board
Mr. Nguyễn Hải Quân	- Member of the Board

Among them, three (03) members are non-executive.

- Board Operations:

The Board of Directors operated in compliance with applicable laws, the Company's Charter, and its internal governance regulations. The Board:

+ Convened and successfully organized the 2025 Annual General Meeting of Shareholders, and an Extraordinary General Meeting on December 30, 2025.

+ Ensured strict compliance with regulations on financial reporting, annual reporting, and other disclosures as required by law.

+ Organized and supervised the implementation of the Corporation's production and business investment plans, as well as those of its subsidiaries

+ Supervised the implementation of resolutions and decisions of the General Meeting and the Board, and monitored the management activities of the Executive Board in business operations.

- The Board held 14 meetings in 2025 and issued resolutions and decisions strictly within its authority as defined by the Charter and internal governance regulations. All resolutions and decisions were approved with 100% consensus among attending members;

- The total remuneration of the Board of Directors in 2025 amounted to VND 3,2 billion.

- In 2025, the parent company conducted key transactions with related parties, including sales of VND 2.259,2 billion and purchases of VND 293,7 billion.

3. Implementation and Oversight of the Charter, Resolutions of the General Meeting, and Board Resolutions:

- The Board of Directors proactively performed its duties in accordance with the Corporation's Charter and the 2025 AGM Resolution, ensuring full compliance with legal requirements.

- The Board regularly reviewed and supported the Executive Board in managing production and business operations.

- It oversaw and guided the Corporation's information disclosure efforts, aiming to ensure transparency and timeliness in compliance with applicable laws.

- Shareholder management was also carried out in strict accordance with the law and the Company's Charter.

Board Evaluation of the Executive Board and Management Personnel:

The Board of Directors highly commends the continued efforts and contributions of the Executive Board and all levels of management in implementing the Corporation's 2025 business plan. Despite ongoing market challenges, the Executive Board demonstrated proactiveness, creativity, and flexibility in management, consistently adhering to the core objectives set by the General Meeting and the Board. The Executive Board timely implemented governance solutions appropriate to real-world conditions, ensuring stable and effective business operations.

Thanks to decisive leadership and scientific management, the Corporation not only maintained solid business performance—with strong revenue results—but also preserved and enhanced its capital base, ensured stable employee incomes, and fully met its financial obligations to the State. These achievements significantly contributed to elevating the Corporation's reputation and position in the market.

II- Board of Directors' Operational Plan for 2026:

The year 2026 is expected to continue to witness complex developments in the global political and economic landscape. Conflicts in the Middle East may disrupt fuel supplies and raw material supply chains, while fluctuations in foreign exchange rates may adversely affect the Vietnamese economy in general and the Corporation's production and business operations in particular. With a firm commitment to transforming challenges into motivation, the Board of Directors outlines the following key directions for the Corporation's operations:

- Closely direct, supervise, and support the Executive Board in implementing the resolution of the 2026 Annual General Meeting of Shareholders;


- Approve investment strategies for advanced technological equipment and machinery to enhance production capacity and product quality, while positioning the Corporation at the forefront of scientific research, technological development, and innovation;

- Develop policies aimed at strengthening, supplementing, and improving human resources to meet the growing demands of business operations;
- Enhance internal control, supervision, and risk forecasting to support comprehensive enterprise governance.

The Board of Directors looks forward to continued support, cooperation, and constructive engagement from our valued shareholders.

The above constitutes the Board of Directors' report on 2025 performance and the operational plan for 2026, respectfully submitted to the Annual General Meeting of Shareholders for review and approval../.

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



[Handwritten Signature]

Nguyễn Đình Phước

No: 363/EEMC-BKS

Hanoi, 24 March 2026

REPORT OF THE SUPERVISORY BOARD
DONG ANH ELECTRICAL EQUIPMENT CORPORATION
(At the 2026 Annual General Meeting of Shareholders)

To: General Meeting of Shareholders

The Supervisory Board (SB) respectfully submits to the General Meeting of Shareholders its report on the business performance of the Corporation in 2025 and the supervision plan for 2026 as follows:

I. Activities of the Supervisory Board in 2025

In 2025, the responsibilities of the SB, consisting of three members, were executed in adherence to legal statutes and the EEMC Charter.

SB collaborated with the Board of Directors (BoD) to successfully organize the 2025 AGM; furthermore, the dismissal and replacement of a BoD member were enacted (during the Extraordinary General Meeting), aligning with the EEMC Charter, the Law on Enterprises, and the Law on Securities.

During the year, the SB held nine (9) meetings, conducted several inspection reviews, and performed ongoing supervision to assess the implementation of resolutions of the General Meeting of Shareholders; to evaluate the implementation of supervisory recommendations; to review the management activities of the BoD and the executive management of the Board of Managers; and to oversee compliance with regulations applicable to large-scale public companies, particularly with respect to information disclosure and reporting in accordance with state regulations.

The SB also coordinated in proposing the selection of the independent auditor for the 2025 financial statements for submission to the 2025 Annual General Meeting of Shareholders for consideration and approval, while simultaneously overseeing the independent audit process, reviewing quarterly financial statements, and examining the semi-annual and annual financial statements.

In 2025, the SB fulfilled its duties in accordance with the approved plan and reporting requirements. However, the arrangement and allocation of working time at EEMC have not yet been organized in a sufficiently scientific and efficient manner.

II. Results of Supervision over EEMC's Operations

- Regarding the business performance in 2025, for the parent company, EEMC recorded revenue from sales and service provision of VND 2,606.5 billion, representing a 27% increase compared to 2024 and achieving 110.35% of the plan approved by the 2025 Annual General Meeting of Shareholders. The growth rate of cost of goods sold in 2025 was 25% compared to 2024, lower than the revenue growth rate, resulting in a decrease in the cost of goods sold to revenue ratio from 85.4% to 84.1%, and an increase in profit after tax of 55.2%, equivalent to 139.97% of the approved plan.



Despite these positive results, the **SB** notes certain issues that may affect the sustainability of the Company's financial position. In particular, the quick ratio and cash ratio (on a consolidated basis) remain very low, with the quick ratio continuing to decline compared to 2024, reaching 0.01 times. This increases the risk of cash flow imbalance if appropriate corrective measures are not implemented. The debt-to-equity ratio, although still within acceptable limits, has shown an upward trend (from 1.66 times at the end of 2023 to 2.03 times at the end of 2024 and 2.05 times at the end of 2025). Notably, short-term debt accounts for a high proportion of total financial borrowings and requires close monitoring and supervision.

In addition, the two wholly-owned subsidiaries continue to maintain unsafe debt-to-equity ratios (EDMC: 11.82 times; Vinaelectro: 9.09 times). This prolonged situation may adversely affect debt repayment capacity, financial costs, and the overall creditworthiness of the Group. The **SB** recommends that the Company take measures to restructure the financial position and strictly control expenditures and investments in these subsidiaries.

- Regarding the BoD's activities in 2025, The **BoD** issued 27 resolutions, focusing on the approval of business plans, investment in equipment, adjustments to financial and human resource strategies, and the implementation of synchronized measures to fulfill the objectives set out in the Resolution of the 2025 Annual General Meeting of Shareholders.

- Concerning the management by the Executive Board, in 2025, the Board closely followed the directions of the **BoD**, intensified market development efforts, ensured the achievement of revenue and profit targets assigned by the 2025 Annual General Meeting of Shareholders, safeguarded employees' welfare, protected shareholders' interests, and preserved owners' equity.

III. Assessment of Coordination with BoD and Executive Board

The **SB** closely coordinated with the **BoD** and the Executive Board in performing its assigned functions and duties in accordance with applicable regulations. The **BoD** and the Executive Board created favorable conditions for the **SB** to participate in meetings, provided sufficient information and documentation, and assigned relevant personnel to work with the **SB** upon request.

The **SB**'s annual work plan was submitted to the **BoD** and the Executive Board. The **SB** coordinated with functional departments in conducting inspections and supervision of production and business activities, and proactively sought feedback on inspection minutes and supervisory reports to ensure that all contents were reviewed objectively and prudently prior to official issuance. Notifications of inspection and supervisory results were duly submitted to the **BoD** and the Executive Board of EEMC to support management direction and the implementation of corrective actions. The recommendations were acknowledged and addressed by EEMC's management, and their implementation status was monitored and updated by the **SB** until completion.

Overall, the coordination among the **SB**, the **BoD**, the Executive Board, and relevant departments and functional units has been effectively maintained.

IV. Supervisory Plan for 2025

In accordance with the Law on Enterprises, the EEMC Charter, and the 2026 AGM Resolution, the **SB** will focus on the following tasks in 2026:

1. To execute responsibilities as per the **SB**'s internal regulations
2. To monitor the production and business performance of the Corporation and its subsidiaries in order to support supervisory activities and enhance the effectiveness

of the Corporation's operations in 2026.

3. To implement the SB's 2026 Work Plan (attached), which may be adjusted based on actual business conditions

V. Recommendations of the Supervisory Board

1. EEMC to proactively implement measures to reduce inventory levels and intensify the collection of receivables in order to release cash flows for production and business activities, with particular focus on long-outstanding receivables exceeding three (03) years and payables to EVN of the subsidiaries.

2. EEMC to supplement specific regulations on the safe threshold for the debt-to-equity ratio (not exceeding 3.0 times) applicable to member units, in order to control financial conditions and ensure system liquidity. Currently, EEMC's Financial Regulations lack specific quantitative criteria for assessing financial soundness when providing loan guarantees for subsidiaries. In addition, EEMC should closely monitor and update new regulations on corporate governance of joint stock companies to propose amendments and supplements, promulgate internal policies and regulations, and ensure proper implementation in accordance with prevailing laws.

3. EEMC to continue implementing and improving the SAP system; and to conduct a comprehensive review of accounting policies and asset management practices to ensure full compliance with accounting standards and applicable laws, thereby minimizing the risk of tax reassessments and penalties.

4. To urgently develop a roadmap and carry out the necessary legal procedures to implement the charter capital increase plan in 2026, with a view to strengthening the Company's financial capacity.

This is the report of the SB respectfully submitted to the General Meeting of Shareholders./.

**ON BEHALF OF THE SUPERVISORY BOARD
HEAD OF THE SUPERVISORY BOARD**



Nguyễn Hoàng Đông



APPENDIX

Table 1 - 2025 Business Performance of the Parent Company vs. Plan

No.	Indicator	Unit	2025 Plan	2025 Performance	Performance vs. Plan (%)
1	Revenue	VND mil	2.362.000	2.631.099	111,39%
2	Profit after tax	VND mil	158.000	221.150	139,97%
3	ROE	%	37,78	54,3	143,72%

Table 2 – 2025 Performance vs. 2024

Indicator	Unit	Consolidated			Parent Company		
		2025	2024	Difference	2025	2024	Difference
Net revenue from sales & services	VND million	2.248.612	2.913.989	665.377	2.051.792	2.606.516	554.723
Cost of goods sold	VND million	1.916.592	2.460.959	544.366	1.753.182	2.191.958	438.775
Total accounting profit before tax	VND million	180.411	244.533	64.122	176.056	241.622	65.566
Profit after tax	VND million	144.237	220.742	76.505	142.524	221.150	78.626
ROA	%	8,5	10,5	2,0	8,9	11,2	2,3
ROS	%	6,4	7,5	1,1	6,9	8,4	1,5
ROE (according to Circular 200)	%	38,0	53,9	15,9	37,8	54,3	16,5
ROE	%	24,2	31,9	7,7	24,0	32,0	8,0

Table 3 – Key Financial Indicators (Consolidated Financial Statements 2025)

ASSETS	At 01 Jan 2025	At 31 Dec 2025
A. CURRENT ASSET	1.562.030.097.086	1.974.748.319.097
I. Cash and cash equivalents	8.510.613.197	16.448.804.310
II. Short-term Investments	10.108.000.000	80.910.000
III. Short-term Receivables	816.863.896.596	1.089.695.270.002
IV. Inventories	717.226.300.892	847.880.747.016
V. Other Current Assets	9.321.286.401	20.642.587.769
B. NON-CURRENT ASSET	331.642.211.987	321.071.026.498
I. Long-term Receivables	237.005.360	23.878.962
II. Fixed Assets	316.754.376.965	275.341.200.021
III. Real-estate Investment	0	0
IV. Work-in-progress Assets	11.684.848.322	40.736.302.122
1. Long-term work-in-progress production and business costs	0	0
V. Long-term Investments	2.500.000.000	2.500.000.000
VI. Other Long-term Assets	465.981.340	2.469.645.393
TOTAL ASSETS	1.893.672.309.073	2.295.819.345.595
CAPITAL RESOURCES	At 01 Jan 2025	At 31 Dec 2025
C. LIABILITIES	1.263.424.086.462	1.541.778.024.797
I. Short-term Liabilities	1.187.764.113.680	1.447.628.572.973
II. Long-term Liabilities	75.659.972.782	94.149.451.824
D. EQUITY	630.248.222.611	754.041.320.798
I. Owner's Equity	611.903.728.546	739.033.911.699
II. Other Resources and Funds	18.344.494.065	15.007.409.099
TOTAL RESOURCES (440 = 300 + 400)	1.893.672.309.073	2.295.819.345.595

Table 4 – Consolidated Liquidity Ratios

No.	Indicator	Unit	2024	2025
1	Cash Ratio	Times	0,007	0,011
2	Quick Ratio	Times	0,02	0,01
3	Current Ratio	Times	1,32	1,36
4	General Solvency Ratio	Times	1,50	1,49



**DONG ANH ELECTRICAL
EQUIPMENT CORPORATION -
JOINT STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, 27 March 2026

SUBMISSION

Re: Approval of the Audited Financial Statements for Fiscal Year 2025

**To: The 2026 Annual General Meeting of Shareholders of Dong Anh Electrical
Equipment Corporation – Joint Stock Company**

*Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the
National Assembly on June 17, 2020 and other amendments and
supplementations;*

Pursuant to the Charter of the Corporation;

*Pursuant to the audited financial statements for 2025 as reviewed by Deloitte
Vietnam Co., Ltd. and the Supervisory Board (including separate and consolidated
financial statements).*

The Board of Directors of the Corporation respectfully submits to the General Meeting of Shareholders for approval the audited financial statements for the fiscal year 2025 of Dong Anh Electrical Equipment Corporation – JSC, which were audited by Deloitte Vietnam Co., Ltd., in accordance with independent audit reports No. 0623, 0624/VN1A-HN-BC dated March 16, 2026.

The audited financial statements for 2025 have been disclosed in accordance with regulations and are publicly available on the Corporation's official website at: <http://www.eemc.com.vn>.

We respectfully request the General Meeting of Shareholders to consider and approve../.

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



Nguyễn Đình Phước

**DONG ANH ELECTRICAL
EQUIPMENT CORPORATION
- JOINT STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, 17 April 2026

SUBMISSION

Re: Profit Distribution Plan for Fiscal Year 2025

To: The 2025 Annual General Meeting of Shareholders of Dong Anh Electrical Equipment Corporation – Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020 and other amendments and supplements;

Pursuant to the Charter of the Corporation;

Pursuant to the 2025 business performance results and the audited financial statements for fiscal year 2025.

The Board of Directors respectfully submits to the General Meeting of Shareholders the proposed profit distribution plan for 2025 of the Parent Company, as follows:

No.	Item	Amount (VND million)	Allocation Principles
I	Total Profit for Distribution	301.273,9	
1	Profit After Corporate Income Tax in 2025	221.149,9	
2	Undistributed Profits from Previous Years	80.124,0	
II	Profit Allocation	183.106,9	
1	Development Investment Fund	66.344,9	30% of profit after corporate income tax in 2025
2	Bonus and Welfare Fund for employees, managers and members of Supervisory Board	19.506,8	2 months of the average actual salary in 2025
3	Cash Dividend Payment	97.255,2	At a rate of 30% of par value
III	Retained Earnings (Undistributed Profit)	118.167	

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

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



Nguyen Dinh Phuoc

**DONG ANH ELECTRICAL
EQUIPMENT CORPORATION
- JOINT STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, 17 April 2026

SUBMISSION

Re: 2026 Business Plan Targets

To: The 2025 Annual General Meeting of Shareholders of Dong Anh Electrical Equipment Corporation – Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020 and other amendments and supplements;

Pursuant to the Charter of the Corporation.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the following 2026 business plan targets of the Parent Company:

No.	Item	Unit	2026 Targets
1	Total Revenue	VND billion	3.120
2	Total Profit Before Tax	VND billion	260,25
3	Total Profit After Tax	VND billion	211,02
4	Return on Equity (ROE)	%	41,57
5	Cash Dividend Payment	%/par value	20
6	Capital Expenditures	VND billion	70,68
7	Development Investment Fund		According to point b2, Article 31, Decree 366/2025/ND-CP
8	Bonus and Welfare Fund for employees, managers and Supervisory Board		According to point b1, Article 31, Decree 366/2025/ND-CP
9	Salaries and Remuneration for Members of the Board of Directors and Supervisory Board	VND billion	2,35
9.1	Remuneration for Non-Fulltime Chairman of the Board	VND million /month	19,2
9.2	Remuneration for Board Member cum General Director	VND million /month	16,0
9.3	Salary for Full-Time Board Member	VND million /month	80,0
9.4	Remuneration for Non-Fulltime Board Member	VND million /month	16,0

**DONG ANH ELECTRICAL
EQUIPMENT CORPORATION
- JOINT STOCK COMPANY**

**THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness**

Hanoi, 27 March 2026

SUBMISSION

Re: Selection of the Auditing Firm for the 2026 Financial Statements

To: The 2026 Annual General Meeting of Shareholders of Dong Anh Electrical Equipment Corporation – Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020 and other amendments and supplements;

Pursuant to the Charter of the Corporation.

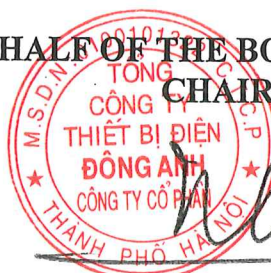
Pursuant to the opinion of the Supervisory Board regarding the selection of one (01) out of the following five (05) auditing firms to perform the audit of the 2026 financial statements:

1. Deloitte Vietnam Co., Ltd.;
2. Ernst & Young Vietnam Co., Ltd.;
3. KPMG Vietnam Co., Ltd.;
4. PwC (Vietnam) Co., Ltd.;
5. RSM Vietnam Auditing & Consulting Co., Ltd.

The Board of Directors of the Corporation respectfully submits to the General Meeting of Shareholders for approval the list of the above five (05) experienced and qualified auditing firms, all of which have been approved by the Ministry of Finance. Based on the proposal of the Supervisory Board, the General Meeting is requested to authorize the Board of Directors to select one (01) of these five (05) firms to audit the financial statements for 2026 and, if deemed necessary, to remove or replace the appointed independent auditor upon recommendation of the Supervisory Board.

Respectfully submitted to the General Meeting of Shareholders for approval./.

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



Nguyễn Đình Phước

**DONG ANH ELECTRICAL
EQUIPMENT
CORPORATION - JOINT
STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, 17 April 2026

SUBMISSION

Re: Approval of contracts and transactions with related parties

To: The 2026 Annual General Meeting of Shareholders of Dong Anh Electrical Equipment Corporation – Joint Stock Company

Pursuant to the Law on Enterprises 2020, as amended and supplemented in 2022 and 2025;

Pursuant to the Law on Securities 2019, as amended and supplemented in 2024;

Pursuant to Decree No. 155/2020/NĐ-CP detailing the implementation of a number of articles of the Law on Securities, as amended and supplemented by Decree No. 245/2020/NĐ-CP dated September 11, 2025;

Pursuant to the Charter of the Corporation.

On an annual basis, Dong Anh Electrical Equipment Corporation – JSC (“EEMC”) regularly engages in transactions with its two subsidiaries and other related parties in accordance with applicable laws. In order to facilitate and ensure flexibility in the Corporation’s production organization and business operations, the Board of Directors of EEMC (BoD) respectfully submits to the General Meeting of Shareholders (GMS) for consideration, approval and authorizing BoD to decide on the approval of EEMC’s establishment of loan and sales contracts/transactions in 2026 having the value exceeding 10% total assets value on the 2025 financial statement or transactions which result in the aggregate value of transactions in 2026 between EEMC and Vietnam Electricity (EVN) and its subsidiaries (the major shareholders holding more than 10% total voting shares), reaching 35% or more of the total assets as recorded in the 2025 financial statements. The authorization is valid from the date of approval by the 2026 GMS until the date of 2027 GMS.

Respectfully submitted to the General Meeting of Shareholders for approval./.

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



Nguyen Dinh Phuoc

DONG ANH ELECTRICAL
EQUIPMENT
CORPORATION - JOINT
STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, 17 April 2026

SUBMISSION

Re: Approval of the share issuance to increase share capital from owners' equity

To: The 2026 Annual General Meeting of Shareholders of Dong Anh Electrical Equipment Corporation – Joint Stock Company

Pursuant to the Law on Enterprises 2020, as amended and supplemented in 2022 and 2025;

Pursuant to the Law on Securities 2019, as amended and supplemented in 2024;

Pursuant to Decree No. 155/2020/NĐ-CP detailing the implementation of a number of articles of the Law on Securities, as amended and supplemented by Decree No. 245/2020/NĐ-CP dated September 11, 2025;

Pursuant to the Charter of the Corporation.

In 2025, the Corporation exceeded its business plan targets, as reflected in its solid growth indicators. However, EEMC's charter capital remains modest relative to the scale of its operations, particularly as the Corporation is focusing its resources on developing new product lines and expanding export activities. Therefore, increasing the charter capital has become an urgent necessity to strengthen the Corporation's financial capacity, enhance its competitiveness, and meet the requirements of its overall development strategy.

Accordingly, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the issuance of shares to increase share capital from owners' equity, with the following key contents:

I. The plan for issuance of shares to increase share capital from owners' equity (hereinafter referred to as the "Share Issuance Plan")

1. Name of shares: Shares of Dong Anh Electrical Equipment Corporation – Joint Stock Company
2. Ticker symbol: TBD
3. Type of shares: Ordinary shares, freely transferable
4. Par value: VND 10,000 per share
5. Number of outstanding shares: 32,418,392 shares
6. Treasury shares: 68,000 shares
7. Issuance ratio (number of shares to be issued/outstanding shares): 50%
8. Number of shares to be issued: 16,209,196 shares

9. Total issuance value at par value: VND 162,091,960,000
10. Issuance method: Issuance of shares to existing shareholders by way of rights offering.
11. Eligible participants: Existing shareholders whose names are recorded in the shareholder register as of the record date for the purpose of exercising the right to receive additional shares issued to increase share capital from owners' equity
12. Source of funds: Development Investment Fund and retained earnings
 - Development Investment Fund: VND 103.981.760.343
 - Retained earnings: VND 58.110.199.657
13. Purpose of issuance: To issue shares for the purpose of increasing equity capital from owner's equity, thereby raising the charter capital, strengthening financial capacity, enhancing competitiveness, attracting investment, and at the same time safeguarding the interests of existing shareholders by maintaining their ownership ratios.
14. Use of proceeds: To supplement charter capital and enhance financial capacity.
15. Implementation timeline: In 2026 and/or early 2027, subject to approval by competent authorities and the State Securities Commission of Vietnam.
16. Treatment of fractional shares:

The number of shares allocated to existing shareholders shall be rounded down to the nearest whole share. Fractional shares (if any) shall be cancelled.

Example: A shareholder holding 525 shares will be entitled to receive additional shares calculated as $525 \times 50\% = 262.5$ shares. The shareholder will receive 262 shares; the fractional 0.5 share will be cancelled.
17. Additional listing/registration: All newly issued shares will be registered for additional trading on the Hanoi Stock Exchange and for additional depository at the Vietnam Securities Depository and Clearing Corporation (VSDC).

II. Implementation

The Board of Directors of EEMC shall be authorized, and may further delegate to the General Director of EEMC, to implement and carry out the following:

- To decide on the detailed issuance plan and to amend and supplement such plan as required by competent authorities during the share issuance registration

REPORT

Re: Nomination and Self-Nomination of Candidates for Additional Election to the Supervisory Board for the 2026–2031 Term

To: The General Meeting of Shareholders of Dong Anh Electrical Equipment Corporation

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam (14th Legislature, 9th Session) on June 17, 2020;

Pursuant to the Charter of Dong Anh Electrical Equipment Corporation – JSC

The Board of Directors of the Corporation respectfully submits to the General Meeting of Shareholders this Report on the nomination and self-nomination of candidates for additional election to the Supervisory Board for the 2026–2031 term, as follows:

I. Self-nomination: *None*

II. Nomination: The Corporation has received 01 valid nomination dossiers from shareholders, detailed as follows:

- Nominating Shareholder: Vietnam Electricity

- Enterprise Registration Certificate No.: 0100100079, 8th issuance dated December 6, 2024, by the Department of Planning and Investment of Hanoi City.

- Number of shares held (as of March 13, 2026): 15,101,376 shares, accounting for 46.58% of the Corporation's total voting shares.

- Number of nominated candidates: 01

Pursuant to Section b, Item 2.3 of the Notice on Nomination and Self-Nomination, and the Corporation's Charter, the above shareholder is entitled to nominate up to 02 candidates. Thus, the nomination is compliant with the regulation.

- Candidate Information:

+ Full name: Đinh Hà Linh

+ Academic qualifications: Master of Enterprise Administration

+ Current position: Executive at Planning Department – EVN; member of Supervisory Board at EEMC.

The candidate Đinh Hà Linh satisfies the criteria and conditions for Board membership as prescribed in the Law on Enterprises, Decree No. 155/2020/NĐ-CP (guiding the Law on Securities), and the Corporation's Charter.

The Board of Directors of the Corporation hereby reports the summary of the nomination and self-nomination of candidates and respectfully proposes that the General Meeting of Shareholders elect one (01) additional member to the Supervisory Board for the 2026–2031 term./.

Recipients:

- As above;
- Archives: Office,
Secretariat

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



Nguyen Dinh Phuoc

**ELECTION REGULATIONS
FOR MEMBERS OF THE SUPERVISORY BOARD (TERM 2026–2031)
DONG ANH ELECTRICAL EQUIPMENT CORPORATION – JSC**

To ensure the rights of shareholders and avoid confusion during the election of members to the Supervisory Board (SB) for the 2026–2031 term, the General Meeting of Shareholders (GMS) is respectfully requested to approve the following election regulations:

I. PRINCIPLES OF SB MEMBER ELECTION

- Number of SB members to be elected: **01 member**
- Each shareholder has a total number of votes equal to the number of shares they represent multiplied by the number of SB members to be elected.
- Shareholders may allocate all of their votes to one or several candidates.
- The total number of votes allocated to candidates must be **equal to or less than** the total number of votes the shareholder possesses.
- If a shareholder does not wish to vote for a candidate, they shall leave the vote section blank or cross it out (X).
- Shareholders may vote for candidates with different numbers of votes according to their level of confidence in each.

II. ELECTION PROCEDURES

1. Ballot papers:

- Ballots for SB election: **yellow color**.
- The ballot must state the **full name of the shareholder**, ID/Passport number, number of shares represented, total number of votes, list of candidates, and must bear the official seal of EEMC in the top-left corner.

2. Voting method:

- Shareholders shall clearly write the number of votes allocated to each candidate in the corresponding field.
- The total number of votes must not exceed the shareholder's total eligible votes. If exceeded, the ballot is invalid.
- If not voting for a candidate, the shareholder shall leave the field blank or mark an "X"; names of candidates may not be crossed out.
- Voting begins upon announcement by the Chairman or Head of the Vote Counting Committee and ends once the last shareholder has cast their vote. Shareholders who do not participate in voting will have their shares excluded from the voting rights count for that specific election item.

- If a shareholder needs a replacement ballot (due to damage or errors), and has not yet submitted it to the ballot box or passed the deadline, they may return it to the Secretariat for exchange. Used ballots must be collected and submitted to the Chairman.

3. Example

Shareholder Mr. Nguyễn Văn X holds 10,000 shares and is voting to elect 1 members to the SB. Accordingly, Mr. X has a total of $10,000 \times 1 = 10,000$ votes. The shareholder may allocate all or part of his total votes to one or more candidates listed on the ballot. Any remaining votes (if any) may be left uncast. The total number of votes allocated to all candidates must not exceed the total number of votes stated in the shareholder's information section. The number of votes allocated to each candidate may vary depending on the shareholder's level of trust in each candidate.

4. Invalid ballots:

- Ballots not issued by the Organizing Committee;
- Ballots listing names outside the official candidate list;
- Ballots with total votes exceeding the shareholder's entitled votes;
- Blank ballots (no votes cast);
- Ballots with candidate names crossed out;
- Ballots with vote counts in percentage (%) format.

5. Valid ballots:

Ballots that do not violate any of the above rules. Ballots with total allocated votes less than the shareholder's entitled votes remain valid.

6. Election results:

- Candidates with the highest number of votes, ranked from top to bottom, will be elected until the required number of members is met.
- In the event of a tie and selecting all tied candidates would exceed the required number, the GMS shall proceed with a re-vote or supplementary election among those tied.
- For any re-vote, ballots of a different color shall be issued by the Vote Counting Committee.

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


Nguyễn Đình Phước