

**CENTRAL AREA
ELECTRICAL MACHENICAL JSC.**

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

Da Nang, May , 2026

**REPORT ON BUSINESS PERFORMANCE IN 2025
AND BUSINESS PLAN FOR 2026**



PART I: BUSINESS PERFORMANCE IN 2025

I. Situation characteristics:

In 2025, inheriting the carried-over workload from 2024, the Company had favorable conditions for implementing business plan. However, in the second half of 2025, operations encountered many difficulties due to delays in the implementation of several planned projects, the Company had to proactively seek subcontracting orders to maintain employment for workers, resulting in revenue and profit not meeting the targets approved by the General meeting of shareholders.

II. Business results in 2025

Currency: dong

No.	Item	Planned	Actual	Ratio
1	Revenue and other income	370.000.000.000 đ	322.255.845.788 đ	87,10%
2	Profit before tax	7.800.000.000 đ	7.245.816.998 đ	92,90%

Analysis of business results in 2025

1. Revenue, profit:

This decline was mainly due to several contracts in which the Company acted as a subcontractor, only undertook the labor portion of the work, such as the Lao Cai – Vinh Yen 500kV transmission line project, Thai Binh – Hai Phong 500kV transmission line project, Sam Son – Thanh Hoa 220kV transmission line project, etc. In addition, the prefabricated MAV fabricating and manufacturing sector was also affected by the general market situation; therefore, this sector was not carried out in 2025. As a result, the revenue and other income reached only 87.10% of the plan and the profit before tax achieved only 92.90% of the planned target.

2. Production activities:

2.1. Galvanized steel pole sector: total output in 2025 reached 4,436 tons, including both lattice steel poles and tubular steel poles, exceeding the target of 3,600 tons, products were supplied for projects such as the Lao Cai – Vinh Yen 500kV transmission line, Thai Binh – Hai Phong 500kV transmission line, Sam Son – Thanh Hoa 220kV transmission line, and Tan Son Nhat – Thuan An 220kV transmission line.

2.2. Hydropower and other steel structure sector: total output reached nearly 3,000 tons of products for projects including Nam Phak Hydropower Plant, Thuong Ha Hydropower Plant, Bao Lac A Hydropower Plant, Tra Khuc 1 Hydropower Plant, Dat Phuong Glass Factory Project, and Hotel Project in Con Dao, etc, this did not meet the planned target of 4,800 tons due to delays in several projects, pushing construction schedules into 2026.

2.3. Hot-dip galvanizing sector: in addition to galvanizing steel pole products for the Company's own projects, the Company also provided services to external partners, with output exceeding 4,200 tons, meeting the planned target. Furthermore, the Company signed several galvanizing agreements with customers having regular galvanizing demand such as Doosan Vina Company, Deo Ca Traffic Infrastructure Investment JSC. and Dai Dung Corporation, etc. to maintain galvanizing output for 2026.

2.4. Plastic pipe manufacturing sector: total output reached 1,200 tons of uPVC, HDPE and PPR pipes, meeting the planned target.

3. Financial and payment activities

The Company focused on carrying out solutions to accelerate progress from production, acceptance to payment, thereby optimizing cash flow and shortening capital recovery period. In 2025, interest expenses amounted to 2.27 billion dong, approximately 50% of 2024, contributing positively to the Company's business efficiency in 2025.

4. Equipment investment and capital construction:

Total expenditures for repairs, infrastructure & capital construction, machinery and equipment investment in 2025 amounted to 3.25 billion dong, of which 2.07 billion dong was allocated to repairs, infrastructure & capital construction and 1.18 billion dong to machinery and equipment. During 2025, the Company prioritized maintenance, repairs and investment in only truly necessary items.

PART II. BUSINESS PLAN FOR 2026

I. Objective of the 2026 plan

The year 2026 is expected to be very challenging as several of the Company's traditional core product sectors are affected by objective factors such as increasing prices of materials as well as significantly higher bank interest rates compared to 2025. Therefore, the Company's objective is to maximize existing contracts and proactively secure labor-only orders to minimize required capital and interest expenses, improve business efficiency and ensure employment for workers.

1. Estimated revenue and profit for 2026

No.	Item	Unit	Value	Note
1	Revenue and other income	Billion dong	320	
2	Profit before tax	Billion dong	6,0	

2. Production implementation plan

- Focus on completing projects carried over from 2025 such as Thuong Ha Hydropower Plant, Bao Lac A Hydropower Plant, Tri An Hydropower Expansion Project, Nam Phak Hydropower Plant, Tra Khuc 1 Hydropower Plant and the Binh Duong 1 – Song May branch – Tan Dinh 500kV transmission line project with estimated revenue reaching 220 billion dong.
- Approach and promote steel bridge projects with EPC contractors to maintain employment during the third and fourth quarters
- Focus on expanding galvanizing customers to ensure efficient operation of the galvanizing furnace.
- Increase output for plastic pipe products beyond 2025.

3. Implementation measures:

To achieve the proposed objectives, the Company will focus on the following measures:

- Apply digital management models to improve operational management efficiency.
- Provide training and improve workers' skills through internal training programs and external expert-led courses.
- Invest in automatic welding equipment (welding robots), renovate and upgrade cleaning and painting lines, supplement lifting and handling equipment (overhead cranes, forklifts) to improve labor productivity, enhance product quality and meet customer requirements.
- Focus on acceptance, payment activities and debt collection activities to ensure capital for business and production activities while minimizing bank loan interest expenses.

The above is the report on the Company's business results in 2025 and business plan for 2026. With solidarity and strong determination, Central Area Electrical Mechanical JSC. is confident in achieving the proposed objectives and meeting the expectations of the Board of Directors and shareholders.

On this occasion, we wish distinguished delegates good health, great success and hope that distinguished delegates continue supporting for the Company's development.

GENERAL DIRECTOR

(Signed)

Le Thanh Lam

-The translation is unofficial and for reference only-

2	318/NQ-HĐQT	30/06/2025	Regarding the policy on implementing contracts/transactions with related parties of the Company	
3	672/NQ-HĐQT	15/12/2025	Regarding the dismissal of a management officer - Mr. NGO HAN	

Regarding the income of full-time BOD members and the Executive Board in 2026: it remains equivalent to 2025 levels. Total remuneration for the BOD in 2025: 108.000.000 VND (3 million VND/member/month).

3. Development Plan and Orientation for 2026:

In 2026, the Board of Directors and Executive Board of the Company will continue to closely manage and accompany in all aspects of operations, striving to find development opportunities to increase the value of the business. In addition to the Board of Directors continuing to seek opportunities to increase the value of the Company's core traditional mechanical products, it is also focusing on developing other products such as plastics... to increase scale and generate surplus, thereby bringing better business results for the Company.

Expected business plan for 2026 is as follows:

+ Total revenue	: 320.000.000.000 VND;
+ Total profit before tax	: 6.000.000.000 VND.

The above is the complete content of the Company's Board of Directors Report. On behalf of the Board of Directors, I would like to express my sincere gratitude to all delegates and shareholders for their support and contributions to the Company's development over the past period.

Wishing you good health, peace, and continued success ./.

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

(Signed)

Nguyen Huu Thang

CENTRAL AREA ELECTRICAL MECHANICAL JSC

Hoa Cam Industrial Zone, Cam Le Ward, Da Nang City.

Tel: 0236.2218455 Fax: 0236.3846224

BALANCE SHEET
As at 31 December 2025

Unit: VND

	Items	Code	Note	31/12/2025	01/01/2025
A.	CURRENT ASSETS	100		222,117,424,045	227,739,089,045
I.	Cash and cash equivalents	110		32,147,069,531	30,166,901,118
1.	Cash	111	V.01	32,147,069,531	30,166,901,118
II.	Short-term financial investments	120		-	-
III.	Short-term receivables	130		123,113,043,305	110,705,165,045
1.	Short-term trade receivables	131	V.03	117,204,315,386	99,884,770,799
2.	Short-term prepayments to suppliers	132		5,396,694,627	9,257,482,425
3.	Other short-term receivables	136	V.04	2,178,145,546	3,229,024,075
4.	Provision for doubtful short-term receivables	137		(1,666,112,254)	(1,666,112,254)
IV.	Inventories	140		62,475,761,801	82,676,314,948
1.	Inventories	141	V.5	62,475,761,801	82,676,314,948
V.	Other current assets	150		4,381,549,408	4,190,707,934
1.	Short-term prepaid expenses	151	V.9	722,502,896	981,946,579
2.	Deductible value-added tax	152		3,598,933,915	3,073,649,824
3.	Taxes and amounts receivable from the State	153	V.12	60,112,597	135,111,531
B.	NON-CURRENT ASSETS	200		17,469,086,955	19,614,310,643
I.	Long-term receivables	210		1,304,318,612	1,457,582,722
1.	Other long-term receivables	216		1,304,318,612	1,457,582,722
II.	Fixed assets	220		12,107,201,519	14,586,983,990
1.	Tangible fixed assets	221		12,107,201,519	14,586,693,667
	- Cost	222	V.7	125,010,224,478	123,615,286,459
	- Accumulated depreciation	223	V.7	(112,903,022,959)	(109,028,592,792)
2.	Intangible fixed assets	227		-	290,323
	- Cost	228	V.8	93,333,653	93,333,653
	- Accumulated amortization	229	V.8	(93,333,653)	(93,043,330)
III.	Non-current assets in progress	240		-	700,372,820
1.	Construction in progress	242	V.6	-	700,372,820
IV.	Long-term financial investments	250		22,237,997	23,354,439
1.	Investments in associates, joint ventures	252	V.2	1,774,439,303	1,774,439,303
2.	Provision for long-term investments	254		(1,752,201,306)	(1,751,084,864)
V.	Other non-current assets	260		4,035,328,827	2,846,016,672
1.	Long-term prepaid expenses	261	V.9	4,035,328,827	2,846,016,672
	TOTAL ASSETS	270		239,586,511,000	247,353,399,688
C.	LIABILITIES	300		139,707,550,543	153,404,447,493
I.	Current liabilities	310		128,371,868,864	143,889,449,697
1.	Short-term trade payables	311	V.11	64,619,021,814	32,257,034,945
2.	Short-term advances from customers	312		24,877,693,129	55,554,701,277
3.	Taxes and amounts payable to the State	313	V.12	763,439,965	15,031,168
4.	Payables to employees	314		5,615,884,076	5,004,391,716

	Items	Code	Note	31/12/2025	01/01/2025
5.	Short-term accrued expenses	315	V.13	1,906,315,764	2,422,769,410
6.	Other short-term payables	319	V.14	201,020,732	568,440,535
7.	Short-term loans and finance lease liabilities	320	V.10	28,944,983,163	47,253,504,559
8.	Provision for short-term payables	321	V.15	1,408,006,464	653,872,330
9.	Reward and welfare fund	322		35,503,757	159,703,757
II.	Non-current liabilities	330		11,335,681,679	9,514,997,796
1.	Provision for long-term payables	342	V.15	11,335,681,679	9,514,997,796
D.	EQUITY	400		99,878,960,457	93,948,952,195
I.	Owners' equity	410	V.16	99,878,960,457	93,948,952,195
1.	Share capital	411		80,000,000,000	80,000,000,000
	- <i>Common shares with voting rights</i>	<i>411a</i>		80,000,000,000	80,000,000,000
	- <i>Preferred shares</i>	<i>411b</i>		-	-
2.	Share premiums	412		3,680,199,000	3,680,199,000
3.	Undistributed profit after tax	421		16,198,761,457	10,268,753,195
	- <i>Undistributed profit up to prior year-end</i>	<i>421a</i>		10,268,753,195	2,449,047,317
	- <i>Undistributed profit for the current year</i>	<i>421b</i>		5,930,008,262	7,819,705,878
II.	Other resources and funds	430		-	-
	TOTAL RESOURCES	440		239,586,511,000	247,353,399,688

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INCOME STATEMENT

Unit: VND

No	ITEMS	Year 2025
1	Revenue from sales and service provision	319,321,691,023
3	Net revenue from sales and service provision(10 = 01 - 02)	319,321,691,023
4	Cost of goods sold	293,837,450,287
5	Gross profit from sales and service provision (20 = 10 - 11)	25,484,240,736
6	Financial income	90,689,255
7	Financial expenses	2,405,879,693
	<i>Including: Interest expenses</i>	2,267,300,294
8	Selling expenses	2,644,305,632
9	Administrative expenses	15,622,699,470
10	Operating profit [30 = 20 + (21-22) - (25+26)]	4,902,045,196
11	Other income	2,843,465,510
12	Other expenses	499,693,708
13	Other profit (40 = 31 - 32)	2,343,771,802
14	Accounting profit before tax (50 = 30+40)	7,245,816,998
	Current corporate income tax expense	1,315,808,736
15	Profit after tax (60 = 50 - 51 - 52)	5,930,008,262
16	Basic earnings per share	741

Da Nang, 14/5/2026

General Director ✓



Le Thanh Lam

Da Nang, May, 2026

**REPORT OF THE SUPERVISORY BOARD
CENTRAL AREA ELECTRICAL MECHANICAL JSC
YEAR 2025**

In performing the functions and duties stipulated in the Charter of Central Electrical Mechanical Joint Stock Company (CEMC), over the past year, the Supervisory Board has conducted oversight and inspection of the Company's operational situation. Now, the Supervisory Board respectfully submits to the General Meeting of Shareholders of CEMC the results of the inspection and supervision of various operational aspects in 2025 as follows:

I. ACTIVITIES OF THE SUPERVISORY BOARD:

1. Members of the Supervisory Board:

No	Members	Position	Start as	Qualifications
1	Ms. Pham Thi Ngan Ha	Chief supervisor	21/10/2016	Bachelor of Accounting
2	Ms. Nguyen Thi Thanh Duyen	Supervisor	21/10/2016	Bachelor of Accounting
3	Ms. Nguyen Thi Yen Vy	Supervisor	21/05/2021	Bachelor of Accounting

2. Activities of the Supervisory Board:

In 2025, the Supervisory Board organized the inspection of compliance with the law, the Charter, and other internal regulations of the Company across various operational aspects concerning the Board of Directors, the General Management, and other management levels. In particular, the Supervisory Board focused on conducting inspections of financial data and collaborated with the audit unit during the review of the Semi-Annual Financial Statements and the Annual Financial Statements to ensure that the Company's financial statements accurately, objectively, and cautiously reflect the situation, in accordance with current accounting regulations and based on the principle of maximizing the interests of shareholders.

The Supervisory Board held 2 meetings, which were organized in accordance with regulations, with the participation and specific content of the meetings as follows:

- Inspection of the Company's operations for the first 6 months and approval of the Semi-Annual Financial Statements for 2025 of the Company, which were audited by AAC Auditing and Accounting Co., Ltd.;

- Inspection of the Company's operations for the last 6 months and approval of the Annual Financial Statements for 2025 of the Company based on the data audited by AAC Auditing and Accounting Co., Ltd.

II. RESULTS OF SUPERVISION:

The Supervisory Board reports to the shareholders on the results of the supervision of the Company's production and business management in 2025 with the following contents:

1. Supervision of the Activities of the Board of Directors

In 2025, the Board of Directors held meetings or collected written opinions from the members of the Board of Directors to approve important contents and the results of implementation as follows:

No.	Resolution No.	Date	Items	Rate
1	167/NQ-HDQT	15/04/2025	Approval of the Plan to organize the 2025 Annual General Meeting of Shareholders	100%
2	318/NQ-HDQT	30/06/2025	Regarding the policy on implementing contracts/transactions with related parties of the Company	100%
3	672/NQ-HDQT	15/12/2025	Regarding the dismissal of a management officer - Mr. NGO HAN	100%

- Proposed AAC Auditing and Accounting Co., Ltd. as the auditing company for the 2025 Financial Statements.

- All resolutions were approved in accordance with the provisions of law and the Company's Charter.

2. Supervision of Human Resources Work and Organizational Structure

The Company ensures compliance with applicable legal regulations.

In 2025, the Company strengthened its recruitment efforts and provided training for engineers and workers, rationalized and reorganized its production structure to improve business efficiency, simultaneously implemented and completed the development plastic manufacturing segment.

3. Supervision of Production and Business Management Operations:

a. General Operating Activities

The direction and management of the Company's production and business operations by the General Management were carried out in accordance with the regulations, responsibilities, and authority outlined in the Company's Charter.

b. Capital construction investment

The total cost of repairs, capital construction investment, infrastructure, and machinery & equipment in 2025 is 3.25 billion VND. Of which 2.07 billion VND is for repairs, capital construction investment, and infrastructure, while VND 1.18 billion is for purchasing machinery and equipment.

c. Production and Business Operations:

In 2025, the Company continued to maintain and strengthen its advantages in the fields of mechanical manufacturing and steel structure fabrication, with many traditional products. The Company participated in the fabrication and installation of hydropower projects such as Nam Phak Hydropower Project, Tra Khuc 1 Hydropower Project, Thuong Ha Hydropower Project, and Bao Lac A Hydropower Project. The Company also manufactured steel poles for projects including the 500kV Lao Cai – Vinh Yen Transmission Line, 110kV Tra Khuc 1 Transmission Line, 500kV Thai Binh – Hai Phong Transmission Line, 220kV Sam Son Thanh Hoa Transmission Line, and 220kV Tan Son Nhat – Thuan An Transmission Line, along with many other steel structure projects such as the Malaysia Silo Project, Dat Phuong Ultra Clear Patterned Glass Factory, and Con Dao Resort Steel Structure Project. Total output exceeded 7,400 tons. Some projects have been delayed, with construction schedules pushed back to 2026. The company has also had to pursue several subcontracting orders to maintain employment for workers, so this year's revenue and profit have not yet met the planned targets.

Notably, hot-dip galvanizing output recorded growth during the year. In addition to maintaining its traditional customer base, the Company actively expanded cooperation with major partners such as Deo Ca Group, Dai Dung Corporation. As a result, annual output reached 4,200 tons, revenue increased by 76% compared to the same period last year, and the Company secured a stable workload to be carried forward into 2026.

In addition, 2025 marked the first year in which the Company implemented continuous, uninterrupted production in its plastic pipe processing segment. Following the challenging period at the end of 2024, particularly in production organization, monitoring, and sales management, The company has gradually improved its management practices and recorded an output of more than 1,200 tons, achieving the set target.

At the end of the financial year, the Company's revenue and other income reached 322 billion VND, equivalent to 87.1% of the annual plan and down 18% compared to 2024. Profit before tax reached 7.2 billion VND, achieving 92.9% of the planned target and decreasing by 7.3% compared to the same period last year.

Unit: VND

No	Item	2024	2025-Plan	2025-Performing	Compare to same period (+/-)	Compare to 2025-plan (+/-)
1	Revenue and other incomes	391,803,553,415	370,000,000,000	322,255,845,788	-18%	87.1%
2	Pre-tax profit	7,819,705,878	7,800,000,000	7,245,816,998	-7.3%	92.9%
3	After-tax profit	7,819,705,878		5,930,008,262	-24%	

d. Regarding capital mobilization and utilization:

In 2025, the Company continued to enter into revolving credit facility agreements with banks including BIDV, MSB and TP Bank. As of December 31, 2025, the Company's outstanding short-term loan balance amounted to 28.9 billion VND.

e. The financial situation of the Company as at December 31, 2025:

STT	Item	Unit	2025	2024	Difference (+/-)
1	Financial data				
+	Owners' Equity	Billion VND	99.9	93.9	+6.4%
+	Total assets	Billion VND	239.6	247.4	-3.2%
+	Liabilities	Billion VND	139.7	153.4	-8.9%
+	Short-term loan and payable for finance leasing	Billion VND	28.9	47.3	-38.9%
2	Capital structure ratios				
+	Debt-to-total-assets ratio	Time	0.58	0.62	-0.04
+	Debt-to-equity ratio	Time	1.4	1.63	-0.23
3	Liquidity ratios				
+	Current ratio: Current assets/Current liabilities	Time	1.73	1.58	+0.15
+	Quick ratio: Quick assets/Current liabilities	Time	1.24	1.0	+0.24
4	Profitability Ratios				
+	Profit margin	%	3.0%	3.2%	-0.2%
+	Return on equity	%	9.1%	9.8%	-0.7%
+	Return on assets	%	3.0%	3.2%	-0.2%

- During the period, the Company recorded positive profit after tax, thereby contributing to maintaining and increasing shareholders' equity to VND 99.9 billion, up 6.4% compared to the previous year.

- Total assets at the end of the period reached 239.6 billion VND, down 3.2%, mainly due to an 8.9% decrease in liabilities to 139.7 billion VND. Notably, outstanding bank loans declined from 47.3 billion VND to 28.9 billion VND (down 38.9%), thereby helping reduce interest expense pressure, enhance financial safety, and improve debt structure indicators such as Debt/Total Assets and Debt/Equity compared to the same period last year.

- Liquidity ratios improved compared to the previous year. The current ratio increased from 1.58 to 1.73, while the quick ratio rose from 1.00 to 1.24, indicating a stronger ability to meet short-term obligations.

- The EBIT-to-net revenue ratio reached 3.0%, slightly decreasing by 0.2% year-on-year despite an 18% decline in revenue, demonstrating that the Company has maintained relative stability in cost control and operational management.

- The indicators calculated based on after-tax profit, such as ROE and ROA, both recorded declines compared to the same period last year, creating short-term financial pressure. Therefore, in the coming period, the Company needs to further strengthen cost management, improve asset utilization efficiency, and optimize business operations.

f. Fulfillment of Obligations to the State

In 2025, the Company fully declared and fulfilled its obligations to pay value add tax, corporate income tax, and other taxes in accordance with tax laws. Mandatory insurance contributions were fully paid.

g. Auditing of Financial Statements:

Under the authorization of the 2025 Annual General Meeting of Shareholders, the Board of Directors selected AAC Auditing and Accounting Co., Ltd. (AAC) as the independent auditor, which is fully qualified to audit the Financial Statements of officially listed public companies on the stock exchange, to audit the Company's Financial Statements. On March 26, 2026, the job was completed, and AAC issued an audit report on the financial statements in accordance with regulations, recognizing the financial data and business results of the Company in 2025 with the opinion: "In our opinion, the financial statements present fairly, in all material respects, the financial position of the Company as at December 31, 2025, and its financial performance and its cash flows for the year then ended in accordance with Vietnamese Accounting Standards, Vietnamese Corporate Accounting System and the statutory requirements relevant to the preparation and presentation of financial statements.

4. Supervision of Transactions with Related Parties:

The Company's transactions with related parties in 2025 have been detailed in the notes to the audited Financial Statements. The main content of these transactions primarily relates to the provision of services and goods related to the Company's registered business lines. The policy for implementing these transactions was approved by the Company's Board of Directors in Resolution No. 318/NQ-HĐQT dated June 30, 2025, and disclosed in accordance with regulations. The audit report did not identify any cases of conflicts of interest in these related-party transactions.

5. Control over Handling Shareholder Complaints:

In 2025, the Supervisory Board did not receive any complaints from shareholders regarding the Company's operations or the management and administration of the Board of Directors and the General Management.

III. PLAN OF THE SUPERVISORY BOARD FOR 2026:

- Continue to perform the tasks in accordance with the Enterprise Law and the Company's Charter;
- Review the Semi-Annual Financial Statements and the Annual Financial Statements for 2026 (It is anticipated that the Supervisory Board will work concurrently with the Independent Auditor);
- Supervise the compliance with the Law, State regulations, and other regulatory documents in the Company's activities in parallel with the review of the Financial Statements;
- Perform other tasks assigned by the 2026 Annual General Meeting of Shareholders (if any).

IV. RECOMMENDATIONS: None

The above is the entire content of the Supervisory Board's supervision and inspection of the various operational aspects of Central area Electrical Mechanical Joint Stock Company in 2025.

The Supervisory Board respectfully submits this report to the General Meeting of Shareholders.

**On behalf of the Supervisor Board
Chief Supervisor**



Pham Thi Ngan Ha

CENTRAL AREA
ELECTRICAL MECHANICAL JOINT
STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Da Nang, May, 2026

No. /2026/ TTr-HĐQT

PROPOSAL

**Re: Approval of the 2025 Financial Statements; 2026 Business Plan; and
Remuneration of the Board of Directors and the Supervisory Board of
Supervisors for 2026.**

To: The 2026 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises and the Company's Charter;
- Pursuant to the audited 2025 Financial Statements;
- Pursuant to the Company's 2026 Business Plan as presented by the General Director to the Meeting,

The Board of Directors of Central Area Electrical Mechanical., JSC respectfully submits to the General Meeting of Shareholders for approval the following matters:

1. Approval of the 2025 Financial Statements:

Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders, the Board of Directors selected AAC Auditting and Accounting Co.,Ltd, a firm approved by the State Securities Commission to audit listed companies, to audit the Company's 2025 Financial Statements. Below is the auditor's opinion on the 2025 Financial Statements:

"In our opinion, the financial statements present fairly, in all material respects, the financial position of the Company as at December 31, 2025, as well as its financial performance and cash flows for the year then ended, in accordance with Vietnamese Accounting Standards (VAS), the Vietnamese Accounting System, and the relevant legal regulations on financial reporting."

Audited financial data by AAC Auditting and Accounting Co.,Ltd:

+ Total assets as at December 31, 2025	:	239.586.511.000 VND;
- Revenue and other income	:	322.255.845.788 VND;
- Profit before tax	:	7.245.816.998 VND,

The Board of Directors respectfully requests the General Meeting of Shareholders to approve the 2025 Financial Statements as audited by AAC Auditting and Accounting Co.,Ltd.

2. Business Strategy and Development Plan for 2026:

- Continue to maintain and develop the traditional manufacturing segment while expanding the customer base and enhancing productivity, quality, and efficiency through improved corporate governance. The Company also plans to expand production to include plastic pipes, creating jobs and income for employees.

-The translation is unofficial and for reference only-

- Prioritize the allocation of resources to key projects already under contract and other strategic projects currently being explored.

Expected business plan for 2026 is as follows:

- Total revenue : 320.000.000.000 VND;
- Profit before tax : 6.000.000.000 VND.

3. Proposed Remuneration for the Board of Directors, Board of Supervisors, and Corporate Secretary/Governance Officer in 2026:

- Except for the salary of full-time members of the Board of Directors and the Board of Managers (which remains at 2025 levels, same as in 2024), the total remuneration for non-executive BOD members and the Board of Supervisors in 2025 and the estimated remuneration for 2026 are detailed in the following table:

No.	Description	Monthly remuneration (per person)	Annual total/ Year	Notes
I	2025 Remuneration for Non-executive BOD members, Board of Supervisors, and Corporate Secretary/Governance Officer		180.000.000	
1	BOD Members: 3 persons	3.000.000	108.000.000	
2	Head of Board of Supervisors: 1 person	3.000.000	36.000.000	
3	Board of Supervisors members: 2 persons	1.000.000	24.000.000	
4	Corporate Secretary / Governance Officer: 1 person	1.000.000	12.000.000	
II	Estimated Remuneration for 2026		180.000.000	
1	BOD Members: 3 persons	3.000.000	108.000.000	
2	Head of Board of Supervisors: 1 person	3.000.000	36.000.000	
3	Board of Supervisors members: 2 persons	1.000.000	24.000.000	
4	Corporate Secretary / Governance Officer: 1 person	1.000.000	12.000.000	

We respectfully request the General Meeting of Shareholders to consider, provide feedback, and approve the above contents.

Respectfully submitted!

Recipients:

- As above;
- Archied: VT, P1;.

**CHAIRMAN OF THE BOARD OF
DIRECTORS**

(Signed)

Nguyen Huu Thang

Da Nang, 14th May, 2026

SUBMISSION

Selection of the Auditing Firm for the 2026 Financial Statements

Respectfully submitted to: The 2026 Annual General Meeting of Shareholders

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;
- Pursuant to the Charter on organization and operation of Central Electric Mechanical Joint Stock Company;

In order to carry out the review of the semi-annual financial statements and the audit of the 2026 annual financial statements of Central Area Electric Mechanical Joint Stock Company (CEMC) in accordance with the provisions of law and the Company's Charter, the Supervisory Board respectfully submits to the General Meeting of Shareholders for consideration and approval the selection of the auditing firm for the Company's 2026 financial statements as follows:

AAC Auditing and Accounting Co.,LTD (AAC) is an independent auditing firm located in Da Nang City, licensed to audit all types of enterprises under all economic sectors and is one of the leading prestigious and quality auditing companies in Vietnam. AAC has been accepted by the State Securities Commission as fully qualified to audit issuing organizations, listed organizations, and securities trading organizations in Vietnam.

Over the past years, AAC has conducted the annual audit of the financial statements of CEMC. AAC has provided comments and advice to help CEMC's financial and accounting work become increasingly complete and compliant with current regulations of the State, contributing to the transparency of CEMC's financial statements, building trust among investors, and enhancing our brand. The Supervisory Board recognizes that AAC performs the audit work well.

Based on the above contents, the Supervisory Board respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and appointment of AAC as the company to conduct the audit of the 2026 financial statements of CEMC.

After being approved by the 2026 Annual General Meeting of Shareholders, the Company will proceed to negotiate and sign contract with the auditing firm. In some cases that lead to the need to change the independent auditing company, the Supervisory Board respectfully submits to the General Meeting of Shareholders for authorization to

the Board of Directors to proactively select another auditing firm from the list of auditing companies eligible to audit public interest entities in the securities sector in 2026 announced by the State Securities Commission, based on meeting the requirements and ensuring the interests of CEMC.

**On behalf of the Supervisor Board
Chief Supervisor**



Pham Thi Ngan Ha

CENTRAL AREA
ELECTRICAL MECHANICAL JOINT
STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Da Nang, May, 2026



No. .../2026/ TTr-HĐQT

PROPOSAL

**Re: Election of the Board of Directors and the Board of Supervisors
Term V (2026 – 2031)**

To: The 2026 Annual General Meeting of Shareholders

Pursuant to the Law on Enterprises dated June 17, 2020;

*Pursuant to the Charter of Central Area Electrical Mechanical Joint Stock
Company;*

*Pursuant to the Resolution of the 2021 Annual General Meeting of Shareholders
No. 01/2021/NQ-ĐHCD-CEMC dated May 21, 2021 approving the election results of the
Board of Directors and the Board of Supervisors for Term IV (2021 – 2026),*

As of now, Term IV has expired; therefore, the General Meeting of Shareholders
is required to elect the Board of Directors and the Board of Supervisors for Term V
(2026 – 2031).

Based on the Company Charter and the Company's management and operational
requirements, the Board of Directors proposes that the number of members of the Board
of Directors and the Board of Supervisors remain the same as in Term IV, specifically
as follows:

- Number of members of the Board of Directors: 05 members;
- Number of members of the Board of Supervisors: 03 members.

The Draft Regulation on nomination, self-nomination, and election attached to
this Proposal shall serve as the basis for the General Meeting of Shareholders to
conduct the nomination, self-nomination, and election of members of the Board of
Directors and members of the Board of Supervisors for Term V (2026 – 2031).

The Board of Directors respectfully submits to the General Meeting of
Shareholders for consideration, comments, and approval of the above contents. The
nomination, self-nomination, and election process for members of the Board of
Directors and the Board of Supervisors shall be conducted in accordance with the
regulations approved by the General Meeting of Shareholders.

Sincerely yours!

**BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

(Signed)

Nguyen Huu Thang