

**SELF-ASSESSMENT REPORT ON THE 2024 PERFORMANCE
OF THE SUPERVISORY BOARD, ITS MEMBERS, AND THE 2025 PLAN**

To: The General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter on the organization and operation of Son Ha Development of Renewable Energy Joint Stock Company;
- Pursuant to Resolution No. 01/2024/NQ-DHDCD/SH dated April 26, 2024 of the Annual General Meeting of Shareholders of Son Ha Development of Renewable Energy Joint Stock Company

The Supervisory Board (“**SB**”) of Son Ha Development of Renewable Energy Joint Stock Company (“**SHE**”, “**the Company**”) hereby presents its self-assessment report on the activities of the SB and its members in 2024 as follows:

1. Evaluation of the activities of the Supervisory Board and its members in 2024

1.1. Evaluation of the Supervisory Board's activities in 2024:

Based on the provisions of the law, the charter, the regulations on the organization and operation of the SB, and the Company’s development direction, the SB performed its oversight functions over the activities of the BOD and the Board of Management (“**BOM**”), specifically:

- Oversaw the implementation of resolutions of the General Meeting of Shareholders by the BOD and BOM;
- Monitored the implementation of BOD resolutions and decisions by the BOM;
- Supervised various operational areas of the Company, identified and reported timely on issues and shortcomings, and proposed corrective measures;
- The SB has carried out the supervision of compliance with legal regulations and the Charter in the management and administration of the company, related to overseeing major business activities such as purchasing, investing in renovation, repairing, expanding asset categories, and managing inventory handling,...
- Representatives of the SB fully attended all regular and extraordinary meetings of the BOD, as well as meetings of the BOM and monthly operational meetings of the Executive Board (“**EB**”) , as required and when necessary, participated in discussions on the Company’s business operations and key initiatives. During these meetings, the SB carried out its oversight role, engaged in discussions, and contributed opinions on the matters presented. At the same time, the SB also provided recommendations and proposals to the BOD and EB regarding measures to strengthen control, revise/improve internal processes and regulations, and support restructuring efforts, aiming to ensure compliance with internal policies, minimize risks, and improve the quality and efficiency of operations;
- In 2024, the Supervisory Board held several meetings related to the evaluation of the Company’s production and business activities, including:

- Evaluated the financial report for the first half of the year and the business operations for the first half of the year, reviewing the data on the mid-year accounting results;
 - Evaluated the 2024 financial report and the production and business activities of the 2024 fiscal year, the company's year-end business results, and agreed on the basic content of the Supervisory Board's activity report to be presented to the annual general meeting of shareholders in 2024.
- Directly supervised the Internal Audit Department of SHE to implement the annual audit plan and conduct surprise inspections in 2024. The SB also participated with several internal audit and inspection teams to implement, direct, and supervise the inspection and audit work to assess the company's production and business situation.
- Audit and inspection activities were conducted following a risk-based approach and consistently throughout the audit process. The results of these audits were submitted to the BOD and the EB for timely guidance on the issuance and adjustment of policies and regulations to align with actual business operations. These efforts also contributed to improving the internal control system, streamlining departmental operations, and ensuring compliance with applicable laws and the Company's internal governance framework.
- The SB fulfilled its assigned duties, actively participated in discussions, and unanimously voted on matters within its scope of authority in 2024.

1.2. Evaluation of the activities of the Supervisory Board members

❖ Ms. Nguyen Thi Gam – Head of the Supervisory Board - Full-time member

- Assigned responsibilities: Overall responsibility and supervision; oversight of the BOD and EB in implementing GMS resolutions; supervision and evaluation of the BOD and BOM's performance of their rights and obligations; monitoring of the Company's business operations; general oversight of finance, capital accounting, general accounting, and risk management. Performed the rights and duties of the Head of the Supervisory Board.
- Performance evaluation for 2024: Duties fulfilled.

❖ Ms. Le Thi Thao - Member of the Supervisory Board

- Assigned responsibilities: Supervision of the BOD and EB in implementing GMS resolutions; responsible for reviewing and verifying the Company's financial statements and periodic governance reports; responsible for risk control in the areas of finance and accounting, and risk management; inspection and supervision of other operational areas as assigned by the Head of the Supervisory Board.
- Performance evaluation for 2024: Duties fulfilled.

❖ Mr. Tran Van Thi – Member of the Supervisory Board

- Assigned responsibilities: Supervision of the BOD and EB in implementing GMS resolutions; updating the list of major shareholders, members of the BOD, SB, BOM, and related persons; inspection and supervision of business functions such as finance, capital management, cash flow, and other areas as assigned by the Head of the Supervisory Board.
- Performance evaluation for 2024: Duties fulfilled.

2. Supervisory Board's activity plan for 2025

The year 2025 marks the continued implementation of the Company's restructuring and enhancement of corporate governance capacity through the adoption of higher standards

in corporate governance practices. The focus will be on strengthening accountability, acting in the best interests of the Company, fostering relationships with customers, suppliers, and other stakeholders, creating a positive impact on the community and environment, enhancing the Company's reputation, and promoting fairness in dealings with all stakeholders.

In 2025, the Supervisory Board will hold quarterly meetings to continue strengthening its role in inspection, supervision, evaluation, and in providing independent, objective assurance and recommendations on matters such as: compliance with legal and internal regulations, evaluation of the internal control system, governance processes, and risk management processes, ensuring the achievement of the Company's operational goals, strategic objectives, and planned targets.

In addition, the Supervisory Board will continue to coordinate with the BOD and the BOM to enhance risk management measures in business operations and investment expansion, with caution in response to market fluctuations.

The above is the Supervisory Board's report respectfully submitted to the General Meeting of Shareholders for review and approval.

Sincerely thank you!

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

Nguyen Thi Gam