

No.: 810/TB-EEMC

*Hanoi, 05 June 2025*

(Company Code: 0100101322)

**INVITATION LETTER  
TO THE ANNUAL GENERAL MEETING OF SHARE HOLDERS IN 2025**

To<sup>0</sup> :  
Address :  
Telephone number :  
Number of shares : share(s)

The Board of Directors of Dong Anh Electrical Equipment Corporation – Joint Stock Company respectfully invites you to attend the 2025 Annual General Meeting of Shareholders, with details as follows:

**1. Time:**

- Document registration: 08:30 AM, Saturday, June 28, 2025
- Opening of the Meeting: 09:00 AM, Saturday, June 28, 2025.

**2. Venue:** Meeting Room, Dong Anh Electrical Equipment Corporation – JSC, having the address at No. 189 Lam Tien Street, Dong Anh Town, Dong Anh District, Hanoi City.

**3. Main agenda of the Meeting:**

- Approval of the General Director's Report.
- Approval of the Report of the Board of Directors.
- Approval of the Report of the Supervisory Board.
- Approval of proposals of the Board of Directors regarding: The audited financial statements for the year 2024; Profit distribution plan for 2024; Key business targets for 2025; Selection of the auditing firm for the year 2025; Amendment of business lines.
- Election of members of the Board of Directors for the 2025–2030 term
- Other matters within the authority of the General Meeting of Shareholders (if any).

**4. Participants:**

Shareholders holding shares of Dong Anh Electrical Equipment Corporation – JSC whose names appear on the list of shareholders as of May 22, 2025, or their legally authorized representatives.

## **5. Registration for Attendance:**

To facilitate thorough preparation for the Meeting, shareholders are kindly requested, upon receipt of this Invitation, to complete and return the enclosed Registration/Authorization Form (or an authorization document in accordance with civil law provisions) to Dong Anh Electrical Equipment Corporation – JSC no later than 4:00 PM on Friday, June 20, 2025, through one of the following methods: email to [cuongtm@eemc.com.vn](mailto:cuongtm@eemc.com.vn); or send a message in the format: (Full name of shareholder + Shareholder Code/ID Card/Citizen ID/Business Registration Number) to 0934562534; or direct submission/fax to the following recipient and address:

Recipient: Mr. Tang Manh Cuong - Dong Anh Electrical Equipment Corporation

Address: No. 189 Lam Tien Street, Dong Anh Town, Dong Anh District, Hanoi City

Tel: +84 24 3882 0386

Fax: +84 24 3883 3113

**6. Required Documents for Attending the Meeting:** Shareholders or their authorized representatives are requested to bring the following documents when attending the Meeting: Original ID Card/Citizen ID or Passport; Original Power of Attorney and the original Invitation Letter from the authorizing shareholder (in case of authorization)

**7. Notice:** Shareholders are kindly advised to regularly visit the Company's website at <http://www.eemc.com.vn> for updates regarding the Meeting documents and agenda (if there are any changes).

**Sincerely!**

### **Recipients:**

- As Above;
- CBTT (UBCKNN, HNX);
- Ban QLV EVN (b/c);
- HĐQT, BTGD, TBKS;
- Units in the Corporation;
- Website EEMC;
- Archive: VTh, ThK.

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



**Nguyễn Xuân Nam**

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*Note: Shareholders are requested to cover their own accommodation and travel expenses.*



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.....,date..... 2025

**REGISTRATION / POWER OF ATTORNEY**  
**FOR ATTENDANCE AT THE 2025 ANNUAL GENERAL MEETING OF**  
**SHAREHOLDERS**  
**DONG ANH ELECTRICAL EQUIPMENT CORPORATION – JOINT**  
**STOCK COMPANY**  
**28 June 2025**

**To: The Board of Directors of Dong Anh Electrical Equipment Corporation**

Full name: .....

ID Card/Citizen ID/Passport No. (or Business Registration Certificate No.):

.....

Issuance date:.....Place of issue:.....

Address:.....

Phone number:.....Number of Shares owned:.....share(s)

Full name of the authorized representative (if the shareholder is an organization):.....

**Registering the Form of Attendance at the 2025 Annual General Meeting of Shareholders as follows** *(The shareholder shall select one of the two options below by ticking the appropriate box):*

**1. Attend the Meeting in Person** ☐

**2. Authorize a Representative to Attend** ☐

Number of shares authorized: ..... cổ phần

*(The shareholder shall select one of the following options by ticking the appropriate box):*

- |  |                                   |
|--|-----------------------------------|
| <input type="checkbox"/> Mr. Nguyen Xuan Nam   | - Chairman of the BOD             |
| <input type="checkbox"/> Mr. Nguyen Trong Tieu | - Vice Chairman of the BOD        |
| <input type="checkbox"/> Mr. Nguyen Vu Cuong   | - BOD member cum General Director |
| <input type="checkbox"/> Mr. Nguyen Khac Cuong | - BOD member                      |
| <input type="checkbox"/> Mr. Dang Phan Tuong   | - BOD member                      |
| <input type="checkbox"/> Other:                |                                   |

Full name : ..... Phone number:.....

ID Card/Citizen ID/Passport No. : .....

Issuance date: ..... Place of Issue:.....

***Authorization Details:***

- The authorized person shall, on behalf of the authorizing shareholder, attend the 2025 Annual General Meeting of Shareholders of Dong Anh Electrical Equipment Corporation – JSC and exercise all rights and obligations at the Meeting in connection with the number of shares authorized.

- We take full responsibility for this authorization and undertake to strictly comply with the current laws, the Company's Charter, and the regulations of the General Meeting Organizing Committee. The authorized person shall not further delegate this authority to any third party.

- This authorization shall be valid from the date of signing until the conclusion of the 2025 Annual General Meeting of Shareholders of Dong Anh Electrical Equipment Corporation – JSC.

**AUTHORIZED PARTY**

*(Signature, Full Name)*

**SHAREHOLDER**

*(Signature, Full Name, and Company  
Seal (if applicable))*





**AGENDA OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
DONG ANH ELECTRICAL EQUIPMENT CORPORATION**

**Time of the Meeting:** From 08:30 AM, Saturday, June 28, 2025

**Venue:** Meeting Room of the Corporation

**Address:** No. 189 Lam Tien Street, Dong Anh Town, Dong Anh District, Hanoi City

No.	Agenda	Note
<b>I</b>	<b>REGISTRATION AND DOCUMENT COLLECTION PROCEDURES</b>	
1	Reception of Delegates and Shareholders	
2	Verification of eligibility and preparation of the list of attending Shareholders	
<b>II</b>	<b>MEETING AGENDA</b>	
<b>1</b>	<b>Opening Ceremony, Report on Shareholder Eligibility Verification, Introduction of the Chairperson, Secretariat, and Vote Counting Committee</b>	
-	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	
<b>2</b>	<b>Presentation of Reports</b>	
-	Report of the General Director	
-	Report of the Board of Directors	
-	Report of the Supervisory Board	
<b>3</b>	<b>Presentation of Proposals</b>	
-	Proposal for Approval of the Audited Financial Statements for the Year 2024	
-	Proposal on the Profit Distribution Plan for the Year 2024	
-	Proposal on the Key Business Targets for the Year 2025	
-	Proposal on the Selection of the Auditing Firm for the 2025 Financial Statements	
-	Proposal on the Amendment of business lines	
<b>4</b>	<b>Discussion on the Contents of the Reports and Proposals</b>	
<b>5</b>	<b>Voting on the Approval of the Reports and Proposals</b>	
<b>6</b>	<b>The Vote Counting Committee announces the Minutes of Voting on the Meeting's Resolutions</b>	
<b>7</b>	<b>Election of Members of the Board of Directors for the 2025–2030 Term</b>	
-	Approval of the List of Candidates	
-	Approval of the Election Regulations for Members of the Board of Directors for the 2025–2030 Term	
-	Election of Members of the Board of Directors for the 2025–2030 Term	
<b>8</b>	<b>Intermission</b>	
<b>9</b>	<b>Approval of the Minutes and the Resolution of the General Meeting</b>	
<b>10</b>	<b>Closing remarks</b>	

**Organizing  
Committee**

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

No.: 811 /TB-EEMC

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*Hanoi, 05 June 2025*

## **NOTICE**

### **Regarding the Nomination and Self-Nomination of Candidates for the Board of Directors for the 2025–2030 Term**

To: Esteemed Shareholders of Dong Anh Electrical Equipment Corporation – Joint Stock Company

The Board of Directors of Dong Anh Electrical Equipment Corporation – Joint Stock Company (the “Board of Directors”) respectfully informs the esteemed shareholders of the nomination and self-nomination of candidates for the election of one (01) additional member of the Board of Directors for the 2025–2030 term, to be conducted at the 2025 Annual General Meeting of Shareholders of the Company, as follows:

#### **1. Reason for Electing an Additional Member of the Board of Directors for the 2025–2030 Term**

Mr. Nguyễn Khắc Cường was appointed as a member of the Board of Directors on April 20, 2020, with a five (05) year term. Accordingly, his term concluded on April 19, 2025. Pursuant to Clause 1, Article 26 of the Company’s Charter, in cases where any member of the Board of Directors reaches the end of their term, such member shall continue to serve until a new member is elected and assumes the position at the nearest General Meeting of Shareholders or through a written resolution.

Based on the above, the Board of Directors hereby issues this notice to invite shareholders to nominate or self-nominate candidates for election as a member of the Board of Directors for the 2025–2030 term at the 2025 Annual General Meeting of Shareholders.

#### **2. Number, Qualifications, and Method of Electing an Additional Member of the Board of Directors**

**2.1. Number:** 01 (one) member

**2.2. Qualifications and Conditions for Members of the Board of Directors:**

To be eligible for election as a member of the Board of Directors, candidates must satisfy the qualifications and conditions stipulated in Article 155 of the Law on Enterprises 2020, Article 275 of Decree No. 155/2020/ND-CP, and Clause 4, Article 25 of the Company’s Charter, specifically as follows:

- Must not fall into any of the following categories: Officials, public employees, or civil servants; Officers, non-commissioned officers, professional soldiers, workers, or employees of the People’s Army or the People’s Public Security of Vietnam, Executive officers or managers in state-owned enterprises (except those appointed as authorized representatives managing State capital in other enterprises Minors; individuals who have lost or have limited legal capacity; individuals with cognitive or behavioral difficulties, Individuals currently under criminal investigation, temporary detention, serving a prison sentence, or subject to administrative measures at compulsory detoxification centers or re-



education institutions or prohibited by court ruling from holding certain positions, practicing certain professions, or doing specific jobs; and Other cases as prescribed by the Law on Bankruptcy and the Law on Anti-Corruption;

- Must possess relevant professional qualifications and experience in managing the Company's business operations

- May concurrently serve as a member of the Board of Directors in **no more than five (05)** other companies.

### ***2.3. Right to Nominate and Self-Nominate Candidates for the Board of Directors:***

#### ***a) Self-Nomination for the Board of Directors***

Candidates for the Board of Directors must satisfy the qualifications and conditions for Board membership as specified in Section 2.2 of this Notice.

#### ***b) Nomination of Candidates for the Board of Directors***

Shareholders holding voting shares have the right to pool their voting rights in order to nominate candidates for the Board of Directors.

- A shareholder or group of shareholders holding from 10% to less than 20% of the total voting shares may nominate one (01) candidate;

- A shareholder or group of shareholders holding from 20% to less than 30% of the total voting shares may nominate up to two (02) candidates;

- A shareholder or group of shareholders holding from 30% to less than 40% of the total voting shares may nominate up to three (03) candidates;

- A shareholder or group of shareholders holding from 40% to less than 50% of the total voting shares may nominate up to four (04) candidates;

- A shareholder or group of shareholders holding 50% or more of the total voting shares may nominate up to five (05) candidates.

### **3. Nomination and Self-Nomination Procedures**

#### ***3.1. Required Documents for the Nomination/Self-Nomination Dossier:***

- Nomination or Self-Nomination Form (using the prescribed template);

- Curriculum Vitae (CV) completed and signed by the candidate (using the prescribed template);

- Certified copy of Citizen ID/Passport and certified copies of degrees, diplomas, and certificates proving professional qualifications;

- Document(s) evidencing or confirming the number of shares owned/represented by proxy as of the record date May 22, 2025, for the purpose of exercising the right to attend the 2025 Annual General Meeting of Shareholders.

- Written agreement on the formation of a group of shareholders nominating a candidate (if the nomination is made by a group of shareholders)

#### ***3.1. Deadline for Submission of Nomination/Self-Nomination Documents:***

The final deadline for submission and confirmation of nomination/self-nomination dossiers is no later than 4:00 PM on June 18, 2025.



Candidates are kindly requested to submit one (01) complete set of documents by direct delivery, postal mail, or fax to the following address:

Recipient: Mr. Tang Manh Cuong – Dong Anh Electrical Equipment Corporation – JSC

Address: No. 189 Lam Tien Street, Dong Anh Town, Dong Anh District, Hanoi City

Phone: 024 3883 3779 / 0934562534

Fax: 024 3883 3113

Please clearly mark the envelope: “Nomination/Self-Nomination Dossier for Board of Directors”

Only those dossiers that meet all the conditions specified in Sections 3.1 and 3.2, and where the candidate fully satisfies the qualifications and conditions outlined in Section 2.2 of this Notice, will be included in the list of candidates submitted to the General Meeting of Shareholders for election.

If, by the deadline stated above, the number of valid candidates does not meet the required minimum as per regulations, the current Board of Directors, in accordance with its authority under Clause 3, Article 25 of the Company’s Charter, shall nominate additional candidates as necessary.

Respectfully notified./.

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

***Recipients:***

- Esteemed Shareholders;
- BOD, Supervisory Board
- Archive: VT, Th.K



**Nguyễn Trọng Tiêu**

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....., date ..... 2025

**NOMINATION FORM**  
**FOR MEMBER OF THE BOARD OF DIRECTORS FOR THE 2025–2030**  
**TERM**

To: The Board of Directors of Dong Anh Electrical Equipment Corporation – JSC

I/We am/are shareholders holding shares of Dong Anh Electrical Equipment Corporation – Joint Stock Company (EEMC) as of May 22, 2025, including the following:

No.	Full name	ID Card/Citizen ID/Passport/ Business Registration Certificate No.	Date of Issue	Place of Issue	Number of Shares owned	Signature, Full Name, and Company Seal (if applicable)

After reviewing the relevant conditions and qualifications for the nomination of an additional member of the Board of Directors of EEMC for the 2025–2030 term, I/we hereby agree to pool all of our shares listed above to nominate the following candidate:

Mr./Ms.: .....

ID Card/Citizen ID/Passport No.: .....

Date of Issue: .....

Place of Issue: .....

Phone number:.....

Permanent Address:.....

.....

Educational Background: .....

Field of Study: .....

As a candidate for the Board of Directors of EEMC for the 2025–2030 term.

I/We hereby certify that all information provided is true and accurate, and I/we undertake to take full responsibility before the law and the Corporation for any false or misleading information.

**Respectfully!**

**REPRESENTATIVE SHAREHOLDER**

*(Signature and Full Name)*



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....., date ..... 2025

**SELF-NOMINATION FORM**  
**FOR MEMBER OF THE BOARD OF DIRECTORS FOR THE 2025–2030**  
**TERM**

To: The Board of Directors of Dong Anh Electrical Equipment Corporation – JSC

Full name:.....

ID Card/Citizen ID/Passport No.:..... Date of Issue:.....

Place of Issue: .....Phone number:.....

Permanent Address: .....

.....

Educational background: .....

Field of Study: .....

Currently holding: ..... shares, equivalent to ..... % of the total  
voting shares of the Corporation.

After reviewing the eligibility criteria and qualifications for members of the Board of Directors, I hereby submit my self-nomination for the position of Member of the Board of Directors of Dong Anh Electrical Equipment Corporation – Joint Stock Company for the 2025–2030 term.

If entrusted and elected by the shareholders, I commit to devoting my full capabilities and dedication to contributing to the development of the Corporation.

I hereby certify that all the information provided is true and accurate, and I accept full responsibility before the law and the Corporation for any misrepresentation or error.

Respectfully!

**Candidate**  
(Signature and Full Name)

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....., date..... 2025

**COMMITMENT LETTER**

**To: Dong Anh Electrical Equipment Corporation – Joint Stock Company**

Full name:.....

Citizen ID/Passport No.: ..... Date of Issue: .....

Place of Issue: .....Phone number:.....

Permanent Address: .....

.....

Educational level: ..... Field of Study: .....

Currently working at (if applicable): .....

I hereby certify that all information I have provided in the Curriculum Vitae as a candidate for the Board of Directors of Dong Anh Electrical Equipment Corporation – Joint Stock Company for the 2025–2030 term is true and accurate.

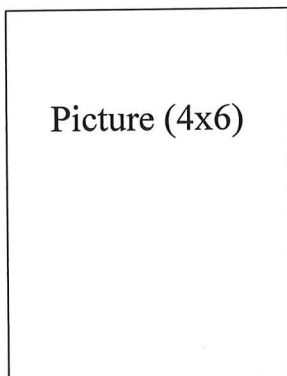
If elected as a member of the Board of Directors, I commit to performing my duties with honesty, diligence, and in the best interests of the Corporation.

I accept full responsibility before the law and the Corporation for any false declaration or misconduct.

Thank you sincerely!

**COMMITTING PARTY**  
*(Signature and Full Name)*

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....., *date*..... 2025

**CURRICULUM VITAE**

Candidate for Member of the Board of Directors  
Dong Anh Electrical Equipment Corporation – JSC  
Term 2025–2030

1. Full name (in capital letters): Gender :
2. Date of birth :
3. Place of birth :
4. ID Card/Citizen ID/Passport No : Date of Issue:  
Place of Issue:
5. Permanent Address :
6. Current Residence :
7. Phone number :
8. Email :
9. Educational level :
10. Professional qualification:
11. Legal Violations (if any):
12. Name of the Organization (if nominated as the representative of the organization's capital contribution):  
Address:
13. Current Position at Dong Anh Electrical Equipment Corporation:
14. Educational Background, Professional Training, and Certifications:



<b>Period</b> (month/year)	<b>Institution</b>	<b>Field of Study</b>	<b>Degree/Certificate</b>

15. Current Positions Held in Other Organizations:

<b>Period</b>	<b>Employment History, Professional Experience, and Previous Positions Held</b> <i>(Including roles, organizations, and responsibilities)</i>	<b>Notes</b>

16. Number of shares held: ..... **shares**, accounting for .....% of the charter capital of Dong Anh Electrical Equipment Corporation, including:

+ Representing (name of the organization as the State/strategic shareholder/other organization):

+ Personally held: ....shares

17. Commitments to Shareholding (if any):

18. List of Related Persons of the Declarant (\*):

[illegible]

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

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**WORKING REGULATIONS**  
**2025 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;*

*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 2025 Annual General Meeting of Shareholders as follows:

**I. GENERAL PROVISIONS**

**1. Scope and Subjects of Application**

- These Regulations apply to the 2025 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.



19. Related Interests in Dong Anh Electrical Equipment Corporation (if any):

20. Conflicting Interests with Dong Anh Electrical Equipment Corporation (if any):

I hereby certify that the above statements are true and accurate. I accept full responsibility before the law for any false declarations.

**DECLARANT**

*(Signature and Full Name)*

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

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**WORKING REGULATIONS**  
**2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
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- 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;
- Actively contribute opinions to the Meeting;
- 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 2025 Annual General Meeting shall be conducted by raising the Voting Card.

- Matters that require approval by **at least 65%** of votes of shareholders present and voting:
  - + Types and total number of shares;
  - + Amendments to business lines and sectors;
  - + Changes in corporate governance structure;
  - + Investment projects or asset sales valued at 35% or more of the Company's total assets based on the most recent financial statement;
  - + Reorganization or dissolution of the Company.
- Other matters are passed with **at least 50%** of votes of shareholders present and voting.

## **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 Board of Directors**

The election of members to the Board of Directors for the 2025–2030 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 2025 Annual General Meeting of Shareholders.



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



**Nguyễn Trọng Tiêu**

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

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*Hanoi, 05 June 2025*

**REPORT OF THE GENERAL DIRECTOR ON BUSINESS  
PERFORMANCE IN 2024 AND BUSINESS PLAN FOR 2025**  
(Presented at the 2025 Annual General Meeting of Shareholders)

**PART I**  
**BUSINESS PERFORMANCE IN 2024**

**I. Assessment of the 2024 Business Environment**

**1. General Context**

In terms of global and regional developments, the political and economic landscape in 2024 remained complex, impacted by ongoing conflicts such as the Russia–Ukraine war and the Israel–Hamas confrontation. Demand for electrical equipment in the U.S. and several other markets surged, surpassing the production capacities of many suppliers of materials and components.

Domestically, the economy began to recover, with GDP growth exceeding 7%. The Government issued various policies to promote the development of national power sources and grid infrastructure.

**2. Advantages, Difficulties, and Challenges in Business Operations in 2024**

**a. Advantages**

- The Ministry of Industry and Trade, the Ministry of Science and Technology, and Vietnam Electricity (EVN) provided consistent direction and support in resolving difficulties and obstacles.

- The collective solidarity, intelligence, and shared commitment of EEMC's staff were key to achieving common goals.

- In the third and fourth quarters, EVN-affiliated units accelerated investment and commissioning of projects, enabling the Corporation to sign contracts and deliver equipment in time to record revenue in 2024.

- Newly invested technological equipment was promptly put into operation, contributing to increased productivity, improved product quality, and enhanced competitiveness.

- The successful manufacturing of the 500kV–300MVA power transformer—recognized as one of the top 10 significant achievements in the electricity sector—was widely reported in mass media, significantly strengthening EEMC’s brand reputation both domestically and internationally.

#### **b. Difficulties and Challenges**

- Although the implementation plan for Power Development Plan VIII has been approved, few new projects have been initiated, leading to a limited market size.

- Units of the National Power Transmission Corporation (NPT) prioritized the implementation of the 500kV transmission line (circuit 3), causing several 220kV transformer procurement projects to be postponed or delayed.

- Shortages in material and component supply disrupted production schedules.

- Market competition continued to intensify. Currently, there are over 30 domestic manufacturers of distribution transformers, 5 manufacturers of 110kV transformers, and it is anticipated that 1 to 2 more manufacturers of 220kV transformers will enter the market in the near future.

## **II. Business Performance Results in 2024**

### **1. Key Business Performance Indicators of the Parent Company**

*Unit: VND million*

TT	Indicator	Year 2024			% Achievement vs. 2023
		Plan	Achievemance	% Achievement vs. Plan	
1	Total Revenue	1.906.000	2.067.868,7	108,49%	128,47%
2	Profit After Tax	80.800	142.524	176,39%	242,78%
3	Propóed Cash Dividend Payment (%)	20			

(Figures based on the Audited Separate Financial Statements for the Fiscal Year 2024)

## 2. Operational Review

### 2.1. Achievements

#### *In Business Operations:*

- Continued to strengthen product promotion and trade marketing through more diversified approaches.

- Successfully signed the first export contract for a 70 MVA–132 kV power transformer to Australia and initiated market development activities in other international markets.

- Collected several previously doubtful debts, thereby improving cash flow for business operations.

- Despite increasing market competition, EEMC maintained its market share for 110 kV power transformers and expanded its market share for 220 kV transformers.

#### *In Investment, Engineering, and Production:*

- Completed investments in upgrading the assembly and winding workshops; newly built a 500 kV testing laboratory; and procured several critical pieces of technological equipment to enhance productivity and product quality.



- Officially commissioned the enterprise-wide resource planning system, enhancing the Corporation's overall management capacity.

- Successfully manufactured a 500 kV–300 MVA power transformer, affirming EEMC's capability in designing and producing ultra-high-voltage electrical equipment and opening new growth opportunities for the coming years.

- Continuously reviewed and improved production processes and technologies, contributing to improved product quality and labor productivity.

- Proactively sought out new sources of supply and negotiated with customers to switch materials and components to meet order schedules, thereby contributing to the fulfillment of the Corporation's business plan.

***In Labor Organization and Financial Management:***

- Reviewed and adjusted wage norm regulations to ensure appropriateness and alignment.

- Fully implemented policies on salary increases, promotions, and employee benefits.

- Revamped the assessment and appointment process for managerial personnel to meet current business requirements.

- Secured sufficient capital for production and business operations at reasonable interest rates, helping to reduce financial costs for the Corporation.

**PART II**

**BUSINESS DIRECTION AND PLAN FOR 2025**

**I. Outlook and Context for 2025**

**1. Favorable Factors:**

Vietnam's economy is forecasted to grow by 8%, with continued strong demand for electricity across industrial, commercial, and residential sectors. The expansion of industrial parks across provinces and cities will drive further

investment in power grid infrastructure. Nhu cầu thiết bị điện trên thế giới tăng cao, Global demand for electrical equipment remains high, generating growth opportunities for the sector.

## **2. Challenges:**

The year 2025 is expected to continue witnessing complex developments in global political and economic conditions. New U.S. government policies may cause fluctuations in foreign exchange rates and disrupt material supply chains, which would adversely affect the Vietnamese economy in general and the Corporation's business operations in particular.

The supply of materials and components remains tight, with prolonged delivery times, directly impacting the progress of urgent projects.

Market competition is becoming increasingly fierce. There are currently over 30 domestic manufacturers of distribution transformers, 5 manufacturers of 110kV transformers, and potentially 2–3 more manufacturers of 220kV transformers expected to enter the market soon.

## **II. 2025 Business Plan Targets for the Parent Company**

<b>No.</b>	<b>Item</b>	<b>Unit</b>	<b>2025 Target</b>
1	Total Revenue	VND million	2.362.000
2	Profit After Tax	VND million	158.000
3	Dividend Payment		20%

## **III. Solutions for Achieving the 2025 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 with consultation from international experts, while continuously improving the design of traditional products.

- + Expedite the investment in key equipment such as: a new epoxy spray chamber, automatic oil filtering and filling systems, vacuum pumping stations, silicon steel cutting machines, 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; form joint ventures or 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 is forecasted to continue being a period of significant volatility, with numerous uncertainties arising from global economic and political dynamics, along with increasingly intense industry competition. In this context, the Corporation's production and business activities are expected to face considerable challenges. Nevertheless, building upon its strong foundation of unity, a high sense of responsibility, and a determined spirit of innovation, all officers and employees of the Corporation will strive to harness internal strengths, proactively adapt, overcome difficulties, and implement comprehensive solutions in technology, management, and human resources. The Corporation remains firmly committed to successfully achieving the 2025 production and business targets, while upholding its reputation and solidifying its position in the market.



**GENERAL DIRECTOR**

**Nguyễn Vũ Cường**



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

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

*Hanoi, 05 June 2025*

**REPORT  
OF THE BOARD OF DIRECTORS ON 2024 PERFORMANCE AND 2025  
STRATEGIC ORIENTATION**

**(Presented at the 2025 Annual General Meeting of Shareholders)**

**I- Performance of the Board of Directors in 2024:**

**1. Assessment of the Corporation's Operations in 2024:**

In 2024, the Corporation faced significant challenges amid a volatile global political and economic environment, driven by geopolitical conflicts and intense international market competition. These factors led to shortages in supply and soaring input material prices, directly affecting the Corporation's business operations. Nevertheless, thanks to the solidarity and strong determination of the leadership and workforce, the Corporation successfully overcame these difficulties, closely following and effectively implementing the core objectives and tasks assigned by the General Meeting of Shareholders. As a result, business performance in 2024 exceeded the planned targets. Specifically: (i) Consolidated revenue reached VND 2,255.8 billion, achieving 107% of the 2024 plan; (ii) Profit before tax amounted to VND 180.4 billion, fulfilling 179% of the 2024 plan.

Throughout the year, the Corporation continued its strict cost-saving measures and efforts to enhance its management capacity.

**2. Activities of the Board of Directors:**

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

Mr. Nguyễn Xuân Nam	- Chairman of the Board
Mr. Nguyễn Trọng Tiểu	- Vice Chairman of the Board
Mr. Nguyễn Vũ Cường	- Member of the Board and General Director

Mr. Nguyễn Khắc Cường - Member of the Board

Mr. Đặng Phan Tường - Member of the Board

Among them, four (04) 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. In 2024, the Board:

+ Convened and successfully organized the 2024 Annual General Meeting of Shareholders on June 21, 2024, and an Extraordinary General Meeting on November 14, 2024.

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

+ 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 22 meetings in 2024 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 2024 amounted to VND 2,361.6 million.

- In 2024, the parent company conducted key transactions with related parties, including sales of VND 1,342.6 billion and purchases of VND 164.4 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 2024 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 2024 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 2025:**

The year 2025 is expected to continue presenting global political and economic complexities. New policies adopted by the United States government may cause fluctuations in exchange rates and disruptions to raw material supply chains, thereby impacting Vietnam's economy as a whole and the Corporation's production and business activities 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 2025 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 2024 performance and the operational plan for 2025, respectfully submitted to the Annual General Meeting of Shareholders for review and approval../.

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



**Nguyễn Trọng Tiếu**

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

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

*Hanoi, 05 June 2025*

**SUBMISSION**

**Re: Approval of the Audited Financial Statements for Fiscal Year 2024**

**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;*

*Pursuant to the Charter of the Corporation;*

*Pursuant to the audited financial statements for 2024 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 2024 of Dong Anh Electrical Equipment Corporation – JSC, which were audited by Deloitte Vietnam Co., Ltd., in accordance with independent audit reports No. 0702, 0703/VN1A-HN-BC dated March 21, 2025.

The audited financial statements for 2024 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  
VICE CHAIRMAN**



**Nguyễn Trọng Tiểu**

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

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

*Hanoi, 05 June 2025*

**SUBMISSION**

**Re: Profit Distribution Plan for Fiscal Year 2024**

**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;*

*Pursuant to the Charter of the Corporation;*

*Pursuant to the 2024 business performance results and the audited financial statements  
for fiscal year 2024.*

The Board of Directors respectfully submits to the General Meeting of Shareholders the proposed profit distribution plan for 2024 of the Parent Company, as follows:

No.	Item	Amount (VND million)	Allocation Principles
<b>I</b>	<b>Total Profit for Distribution</b>	<b>214.215,8</b>	
1	Profit After Corporate Income Tax in 2024	142.524,0	
2	Undistributed Profits from Previous Years	71.691,8	
<b>II</b>	<b>Profit Allocation</b>	<b>121.051,8</b>	
1	Development Investment Fund	42.750,0	Up to 30% of profit after corporate income tax in 2024
2	Bonus and Welfare Fund	13.040,0	Equivalent to 1.5 months of the average actual salary in 2024.
3	Management Bonus Fund (Executive Board Bonus)	425,0	Equivalent to 1 month of the average actual salary of full-time management

			personnel
4	Cash Dividend Payment 20%	64.836,8	Cash Dividend Distribution: At a rate of 20% of par value
III	Retained Earnings (Undistributed Profit)	93.164,0	

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

ON BEHALF OF THE BOARD OF DIRECTORS  
VICE CHAIRMAN



Nguyễn Trọng Tiểu



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

**THE SOCIALIST REPUBLIC OF VIETNAM**  
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*Hanoi, 05 June 2025*

**SUBMISSION**

**Re: 2025 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;*

*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 2025 business plan targets of the Parent Company:

No.	Item	Unit	2025 Targets
1	Total Revenue	VND million	2.362.000
2	Profit Before Tax	VND million	194.800
3	Profit After Tax	VND million	158.000
4	Owner's Equity	VND million	418.158,2
5	Return on Equity (ROE)		37,78%
6	Cash Dividend Payment		20%
7	Capital Expenditures	VND million	80.470
8	Development Investment Fund		Up to 30% of profit after tax for 2025.
9	Bonus and Welfare Fund		According to Clause 1, Article 27 of Decree No. 44/2025/ND-CP and Article 18 of Circular No. 003/2025/TT-BNV
10	Bonus Fund for Executive Board, Members of the Board of Directors, and Supervisory Board		According to Clause 2, Article 27 of Decree No. 44/2025/ND-CP and Article 18 of Circular No. 003/2025/TT-BNV
11	Salaries and Remuneration for Members of the Board of Directors and Supervisory Board	VND million /month	
11.1	Remuneration for Non-	VND million	19,2

No.	Item	Unit	2025 Targets
	Executive Chairman of the Board	/month	
11.2	Remuneration for Executive Board Member cum General Director	VND million /month	15,6
11.3	Salary for Full-Time Board Member	VND million /month	78,0
11.4	Remuneration for Non-Executive Board Member	VND million /month	15,6
11.5	Remuneration for Non-Executive Head of Supervisory Board	VND million /month	16,0
11.6	Remuneration for Non-Executive Member of Supervisory Board	VND million /month	15,6

Notes:

- The remuneration for non-executive members of the Board of Directors and non-executive Supervisors shall be determined based on their actual working time but shall not exceed 20% of the corresponding salary level of full-time members..

- In cases where a member of the Board concurrently holds an executive position, he/she shall receive the salary based on the executive title and remuneration corresponding to the non-executive Board member title.

- At the end of 2025, based on the actual business performance, EEMC shall finalize and settle the salary and remuneration fund for managers and Supervisors of EEMC in accordance with regulations.

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

ON BEHALF OF THE BOARD OF DIRECTORS  
VICE CHAIRMAN



Nguyễn Trọng Tiếu



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

**THE SOCIALIST REPUBLIC OF VIETNAM**  
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*Hanoi, 05 June 2025*

**SUBMISSION**

Re: Amendment to Business Lines of the Company

**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;*

*Pursuant to the Charter of the Corporation.*

Considering the fact that the Corporation's high-voltage testing laboratory is equipped with modern devices that meet international standards (ISO 17025:2017), and is currently the largest of its kind in Vietnam and among the leading laboratories in the region.

In order to optimize the utilization of the newly invested laboratory, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the following amendments to the Company's registered business lines::

**1. Amendment to business lines:**

No.	Code	Current business lines	Amended business lines
1	7120	Technical testing and analysis services Details: - Trading in services of inspection, calibration, testing of measuring devices and measurement standards (pursuant to Article 25 of the Law on Measurement 2011)  <i>Excluding:</i> Inspection and certification services for means of transport (including systems, components, devices, and parts); inspection and certification of technical safety and environmental protection for special-use	Technical testing and analysis services Details: - Trading in services of inspection, calibration, testing of measuring devices and measurement standards (pursuant to Article 25 of the Law on Measurement 2011) - Trading in product and goods quality testing services (pursuant to Articles 19 and 25 of the Law on Product and Goods Quality 2007)  <i>Excluding:</i> Inspection and certification services for means of transport (including systems, components, devices, and parts); inspection and certification of technical safety

	vehicles, containers, dangerous goods packaging used in transportation; inspection and certification for offshore oil and gas exploration, exploitation and transport equipment; labor safety inspection services for machinery and equipment with strict safety requirements installed on transportation means or offshore oil and gas facilities; and fishery vessel registration services.	and environmental protection for special-use vehicles, containers, dangerous goods packaging used in transportation; inspection and certification for offshore oil and gas exploration, exploitation and transport equipment; labor safety inspection services for machinery and equipment with strict safety requirements installed on transportation means or offshore oil and gas facilities; and fishery vessel registration services.
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2. Amendment to Article 4 of the Charter of the Corporation to reflect the updated business lines as amended.

3. Authorize the General Director – the legal representative of the Corporation – to carry out all necessary procedures to register the change in enterprise registration information in accordance with prevailing laws and regulations.

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

ON BEHALF OF THE BOARD OF DIRECTORS  
VICE CHAIRMAN



Nguyễn Trọng Tiếu



**ELECTION REGULATIONS  
FOR MEMBERS OF THE BOARD OF DIRECTORS (TERM 2025–2030)  
DONG ANH ELECTRICAL EQUIPMENT CORPORATION – JSC**

To ensure the rights of shareholders and avoid confusion during the election of members to the Board of Directors (BOD) for the 2025–2030 term, the General Meeting of Shareholders (GMS) is respectfully requested to approve the following election regulations:

**I. PRINCIPLES OF BOD MEMBER ELECTION**

- Number of BOD 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 BOD 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 BOD 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 2 members to the Board of Directors. Accordingly, Mr. X has a total of  $10,000 \times 2 = 20,000$  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  
VICE CHAIRMAN**



**Nguyễn Trọng Tiếu**



MEETING CODE	<div data-bbox="1220 622 1385 1899">ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025 DONG ANH ELECTRICAL EQUIPMENT CORPORATION – JOINT STOCK COMPANY</div>
<div data-bbox="949 768 1029 1456">VOTING CARD</div>	
<div data-bbox="675 230 734 1137">Full name of attendee : </div> <div data-bbox="542 230 606 1265">ID Card/Citizen ID/Passport No. : </div> <div data-bbox="422 230 491 1919">Number of Shares Represented:                      shares</div>	



**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**  
**DONG ANH ELECTRICAL EQUIPMENT CORPORATION – JOINT STOCK**  
**COMPANY**

**BALLOT PAPER**

**FOR THE ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS**  
**TERM 2025-2030**

**1. Thông tin cổ đông tham gia bầu cử**

**Fullname:** \_\_\_\_\_

**ID Card/Citizen ID No.:** \_\_\_\_\_

**Total Number of Shares:** \_\_\_\_\_

**Total Number of Votes = (\*) x 1** \_\_\_\_\_

**2. Voting**

No.	Full name of candidate	Number of Votes Cast
1		
2		

**3. Instruction**

- Shareholders have the right to allocate all or part of their total votes to one or more candidates whose names are listed. Any remaining votes (if any) may be left unassigned to any candidate. The total number of votes allocated to candidates must not exceed the total number of votes indicated in the shareholder information section.
- The number of votes allocated to each candidate may vary depending on the shareholder's level of confidence in each candidate.
- Ballots must not include names of candidates who are not on the official list of candidates approved by the General Meeting of Shareholders

**Shareholder/Authorized person**

*(Signature and full name)*



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

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

*Hanoi, 05 June 2025*

**RESOLUTION  
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

- Pursuant to the Law on Enterprises No. 59/2020-QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam at its 9th session on June 17, 2020;
- Pursuant to the Charter of Dong Anh Electrical Equipment Corporation – Joint Stock Company;
- Pursuant to the Minutes of the Annual General Meeting of Shareholders 2025 of Dong Anh Electrical Equipment Corporation – Joint Stock Company dated June 28, 2025.

**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025  
DONG ANH ELECTRICAL EQUIPMENT CORPORATION – JOINT  
STOCK COMPANY  
RESOLVES**

**Article 1.** Approval of the following Reports:

- Report of the General Director;
- Report of the Board of Directors;
- Report of the Supervisory Board.

**Article 2.** Approval of the Proposal of the Board of Directors regarding the 2024 audited financial statements audited by Deloitte Vietnam Co., Ltd., under Independent Audit Reports No. 0702 and 0703/VN1A-HN-BC dated March 21, 2025.

**Article 3.** Approval of the Proposal of the Board of Directors on the Profit Distribution Plan for 2024 of the Parent Company as follows:

No.	Item	Amount (VND million)	Allocation Principles
<b>I</b>	<b>Total Profit for Distribution</b>	<b>214.215,8</b>	
1	Profit After Corporate Income Tax in 2024	142.524,0	
2	Undistributed Profits from Previous Years	71.691,8	
<b>II</b>	<b>Profit Allocation</b>	<b>121.051,8</b>	

1	Development Investment Fund	42.750,0	Up to 30% of profit after corporate income tax in 2024
2	Bonus and Welfare Fund	13.040,0	Equivalent to 1.5 months of the average actual salary in 2024.
3	Management Bonus Fund (Executive Board Bonus)	425,0	Equivalent to 1 month of the average actual salary of full-time management personnel
4	Cash Dividend Payment 20%	64.836,8	Cash Dividend Distribution: At a rate of 20% of par value
<b>III</b>	<b>Retained Earnings (Undistributed Profit)</b>	<b>93.164,0</b>	

**Article 4.** Approval of the Proposal of the Board of Directors regarding the 2025 business targets of the Parent Company as follows:

No.	Item	Unit	2025 Targets
1	Total Revenue	VND million	2.362.000
2	Profit Before Tax	VND million	194.800
3	Profit After Tax	VND million	158.000
4	Owner's Equity	VND million	418.158,2
5	Return on Equity (ROE)		37,78%
6	Cash Dividend Payment		20%
7	Capital Expenditures	VND million	80.470
8	Development Investment Fund		Up to 30% of profit after tax for 2025.
9	Bonus and Welfare Fund		According to Clause 1, Article 27 of Decree No. 44/2025/ND-CP and Article 18 of Circular No. 003/2025/TT-BNV
10	Bonus Fund for Executive Board, Members of the Board of Directors, and Supervisory Board		According to Clause 2, Article 27 of Decree No. 44/2025/ND-CP and Article 18 of Circular No. 003/2025/TT-BNV
11	Salaries and Remuneration for Members of the Board of	VND million /month	



No.	Item	Unit	2025 Targets
	Directors and Supervisory Board		
11.1	Remuneration for Non-Executive Chairman of the Board	VND million /month	19,2
11.2	Remuneration for Executive Board Member cum General Director	VND million /month	15,6
11.3	Salary for Full-Time Board Member	VND million /month	78,0
11.4	Remuneration for Non-Executive Board Member	VND million /month	15,6
11.5	Remuneration for Non-Executive Head of Supervisory Board	VND million /month	16,0
11.6	Remuneration for Non-Executive Member of Supervisory Board	VND million /month	15,6

Notes:

- The remuneration for non-executive members of the Board of Directors and non-executive Supervisors shall be determined based on their actual working time but shall not exceed 20% of the corresponding salary level of full-time members..

- In cases where a member of the Board concurrently holds an executive position, he/she shall receive the salary based on the executive title and remuneration corresponding to the non-executive Board member title.

- At the end of 2025, based on the actual business performance, EEMC shall finalize and settle the salary and remuneration fund for managers and Supervisors of EEMC in accordance with regulations.

**Article 5.** The General Meeting of Shareholders approves the following list of five (05) auditing firms:

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.

Authorize the Board of Directors to select the auditing firm to perform the audit of the financial statements for the year 2025 and to dismiss the independent auditor when deemed necessary based on the recommendation of the Supervisory Board.

**Article 6.** Approve the Proposal of the Board of Directors regarding the amendment of specific business lines, with details as follows:

1. Amendment to business lines:

No.	Code	Current business lines	Amended business lines
1	7120	<p>Technical testing and analysis services</p> <p>Details:</p> <ul style="list-style-type: none"> <li>- Trading in services of inspection, calibration, testing of measuring devices and measurement standards (pursuant to Article 25 of the Law on Measurement 2011)</li> </ul> <p><i>Excluding:</i> Inspection and certification services for means of transport (including systems, components, devices, and parts); inspection and certification of technical safety and environmental protection for special-use vehicles, containers, dangerous goods packaging used in transportation; inspection and certification for offshore oil and gas exploration, exploitation and transport equipment; labor safety inspection services for machinery and equipment with strict safety requirements installed on transportation means or offshore oil and gas facilities; and fishery vessel registration services.</p>	<p>Technical testing and analysis services</p> <p>Details:</p> <ul style="list-style-type: none"> <li>- Trading in services of inspection, calibration, testing of measuring devices and measurement standards (pursuant to Article 25 of the Law on Measurement 2011)</li> <li>- Trading in product and goods quality testing services (pursuant to Articles 19 and 25 of the Law on Product and Goods Quality 2007)</li> </ul> <p><i>Excluding:</i> Inspection and certification services for means of transport (including systems, components, devices, and parts); inspection and certification of technical safety and environmental protection for special-use vehicles, containers, dangerous goods packaging used in transportation; inspection and certification for offshore oil and gas exploration, exploitation and transport equipment; labor safety inspection services for machinery and equipment with strict safety requirements installed on transportation means or offshore oil and gas facilities; and fishery vessel registration services.</p>

2. Amendment to Article 4 of the Charter of the Corporation to reflect the updated business lines as amended.

3. Authorize the General Director – the legal representative of the Corporation – to carry out all necessary procedures to register the change in enterprise registration information in accordance with prevailing laws and regulations.

**Article 7.** Approve the election result and recognize Mr./Ms. .... as elected Member of the Board of Directors for the 2025–2030 term.

Article 8. This Resolution shall take effect from the date of signing. The Board of Directors, the Supervisory Board, the Executive Board, and all relevant departments/individuals shall be responsible for implementing this Resolution./.

***Recipients:***

- BOD Members;
- TBKS; Executive Board;
- EVN (HĐTV, Ban QL V);
- Shareholders;
- CBTT (UBCK NN, HNX, Web EEMC);
- Ban CN; Ban KD; TCKT;
- ĐU, CĐ, BTĐTN;
- Archive: Admin, ThK.

**ON BEHALF OF THE GENERAL  
MEETING OF SHAREHOLDERS  
CHAIRMAN**

**Nguyễn Xuân Nam**



No: 798/EEMC-BKS

Hanoi, 03 June 2025

**REPORT OF THE SUPERVISORY BOARD**  
**DONG ANH ELECTRICAL EQUIPMENT CORPORATION**  
*(At the 2025 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 2024 and the supervision plan for 2025 as follows:

**I. Activities of the Supervisory Board in 2024**

In 2024, the responsibilities of the SB, consisting of three members, were executed in adherence to legal statutes and the EEMC Charter. Collaboration with the Board of Directors (BoD) led to the successful organization of the 2024 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.

Throughout the year, nine meetings were convened by the SB, accompanied by multiple review sessions. Consistent supervision of AGM resolution implementation was conducted, and the degree of adherence to prior SB recommendations was evaluated. The BoD's governance and the Executive Board's management underwent monitoring, and the fulfillment of public disclosure and reporting obligations for a large public company, as mandated by legal requirements, was ensured.

Coordination and proposal of the 2024 financial statement audit firm for shareholder approval were undertaken by the SB. Oversight of the independent audit, review of quarterly financials, and appraisal of both semi-annual and annual financial statements were also conducted.

Despite the fulfillment of planned responsibilities and reporting duties in 2024, the absence of full-time members presented obstacles, as all duties were managed by part-time members. The time management efficiency and effectiveness of SB operations at EEMC was thus affected.

**II. Supervision of EEMC's Operations**

In assessing the fiscal year 2024, a sales and service revenue of VND 2,052 billion was registered by the parent company, signifying the achievement of 107.6% of the predetermined annual target. An after-tax profit of VND 142.5 billion was realized, thereby exceeding the intended plan by 76.4%. A return on equity of 24% was demonstrated, surpassing the GMS-established benchmark of 21.4%. Despite continuous fluctuations in electrical material markets and an increase in input expenditures, a stable gross profit margin was upheld by the Executive Board, and financial expenditures were effectively managed; notably, interest payments experienced a 33% reduction when contrasted with the preceding year.



Alongside the favorable profit outcomes, certain deficiencies with potential impacts on the sustainability of corporate finance were identified by the Board of Supervisors. The consolidated quick and cash ratios remained considerably depressed, experiencing further declines from 2023 to reach 0.02 and 0.007 times, respectively. Heightened liquidity risk is indicated unless timely corrective actions are implemented. Although within acceptable bounds, the debt-to-equity ratio exhibited an increase from 1.66 times at the close of 2023 to 2.03 times at the close of 2024. Particular attention should be given to the elevated proportion of short-term loans within the total financial debt portfolio, warranting diligent monitoring.

During 2024, a tax reassessment and a penalty of VND 0.7 billion were incurred by EEMC as a result of inappropriate provisions pertaining to product warranties. While the scale is immaterial, the Company is expected to derive lessons from this issue, promptly revise legal compliance protocols, and harmonize provisions with operational activities.

Concerning the two fully-owned subsidiaries, both continue to display excessively elevated debt-to-equity ratios, with EDMC at 10.8 and Vinaelectro at 10.69. Should these levels persist without remediation, debt-servicing capabilities may be adversely affected, financial expenditures may be escalated, and the overall creditworthiness of the group may be compromised. The SB advocates for a financial restructuring strategy and stringent controls on expenditure and investment at the subsidiary level in the forthcoming year.

With regard to the activities undertaken by the BoD in 2024, 26 resolutions were issued, primarily concerning the endorsement of business strategies, investment in capital equipment, tactical adjustments in finance and senior staffing, and the execution of AGM resolutions.

Regarding the operations of the Executive Board in 2024, directives from the BoD were closely observed, cost-saving initiatives were advanced, new markets were actively pursued, the fulfillment of revenue and profit objectives mandated by the 2024 AGM was ensured, employee welfare was safeguarded, shareholder interests were protected, and the preservation of owner's equity was upheld.

### **III. Assessment of Coordination with BoD and Executive Board**

The SB fostered a collaborative relationship with both the BoD and the Executive Board. Conditions conducive to the SB's involvement in meetings, the prompt delivery of documentation, and the assignment of personnel to collaborative projects were established by the BoD and Executive Board.

The SB's yearly work plan was formally communicated to the BoD and Executive Board. Production and business operations were overseen by the SB in conjunction with pertinent departments. Input was actively solicited during the drafting of inspection reports to guarantee impartiality and prudence before their publication. All conclusions were conveyed to the BoD and Executive Board for subsequent measures. Corrective actions were accepted and put into practice by EEMC's leadership, and progress was tracked by the SB until their conclusion.

In conclusion, effective coordination was maintained among the SB, BoD, Executive Board, and functional departments.

### **IV. Supervisory Plan for 2025**

In accordance with the Law on Enterprises, the EEMC Charter, and the 2025 AGM Resolution, the SB will focus on the following tasks in 2025:

1. Execute responsibilities as per the SB's internal regulations



2. Monitor EEMC's production and business activities, as well as those of its subsidiaries, to support effective supervision and business efficiency.

3. Implement the SB's 2025 Work Plan (attached), which may be adjusted based on actual business conditions

#### **V. Recommendations of the Supervisory Board**

1. EEMC should proactively reduce inventories, balance procurement cycles, and accelerate the collection of overdue receivables—especially those exceeding 3 years and payables from EVN-affiliated subsidiaries.

2. The current financial regulation lacks criteria for assessing subsidiaries' financial health before EEMC provides loan guarantees. The SB recommends EEMC develop and apply financial safety indicators, such as a maximum debt-to-equity ratio of 3 times. A debt restructuring plan aligned with cash flows should also be established. In addition, EEMC must stay updated on changes in corporate governance regulations to revise internal rules accordingly.

3. Invoices deemed high-risk should be promptly excluded from cost calculations; legal updates must be continuously monitored to minimize tax penalties.

4. Continue the implementation and completion of the SAP system; simultaneously review the accounting policy framework and asset management practices to ensure compliance with prevailing standards and regulations.

5. EEMC should design and implement a capital increase roadmap and complete related legal procedures during 2025.

This concludes the report of the Supervisory Board. 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 - 2024 Business Performance of the Parent Company vs. Plan

No.	Indicator	Unit	2024 Plan	2024 Performance	Performance vs. Plan (%)
1	Revenue	VND mil	1.906.000	2.051.792	107,65%
2	Profit after tax	VND mil	80.800	142.524	176,39%
3	ROE	%	21,4	24,01	112,21%

Table 2 – 2024 Performance vs. 2023 (Consolidated and Parent Company)

Indicator	Unit	Consolidated			Parent Company		
		2024	2023	Difference	2024	2023	Difference
Net revenue from sales & services	VND million	2.248.612	1.818.058	430.554	2.051.792	1.591.088	460.704
Cost of goods sold	VND million	1.916.592	1.583.765	332.827	1.753.182	1.379.460	373.722
Total accounting profit before tax	VND million	180.411	66.069	114.342	176.056	72.369	103.687
Profit after tax	VND million	144.237	50.331	93.907	142.524	58.706	83.818
ROA	%	8,54	3,44	5,1	8,9	4,26	4,64
ROS	%	6,39	2,76	3,63	6,89	3,65	3,25
ROE	%	24,25	8,83	15,42	24,01	10,4	13,61

Table 3 – Key Financial Indicators (Consolidated Financial Statements 2024)

ASSETS	At 31 Dec 2024	At 1 Jan 2024
<b>A. CURRENT ASSET</b>	<b>1.562.030.097.086</b>	<b>1.199.329.149.625</b>
I. Cash and cash equivalents	8.510.613.197	8.812.382.501
II. Short-term Investments	10.108.000.000	143.100.000
III. Short-term Receivables	816.863.896.596	661.358.311.961
IV. Inventories	717.226.300.892	527.637.100.349
V. Other Current Assets	9.321.286.401	1.378.254.814
<b>B. NON-CURRENT ASSET</b>	<b>331.642.211.987</b>	<b>285.265.443.411</b>
I. Long-term Receivables	237.005.360	422.464.219
II. Fixed Assets	316.754.376.965	214.932.265.378
IV. Work-in-progress Assets	11.684.848.322	67.294.629.333
V. Long-term Investments	2.500.000.000	2.500.000.000
VI. Other Long-term Assets	465.981.340	116.084.481
<b>TOTAL ASSETS</b>	<b>1.893.672.309.073</b>	<b>1.484.594.593.036</b>
<b>CAPITAL RESOURCES</b>	<b>Tại ngày 31/12/2024</b>	<b>Tại ngày 1/1/2024</b>
<b>C. LIABILITIES</b>	<b>1.263.424.086.462</b>	<b>925.236.667.266</b>
I. Short-term Liabilities	1.187.764.113.680	890.168.942.450
II. Long-term Liabilities	75.659.972.782	35.067.724.816
<b>D. EQUITY</b>	<b>630.248.222.611</b>	<b>559.357.925.770</b>
I. Owner's Equity	611.903.728.546	553.042.183.145
II. Other Resources and Funds	18.344.494.065	6.315.742.625
<b>TOTAL RESOURCES (440 = 300 + 400)</b>	<b>1.893.672.309.073</b>	<b>1.484.594.593.036</b>

Table 4 – Consolidated Liquidity Ratios

No.	Indicator	Unit	2024	2023
1	Cash Ratio	Times	0,007	0,01
2	Quick Ratio	Times	0,02	0,01
3	Current Ratio	Times	1,32	1,35
4	General Solvency Ratio	Times	1,50	1,60

Table 5 – 2025 Supervisory Board Work Plan

No.	Period	Main Activities
1	Q1/2025	<ul style="list-style-type: none"> <li>- Supervise 2024 financial inventory &amp; audit.</li> <li>- Verify 2024 wage fund &amp; 2025 plan.</li> <li>- Conduct 1st round inspection and 2024 FS review.</li> <li>- Ongoing supervision &amp; disclosure review.</li> </ul>
2	Q2/2025	<ul style="list-style-type: none"> <li>- Propose 2025 audit firm.</li> <li>- Attend 2025 AGM with SB report.</li> <li>- Monitor 2024 dividend payout &amp; audit recommendations.</li> <li>- Mid-year reporting.</li> </ul>
3	Q3/2025	<ul style="list-style-type: none"> <li>- Mid-year supervision report.</li> <li>- Review 6M FS.</li> <li>- 2nd round inspection (details to follow).</li> <li>- Monitor 2025 business plan execution &amp; 2024 dividends.</li> </ul>
4	Q4/2025	<ul style="list-style-type: none"> <li>- Regular monitoring report Quarter III/2025</li> <li>- Supervise Q4/2025 business plan progress.</li> <li>- Collect data for year-end report &amp; 2026 plan.</li> <li>- Supervise year-end inventory &amp; FS preparation.</li> </ul>



DONG ANH ELECTRICAL  
EQUIPMENT CORPORATION -  
JOINT STOCK COMPANY  
**SUPERVISORY BOARD**  
No.: 650/TTr-BKS

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

*Hanoi, 08 May 2025*

**SUBMISSION**

Re: Selection of the Auditing Firm for the 2025 Financial Statements

To: The Annual General Meeting of Shareholders

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

Pursuant to the Charter of the Corporation;

Pursuant to the Decree No. 155/2020/ND-CP dated 31/12/2020 and Circular No. 116/2020/TT-BTC dated 31/12/2020

Pursuant to the legal regulations on the audit of financial statements applicable to public companies.

The Supervisory Board respectfully submits to the 2025 General Meeting of Shareholders for approval the list of the five (05) auditing firms, including:

- ✓ Deloitte Vietnam Co., Ltd.;
- ✓ Ernst & Young Vietnam Co., Ltd.;
- ✓ KPMG Vietnam Co., Ltd.;
- ✓ PwC (Vietnam) Co., Ltd.;
- ✓ RSM Vietnam Auditing & Consulting Co., Ltd.

Approval of the authorization for the Board of Directors of EEMC to select a qualified and experienced audit firm to conduct the audit of the consolidated financial statements of the Corporation for the year 2025 in accordance with applicable regulations.

Respectfully submitted./.

*Recipients:*

- AGM 2025;
- BOD EEMC;
- Archive: Admin, SB

ON BEHALF OF THE SUPERVISORY BOARD  
HEAD OF THE SUPERVISORY BOARD



Nguyễn Hoàng Đông