

Hanoi, April 18, 2025

ANNUAL REPORT

Company name: Construction Machinery Corporation – JSC

Reporting year: 2024

I. General information:

1. General information:

- Transaction name: Construction Machinery Corporation – Joint Stock Company
- Business Registration Certificate No.: 0100106553 issued by the Department of Planning and Investment of Hanoi City for the first time on November 29, 2010 and amended for the 7th time on March 28, 2023
- Charter capital: VND 238,500,000,000
- Investment capital of the owner: VND 238,500,000,000
- Address: 125D Minh Khai, Minh Khai Ward, Hai Ha Trung District, Hanoi City
- Phone number: 024.38631122/3.6246143
- Fax: 024.38631216
- Website: www.coma.vn
- Stock code: TCK
- Formation and development process:

Construction Machinery Corporation – Joint Stock Company, formerly known as the Union of Construction Mechanical Enterprises, was established in 1974. The names through the periods of the company are as follows: On November 20, 1995, the Minister of Construction issued Decision 993/BXD-TCCB on the establishment of the Construction Machinery Corporation on the basis of the Union of Construction Mechanical Enterprises;

The period from 1995 to now is the period when the production and business activities of the whole Corporation have become more and more stable and developed, although the organizational model of continuous operation has many changes. Specifically, as follows:

+ On 30/12/2005, the Construction Machinery Corporation was transferred to operate under the model of Parent Company - Subsidiary under Decision No. 2439/QD-BXD dated 20/12/2005 of the Ministry of Construction;

+ In 6/2010 Parent company – Construction Machinery Corporation transformed into a one-member limited liability company under Decision No. 94/TDSD-HDQT dated 30/6/2010;

+ In 01/2010, the Prime Minister approved the pilot project on the establishment of the Vietnam Construction Industry Group, transferring the Construction Machinery

Corporation to the Group. After more than 2 years of implementation, in October 2012, the Prime Minister decided to end the pilot implementation of the Vietnam Construction Industry Group model, transfer the rights and obligations of the State Capital Owner at COMA from the parent company - Song Da Group to the Ministry of Construction under Decision No. 915/QĐ-BXD dated 18/10/2012;

+ On 07/11/2016, Construction Machinery Corporation– Joint Stock Company officially came into operation under the model of a joint stock company according to paper Digital Business Registration Certificate 0100106553 issued by the Department of Planning and Investment of Hanoi City for the 7th change.

2. Business lines and business areas:

- Business scope: Manufacture and installation of steel structures, non-standard equipment for hydropower plants, thermal power plants, production of building materials; Construction and installation of civil, industrial, traffic and collection works depend on hydropower, power lines and substations, urban infrastructure technical works, industrial parks.

- Business area: Construction of civil and industrial works at home and abroad.

3. Information on the governance structure, business organization and management system

3.1. Management model: Construction Machinery Corporation – Joint Stock Company operates under the model of a joint-stock company:

3.2. Structure of the management apparatus: (with 01 appendix attached)

3.3. Investment in capital contribution in subsidiaries, associated companies and other companies:

No.	Unit Name	Head Office Address	Charter Capital (VND million)	Capital actual contribution (VND million)	Value of COMA's contributed capital (VND million)	Ratio of COMA contributed capital/actual contributed capital	Main Business Areas
I	Investment in subsidiaries		55.849	50.855	32.269		
1	Ha Bac Construction Machinery Joint Stock Company No. 2 (Coma2)	Tan Dinh Commune - Lang Giang District - Bac Giang	17.122	17.122	8.798	51,38%	Mechanical fabrication and installation
2	Minh Khai Lock Joint Stock Company	Km 14 - National Highway 1A - Thanh Tri - Hanoi	6.600	6.600	4.453	67,47%	Crafting Locks

No.	Unit Name	Head Office Address	Charter Capital (VND million)	Capital actual contribution (VND million)	Value of COMA's contributed capital (VND million)	Ratio of COMA contributed capital/actual contributed capital	Main Business Areas
3	Construction Machinery and Water Electric Machine Installing Joint Stock Company (Comael)	84 Phuc Vien Street - Bo De Ward - Long Bien District - Hanoi	11.000	11.000	5.669	51,54%	Mechanical Fabrication
4	Thai Binh Mechanical and Construction Joint Stock Company (Coma16)	Le Quy Don Street - Bo Xuyen Ward - Thai Binh City	6.000	6.000	3.216	53,61%	Mechanical Fabrication
5	Construction and Equipment Trading Company No. 27 (Coma27)	Km 14 - National Highway 1A - Thanh Tri - Hanoi	15.000	4.537	4.537	100%	Powder Coating Aluminum Bar Name
6	The Import – Export Manufactured Service and Countryside Development Company Limited (Decoimex)	No. 40 Nguyen Trung Truc Street, Ward 9, Vung Tau City	127	5.596	5.596	100%	Constructio n of houses, road works, kindergarte n education
II	Investment in Joint Venture and Associate Companies		61.936	61.936	16.596		
1	Mechanical Works and Construction Investment Joint Stock Company No. 9 (Coma9)	6-8 Thach Thi Thanh, Tan Dinh Ward, District 1, Ho Chi Minh City	45.000	45.000	9.000	20%	Constructio n and interior decoration

No.	Unit Name	Head Office Address	Charter Capital (VND million)	Capital actual contribution (VND million)	Value of COMA's contributed capital (VND million)	Ratio of COMA contributed capital/actual contributed capital	Main Business Areas
2	Zenner Water Meter Joint Venture Company - Coma	COMA Building, 125D Minh Khai, Hai Ba Trung District, Hanoi	2.998	2.998	929	31%	Copper pot
3	Song Chu Mechanical and Construction Joint Stock Company (Coma17)	266 Ba Trieu Street - Dong Tho Ward - Thanh Hoa City	13.938	13.938	6.667	47,83%	Mechanical fabrication and installation
III	Investment in other companies		544.120	544.120	13.461		
1	COMA Real Estate Investment and Business Joint Stock Company (COMARE)		10.000	10.000	562	5,62%	Real Estate Business
2	Construction Mechanical Joint Stock Company No. 10 (Coma10)	No. 813 Giai Phong Street, Giap Bat, Hoang Mai, Hanoi	10.000	10.000	500	5,00%	Mechanical Machining and Fabrication
3	Huong Son Hydropower Joint Stock Company	Kim Son 1 Commune, Huong Son, Ha Tinh	285.620	285.620	1.189	0,42%	Power Generation
4	Mechanical Construction and Development Consulting Joint Stock Company	COMA Building, 125D Minh Khai, Hai Ba Trung District,	10.000	10.000	500	5,0%	Mechanical Machining and Fabrication

No.	Unit Name	Head Office Address	Charter Capital (VND million)	Capital actual contribution (VND million)	Value of COMA's contributed capital (VND million)	Ratio of COMA contributed capital/actual contributed capital	Main Business Areas
	(Comaeng)	Hanoi					
5	COMA 25 Construction and Trading Joint Stock Company	No. 55 Nguyen Van Linh, Phuc Dong Ward, Long Bien District, Hanoi	228.500	228.500	10.710	4,69%	Mechanical Machining and Fabrication
	Total		661.905	656.911	62.326		

4. Development strategy:

- Continue to take the mechanical engineering and industrial production industry as the main major, focusing resources on strengthening investment, technological innovation and development of the mechanical engineering industry in construction, manufacturing and installation of standard and non-standard equipment and steel structures for the construction and installation of industrial and civil works.

- Step by step researching and investing in equipment factories to participate in the market of supporting industrial goods, participating in the supply chains of large domestic and foreign industrial corporations.

- Continue to maintain a number of fields related to the main business lines such as: Import and export of machinery and equipment, labor export, project management consulting, management services and operation of office buildings, etc.

- Step by step to study and invest in expanding the field of freight forwarding and real estate business services to take full advantage of COMA's existing assets, supporting the main production sector.

- The main objectives of the Corporation:

- + Implementing production and business activities to complete the plan approved by the General Meeting of Shareholders

- + Focus on researching and proposing solutions to implement, complete and effectively exploit the Corporation's invested projects.

- + Carry out the restructuring and improve the governance capacity of the Corporation's parent company in the period of 2021 – 2025, gradually improve financial health and improve the efficiency of capital use, moving towards divesting 100% of state capital in the Corporation's parent company in the period of 2024 – 2025.

- + Orientation and coordination with capital representatives at the subsidiaries study and implement the restructuring of subsidiaries for the purpose of improving production and business efficiency.

- + Focus on solving problems to carry out the settlement and transfer of state capital to joint-stock companies.

- + Medium- and long-term development strategy:

To continue to develop the fields of construction and installation, construction of industrial and civil works, transport, irrigation, market expansion, ensuring high growth, efficient production and business, increasing accumulation for investment and expansion of production scale;

- + On the basis of the strengths of the parent company and its subsidiaries, gradually orient the task of developing the unit's production in the direction of specialization and shaping the value chain in order to improve the added value of products and services.

- + Promote the consumption and export of mechanical products, step by step participate in the market of auxiliary industrial goods, produce detailed precision mechanical parts for the replacement and maintenance of domestic industrial works as well as supply and export to foreign partners.

- + Sustainable development goals: The Corporation strives to become an economically strong unit, with appropriate scale, modern technology, multi-ownership, attracting domestic and foreign investment capital, being a leading unit in processing and manufacturing mechanical products for industrial and civil projects at home and abroad.

5. Risks:

- Activities: Because the main field of operation of COMA is construction, installation, manufacturing and installation of mechanical equipment in the overall investment project, so the construction progress is long, during the construction process, only payment is made, the settlement stage is usually carried out when the project has been handed over and put into use, so the progress settlement of works is often prolonged. At the same time, the completion of construction documents and settlement between the Investor and the contractor faces many difficulties due to administrative procedures and sometimes has to depend on other contractors participating in the implementation of the project. Some construction contracts with budget capital due to difficulties in capital sources lead to prolonged construction progress, delay in recovering capital, affecting business results due to large interest expenses.

- Regarding the raw material market: Contracts in the mechanical engineering industry implemented by COMA often have a long schedule, the value of materials and equipment accounts for a large proportion. Therefore, fluctuations in the price of input goods (materials, equipment) will directly affect the profitability of contracts. To mitigate the impact of price fluctuations, COMA needs to prepare financial resources, maintain good relationships with suppliers, and take into account price fluctuations when bidding, negotiating and signing contracts.

- Competition: Due to the fierce competition between enterprises in the same construction industry, especially the private sector, COMA has difficulties in bidding to find jobs because of low competitiveness due to outdated technology and equipment. In order to have a job, COMA must compete on price or have to work as a subcontractor, so the efficiency of the projects is not high.

- Legal policies: Vietnam is in the stage of completion, so legal policies change flexibly to suit each stage of economic development. Therefore, legal documents are inevitable with inadequacies and overlaps, and credit policies are always changing, affecting corporate finance.

- Financial risk: includes market risk (including interest rate and exchange rate risk), liquidity risk and interest rate risk of the currency. COMA has a low Equity/Total Capital ratio, so production, business and investment activities mostly depend on loans from credit institutions, so when interest rate policies change, it affects business results.

II. Annual Business Overview:

1. Production and business activities:

Results of production and business activities in the year:

Unit: VND million

Quota	Parent Company			Consolidated		
	Year 2023	Year 2024	Rate % 2024/2023	Year 2023	Year 2024	Rate % 2024/2023
1. Equity	(33.389)	166	100,5%	(80.785)	(41.085)	49,14%
2. Total assets	347.923	400.519	115,12%	918.534	897.626	97,72%
3. Revenue from sales and provision of services	121.902	98.681	80,95%	294.895	285.826	96,92%
4. Profit after tax	1.512	41.554	Up 27.48 times	(23.337)	35.720	153,06%
5. ST Profit Margin / Revenue	1,24%	42,11%	Up 33.95 times	(7,91%)	12,50%	157,92%

- Equity as of 31/12/2024 is: VND 166 million, an increase of VND 33,555 million over the same period in 2023. According to the 2025 plan, the Corporation will implement the project of restructuring and improving corporate governance capacity to improve the financial situation and improve the efficiency of capital use, continue to strengthen debt management, review debts, classify, etc re-evaluate and refund the provisions, in the year the Corporation adjusts the settlement of the Skylight apartment project to preserve capital. By the end of December 31, 2024, the Corporation has not completed the transfer of assets and capital from the State enterprise to the Joint Stock Company.

2. Organization and personnel:

2.1. List of the Board of Directors (with CV attached):

Name	Position	Executive
Mr. Trinh Nam Hai	Chairman of the Board of Directors	No
Mr. Dao Duc Tho	Member of the Board of Directors	Yes
Mr. Vu Xuan Thang	Member of the Board of Directors	Yes
Mr. Le The Thuy	Member of the Board of Directors	Yes
Ms. Nguyen Thi Tuyet Nhung	Member of the Board of Directors	No

2.2. The Control Board (with CV attached):

Name	Position
Mr. Nguyen Van Son	Head of the Supervisory Board
Ms. Vu Thi Thuy	Members of the Supervisory Board
Ms. Dinh Thi Huong	Members of the Supervisory Board

2.3. List of the Board of Directors (with CV attached)

Name	Position
Mr. Dao Duc Tho	General Director
Mr. Nguyen Huong Duong	Deputy General Director
Mr. Le The Thuy	Deputy General Director
Mr. Vu Xuan Thang	Deputy General Director

2.4. Number of cadres and employees: 58 people:

STT	Criteria	Number (persons)	Proportion (%)
I	Classification by education level	58	
1	University, University	42	72,4
2	College	01	1,7
3	Technical Workers	05	8,6
4	Other Labor	10	17,2
II	Classification by division of labor	58	
1	Board of Directors/ Board of Directors	08	13,8

2	Management workers (from Deputy Department and above)	12	20,7
3	Direct Labor	38	65,5

2.5 Summary of policies and changes in policies for employees:

- Remuneration and salary policies: The Corporation always considers people as an important factor in the Corporation's strategy to stabilize and develop, so the remuneration and salary policies for employees and employees are implemented openly, fairly, associated with work efficiency in order to motivate employees, working creatively at work, sticking with the Corporation for a long time, improving the sense of responsibility and creating the spirit of emulation, learning, and perfecting working skills.

- Labor recruitment policy: The Corporation develops and promulgates the Recruitment Regulation in order to recruit managers, professional officials, experts with high qualifications and professionalism to ensure the convergence of requirements on qualifications, work capacity, ethical qualities, etc the ability to work in a team, work according to the work process in accordance with the positions to be recruited.

- Training policy: Every year, the Corporation develops a training plan and team to carry out training to meet the development speed of the economy and the sector. In particular, focus on training highly qualified employees in management, project and work management, and train employees at each level in accordance with the development roadmap of employees.

In addition, the Corporation also regularly organizes union activities, emulation to celebrate holidays and Tet,... in order to encourage the spirit of officials and employees, thereby improving the working spirit of individuals and unions.

3. Investment situation and implementation of projects:

3.1. Investment projects:

In 2024, implementing the resolution of the General Meeting of Shareholders, the parent company of the Corporation has invested in completing and putting into use the project to upgrade and expand the motorcycle garage, the project "Construction of warehouses, workshops and technical infrastructure of the lifting equipment factory" in Quang Minh Industrial Park. For subsidiaries due to financial difficulties, they only focus on investing in purchasing some more equipment for production and factory renovation to improve working conditions for employees. The total investment value of the Corporation in 2024 is VND 29,86 billion, reaching 67% of the plan.

3.2. Financial investment:

In 2024, the Corporation's total outward investment capital will change due to the divestment of two other invested companies and the divestment of part of the capital of subsidiaries. Implementing the resolution of the General Meeting of Shareholders on approving the Corporation's restructuring scheme for the period of 2021 – 2025, the Corporation is implementing steps to divest in the remaining 07 companies according to the approved divestment list.

3.3. Operation of subsidiaries and associated companies:

In 2024, due to the impact of the economic crisis and the internal financial situation, although the Corporation has strengthened management and supervision measures, supported to create conditions and orientation for subsidiaries to operate, the production and business results of subsidiaries are still very difficult. Some companies continue to incur losses, some companies still maintain profits but at a very small rate.

The production and business results in 2024 of the subsidiaries are as follows: 04/06 subsidiaries (COMA2, COMA16, COMAEL, COMA27) are profitable and preserve investment capital but the profit rate is low; 02/06 subsidiaries (Minh Khai Lock, Decoimex) continued to suffer losses and increased accumulated losses compared to the same period last year; 05/08 other joint ventures, associates and financial investment companies operate effectively; 03/08 affiliated companies (COMA17; COMA10; COMAENG) has faced many difficulties.

In 2024, the parent company will not set aside additional financial investment provisions. The total amount of dividends received from companies with investment capital of COMA is: VND 238 million.

4. Financial situation of Construction Machinery Corporation– Joint Stock Company:

4.1. Financial situation:

Indicators	Year 2023	Year 2024	Difference	Rate (%) increase/decrease
Total Asset Value	347.922.798.127	400.519.363.180	52.596.565.053	15,12%
Net sales	121.902.260.943	98.681.064.399	(23.221.196.544)	19,05%
Net profit from business activities	1.612.429.746	52.701.173.953	51.088.744.207	3168,43%
Other Profits	(100.559.415)	(11.146.928.467)	(11.046.369.052)	(10984,92%)
Profit before tax	1.511.870.331	41.554.245.486	40.042.375.155	Up 27.48 times
Profit after tax	1.511.870.331	41.554.245.486	40.042.375.155	Up 27.48 times
Dividend payout ratio	-	-	-	-

4.2. Principal financial indicators:

Indicators	Unit	Year 2023	Year 2024	Notes
1. Solvency indicators				
+ Short-term payment ratio (TSNH/Bank debt)	Times	0,41	0,48	

Indicators	Unit	Year 2023	Year 2024	Notes
+ Quick payment ratio (TSNH - Inventory)/Short-term debt)	Times	0,36	0,43	
2. Indicators of capital structure				
+ Debt to Liability Ratio (Total Debt/Total Assets)	%	108,77	99,24	
+ Debt-to-capital ratio (Total liabilities/Equity)	%		240028,61	
3. Indicators of operational capacity				
+ Inventory turnover (Cost of goods sold/Average inventory)	Times	6,11	4,29	
+ Performance of fixed assets (Net revenue/Total assets)	Times	0,35	0,25	
4. Indicators of profitability				
+ Return on revenue (ROS) (Profit after tax/ Net revenue)	%	1,24	42,11	
+ Return on VCSH (ROE) (Profit after tax/ Equity)	%		25093,79	
+ Return on total assets (ROA) (Profit after tax/ Total assets)	%	0,43	10,38	
+ Profit after tax ratio on VKD (Profit from business activities/ Net revenue)	%	1,24	42,11	

5. Shareholder structure, change of owner's investment capital:

5.1. Shares:

- Total number of ordinary shares: 23,850,000 shares, of which:
- + Ordinary shares:
- + Restricted shares:
- Par value: 10,000 VND/share

5.2. Shareholder structure:

STT	Shareholder	Number of Shareholders	Number of shares	Value (VND)	Rate (%)
I	Domestic	137	23.850.000	238.500.000.000	100%
1	Domestic organization	1	23.555.200	235.552.000.000	98,76%
2	Domestic individual	136	294.800	2.948.000.000	1,24%
II	Foreign	0	0	0	0%
	Total	137	23.850.000	238.500.000.000	100%

5.3. Changes in the owner's investment capital: none:

5.4. Trading treasury shares: no

5.5 Other securities: no

6. The company's environmental and social impact report:

6.1. Management of raw materials:

The parent company with the function of the focal point for exploiting and finding jobs and assigning it to the implementing unit, the professional department deploys the dismantling of materials and proposes actual needs to the Corporation to purchase and issue to the member unit for implementation. Most types of procurement materials are included in projects that are not left in inventory, so they do not affect the environment and society.

6.2. Energy consumption:

Direct and indirect energy consumption: The energy source directly used for production and business is electricity, in the context of a shortage of electricity nationwide, the Corporation has actively invested in a rooftop solar battery system to provide electricity for self-use and at the same time to propagate to employees to use electricity correctly purpose, saving but still ensuring the conditions to meet production and business needs.

6.3. Water consumption: (water consumption of business activities in the year)

The water supply for production and business is mainly clean water, due to the peculiarities of mechanical production and manufacturing in the factory as well as at the construction site, the use of clean water mainly serves the daily activities of workers, so the domestic wastewater source is not recycled for use.

6.4. Compliance with the law on environmental protection:

In addition to the benefits brought by businesses, environmental protection is also of special interest, including the Corporation, so in production and business activities, all legal regulations on environmental protection are closely considered, so in 2024, the Corporation will not be sanctioned for non-compliance with laws and environmental regulations.

6.5. Policies related to employees:

a. Number of employees, average salary for employees

- Number of employees: 58 people

- Average salary: 14,47 million VND/person/month

b. Labor policies to ensure the health, safety and welfare of people

- The Corporation identifies people as the most important factor in the stability and development of the enterprise. Therefore, all regimes and benefits of employees are fully and promptly implemented;

- Every year, the employer organizes periodic health checks for employees;

- Working time: Working 8 hours/day; for construction workers on the construction site when there is a requirement for overtime, then they are arranged to take compensatory

leave according to regulations, all overtime regimes are paid in full and in accordance with the provisions of law;

- Holidays, Tet, leave: Comply with the current Labor Law;
- Sickness, maternity, occupational accidents: Comply with the Labor Law and the Law on Social Insurance of Vietnam.

c. Training activities of laborers

The Corporation regularly sends employees to participate in training and retraining classes, especially training courses on operational skills, professional and professional skills in accordance with current and future job requirements, specifically:

- Newly recruited employees: When employees are recruited, they will be instructed to understand labor regulations, responsibilities, assigned powers, methods and skills to perform the job;
- Regular training: Annually, based on the development orientation needs of the Corporation, the capacity of cadres, qualifications and the level of attachment to the Corporation. The Corporation develops training plans in many forms such as: Joint training, sending for training, retraining, on-site training,... after each course, the Corporation summarizes and evaluates the effectiveness of each form of training.

III. Reports and evaluations of the Board of Directors:

1. Evaluation of production and business results:

In 2024, Construction Machinery Corporation – Joint Stock Company will continue to face difficulties and challenges in marketing and job search. The workload will transition from 2023 to not much. Due to weak competitiveness and financial capacity, in 2024, the Corporation will only be able to exploit 03 production projects and a number of new service business contracts. For transitional contracts, the Corporation continues to complete and focus on the payment and settlement of works. In the year, the parent company of the Corporation continued to bear additional costs incurred or deducted revenue when finalizing past projects, so the production and business efficiency was not high.

Despite facing many financial difficulties, the parent company of the Corporation has tried to find all solutions to mobilize capital and human resources to implement investment and production projects to ensure quality progress. During the year, the parent company of the Corporation has balanced cash flow for production and business activities and investment, ensured social security and paid to the State budget with an amount of VND 7 billion.

2. Financial situation:

2.1. Asset situation:

2.1.1. Regarding fixed assets:

In 2024, the parent company of the Corporation has finalized investment projects and formed new fixed assets with an amount of VND 77,212 million, depreciating fixed assets in accordance with the current regime as prescribed by the Ministry of Finance in Circular No. 45/2013/TT-BTC dated April 25, 2013.

2.1.2. Regarding inventory:

As of December 31, 2024, it is VND 16,342 million, of which real estate goods include: 01 adjacent apartment at 125D Minh Khai and unfinished costs of works under construction. Inventory has been inventoried, sorted and assessed according to regulations.

2.2. Situation of receivables:

Details of receivables of the parent company - Corporation:

Unit: VND Million

Indicators	Date: 31/12/2023	Date: 31/12/2024	Increase (+)/decrease (-)	
			Amount	Percentage %
I. Short-term receivables	122.646	135.289	12.644	10,31%
1. Short-term receivables of customers	119.012	111.956	(7.056)	(5,93%)
2. Upfront payment to short-term sellers	14.604	16.722	2.118	14,50%
3. Other short-term receivables	169.132	162.865	(6.267)	(3,71%)
4. Provision for short-term bad receivables	(180.182)	(156.334)	23.848	13,24%
5. Pending missing assets	80	80		
II. Long-term receivables	0	0		
Total receivables	122.646	135.289	12.644	

The total receivables as of December 31, 2024 of the parent company is VND 135,289 million (including: short-term receivables of VND 135,289 million, no long-term receivables), an increase of VND 12,644 million compared to December 31, 2023, equivalent to 10.31%. In particular, it is mainly to recover debts receivable from customers. In 2024, the provision for bad debts has been refunded with the amount of VND 23,847 million, all receivables of the parent company (including the amounts set aside) have been reviewed and re-evaluated to make provisions according to regulations.

In the total receivables of the Corporation, there are still receivables of a number of construction works with state budget capital that the Corporation has completed but has not yet been finalized and not recovered such as: National Assembly House, Headquarters of the Ministry of Foreign Affairs, Pedestrian Overpass of Hanoi City; An Duong - Thanh Nien Street overpass project, Me Linh - Quang Minh overpass project..... The Corporation is actively working with relevant ministries, departments and branches to be paid the above debts.

2.3. Liabilities:

Details of liabilities of the parent company – Corporation:

Unit: Million VND

Liabilities	Date: 31/12/2023	Date: 31/12/2024	Increase (+)/Decrease(-)	
			Amount	Percentage %
I. Short-term	361.909	345.033	(16.876)	(4,66%)
1. Account payable	94.653	61.761	(32.892)	(34,75%)
2. Advances from customers	6.011	10.283	4.272	71,07%
3. Taxes and other payables to the State budget	65.920	76.708	10.788	16,37%
4. Salaries and wages payable	1.952	2.728	776	39,76%
5. Accrued expenses	21.808	26.477	4.669	21,41%
6. Unrealized revenue	1.548	9.268	7.720	498,82%
7. Other payables	131.490	128.182	(3.308)	(2,52%)
8. Short-term borrowings and finance lease liabilities	38.527	29.626	(8.901)	(23,10%)
II. Long-term	16.525	52.444	35.919	825,31%
1. Unearned revenue	12.025	10.075	(1.950)	(16,22%)
2. Long-term borrowings and finance lease liabilities	4.500	42.369	37.869	841,53%
Total liabilities	378.434	397.477	19.043	

Total liabilities as of 31/12/2024 of the parent company – The Corporation is VND 397,477 million (including: short-term liabilities are VND 345,033 million, down VND 16,876 million compared to 31/12/2023 equivalent to 4.66% and long-term liabilities are VND 52,444 million, up VND 35,919 million or 825.31%). Mainly seller payables, other short-term payables, loans and financial lease debts decreased compared to December 31, 2023. In which:

- + Reduced seller payable: 34.75% (VND 32,892 million)
- + Other short-term liabilities decreased: 2.52% (VND 3,308 million)
- + Short-term loans and financial leases decreased by 23.10% (VND 8,901 million).

In 2024, the Corporation is continuing to make efforts to fulfill its obligations to the state budget in accordance with its commitment to the Tax Authority. As of December 31, 2024, the parent company owes obligations to the state budget in the amount of VND 76,707 million (which are debts of COMA1 branches; COMA15).

3. Improvements in organizational structure, policies and management:

In order to improve corporate governance better and better and in accordance with the Law on Enterprises and current laws, the Corporation regularly arranges the organization of professional departments and departments to ensure lean and bring high efficiency in work.

Implementing the Prime Minister's Decision No. 360/QĐ-TTg dated March 17, 2022 approving the project "Restructuring of State-owned enterprises focusing on economic groups and state-owned corporations in the period of 2021 – 2025"; Decision No. 1479/QĐ-TTg dated November 29, 2022 of the Prime Minister approving the plan for restructuring state-owned enterprises and state-owned enterprises for the period of 2022-2025; document No. 1338/BXD-QLDN dated 20/04/2022 of the Ministry of Construction on the implementation of Decision No. 360/QĐ-TTg dated 17/03/2022 of the Prime Minister; implementing Official Letter No. 2536/BXD-KHTC dated June 16, 2023 of the Ministry of Construction on approving the Project "Restructuring and improving corporate governance capacity of Construction Machinery Corporation – Joint Stock Company in the period of 2021 – 2025". Currently, the Corporation is synchronously implementing the tasks of the project, in which the focus is on financial restructuring. In 2025, the Corporation will implement divestment in 07 subsidiaries, associated companies and financial investments.

The Corporation regularly updates policies, laws and regulations of the state to improve the management model, and pay attention to policies for employees.

4. Future development plan:

In 2025 and the next few years, the Corporation self-assesses that it will continue to be difficult years. In order to overcome the shortcomings and fulfill the economic targets approved by the General Meeting of Shareholders, the Corporation focuses on implementing a number of solutions as follows:

- Consolidate the organization of personnel, rearrange departmental focal points reasonably, arrange enough personnel to meet the assigned tasks well.
- Implement the project on restructuring and improving corporate governance capacity in the period of 2021 – 2025, gradually make finance healthy, improve the operational efficiency of the whole parent and subsidiary company system.
- Strengthen inspection and supervision to ensure the quality of manufactured mechanical products. Perform well the safety and labor protection work at construction sites and factories. Improve and improve the quality of technical management, through conferences and exchanges on a number of main topics that are often encountered in the process of implementation at the construction site (construction measures, professional work,...).
- Balancing capital sources for each field, prioritizing the research of products that are the Corporation's strengths, as well as serving the training of high-quality human resources, for the development of Construction Mechanics.
- To train and retrain human resources of managers, engineers and skilled technical workers to meet the jobs in service of production and business of enterprises.
- Completing the Regulation on payment according to job position in order to promptly encourage employees to improve labor productivity, minimize management costs, contribute to improving product quality, promote production and business.
- To strengthen the organization of domestic and international joint ventures, associations and cooperation activities in order to raise the level of science and

technology in the fields of technology transfer, fostering and training of managers and technical officers.

- Training and developing a team of research and development of new products, constantly applying scientific advances in the field of mechanical equipment manufacturing.

- Develop computerization processes and applications in business management.

- Develop a brand promotion strategy to improve COMA's competitiveness, prestige and brand, improve COMA's position in the fields of strength such as manufacturing and installing mechanical equipment to promptly meet the development of the industry in general and the field of Construction Engineering in particular.

5. Explanation of the Board of Directors for audit opinions:

In the Audited Financial Statements. The auditing unit has an opinion except that the Corporation has not fully set aside provisions for bad debts with a value: VND 22,1 billion, this is a debt arising that has been overdue for 6 months or more of a number of construction works with state budget capital that the Corporation has completed for a long time but has not been finalized. This debt is assessed by the Corporation to be recoverable in the next fiscal year, so it has not been set aside for the time being.

6. Assessment report related to the company's social and environmental responsibility:

The Corporation, formerly a state-owned enterprise, in the process of operation and development, in addition to the purpose of profit for the enterprise, environmental and social responsibility is also a political task assigned by the country to ensure social security, so the care to ensure the life of employees is increasingly improved in the form of payment of full salary, purchase of health insurance, payment of social insurance and development of regulations on visiting employees when sick,....

The construction of works in provinces and cities in the country and even abroad, but the Corporation is always aware of its responsibilities to the local locality such as regularly coordinating with the local locality to find solutions that both ensure the production and business of the enterprise but must be in accordance with special local regulations on the environment, security and order, fulfilling the obligation to pay local taxes according to regulations, in this regard, the Corporation has performed well.

IV. Evaluation of the Board of Directors on the operation of the Corporation:

1. Evaluation of the Board of Directors on the Corporation's activities , including assessments related to environmental and social responsibility:

1.1. Evaluation of the Board of Directors on the activities of the Corporation:

1.1.1. Production and business work:

In 2024, the targets of the Corporation's production and business plan have not reached the set targets. During the year, the parent company of the Corporation has synchronously implemented solutions to improve business efficiency such as: reducing management costs, financial costs; strengthen revenue sources, so the production and business results of the parent company have been profitable, basically balancing cash flow and making payment to the arising budget as well as partially overcoming the old

backlog. However, due to low output and revenue, having to offset a number of other expenses left by previous years, some subsidiaries continue to incur losses, which affects the consolidated report of the whole Corporation and fails to preserve capital.

Although the production and business activities of the subsidiaries face many difficulties, they still maintain jobs for employees, the project works are safe, quality and progress, some subsidiaries although still incur losses, but the results have improved. However, the production and business activities of subsidiaries and joint ventures and associates still face many difficulties.

1.1.2. Construction investment:

In 2024, Implementing the Resolution of the General Meeting of Shareholders, despite facing many financial difficulties, the Corporation's parent company has invested in completing and putting into use the project to renovate and upgrade the motorcycle garage, warehouse project and technical infrastructure at the Lifting Equipment Factory phase II.

Due to financial difficulties, the subsidiaries only focus on investing in purchasing some more equipment for production and factory renovation to improve working conditions for employees.

The total investment value of the Corporation in 2024 is VND 29,86 billion, reaching 67% of the plan.

1.1.3. Outward capital investment of enterprises:

In 2024, the Corporation has strengthened management and supervision measures, creating conditions to support subsidiaries, especially companies with prolonged losses in governance and finance, so there has been a change in these companies. However, in general, the outgoing capital investment of the parent company has not been significantly improved.

In 2024, the parent company will not set aside additional financial investment provisions. The total amount of dividends received from companies with investment capital of COMA is: VND 238 million, equal to 0.2% of the total investment capital.

1.1.4. Financial management and capital sources:

The financial situation at the parent company and its member units is very difficult. Identify difficulties. On the basis of the production and business plan approved by the General Meeting of Shareholders, the Corporation has developed a financial plan and a salary labor plan in 2024 as a basis for implementation.

The management and collection of debts at the parent company and its member companies has been strengthened. In 2024, the classification of receivables and payables has been completed, focusing on completing the settlement dossier of the following works: An Duong overpass - Thanh Nien Street, Cat Linh - Ha Dong elevated railway station, Ban Ve Hydropower Plant, Alin B1 Hydropower Plant...

The total receivables as of December 31, 2024 of the parent company are VND 135,289 million (including: short-term receivables of customers are VND 111,956 million, no

long-term receivables), down VND 7,065 million compared to December 31, 2024. As of December 31, 2024, bad debts have been set aside for VND 156,334 million.

Total liabilities as of December 31, 2024 of the parent company - Corporation are VND 397,477 million (including: short-term liabilities of VND 345,033 million, down VND 16,876 million compared to December 31, 2023, long-term liabilities of VND 52,444 million). The parent company of the Corporation has made efforts to fulfill its obligations to the State budget.

In 2024, the parent company of the Corporation has found all solutions to mobilize resources to take care of sufficient capital for investment projects and construction of works, pay a number of debts due, ensure social security for employees and pay part of the budget left by the past.

1.1.5. Organization, personnel and salary:

In 2024, the Corporation's parent company will continue to consolidate and rearrange the Corporation's departments and departments and build the functions and tasks of the departments to ensure that they are in line with the new model and operate effectively.

The management of subsidiaries through capital representatives has been strengthened, in 2024 the Corporation has regularly inspected, supervised and is evaluating the classification of collectives and individuals of representatives as well as leaders and managers according to regulations. The evaluation and grading of cadres is carried out seriously and substantively as a basis for the implementation of planning, training and arrangement of cadres.

Cadre work is carried out to ensure publicity, democracy and competence in accordance with the provisions of the Charter.

1.1.6. Corporate governance:

Continue to review, supplement and improve the system of internal regulations of the Corporation in order to comply with the provisions of current laws and in accordance with the Corporation's operating model in the new situation. In 2024, the following regulations have been issued: Regulations on management and use of information technology systems of parent companies, Regulations on management of OSH, Regulations on equipment management; The Corporation's internal expenditure regulations meet the current management requirements.

Continue to review the activities of branches and 02 1-member limited liability companies of the Corporation, thereby proposing solutions to enhance operational efficiency and minimize risks arising for the Corporation.

However, the management still has limitations such as: The coordination between departments is not good, so it affects the management. The inspection has not been carried out regularly. The role of inspection and control through the representative of the capital portion of the parent company for subsidiaries and associated companies is still weak, and there are no specific feasible measures in financial management as well as handling financial shortcomings.

1.2. Assessment related to the Corporation's environmental and social responsibility:

All activities of the Corporation ensure compliance with the provisions of the law on the environment. At all levels, there is a sense of saving raw materials, fuel, and energy;

The environmental protection at construction works/projects is always paid attention to and urged by the Corporation's leaders (during the construction process: All must minimize air pollution due to dust, exhaust gas, noise, vibration during construction and production to avoid affecting the surrounding areas, to the lives of people in the area).

At the factories and enterprises, they have well implemented the content: Green - Clean - Beautiful. Thanks to compliance with environmental regulations, the Corporation's production and business process does not violate and is not subject to environmental sanctions.

2. Evaluation of the Board of Directors on the operation of the Board of Directors:

In 2024, the Board of Directors has made many efforts to find all solutions to overcome difficulties in implementing the approved production and business and investment plans. In the process of operation, always adhere to the resolutions and decisions of the Board of Directors to ensure the right development orientation, constantly consolidate and improve the organizational apparatus, implement synchronous solutions, practice thrift and anti-waste, strengthen governance, step by step improve the capacity of business administration and governance. However, due to many objective and subjective reasons, the results of the plan targets have not been achieved, some tasks related to the settlement of capital handover, restructuring of the Corporation are still slow. In the coming time, it is necessary to focus on dismantling to improve the above situation in order to meet the requirements and gradually improve the efficiency of production and business to preserve capital for enterprises.

3. Plans and orientations of the Board of Directors:

3.1. Production, business and investment:

In 2024, The Board of Directors and the Executive Board of the Corporation shall focus on directing, administering and formulating solutions and measures to strive to implement the planned targets as follows:

No.	Indicators	Unit	Implement 2024		Plan 2025		Percentage % KH2024/TH2023	
			The group	Parent Company	The group	Parent Company	The group	Parent Company
1	Production and business value	Billion	332.170	115.730	398.580	152.570	119,99%	131,83%
2	Revenue	Billion	285.826	98.681	361.480	140.290	126,47%	142,17%
3	Submit the budget	Billion	38.377	7.047	35.790	16.860	93,26%	239,26%
4	Profit before tax	Billion	37.140	41.554	11.800	5.060	31,77%	12,18%

5	Investment value	Billion	29.860	26.390	15.920	1.150	53,32%	4,36%
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Continue to strengthen marketing to find jobs, gradually improve the financial situation, improve competitiveness, joint ventures, associations, and close coordination from the Corporation to member units to find jobs, ensuring the completion of the planned targets in 2025 and the following years. step by step regain the Corporation's position and prestige in the market.

Direct the implementation on schedule, ensure the quality and safety of construction of signed projects. Focus on completing payment and settlement documents and recovering capital of works to have cash flow for production and business activities.

Focus on directing the search for measures to produce and consume commodity products such as: Transformer shells of COMA2, water tanks of COMA16, lock products, small hardware of Minh Khai Lock, water meters of Zenner – COMA, strengthening labor export activities.

Develop investment and service business plans in order to effectively exploit the Corporation's premises, factories and offices in order to improve efficiency and minimize risks arising for the Corporation.

Completed and put into use the investment project to build a warehouse and technical infrastructure of the Lifting Equipment Factory in Quang Minh Industrial Park in order to improve the production and business efficiency of the whole Corporation.

Closely coordinate with the Executive Board in implementing economic contracts according to the approved economic plan to ensure efficiency in production and business activities. Develop a work process to strengthen the coordination and working relationship of Departments, Departments and Centers in order to do a good job in management.

3.2. Corporate governance:

Continue to arrange and organize the apparatus of the parent company, consolidate the staff of the Corporation, restructure human resources on the basis of streamlining, improve labor productivity in order to improve the efficiency of production and business management of the Corporation. Continue to review, develop and update internal management regulations such as: Financial Regulations, Payroll Scale System and Regulations on Salary Payment by Job Position, Regulation on Management of Representatives, etc. Apply information technology for management and administration. Directing the Executive Board to focus on performing a number of key tasks as follows:

- Strengthen management and supervision with subsidiaries and dependent units, especially in finance, planning and salary to ensure good management of the Corporation's capital sources at units. Formulate special supervision plans for long-term loss-making subsidiaries in order to limit losses and gradually improve production and business efficiency at units. Do a good job of orienting and improving the roles and responsibilities of capital representatives at units, promptly solving arising problems.

- Focus on promoting debt management from the Corporation to its member units, paying attention to the settlement of internal debts; strengthen the management of advance debts to ensure compliance with regulations.
- Strengthen management, especially cost management, thereby minimizing costs and practicing thrift; improve labor productivity, reduce product costs to improve production and business efficiency.

3.3. *In the arrangement and renewal of enterprises*

Continue to complete the capital settlement dossier for the transfer of state capital to joint-stock companies.

Closely follow and proactively implement the contents under the direction of the Ministry of Construction to implement Decision 360/QĐ-TTg dated 17/03/2022 and Decision 1479/QĐ-TTg dated 29/11/2022 of the Prime Minister to approve the Restructuring Project of Construction Machinery Corporation - Joint Stock Company for the period of 2021 - 2025.

Implementing Official Letter No. 2536/BXD-KHTC dated June 16, 2023 of the Ministry of Construction approving the Project "Restructuring to improve the Corporation's corporate governance capacity in the period of 2021 – 2025". The Corporation is carrying out divestment procedures in 07 subsidiaries, joint venture companies and financial investments.

VI. Financial statements:

1. Audit opinion:

- For the Consolidated Financial Statements shown on page 4 and page 5 of the
- For the consolidated financial statements of the whole Corporation, they are shown on pages 4, 5, 6 of the financial statements

2. Financial statements audited by SHAREA Vietnam Auditing Company Limited:

- General Financial Statement of Construction Machinery Corporation – Joint Stock Company in 2024
- Consolidated financial statements of Construction Machinery Corporation – Joint Stock Company in 2024

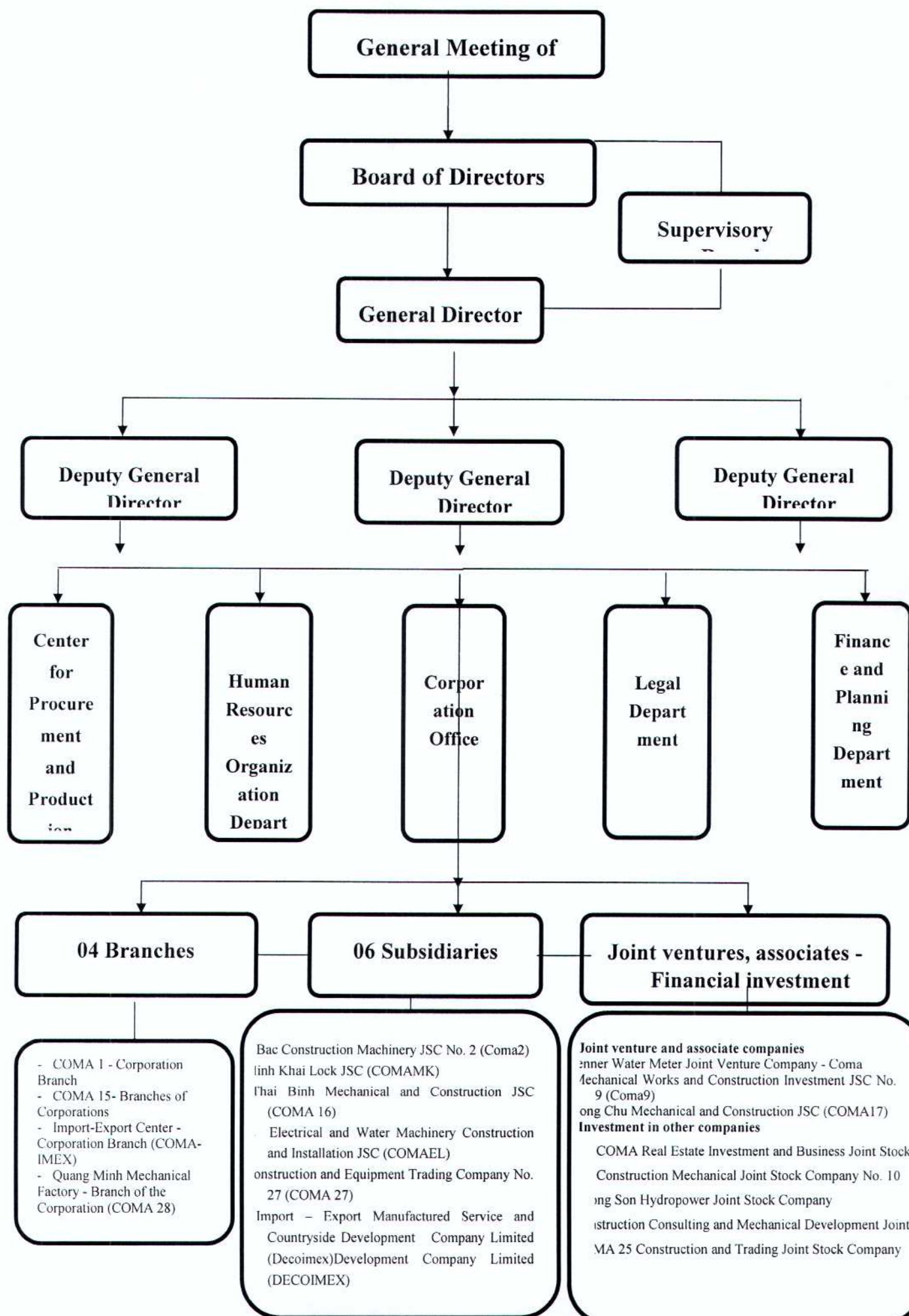
(Attached below)

CONFIRMATION OF THE LEGAL REPRESENTATIVE OF THE COMPANY



Dao Duc Tho

Structure of the management apparatus



1. Mr. Trinh Nam Hai	Position: Chairman of the Board of Directors
Qualifications	Mechanical Engineer, Master of Business Administration
Work experience:	
- From: 4/1992-5/1999	Technician of M&E Department of Ha Bac Nitrogen Fertilizer and Chemical Company;
- From: 6/1999-9/1999	Technical Officer of Ha Bac Construction Machinery Joint Stock Company No. 2;
- From: 10/1999-10/2001	Deputy Department, in charge of the Engineering - Technology Department of Ha Bac Construction Machinery Joint Stock Company No. 2;
- From: 11/2001-6/2005	Deputy Director of Ha Bac Construction Machinery Joint Stock Company No. 2;
- From: 7/2005-8/2009	Director of Ha Bac Construction Machinery Joint Stock Company No. 2;
- From: 9/2009-2/2012	Deputy General Director of Construction Machinery Corporation, from 7/2010 - Member of the Standing Committee of the Party Committee, Chairman of the Inspection Committee of the Party Committee;
- From: 3/2012-7/2015	Member of the Standing Committee of the Party Committee, Chairman of the Inspection Committee of the Party Committee, Member of the Board of Members, Deputy General Director of the Construction Machinery Corporation;
- From: 8/2015-10/2016	Deputy Secretary of the Party Committee of the Corporation, Member of the Board of Members, Deputy General Director of the Construction Machinery Corporation.
From: 18/10/2016-6/2019	Member of the Standing Committee of the Party Committee, Member of the Board of Directors Deputy General Director of Construction Machinery Corporation - Joint Stock Company
- From: 7/2019-5/2020	Member of the Standing Committee of the Party Committee, Representative of State Capital, in charge of the Board of Directors, Deputy General Director of Construction Machinery Corporation - Joint Stock Company
- From: 6/2020-28/6/2021	Deputy Secretary of the Party Committee, Representative of State Capital, in charge of the Board of Directors, Deputy General Director of Construction Machinery Corporation - Joint Stock Company

- From: 29/6/2021 to present	Deputy Secretary of the Party Committee, Representative of State Capital, Chairman of the Board of Directors of Construction Machinery Corporation-Joint Stock Company (Retired from the position of Deputy General Director)
Position held at the Company	Deputy Secretary of the Party Committee, Representative of State Capital, Chairman of the Board of Directors of Construction Machinery Corporation - Joint Stock Company
Number of shares owned	5,500 shares
Number of Representative Shares	6,774,476 shares
Illegal acts	No
Conflicting interests with the Company	No
Debts to the Company	No
Benefits related to the Company	No
Related persons holding shares	No

2. Mr. Dao Duc Tho	Position: Member of the Board of Directors - General Director
Qualifications	Mechanical Engineer
Work experience:	
- From: 10/1990-12/1993	Workers of Ha Bac Construction Machinery Joint Stock Company No. 2
- From: 01/1994-9/1997	Production Team Leader of Ha Bac Construction Machinery Joint Stock Company No. 2
- From: 10/1997-01/1998	Technical staff of Ha Bac Construction Machinery Joint Stock Company No. 2
- From: 02/1998-01/1999	Assistant Foreman of Mechanical Workshop 2 of Ha Bac Construction Machinery Joint Stock Company No. 2
- From: 02/1999-6/1999	Deputy Manager of Mechanical Workshop 2 of Ha Bac Construction Machinery Joint Stock Company No. 2
- From: 7/1999-9/1999	Acting Foreman of Mechanical Workshop 3 of Ha Bac Construction Machinery Joint Stock Company No. 2
- From: 10/1999-10/2001	Foreman of Mechanical Workshop 3 of Ha Bac Construction Machinery Joint Stock Company No. 2
- From: 11/2001-10/2002	Deputy Director of the Company Foreman of Mechanical Workshop 3 of Ha Bac Construction

	Machinery Joint Stock Company No. 2
- From: 11/2002-12/2006	Deputy Director of the Company Director of Equipment Manufacturing and Mechanical Construction Enterprise - Ha Bac Construction Machinery Joint Stock Company No. 2
- From: 01/2007-5/2010	Member of the Standing Committee of the Party Committee, Member of the Board of Directors of COMA2; Secretary of the Party Cell, Member of the Board of Directors, General Director of COMA26
- From: 6/2010-7/2016	Member of the Party Committee of the Corporation, Member of the Board of Directors of COMA2; Secretary of the Party Committee, Member of the Board of Directors, General Director of COMA26
- From: 8/2016-10/2019	Member of the Party Committee of the Corporation; Secretary of the Party Committee, Chairman of the Board of Directors, General Director of COMA26
- From: 11/2019-5/2020	Member of the Party Committee of the Corporation, Representative of State Capital, General Director of Construction Machinery Corporation-Joint Stock Company, Chairman of the Board of Directors of COMA26 to 4/2020
- From: 6/2020 to present	Secretary of the Party Committee of the Corporation, Representative of State Capital, Member of the Board of Directors, General Director of Construction Machinery Corporation-Joint Stock Company
Position held at the Company	Secretary of the Party Committee of the Corporation, Representative of State Capital, Member of the Board of Directors, General Director of Construction Machinery Corporation-Joint Stock Company
Number of shares owned	0 share
Number of Representative Shares	5,888,800 shares
Acts of violating the law	No
Conflicting interests with the Company	No
Debts to the Company	No
Benefits related to the Company	No
Relevant persons holding shares	No

3. Ms. Nguyen Thi Tuyet Nhung	Position: Member of the Board of Directors, Chairman of the Trade Union
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Qualifications	Master of Laws
Work experience:	
- From: 7/1996-01/2002	Specialist of the Labor Organization Department of Construction Machinery Corporation;
- From: 02/2002-7/2003	Deputy Head of Labor Organization Department of Construction Machinery Corporation; Member of the Standing Committee of the Corporation's Trade Union;
- From: 8/2003-10/2005	Member of the Executive Committee of the Corporation's Party Committee, term II, Deputy Head of the Corporation's Labor Organization Department, Member of the Corporation's Trade Union Standing Committee;
- From: 11/2005-7/2010	Member of the Executive Committee of the Corporation's Party Committee, Head of the Corporation's Labor Organization Department, Member of the Standing Committee of the Corporation's Trade Union;
- From: 8/2010-7/2015	Member of the Standing Committee of the Corporation's Party Committee, Head of the Corporation's Organization and Human Resources Department, Member of the Standing Committee of the Corporation's Trade Union;
- From: 8/2015-10/2016	Member of the Standing Committee of the Party Committee of the Corporation, Deputy Secretary of the Party Committee of the Agency, Member of the Board of Members, Head of the Organization and Human Resources Department of the Corporation, Vice Chairman of the Trade Union of the Corporation.
- From: 18/10/2016 to present	Member of the Standing Committee of the Party Committee of the Corporation, Deputy Secretary of the Party Committee of the Agency, Member of the Board of Directors, Representative of State Capital, Chairman of the Trade Union of Construction Machinery Corporation-Joint Stock Company.
Position held at the Company	Member of the Board of Directors, Representative of State Capital, Chairman of the Corporation's Trade Union.
Number of shares owned	6,800 shares

Number of Representative Shares	3,533,280 shares
Acts of violating the law	No
Conflicting interests with the Company	No
Debts to the Company	No
Benefits related to the Company	No
Relevant persons holding shares	No

4. Mr. Vu Xuan Thang	Position: Member of the Board of Directors, Deputy General Director
Qualifications	Mechanical Engineer
Work experience:	
- From: 01/1993-3/1993	Engineer of the Technical Department of Van Dien Building Materials and Tile Manufacturing Company, Hanoi Department of Construction;
- From: 04/1993-12/1994	Engineer of M&E Workshop of Technical Department of Van Dien Phosphate Fertilizer Company, Ministry of Industry;
- From: 01/1995-5/1995	Engineer of Matexco Company, Ministry of Commerce
- From: 5/1995-10/2002	Head of Project and Production Department of Secoin Trading and Investment Services Company;
- From: 11/2002-7/2010	Engineer of the Corporation's Bidding and Project Management Center;
- From: 8/2010-01/2014	Director of the Corporation's Bidding and Production Management Center;
- From: 02/2014-12/2014	Member of the Executive Committee of the Corporation's Party Committee, Director of the Corporation's Bidding and Production Management Center;
- From: 01/2015-7/2015	Member of the Executive Committee of the Corporation's Party Committee, Deputy General Director of the Corporation Director of the Corporation's Bidding and Management Center;
- From: 8/2015-10/2016	Member of the Standing Committee of the Party Committee, Deputy General Director of Construction Machinery Corporation.
- From: 18/10/2016-28/6/2021	Deputy General Director of Construction Machinery Corporation - Joint Stock Company

- From: 29/6/2021 to present	Member of the Board of Directors, Representative of State Capital, Deputy General Director of Construction Machinery Corporation - Joint Stock Company
Position held at the company	Member of the Board of Directors, Representative of State Capital, Deputy General Director.
Number of shares owned	7,000 shares
Number of Representative Shares	3,533,280 shares
Acts of violating the law	No
Conflicting interests with the Company	No
Debts to the Company	No
Benefits related to the Company	No
Related persons holding shares	No

5. Mr. Le The Thuy	Position: Member of the Board of Directors - Deputy General Director
Qualifications	Bachelor of Economics, Master of Business Administration
Work experience:	
- From: 6/1991 - 10/1991	Working at the Accounting Department of Underground Construction Company - Song Da Construction Corporation
- From: 11/1991 - 8/1993	Deputy Accounting Department of Underground Construction Company
- From: 9/1993 - 02/1994	Deputy Accounting Department of Song Da 2 Company, Chief Accountant of Song Da 2 Construction Company Branch in Nam Ha.
- From: 3/1994 - 7/1995	Chief Accountant of Hydraulic Construction Company, Song Da Construction Corporation .
- From: 8/1995 - 10/1995	Accountant of Hydraulic Construction Company.
- From: 11/1995 - 7/1996	Head of Accounting Department of Construction Mechanical Company No. 5, Construction Machinery Corporation.
- From: 8/1996 - 3/1999	Chief Accountant of Construction Mechanical Company No. 5
- From: 4/1999 - 2/2006	Chief Accountant of Construction Mechanical Joint Stock Company No. 5

- From: 3/2006 - 12/2010	Deputy Chief Accountant of Construction Machinery Corporation - Ministry of Construction.
- From: 1/2011 - 7/2015	Member of the Party Committee of the Corporation, Chief Accountant of Construction Machinery Corporation - Ministry of Construction
- From: 8/2015 - 17/10/2016	Member of the Standing Committee of the Party Committee of the Corporation, Deputy Chairman of the Inspection Committee of the Party Committee of the Corporation, Chief Accountant of the Construction Machinery Corporation
- From: 18/10/2016 - 22/4/2019	Member of the Standing Committee of the Party Committee of the Corporation, Deputy Chairman of the Inspection Committee of the Party Committee of the Corporation, Chief Accountant of Construction Machinery Corporation-JSC
- From: 23/4/2019-10/2019	Member of the Standing Committee of the Party Committee of the Corporation, Deputy Chairman of the Inspection Committee of the Party Committee of Construction Machinery Corporation-Joint Stock Company, (Dismissal of Chief Accountant)
- From: 11/12/2019-6/2021	By 5/2020: Member of the Standing Committee of the Party Committee of the Corporation, Deputy Chairman of the Inspection Committee of the Party Committee of the Corporation, Head of the Technical Department of Construction Machinery Corporation-Joint Stock Company. From 6/2020: Member of the Executive Committee of the Corporation, Head of the Corporation-Joint Stock Company.
- From: 01/7/2021-5/7/2021	Member of the Executive Committee of the Corporation's Party Committee, Deputy General Director, Head of Technical Department of Construction Engineering Corporation-Joint Stock Company
- From: 06/7/2021-08/12/2021	Member of the Executive Committee of the Corporation's Party Committee, Deputy General Director of Construction Machinery Corporation-Joint Stock Company, (Retired from holding the position of Head of the Technical Department)
- From: 09/12/2021-18/4/2022	Member of the Executive Committee of the Corporation's Party Committee, Deputy General Director, in charge of the Technical Department of

	Construction Engineering Corporation-Joint Stock Company
- From: 19/4/2022 to present	Member of the Executive Committee of the Corporation's Party Committee, Deputy General Director of Construction Machinery Corporation-JSC (Retired from being in charge of the Technical Department)
Position held at the company	Deputy General Director
Number of shares owned	5,800 shares
Number of Representative Shares	3,533,280 shares
Acts of violating the law	No
Conflicting interests with the Company	No
Debts to the Company	No
Benefits related to the Company	No
Relevant persons holding shares	No

Supervisory Board

1. Mr. Nguyen Van Son	Head of the Supervisory Board
Qualifications	Bachelor of Economics, Master of Business Administration
Work experience:	
- From: 10/1996-4/1998	Staff of the Planning Economics Department of Song Da 11 Company;
- From: 5/1998-4/2000	Deputy Head of the Department of Economics and Planning; Deputy Head of the Department of Economics - Technology - Mechanical Materials of Song Da 11.1 Enterprise - Song Da 11 Company;
- From: 5/2000-01/2003	Head of the Economic and Planning Department of Song Da 11.1 Enterprise - Song Da 11 Company;
- From: 02/2003-10/2008	Deputy Director of Mechanical Installation Enterprise 2; Head of Planning Economics Department of Someco Song Da Joint Stock Company;
- From: 11/2008-8/2009	Deputy Director of Design Consulting Center - Someco Song Da Joint Stock Company;
- From: 9/2009-4/2010	Member of the Supervisory Board of Song Da Corporation;

- From: 5/2010-10/2011	Head of Economic and Planning Department of COMA Construction Machinery Corporation, from 8/2010 - Member of the Executive Committee of the Party Committee of the Corporation;
- From: 11/2011-7/2015	Member of the Executive Committee of the Party Committee of the Corporation, Deputy General Director of the Construction Machinery Corporation;
- From: 8/2015-10/2016	Member of the Standing Committee, Chairman of the Inspection Committee of the Corporation's Party Committee, Deputy General Director of Construction Machinery Corporation.
- From: 18/10/2016-28/6/2021	By 5/2020: Member of the Standing Committee, Chairman of the Inspection Committee of the Corporation's Party Committee, Deputy General Director of Construction Machinery Corporation. By 6/2020: Member of the Standing Committee, Deputy General Director of Construction Machinery Corporation.
- From: 29/6/2021 to present	Member of the Standing Committee, Head of the Supervisory Board of Construction Machinery Corporation-Joint Stock Company (Retired from holding the position of Deputy General Director).
Position held at the company	Head of the Supervisory Board
Number of shares owned	15,700 shares
Number of Representative Shares	0 share
Acts of violating the law	No

2. Ms. Dinh Thi Huong	Members of the Supervisory Board
Qualifications	Bachelor of Economics
Work experience:	
- From: 10/2000 - 02/2002	Working at Pha Lai Project Management Board of Construction Machinery Corporation
- From: 02/2002 - 7/2007	Working at the Bidding Center and Construction Machinery Corporation
- From: 7/2007 - 4/2010	Specialist of Finance and Accounting Department of Construction Machinery Corporation
- From: 4/2010 - 11/2019	Specialist of Planning Economics Department of Construction Machinery Corporation

- From: 11/2019 - 6/2020	Specialist of Investment Economics Department of Construction Machinery Corporation - Joint Stock Company
- From: 7/2020-4/2021	Member of the Supervisory Board of the Corporation, Specialist of Investment Economics Department of Construction Machinery Corporation - Joint Stock Company
- From: 5/2021-6/2021	Member of the Supervisory Board, Specialist of Investment Economics Department of Construction Machinery Corporation-Joint Stock Company, Head of the Supervisory Board of Thai Binh Mechanical and Construction Joint Stock Company COMA16.
- From: 7/2021 to present	Member of the Supervisory Board, Specialist of Investment Economics Department of Construction Machinery Corporation-Joint Stock Company, Head of the Board of Directors of Thai Binh Mechanical and Construction Joint Stock Company COMA16, Head of the Board of Directors of Minh Khai Lock Joint Stock Company.
Number of shares owned	1,400 shares
Number of Representative Shares	0 share
Acts of violating the law	No
Conflicting interests with the Company	No
Debts to the Company	No
Benefits related to the Company	No
Relevant persons holding shares	No

3. Ms. Vu Thi Thuy	Members of the Supervisory Board
Qualifications	Bachelor of Economics
Work experience:	
- From: 8/2001 - 9/2002	Working at Bim Son Project Management Board, Construction Machinery Corporation
- From: 10/2002 - 6/2007	Working at the Office of the Party Committee of the Construction Machinery Corporation
- From: 7/2007 - 6/2021	Specialist of the Human Resources Organization Department of Construction Machinery Corporation
- From: 7/2021 to present	Member of the Supervisory Board, Specialist of the Human Resources Organization Department of Construction Machinery Corporation - Joint Stock

	Company
Number of shares owned	1,300 shares
Number of Representative Shares	0 share
Acts of violating the law	No
Conflicting interests with the Company	No
Debts to the Company	No
Benefits related to the Company	No
Relevant persons holding SHARE	No

List of Board of Directors, Chief Accountant

1. Mr. Dao Duc Tho - General Director: SYLL presented at the Board of Directors
2. Mr. Le The Thuy – Deputy General Director: SYLL presented at the Board of Directors
3. Mr. Vu Xuan Thang - Deputy General Director: SYLL presented at the Board of Directors
4. Mr. Nguyen Van Son - Head of the Supervisory Board: SYLL presented in the Supervisory Board

5. Mr. Nguyen Huong Duong	Position: Deputy General Director
Qualifications	Electrical Engineer, Senior Political Theory
Work experience:	
- From: 7/1996-5/2000	Technical Officer of the Technical Department of Ha Bac Construction Machinery Joint Stock Company No. 2.
- From: 6/2000-11/2001	Team leader of the installation of the measurement and control system of Pha Lai 2 thermal power plant of Ha Bac Construction Machinery Joint Stock Company No. 2.
- From: 12/2001-10/2002	Foreman of the M&E workshop of Ha Bac Construction Machinery Joint Stock Company No. 2.
- From: 11/2002-05/2003	Director of Electrical and Water Repair and Construction Enterprise - Ha Bac Construction Machinery Joint Stock Company No. 2.
- From: 6/2003-12/2004	Member of the Party Committee, Secretary of the Party Cell, Director of Electrical and Water Repair and Construction Enterprise - Ha Bac Construction Machinery Joint Stock Company No. 2.
- From: 01/2005-07/2005	Member of the Party Committee of the company, member of the Board of Directors of the company; Secretary of the Party Cell, Director of Electrical and

	Water Repair and Construction Enterprise Ha Bac Construction Machinery Joint Stock Company No. 2.
- From: 8/2005-10/2010	Member of the Party Committee, member of the Board of Directors, Deputy General Director of Ha Bac Construction Machinery Joint Stock Company No. 2.
- From: 11/2010-11/2012	Secretary of the Party Cell, Director of Quang Minh Mechanical Factory - Branch of Construction Machinery Corporation
- From: 11/2012-4/2013	General Director of Ha Bac Construction Machinery Joint Stock Company No. 2
- From: 5/2013-8/2013	Chairman of the Board of Directors, General Director of Ha Bac Construction Machinery Joint Stock Company No. 2
- From: 8/2013-5/2016	Secretary of the Party Committee, Chairman of the Board of Directors, General Director of Ha Bac Construction Machinery Joint Stock Company No. 2
- From: 6/2016-5/2020	Secretary of the Party Committee, General Director of Ha Bac Construction Machinery Joint Stock Company No. 2
- From: 6/2020-6/2021	Deputy Secretary of the Party Committee, CNUBKT, Chairman of the Board of Directors of Ha Bac Construction Machinery Joint Stock Company No. 2
- From: 01/7/2021 to present	Deputy General Director of Construction Machinery Corporation – Joint Stock Company; Chairman of the Board of Directors of Ha Bac Construction Machinery Joint Stock Company No. 2
Position held at the company	Deputy General Director of Construction Machinery Corporation-Joint Stock Company, Chairman of the Board of Directors of Ha Bac Construction Machinery Joint Stock Company No. 2
Number of shares owned	0 share
Number of Representative Shares	0 share
Acts of violating the law	No
Conflicting interests with the Company	No
Debts to the Company	No
Benefits related to the Company	No
Related persons holding shares	No

6. Mr. Nguyen Ngoc Hai	Position: Chief Accountant
Qualifications	Bachelor of Economics; Master of Economics (Finance, Banking)
Work experience:	
- From: 2000 - 2007	Working at the Primary Teacher Development Project - Ministry of Education and Training
- From: 01/2008 - 4/2008	Financial Consultant - EuroCapital Securities Joint Stock Company
- From: 4/2008 - 3/2009	Head of Finance and Planning Department - Hung Hai Group Joint Stock Company
- From: 4/2009 - 8/2009	Head of Investment Department - Hung Hai Group Joint Stock Company
- From: 9/2009 - 4/2013	Assistant, Secretary to the Chairman of the Board of Directors, General Director, Deputy Secretary, Deputy Chief of Office, Head of the Secretariat - Hung Hai Group Joint Stock Company
- From: 5/2013 - 4/2014	Deputy General Director Chief Accountant - PDCI Energy Development and Construction Investment Joint Stock Company
- From: 10/2013 - 4/2014	Chief Accountant - Van Thang Investment Joint Stock Company
- From: 5/2014 - 12/2021	Deputy Director Accounting Officer - Northwest Power Joint Stock Company
- From: 01/2017 - 12/2017	Head of the Secretariat of the Board of Directors - Hung Hai Group Joint Stock Company
- From: 5/2017 - 4/2018	Chief Accountant - Nam 4 Hydropower Joint Stock Company
- From: 01/2020 - 6/2021	Head of Capital Group - Hung Hai Group Joint Stock Company
- From: 7/2021 - 12/2021	Deputy Director of Finance and Capital - Hung Hai Group Joint Stock Company
- From: 7/2020 -12/2021	Deputy Director in charge of Finance - Loc Ninh 4 Energy Joint Stock Company
- From: 01/2022 - 17/6/2022	Deputy Head of Department, Acting Head of Finance and Accounting Department - Construction Machinery Corporation - Joint Stock Company
- From: 18/7/2022 to present	Chief Accountant Head of Finance and Planning Department - Construction Machinery Corporation - Joint Stock Company

Position held at the company	Chief Accountant and Head of Finance and Planning Department
Number of shares owned	8,000 shares
Number of Representative Shares	0 share
Acts of violating the law	No
Conflicting interests with the Company	No
Debts to the Company	No
Benefits related to the Company	No
Relevant persons holding shares	No