

*Ha Noi, June 5<sup>th</sup>, 2025*

**REPORT**

**On Activities in 2024 and Operational Plan for 2025 Of the Supervisory Board of The Machines and Industrial Equipment Corporation - JSC**

To: The Annual General Meeting of Shareholders of  
The Machines and Industrial Equipment Corporation – JSC

*Pursuant to the Law on Securities dated November 26, 2019;*

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

*Pursuant to Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of certain articles of the Law on Securities;*

*Pursuant to the Charter on the Organization and Operation of The Machines and Industrial Equipment Corporation – JSC;*

*Pursuant to Resolution No. 49/NQ-AGM2024 dated June 26, 2024 of the Annual General Meeting of Shareholders;*

*Pursuant to the Regulation on Operations of the Supervisory Board of the Corporation issued in June 2021, and its first amendment approved by the 2023 Annual General Meeting of Shareholders, effective from June 23, 2023.*

The Supervisory Board of The Machines and Industrial Equipment Corporation hereby submits to the Annual General Meeting of Shareholders its report on the activities conducted in 2024 and the proposed operational direction for 2025 as follows:

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

**1. Supervisory Board Personnel**

The Supervisory Board of The Machines and Industrial Equipment Corporation - JSC is serving the 2021–2026 term.

No	Member	Position	Appointment date	Academic Qualification
1	Mr Dinh Quang Hoa	Head of the Supervisory Board	21/06/2021	Bachelor of Economics
2	Mrs Le Thi Minh Huyen	Concurrent Supervisor	21/06/2021	Bachelor of Economics



No	Member	Position	Appointment date	Academic Qualification
3	Mrs Nguyen Thi Khanh Ly	Concurrent Supervisor	21/06/2021	Bachelor of Economics

## 2. Activities of the Supervisory Board

The Supervisory Board of The Machines and Industrial Equipment Corporation consists of three members, including one full-time supervisor who holds the position of Head of the Supervisory Board and two concurrent supervisors. The Supervisory Board carries out tasks related to inspection, supervision, and provides necessary recommendations in the areas of management and corporate governance at MIE. The duties of the Supervisory Board are specifically assigned as follows:

### \* Mr. Dinh Quang Hoa - Head of the Supervisory Board

- Organize, direct, and manage all activities of the Supervisory Board of the Corporation;
- Attend meetings of the Board of Directors, the Expanded Board of Directors, and the Executive Management of the Corporation;
- Preside over meetings and convene extraordinary meetings in the event of arising matters, receipt of complaints or petitions, or upon the request of shareholders, the Chairman of the Board of Directors, the General Director of the Corporation, or other Supervisory Board members;
- Conduct inspections and oversee the implementation of regulations and internal policies promulgated by the Board of Directors and the Executive Management;
- Monitor the governance and business operations of the Executive Management in accordance with the Law on Enterprises and the Charter of MIE;
- Examine and assess the audited semi-annual and annual financial statements of MIE to evaluate the accuracy and truthfulness of the financial data in compliance with prevailing accounting standards, regulations, and financial policies;
- Supervise compliance with information disclosure requirements as prescribed by law, ensuring that information provided to shareholders is complete, timely, and accurate;
- Provide professional direction and oversight to the Supervisory Board of Hanoi Mechanical Company Limited;
- Consolidate and report on the implementation results of the Supervisory Board's activities, submit opinions to the Board of Directors and Executive Management of MIE in accordance with regulations;
- Present the Supervisory Board's activity report at the 2024 Annual General Meeting of Shareholders and submit the Supervisory Board's work plan for 2025.



**\* Mrs Le Thi Minh Huyen - Concurrent Supervisor**

- Monitor the financial activities and capital development of the Corporation;
- Conduct inspections and oversee the appraisal of MIE's audited semi-annual and annual financial statements prepared by CPA Vietnam Auditing Co., Ltd.
- Supervise compliance with regulations and policies applicable to the Representative of the MIE's contributed capital, as well as the internal procedures of the MIE;
- Examine the distribution of dividends and the appropriation and utilization of annual funds in accordance with the resolutions of the Corporation's Annual General Meeting of Shareholders and in compliance with applicable legal regulations;
- Oversee the Corporation's investment activities and asset procurement processes;
- Provide professional management and oversight to the Supervisory Board of the Mechanical Products Import-Export One Member Limited Liability Company;
- Perform other duties as assigned by the Head of the Supervisory Board.

**\* Ms. Nguyen Thi Khanh Ly - Concurrent Supervisor**

- Serve as secretary at meetings;
- Supervise the implementation of salary, bonus, and employee benefit policies within the Corporation;
- Examine and oversee the execution of corporate restructuring initiatives;
- Collect shareholder and stakeholder feedback, including petitions and complaints within the authority of the Supervisory Board, and report to the Head of the Supervisory Board;
- Provide professional oversight and guidance to the Supervisory Board of Quang Trung Mechanical One Member Limited Liability Company;
- Perform other duties as assigned by the Head of the Supervisory Board.

**3. Meetings of the Supervisory Board**

In 2024, the Supervisory Board held seven meetings, during which its members exercised their rights and responsibilities in accordance with the Supervisory Board's Operational Regulations.

No	Supervisory Board Member	Meetings Attended	Attendance Rate	Voting rate	Reason for Absence
1	Mr Dinh Quang Hoa	7/7	100%	100%	None
2	Mrs Le Thi Minh Huyen	7/7	100%	100%	None
3	Mrs Nguyen Thi Khanh Ly	7/7	100%	100%	None



#### **4. Supervision of legal compliance and implementation of the Charter on the Organization and Operation of the Corporation**

- Carry out supervision of the activities and legal compliance of the Board of Directors and the Executive Management in accordance with the laws and the Corporation's Charter, with respect to their governance and administration of the Corporation's business operations.

- The Supervisory Board conducted the inspection, review, and assessment of the consolidated financial statements audited by CPA Vietnam Auditing Co., Ltd., including the semi-annual and annual financial statements of the Corporation for the year 2024..

- The Supervisory Board closely followed the contents approved at the 2024 Annual General Meeting of Shareholders, in accordance with applicable laws and the Charter on the Organization and Operation of the Corporation.

- Perform other duties as prescribed in the Supervisory Board's Operational Regulations and in accordance with the legal provisions governing the authority of the Supervisory Board.

#### **5. Supervise the activities of the Board of Directors and the Executive Management in their governance and administration of the Corporation's business operations**

##### **a. For the Board of Directors (BOD) during the 2021-2026 term**

<b>No</b>	<b>Member of the Board of Directors</b>	<b>Position</b>	<b>Appointment Date</b>	<b>Resignation Date</b>
1	Tran Quoc Toan	Chairman	21/6/2021	
2	Le Huy Hai	Member	15/3/2024	
3	Hoang Minh Viet	Member	21/6/2021	
4	Cu Ngoc Phuong	Member	21/6/2021	
5	Vu Trung Thuc	Member	06/9/2024	
6	Pham Thanh Dong	Member	28/6/2022	06/9/2024

##### **- Activities of the Board of Directors**

In 2024, the Corporation's business operations generally encountered many favorable conditions in terms of contract sourcing and signing, ensuring employment for workers.

The Corporation's partners, both domestic and international, are primarily strategic partners who have been collaborating with the Corporation for many years, ensuring a relatively stable supply of goods. The Corporation has established partnerships with reputable investors and partners, maintaining strong brand recognition. The progress and quality of projects undertaken by the Corporation are ensured, retaining customer trust and high evaluations.



The current team of engineers and workers is skilled, with most members having been inherited and systematically trained. The Corporation's staff is united for the common development of the company.

However, there are also challenges, such as outdated technology, lack of mass-produced products, insufficient financial and human resources, and long-standing financial issues in some subsidiaries that have not been fully addressed, thus still affecting the overall business results of the Corporation.

Nonetheless, the Board of Directors has implemented flexible management, proactively addressing difficulties while leveraging the Corporation's advantages. Together with the solidarity and determination of all employees, the Corporation's business activities in 2024 achieved positive results, ensuring employment and income for the staff.

In 2024, the General Meeting of Shareholders passed three resolutions. The Board of Directors held 22 meetings, issued 71 resolutions and 35 decisions, which were crucial to personnel organization, finance and accounting, asset procurement, salary management, business operations, corporate restructuring, and other matters. These resolutions and decisions helped maintain stability in the organization and the business operations of the Corporation..

The Board of Directors has directed and strictly implemented the resolutions of the 2024 Annual General Meeting of Shareholders, as well as the resolutions and decisions issued by the Board of Directors.

The Board of Directors has provided guidance, supervision, and support to the Executive Management in the process of governing the Corporation's business operations.

#### **b. Activities of the Executive Management**

<b>No</b>	<b>Member of the Executive Management</b>	<b>Position</b>	<b>Appointment Date</b>	<b>Resignation Date</b>
1	Le Huy Hai	General Director	Acting GD from 27/06/2024	
2	Vu Trung Thuc	Deputy General Director	02/4/2021	
3	Dau Huy Ngoc Linh	Deputy General Director	12/4/2017	
4	Pham Thanh Dong	Deputy General Director	30/06/2022	27/6/2024



- Activities of the Executive Management

In 2024, the Corporation underwent a change in senior leadership. Specifically, the former General Director was relieved of duty in accordance with the regulations of the Party, and a new General Director was appointed. As a result, the search for new orders/contracts and the management of business and production activities encountered certain challenges.

Together with the Board of Directors, the Executive Board of the Corporation provided close and decisive direction in implementing business and production operations.

The Executive Board has directed the operations of the Corporation in accordance with its assigned functions and responsibilities. Emerging and unusual issues falling within the decision-making authority of the Board of Directors have been promptly reported for guidance. All Resolutions and Decisions issued by the Board of Directors have been strictly implemented.

The Executive Board has fully complied with the reporting regime, regularly submitting periodic reports on the business operations and financial status of both the parent company and its subsidiaries. In semi-annual and annual meetings, the General Director has consistently presented timely reports on existing issues and challenges encountered during the course of management, in order to seek the Board's direction.

Efforts to recover outstanding receivables have been proactive and vigorous. Nevertheless, due to several objective factors, the results have yet to meet expectations.

The Executive Board has also been proactive in proposing solutions to address the issues remaining in several project contracts.

The General Director has undertaken a comprehensive personnel restructuring across departments, aimed at streamlining the organizational structure while enhancing the efficiency of the Corporation's overall business operations.

Regulations and policies concerning employee welfare across the Corporation have been properly implemented.

Business activities have been executed in accordance with the operational plan approved by the General Meeting of Shareholders and ratified by the Board of Directors. In addition, cost-saving measures and anti-waste practices have been effectively applied.

**c. Coordination among the Supervisory Board, the Board of Directors, and the Executive Board; Disclosure of Information to Shareholders**

- The Board of Directors and the Executive Board have ensured that the Supervisory Board is provided with full access to necessary information and documents related to the Corporation's business operations upon request.



- Coordination among the Supervisory Board, the Board of Directors, the Executive Board, and other senior executives has been maintained in a close and effective manner, thereby contributing to risk mitigation in the Corporation's operations.

- Coordination among the Supervisory Board, the Board of Directors, the Executive Board, and other senior management personnel has been maintained in a close, effective, and cooperative manner. This collaborative working relationship has contributed positively to the governance process and played a crucial role in mitigating potential risks in the Corporation's business activities.

- The Corporation has strictly complied with all applicable regulations on information disclosure for public companies.

- All essential information regarding the Corporation's business operations and financial status has been made publicly available on the Corporation's official website in a transparent, accurate, and timely manner, thereby ensuring that shareholders are kept fully informed in accordance with regulatory requirements.

## **6. Assessment by the Supervisory Board on the Governance and Business Administration by the Board of Directors and the Executive Board**

### **a. The Board of Directors**

- Throughout the reporting period, the Board of Directors has exercised its functions of direction and oversight over the General Director in the implementation of Resolutions, Decisions, and mandates as approved by the Annual General Meeting of Shareholders. The Board has operated in strict compliance with the Corporation's Charter and the laws and regulations of the State, while closely coordinating with the Executive Board to develop and implement effective measures aimed at addressing difficulties and ensuring operational stability.

- Members of the Board of Directors have exhibited a high level of responsibility, making substantive contributions to strategic initiatives and participating actively in deliberations during Board meetings. All decisions have been formulated on the basis of careful evaluation, taking into consideration the Corporation's interests, the rights and interests of shareholders, and the Corporation's sustainable development objectives.

### **b. The Executive Board**

- In close coordination with the Board of Directors, the Executive Board has exercised strong and focused leadership in executing the Resolutions and Decisions issued by the Board, while ensuring timely submission of matters requiring approval under the authority of the Board of Directors.

- In 2024, notwithstanding numerous external and internal challenges, the Executive Board, in collaboration with the Corporation's staff, has exerted concerted efforts to fulfill the business targets as approved by the Annual General Meeting of Shareholders. The Corporation has maintained transparency in its operations, optimized the use of financial and operational resources, fulfilled all statutory



obligations to the State, and fully complied with labor regulations and employee benefit policies.

- The Executive Board has consistently acted in accordance with the Corporation's Charter, internal rules and regulations, and the applicable laws and policies of the government.

- Based on its supervisory and inspection activities, the Supervisory Board affirms that both the Board of Directors and the Executive Board of MIE have diligently and effectively implemented the Resolutions adopted at the 2024 Annual General Meeting of Shareholders. No violations of the law or the Corporation's Charter were identified during the course of the Corporation's business and management activities.

## **7. Supervisory Board's Assessment of the Management and Operation of Business and Financial Activities of the Corporation**

\* In 2024, the Corporation made significant efforts to secure new orders and promote business operations despite facing various challenges. Through the close direction and proactive efforts of the Executive Board, as well as the cooperation of member units, the Corporation achieved several key performance targets.

The Supervisory Board hereby reports on the implementation of the Corporation's business plan for the year 2024 as follows:

No.	Indicator	Unit	Resolution	Actual Performanc
1	Owner's Equity	VND billion		1.449,7
2	Total Revenue	VND billion	1.354	1.638,87
3	Profit Before Tax	VND billion	5,3	9,02
4	Profit After Tax	VND billion		7,56
5	Average Number of Employee	Persons		852
6	Average Monthly Income per Employee	VND million/person/month	11,71	13.507
7	Remuneration and Salaries in 2024 for the Board of Directors, Executive Management, Supervisory Board, and Other Managers:			
	a. Full-time managers who concurrently act as capital representatives	VND million	2.273.184.000	2.284.230.152
	b. Full-time managers who are not capital representatives		864.000.000	939.190.800
	c. Part-time managers		1.030.320.000	996.658.400
			378.864.000	348.380.952



No.	Indicator	Unit	Resolution	Actual Performanc
8	Selection of the Independent Auditor for the 2024 Financial Statements		One of the following four firms: - CPA Vietnam Auditing Company Limited - An Viet Auditing Company Limited - Vietnam Auditing and Valuation Company Limited - Vietnam Auditing and Appraisal Company Limited	CPA Vietnam Auditing Company Limited.

## II. Review of the 2024 Financial Statements and the Financial and Accounting Activities

### 1. Results of the Review of the 2024 Financial Statements

- The Supervisory Board has conducted the review and examination of the 2024 Financial Statements of the Group and audited Consolidated Financial Statements, which were audited by CPA Vietnam Auditing Company Limited. The results have been verified and confirmed as follows:

- The financial statements accurately reflect the business operations of the Group and are presented in accordance with the reporting templates specified in Circular No. 200/2014/TT-BTC dated December 22, 2014, and other circulars guiding the implementation of accounting standards issued by the Ministry of Finance.

- The statements present a true and fair view of the Group's financial position in all material respects, in compliance with the applicable accounting standards and regulations as of December 31, 2024.

- The Supervisory Board of the Group concurs with the figures in the 2024 Financial Statements, which were prepared by the Group and presented in the independent audit report No. 94/2025/BCKTHN-CPA VIETNAM-NV4 dated March 26, 2025, issued by CPA Vietnam Auditing Company Limited.



- The accounting records, ledger entries, and classification of economic transactions comply with the accounting standards issued by the Ministry of Finance.

## 2. Business Performance Results:

- Key Financial Indicators.

No	Indicator	Unit	2023	2024
<b>1</b>	<b>Asset Structure</b>			
	Long-term Assets / Total Assets	%	33,2	30,3
	Short-term Assets / Total Assets	%	66,8	69,7
<b>2</b>	<b>Capital Structure</b>			
	Liabilities / Owner's Equity	%	72,3	76,8
	Liabilities / Total Capital	%	42	43,4
	Owner's Equity / Total Capital	%	58	56,6
<b>3</b>	<b>Liquidity Ratios</b>			
	Quick Ratio	times	0,98	0,96
	<i>(Short-term Assets – Inventories) / Short-term Liabilities</i>			
	Current Ratio	times	1,64	1,63
	<i>(Short-term Assets / Short-term Liabilities)</i>			
<b>4</b>	<b>Profitability</b>			
	Return on Assets (ROA)	%	0,262	0,296
	Net Profit Margin	%	0,48	0,47
	Return on Equity (ROE)	%	0,45	0,52

## 3. Basis for the Auditor's Qualified Opinion on the Separate Financial Statements of the Parent Company – the Corporation (Standalone Financial Statements) and the Consolidated Financial Statements for 2024

- The entire 2024 Separate Financial Statements and Consolidated Financial Statements of the Corporation have been audited and publicly disclosed on the Corporation's official website.

- According to the Supervisory Board's assessment, the basis for the auditor's qualified opinion regarding the issues stated in the Separate and Consolidated Financial Statements for 2024 is material, as any adjustments to the mentioned items may affect the Corporation's business results for the year.

- Except for the effects of the matters described in the section "Basis for the Qualified Opinion," the Consolidated Financial Statements present fairly, in all



material respects, the financial position of the Corporation as at 31 December 2024, as well as the consolidated results of operations and consolidated cash flows for the financial year then ended, in accordance with Vietnamese Accounting Standards, the prevailing Vietnamese Enterprise Accounting System, and relevant legal regulations on the preparation and presentation of consolidated financial statements.

### **III. Conclusion and Recommendations**

#### **1. Conclusion**

- The year 2024 continued to face challenges due to the ongoing Russia-Ukraine war, which has had global impacts in general and on MIE in particular. However, with the unity and determination of the Board of Directors, the Executive Board, and all employees, the Corporation has strived to overcome difficulties and fulfill the operational targets set by the General Meeting of Shareholders. The Corporation has always emphasized transparency to minimize errors and risks in the business operation and management process. The Corporation's leadership has ensured strict compliance with and implementation of the Resolutions passed at the 2024 Annual General Meeting of Shareholders.

- The Supervisory Board has not identified any irregularities in the business operations of the Corporation. There have been no complaints, petitions, or reports from shareholders or employees submitted to the Supervisory Board. All activities in 2024 were conducted in accordance with legal regulations, the Corporation's Charter, and the Resolutions of the 2024 Annual General Meeting of Shareholders.

- Members of the Supervisory Board have fulfilled their roles and responsibilities in accordance with the Charter of MIE and the Supervisory Board's operating regulations. Throughout their duties, the Board has maintained objectivity and integrity. However, given the complex and ever-changing business environment with potential risks beyond control, the Supervisory Board acknowledges that it may not have been able to oversee all issues fully. The Board will continue to strengthen its operations and improve its oversight effectiveness.

#### **2. Recommendations**

##### **a. To the Board of Directors**

- The Board of Directors should take a more decisive approach in issuing Resolutions and Decisions assigned to the Executive Board for implementation.

- Strengthen supervision and review of existing regulations to ensure compliance with applicable laws.

- Continue to monitor, oversee, and resolve long-standing issues such as inventory, receivables, especially bad debts and long-overdue receivables of MIE.

##### **b. To the Executive Board**

- Proactively develop relationships to secure stable employment for MIE's workforce.



- Continue to enhance debt management, especially regarding inventory, work-in-progress, loans, and overdue or uncollectible receivables to ensure capital safety and efficient use.
- Strengthen financial oversight, particularly at subsidiaries and affiliates.
- Maintain strict supervision of related-party transactions in compliance with the Enterprise Law.
- Ensure compliance with internal rules and regulations, especially regarding financial management, internal expenditures, receivables, procurement, inventory, and payroll.
- Intensify cost control efforts to optimize efficiency in business operations.
- Focus on project management and resource allocation for effective implementation.
- Promote training and development of human resources; establish sound personnel policies and implement appropriate job rotations in line with the Corporation's development needs.
- Maintain effective coordination with internal unions and political organizations (Party, Trade Union, Youth Union) to improve corporate governance and protect employee rights
- Leverage the leadership team's capabilities to ensure the Corporation's stable development, meeting and exceeding production and business targets, and maximizing benefits for shareholders.
- The Board of Directors and Executive Board are requested to continue facilitating the Supervisory Board's operations based on preventive oversight and risk minimization, especially in financial matters.

#### **IV. Supervisory Board's Operational Plan for 2025**

In order to effectively fulfill its duties under the Law on Enterprises, the Charter of MIE, and the Supervisory Board's operating regulations as well as to ensure proper implementation of the Resolutions passed at the Annual General Meeting of Shareholders, the Supervisory Board proposes the following plan for 2025:

- Continue strengthening supervision of compliance with legal regulations, the Corporation's Charter, and the Supervisory Board's internal rules.
- Implement the Resolutions of the Annual General Meeting of Shareholders.
- Continue to monitor and evaluate business operations, investment procurement, and financial activities in accordance with the Law on Enterprises.
- Coordinate with MIE inspection teams to conduct financial oversight at one-member limited liability companies (LLCs), branches, and subsidiaries of MIE.
- Review and assess audited financial statements of the Corporation and provide timely feedback to the Board of Directors and Executive Board to support management activities.



- Monitor the implementation of compensation, remuneration, bonuses, allowances, and other employee benefits.

This concludes the 2024 Activity Report and the 2025 Work Plan of the Supervisory Board of MIE – Machinery and Industrial Equipment Corporation - JSC.

Respectfully submitted to the 2025 Annual General Meeting of Shareholders for consideration and approval.

Sincerely.

***Recipients:***

- As above;
- Board of Directors, General Director;
- Archived: Supervisory Board.

**ON BEHALF OF THE  
SUPERVISORY BOARD  
Head of the Supervisory Board**



**Dinh Quang Hoa**