

CENTRAL AREA  
ELECTRICAL MECHANICAL  
JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness

Da Nang, June 12, 2026

No: 01/2026/BB-ĐHĐCĐ



MINUTES  
OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
CENTRAL AREA ELECTRICAL MECHANICAL.,JSC

The 2026 Annual General Meeting of Shareholders (“AGM”) of Central Area Electrical Mechanical.,SJC (“CEMC”) was convened at 8:30 AM on June 12, 2026 at the Conference Hall of Central Area Electrical Mechanical.,SJC, Road No. 3, Hoa Cam Industrial Park, Cam Le Ward, Da Nang City.

**A. Attendance:**

Participants at the Meeting included:

- Mr. Nguyen Huu Thang, Chairman of the Board of Directors (BOD);
- Mr. Le Thanh Lam, Member of BOD cum General Director;
- Mr. Phan Ngoc Hieu, Member of BOD;
- Mr. Duong Quoc Tuan, Member of BOD;
- Mr. Dang Phan Tuong, Member of BOD,

- Together with members of the Board of Supervisors, the Board of General Directors, and shareholders/proxies of CEMC.

**B. Proceedings of the Meeting:**

**I. Report on Verification and Confirmation of Shareholders’ Eligibility:** Mr. Ho Viet Dung, Head of the Shareholder Eligibility Verification Committee, reported the results of the verification process as follows:

1. Total number of shareholders of the Company: 135 shareholders, including 06 institutional shareholders and 129 individual shareholders, holding 8,000,000 (eight million) shares, equivalent to the charter capital of VND 80,000,000,000 (Eighty billion VND).

2. Total number of shareholders and authorized representatives attending the Meeting: 10 persons, representing and holding 7,476,120 (Seven million, four hundred seventy-six thousand, one hundred and twenty) shares, equivalent to 93.45% of the total voting shares of CEMC.

3. All 10 shareholders and shareholder representatives present at the Meeting were duly qualified. All representatives attended under valid written powers of attorney.

Pursuant to the Law on Enterprises and the Company’s Charter, the 2026 Annual General Meeting of Shareholders of Central Area Electrical Mechanical.,JSC was legally convened and validly constituted with sufficient conditions to proceed. Shareholders and shareholder representatives present were entitled to exercise voting rights corresponding to the shares they owned or represented.

**II. Presidium and Secretariat:**

**1. Presidium:**

- Mr. Nguyen Huu Thang - Chairman of BOD of CEMC
- Mr. Le Thanh Lam - Member of BOD cum General Director of CEMC

**2. Secretariat:**

- Mr. Ho Le Hai Ha - Deputy Head of Administration and Human Resources Department, Head of Secretariat.
- Ms. Phan Huynh Tuyet Trinh - Chief Accountant of CEMC, Member

**III. Agenda of the Meeting:**

**1. Approval of the Meeting Agenda, Voting Rules and Vote Counting Committee:**

1.1. Approval of the Meeting Agenda: Approved by 100% of the voting shares represented at the Meeting.

1.2. Approval of the Voting Rules: Approved by 100% of the voting shares represented at the Meeting.

1.3. Introduction and Approval of the Vote Counting Committee: Approved by 100% of the voting shares represented at the Meeting, consisting of:

No	Full Name	Position	Remark
1	Mr. Tran Ngoc Thieu	Head of Technical Department of CEMC	Head
2	Mr. Doan Van Hon	Technical Department Staff of CEMC	Member

**2. Reports and Proposals Presented at the Meeting:**

2.1. Mr. Le Thanh Lam, Member of BOD cum General Director, presented the Report on the 2025 Business Performance and the 2026 Business Plan of CEMC.

2.2. Mr. Nguyen Huu Thang, Chairman of BOD, presented the Report of the Board of Directors.

2.3. Ms. Phan Huynh Tuyet Trinh, Chief Accountant, presented the audited summary financial statements for 2025.

2.4. Ms. Pham Thi Ngan Ha, Head of the Board of Supervisors, presented the Board of Supervisors's Report on activities in 2025.

2.5. Mr. Nguyen Huu Thang, Chairman of the Board of Directors, presented the Proposal regarding approval of the 2025 Financial Statements, the 2026 Business Plan, and remuneration for the Board of Directors, Board of Supervisors and Company Secretary/Person in Charge of Corporate Governance for 2026.

2.6. Ms. Pham Thi Ngan Ha, Head of the Board of Supervisors, presented the Proposal on selection of the an auditing firm for the 2026 financial statements.

2.7. Mr. Le Thanh Lam, Member of BOD cum General Director, presented the Proposal regarding the election of the Board of Directors and Board of Supervisors for Term V (2026–2031).

**3. Discussion Session:**

Comments and opinions of shareholders and delegates were duly recorded by the Presidium. All questions raised by shareholders were addressed and clarified during the Meeting.

**4. Approval of Matters Submitted to the Meeting:**

**4.1. Item 1: Approval of the Report of the Board of General Directors on the 2025 business performance and the proposed 2026 business plan**

1. Approval of the 2025 business performance results:

- Revenue and other income : 322,255,845,788 VND
- Profit before tax : 7,245,816,998 VND

2. Approval of the 2026 business plan:

- Revenue and other income : 320,000,000,000 VND
- Profit before tax : 6,000,000,000 VND

Voting Results:

a) Number of shares voted in favor: **7,476,120** shares, accounting for **100.00%** of the total number of voting shares attending the meeting.

b) Number of shares voting against: **0** shares, accounting for: **0%** of total voting shares attending the meeting.

c) Number of shares abstaining: **0** shares, representing **0%** of the total shares voting at the meeting.

Accordingly, **Item 1** was approved with **100%** of voting shares represented at the Meeting.

**4.2. Item 2: Approval of the Report of the Board of Directors on the 2025 Business Performance, Evaluation of Corporate Governance and Management, and the 2026 Plan and Strategic Direction.**

Voting Results:

a) Number of shares voted in favor: **7,476,120** shares, accounting for **100.00%** of the total number of voting shares attending the meeting.

b) Number of shares voting against: **0** shares, accounting for: **0%** of total voting shares attending the meeting.

c) Number of shares abstaining: **0** shares, representing **0%** of the total shares voting at the meeting.

Accordingly, **Item 2** was approved with **100%** of voting shares represented at the Meeting.

**4.3. Item 3: Approval of the Financial Statements for 2025 (Audited).**

Approval of the 2025 Audited Financial Statements based on the figures audited by AAC Auditing and Accounting Co., Ltd. on March 26, 2026.

Voting Results:

a) Number of shares voted in favor: **7,476,120** shares, accounting for **100.00%** of the total number of voting shares attending the meeting.

b) Number of shares voting against: **0** shares, accounting for: **0%** of total voting shares attending the meeting.

c) Number of shares abstaining: 0 shares, representing **0%** of the total shares voting at the meeting.

Accordingly, **Item 3** was approved with **100%** of voting shares represented at the Meeting.

**4.4. Item 4: Approval of the Report of the Board of Supervisors of Central Area Electrical Mechanical, JSC for 2025.**

Voting Results:

a) Number of shares voted in favor: **7,476,120** shares, accounting for **100.00%** of the total number of voting shares attending the meeting.

b) Number of shares voting against: 0 shares, accounting for: **0%** of total voting shares attending the meeting.

c) Number of shares abstaining: 0 shares, representing **0%** of the total shares voting at the meeting.

Accordingly, **Item 4** was approved with **100%** of voting shares represented at the Meeting

**4.5. Item 5: Approval of the Proposal of the Board of Directors Regarding the 2025 Financial Statements, the 2026 Business Plan, and Remuneration for the Board of Directors, Board of Supervisors and Company Secretary/Person in Charge of Corporate Governance for 2026**

1. Approval of the 2025 Financial Statements

2. Approval of the 2026 Business Plan

3. Approval of the salaries and remuneration of members of the Board of Directors, members of the Board of Supervisors, and the Secretary / Person in Charge of Corporate Governance for 2025 and 2026, as follows:

a. Members of the Board of Directors concurrently holding executive or other positions within the Company shall be entitled to salaries and other benefits in accordance with the Company's regulations.

b. Members of the Board of Directors not concurrently holding positions within the Company, members of the Board of Supervisors, and the Secretary / Person in Charge of Corporate Governance shall be entitled to the following remuneration:

No.	Position	Remuneration (VND/person/month)	Remarks
1	Non-executive Member of the Board of Directors	3,000,000	
2	Head of the Board of Supervisors	3,000,000	
3	Member of the Board of Supervisors	1,000,000	
4	Secretary / Person in Charge of Corporate Governance	1,000,000	

Voting Results:

a) Number of shares voted in favor: **7,476,120** shares, accounting for **100.00%** of the total number of voting shares attending the meeting.

b) Number of shares voting against: **0** shares, accounting for: **0%** of total voting shares attending the meeting.

c) Number of shares abstaining: **0** shares, representing **0%** of the total shares voting at the meeting.

Accordingly, **Item 5** was approved with **100%** of voting shares represented at the Meeting.

**4.6. Item 6: Approval of the Proposal of the Board of Supervisors on the Selection of the an auditing firm for the 2026 financial statements**

Approval of the selection of AAC Auditing and Accounting Co., Ltd. to audit the Company's 2026 Financial Statements.

Voting Results:

a) Number of shares voted in favor: **7,476,120** shares, accounting for **100.00%** of the total number of voting shares attending the meeting.

b) Number of shares voting against: **0** shares, accounting for: **0%** of total voting shares attending the meeting.

c) Number of shares abstaining: **0** shares, representing **0%** of the total shares voting at the meeting.

Accordingly, **Item 6** was approved with **100%** of voting shares represented at the Meeting

**4.7. Item 7: Approval of the Election of the Board of Directors and Board of Supervisors for the Term V (2026–2031):**

**1. Approval of the Regulations on Nomination, Self-Nomination and Election of Members of the Board of Directors and Board of Supervisors:**

Approved by 100% of the voting shares represented at the Meeting.

**2. Approval of the list of candidates for election to the Board of Directors for the Term V (2026–2031):**

- The group of shareholders, including Mr. Nguyen Huu Thang and Ms. Dao Thi Minh Thu, owning a total of 2,880,000 shares, representing 36% of the total voting shares from October 17, 2017 to the present, nominated 3 candidates for election to the Board of Directors, including:

1. Mr. Nguyen Huu Thang - Chairman of the BOD of CEMC, CEMC shareholder

2. Mr. Phan Ngoc Hieu - Member of BOD of CEMC

3. Mr. Dang Phan Tuong - Independent Member of BOD of CEMC.

- Shareholders of Austdoor Group Joint Stock Company, owning 3,000,000 shares, representing 37.5% of the total voting shares from August 31, 2023 to the present, nominated 1 candidate for election to the Board of Directors, including:

4. Mr. Duong Quoc Tuan - Member of the BOD of CEMC, CEMC shareholder.

- Shareholder Le Thanh Lam, Member of the Board of Directors of CEMC, owns 799,440 shares, representing 9.99% of the total voting shares from May 22, 2023 to the present, and is nominated to be elected to the Board of Directors:

5. Mr. Le Thanh Lam - Member of the BOD cum General Directors of CEMC, CEMC shareholder.

**→ The list of candidates for election to the Board of Directors for the 2026-2031 term includes 5 people.**

Results of voting to approve the list of candidates elected to the Board of Directors:

a) Number of shares voted in favor: **7,476,120** shares, accounting for **100.00%** of the total number of voting shares attending the meeting.

b) Number of shares voting against: **0** shares, accounting for: **0%** of total voting shares attending the meeting.

c) Number of shares abstaining: **0** shares, representing **0%** of the total shares voting at the meeting.

**3. Approval of the list of candidates for election to the Board of Supervisors for the Term V (2026–2031):**

- The group of shareholders, including Mr. Nguyen Huu Thang and Ms. Dao Thi Minh Thu, owning a total of 2,880,000 shares, representing 36% of the total voting shares from October 17, 2017 to the present, nominated 3 candidates for election to the Board of Supervisors, including:

1. Ms. Pham Thi Ngan Ha - Bachelor of Economics, Head of the Board of Supervisors of CEMC

2. Ms. Nguyen Thi Thanh Duyen - Bachelor of Economics, Member of the Board of Supervisors of CEMC

3. Ms. Nguyen Thi Yen Vy - Bachelor of Economics, Member of the Board of Supervisors of CEMC.

**→ The list of candidates elected to the Board of Supervisors for the 2026-2031 term includes 3 people.**

Results of voting to approve the list of candidates elected to the Board of Supervisors:

a) Number of shares voted in favor: **7,476,120** shares, accounting for **100.00%** of the total number of voting shares attending the meeting.

b) Number of shares voting against: **0** shares, accounting for: **0%** of total voting shares attending the meeting.

c) Number of shares abstaining: **0** shares, representing **0%** of the total shares voting at the meeting.

**4. Election Results of the Board of Directors for Term V (2026–2031):**

List of elected members of the Board of Directors:

No	Full Name	Votes Received	Percentage of Total Voting Shares (%)
1	Mr. Phan Ngoc Hieu	7,476,120	100
2	Mr. Le Thanh Lam	7,476,120	100
3	Mr. Nguyen Huu Thang	7,476,120	100
4	Mr. Duong Quoc Tuan	7,476,120	100
5	Mr. Dang Phan Tuong	7,476,120	100

**5. Election Results of the Board of Supervisors for Term V (2026–2031):**

List of elected members of the Board of Supervisors:

No	Full Name	Votes Received	Percentage of Total Voting Shares (%)
1	Ms. Nguyen Thi Thanh Duyen	7,476,120	100
2	Ms. Pham Thi Ngan Ha	7,476,120	100
3	Ms. Nguyen Thi Yen Vy	7,476,120	100

**5. Approval of the Minutes of the 2026 Annual General Meeting of Shareholders of CEMC**

This Minutes was fully and accurately recorded by the Secretariat, read aloud to the Meeting, and unanimously approved by all shareholders present at the meeting with 100% of the total voting shares.

The Meeting concluded at 11:00 AM on the same day.

**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026  
CENTRAL AREA ELECTRICAL MECHANICAL.,JSC**

**SECRETARY**

**CHAIRMAN OF THE BOD OF CEMC**

*(Singed)*

*(Singed)*

**Ho Le Hai Ha**

**Nguyen Huu Thang**