
No. 15/2026/HDQT-BCTN

Hanoi, April 03, 2026

2025 ANNUAL REPORT
MECHANICAL ENGINEERING SERVICE JOINT STOCK COMPANY

To: - **State Securities Commission;**
- **Hanoi Stock Exchange;**

I. GENERAL INFORMATION

1. General information

- Transaction name: MECHANICAL ENGINEERING SERVICE JOINT STOCK COMPANY
- Business Registration Certificate No. 0100106190 12th revised on October 19, 2022 by Hanoi Authority for Planning and Investment
- Charter capital: VND 186,000,000,000 (*One hundred and eighty-six billion Vietnam dong*)
- Owner's invested capital: VND 186,000,000,000
- Address: Floor 8, Tower A, Sky Tower, No. 88 Lang Ha, Lang Ward, Hanoi City
- Tel: 024.39332225/024.39331768
- Fax: 0243.9332225
- Website: mesc.com.vn
- Ticker symbol: MES

2. Establishment and development process

The company held its first General Meeting of Shareholders on March 7, 2016, and officially began operating as a joint-stock company on April 4, 2016.

On December 1, 2016, the Company was approved by the Hanoi Stock Exchange to register its shares for trading on Hanoi Stock Exchange market (Upcom) with the ticker symbol MES; the number of securities traded is 18,600,000 shares and the value of securities registered for trading is VND 186,000,000,000.

3. Business lines and location

a) Business lines

- Planting and maintenance of greenery trees on the streets and in the urban areas, parks and gardens; pruning shade trees; raising and caring for pet birds

- and animals;
- Manufacture, fabrication and assembling of mechanical products and equipment in the fields of transportation, entertainment, urban lighting, steel structures, signal information, electronics, refrigeration, and fire and explosion prevention and alarm systems;
 - Non-toxic waste treatment;
 - Manufacture and assembling of specialized vehicles and equipment serving for transportation sector such as motorcycles and industrial, urban and medical waste collection and treatment equipment (excluding design of transport vehicles);
 - Goods transport by automobile, public passenger transport, and vehicle parking within the land area managed by the company;
 - Construction and installation of equipment inside and outside the projects related to transportation, postal, civil engineering, industry, and irrigation sectors; Power supply and substations up to 220KVA, lighting system and decorative lighting for streets, parks, gardens, interiors and exteriors of construction projects;
 - Formulation and management of domestic and foreign consulting and investment projects, design appraisal, cost estimates, preparation of bidding documents, bid review consultancy, construction supervision, engineering construction inspection, design survey of traffic, irrigational, civil and industrial engineering works, urban areas, parks and gardens (excluding legal consultancy);
 - Manufacture of and trading in building materials, specialized equipment and supplies for public transportation and construction; transportation rescue services, car cleaning and washing, trading in agricultural supplies (excluding pesticides);
 - Trading in real estates, restaurants, hotels, tourist guesthouses, petroleum products, consignment agency, management and operation of urban areas invested by the Company (excluding bars, karaoke rooms, and nightclubs);
 - Sale and rental of ornamental plants;

b) Business area:

Mechanical Engineering Service Joint Stock Company has mainly operated in Hanoi City.

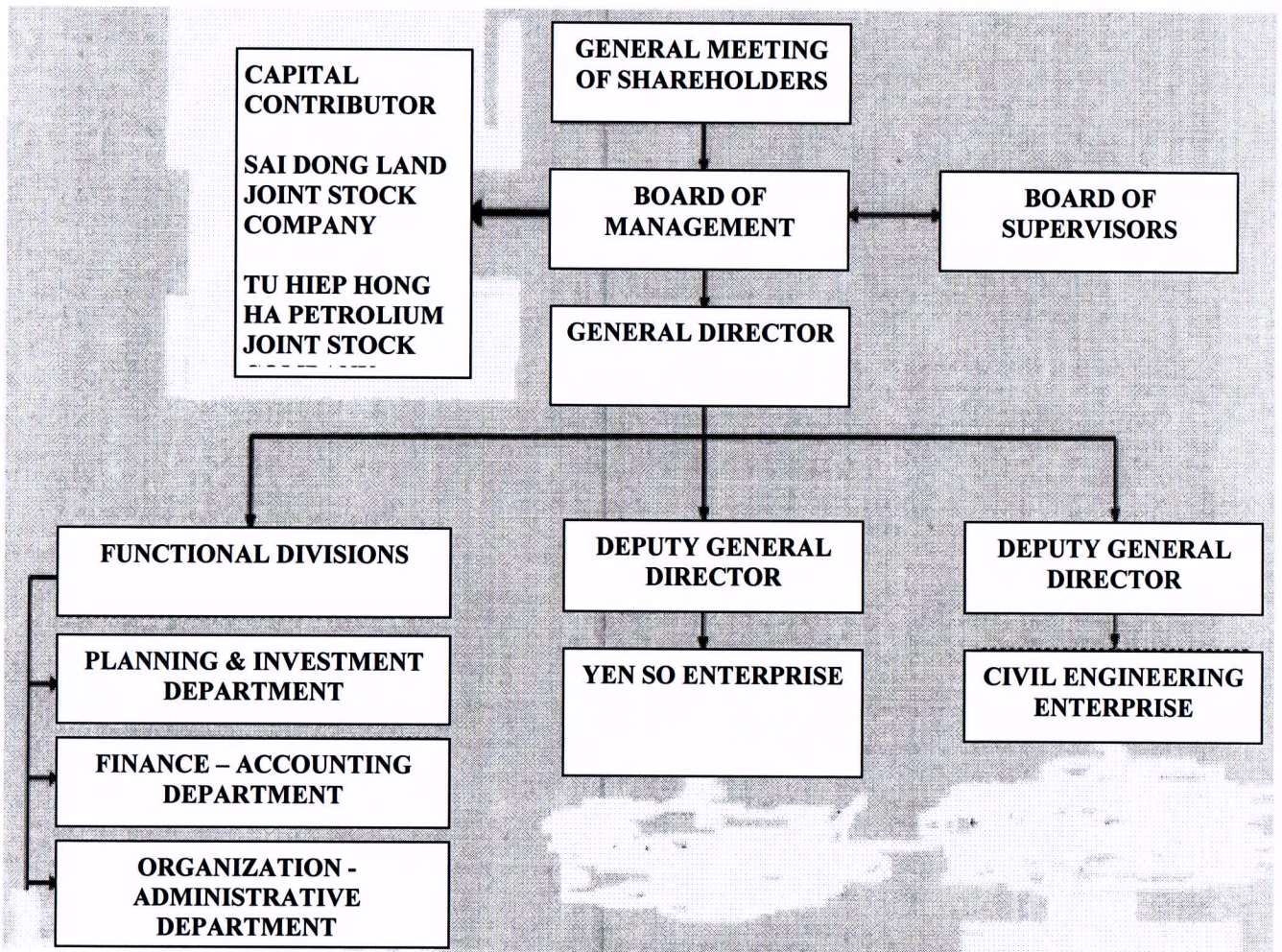
4. Information on governance model, business organization and management structure.

a) Governance model: The Company's governance model includes:

- General Meeting of Shareholders;

- Board of Management;
 - Board of Supervisors
- b) Management structure

ORGANIZATIONAL STRUCTURE



❖ **Executive Board of the Company** includes 01 person in charge of operation and 02 Deputy General Directors (*accepted by the City People's Committee and appointed by the Board of Management*). The full-time members have worked for the Company. Main responsibilities of the Executive Board are as follows:

- Implement Resolutions of the Board of Management and of the General Meeting of Shareholders;
- Decide on matters related to the Company's day-to-day operations of business without any decision of the Board of Management;
- Decide on salary and other benefits for employees in the company, allowances, appointments, dismissals and other terms of their labor contracts;
- Implement annual business – production plan decided by the Board of Management and approved by the General Meeting of Shareholders

❖ **Functional departments/ divisions**

The functional departments/ divisions advise and assist the Board of Directors and directly manage based on their professional functions and under the direction of the Board of Directors. Persons in charge of such departments/ divisions are appointed by the General Director on a basis of the organizational structure approved by the Board of Management. The functional departments/ divisions include:

- Planning – Investment Department
- Finance – Accounting Department
- Organization – Administrative Department

❖ Các Xí nghiệp

- Civil Engineering Enterprise
- Yen So Enterprise

5. Development orientation

a) Main objectives of the company:

- Effectively maintain and use the company's capital source;
- Ensure the employees' income and life;
- Build the company into a sustainable and reputable enterprise in the society; ensure environmental protection and fulfil its obligations and responsibilities to the society, the state, the shareholders, the partners, and the employees;

b) Medium and long-term development strategy

- Building the company into a reputable enterprise in the fields in which it operates

6. Risks

- The company primarily operates in the fields using the State budget funds, therefore its operations are heavily impacted by allocation of the budget funds and the city's policies for the company's business lines as policy risk.
- Liquidity risk arises when the company faces difficulties in fulfilling its financial obligations due to shortage of cash flow or mismatch of the maturity date between assets and liabilities. The company manages this risk by optimally maintaining the cash and cash equivalents and ensures to timely meet capital needs for operation and business.
- Credit risk relates to the partners' or customers' possibility to fail to perform their payment obligations. To minimize the risk, the company only deals with the financially sound and reputable entities, closely monitors debt collection and maintain deposits at large banks to safeguard idle capital.
- Market risk includes fluctuations in stock prices, interest rates, and exchange rates that affect the value of financial assets. The company controls this risk through strictly establishing investment limits, having all decisions reviewed and approved by the Board of Management and regularly monitoring market

developments to take timely countermeasures.

- Real estate risk relates to costs arising from delayed project schedule or fluctuations in the market value of the investment portfolio. The company proactively collaborates with professional consultants to develop detailed plans and closely monitor the deployment process to optimize investment efficiency.

II. PERFORMANCE DURING THE YEAR

1. Business performance

Unit: Million VND

No.	Items	Plan submitted to 2025 General Meeting of Shareholders	Implementation	Performance rate compared to the plan (%)	Notes
1	Revenue and incomes	20,020	7,612	38%	<i>The value of the contract that has been signed but not yet executed due to land acquisition issues: 6.5 billion VND</i>
2	Profit after tax	56	236	421%	
3	Owner's equity	163,024	163,205	100.1%	
4	Return on Equity	0.034%	0.145%	421%	
5	Overdue liabilities	0	0		
6	Ability to repay due debts	>1	>1		
7	Conditions of public goods and services	2.700	0		

2. Organization and personnel

2.1. Executive Board:

No.	Full name	Title	Notes
1	Cao Tien Dung	In charge of management	
2	To Huu Chung	Deputy General Director	
3	Tran Minh Cuong	Deputy General Director	
4	Nguyen Thi Van Ha	Chief Accountant	

2.2. Employment process

❖ Mr. Cao Tien Dung – In charge of management

General information

Date of birth: January 15, 1978
Place of origin: Tan Chau Commune, Nghe An Province
Professional qualifications: Master of Transportation Engineering; Bridge and Road Engineer; Bachelor of Politics
Shares currently owned: Individual: 3,100 shares
Representing the State capital: 7,440,000 shares

Working experiences

- + From October 2001 to April 2007: Highway Engineering Consultant Joint Stock Company - Transport Engineering Design Incorporated
- + From August 2007 to May 2010: Urban Transport Project Management Unit – Hanoi Department of Transport
- + From June 2010 to June 2011: Hong Ha Petroleum Joint Stock Company
- + From May 2011 to November 2011: Investment Promotion Department, Mechanical Engineering Service Company
- + From November 2011 to September 2012: Sai Dong Project Management Unit – Mechanical Engineering Service Company
- + From September 2012 to March 2013: Employee of the Planning – Investment Department
- + From March 2013 to March 2015: Deputy Director of the Planning – Investment Department
- + From April 2015 to January 2016: Acting Director of the Planning – Investment Department
- + From February 2016 to October 2018: Director of the Planning – Investment Department
- + From October 2018 to October 2022: Member of the Board of Management, Deputy General Director
- + From October 2022 to date: Chairman of the Board of Management, in temporary charge of management of Mechanical Engineering Service Joint Stock Company

❖ Mr. To Huu Chung – Deputy General Director

General information

Date of birth: June 14, 1965
Place of origin: Hoang Liet Ward, Hanoi City
Professional qualifications: Bachelor of Law

Shares currently owned: Individual: 3,400 shares
Representing the State capital: 4,278,000 shares

Working experiences

- + From March 1984 to November 1987: Soldier of General Petroleum Department – Corporal
- + From 1990 to 1994: Working for Tan Tien Co-operative
- + From November 1994 to 1999: Vice Chairman of the People’s Council of Van Dien Town
- + From 2000 to 2005: Party Committee Secretary and Chairman of the People’s Council of Van Dien Town
- + From November 2005: Working for Mechanical Engineering Service One Member Company Limited (currently Mechanical Engineering Service Joint Stock Company)
- + From October 2018 to date: Member of the Board of Management, Deputy General Director of Mechanical Engineering Service Joint Stock Company
Party Committee Member of Mechanical Engineering Service Joint Stock Company for the terms of 2010-2015; 2015-2020;
Member of the Party cell committee of Mechanical Engineering Service Joint Stock Company for the terms of 2020-2022; 2022-2025;
Chairman of the Company’s Veteran’s Organization for the term of 2017-2022

❖ Mr. Tran Minh Cuong – Deputy General Director

General information

Date of birth: August 21, 1979
Place of origin: Giang Vo Ward, Hanoi City
Professional qualifications: Master of Economic Management – Transport Cybernetics Engineer
Shares currently owned: Individual: 3,400 shares
Representing the State capital: 3,906,000 shares

Working experiences

- + From November 2002 to February 2006: Employee of Mechanical Engineering Service Enterprise
- + From May 2007 to August 2010: Acting Director of Mechanical Engineering Service Enterprise, Secretary of Ho Chi Minh Communist Youth Union of the Company
- + From August 2010 to April 2012: Director of Mechanical Engineering Service Enterprise, Member of the Trade Union Executive Committee, Member of Party cell committee
- + From April 2012 to May 2015: Deputy Director of Mechanical Engineering

Service Enterprise, Member of the Trade Union Executive Committee, Member of the Party cell committee

- + From May 2015 to October 2015: Deputy Manager of the General Plan Department of Mechanical Engineering Service Company, Member of the Party cell committee of the Office 2
- + From October 2015 to January 2018: Deputy Manager of the Planning – Investment Department of Mechanical Engineering Service Joint Stock Company, Member of the Party cell committee of the Office 2
- + From January 2018 to June 2022: Director of the Planning – Investment Department of Mechanical Engineering Service Joint Stock Company, Member of the Party cell committee of the Office 2
- + From June 2022 to October 2022: Member of the capital management team, Director of the Planning – Investment Department of Mechanical Engineering Service Joint Stock Company, Member of the Party cell committee
- + From October 2022 to January 2024: Member of the capital management team, Member of the Board of Management, Director of the Planning – Investment Department, Vice Secretary of the Party cell committee of Mechanical Engineering Service Joint Stock Company, Member of the Trade Union Executive Committee
- + From January 2024 to date: Member of the capital management team, Member of the Board of Management, Deputy General Director, Vice Secretary of the Party cell committee of Mechanical Engineering Service Joint Stock Company, Member of the Trade Union Executive Committee

❖ **Ms. Nguyen Thi Van Ha – Chief Accountant**

General information

Date of birth: March 15, 1971
Place of origin: Nam Dinh Ward, Ninh Binh Province
Professional qualifications: Bachelor of Economics
Shares currently owned: Individual: 2,500 shares

Working experiences

- + From May 1989 to June 1994: Working in the Russian Federation
- + From February 1995 to May 2003: Working in Doan Ket Primary School
- + From July 2003 to May 2009: Working for Vinasil Vietnam Joint Stock Company
- + From May 2009 to March 2015: Accountant of Yen So Park Enterprise – Mechanical Engineering Service One Member Company Limited
- + From April 2015 to June 2022: Employee of the Finance – Accounting Department of Mechanical Engineering Service Joint Stock Company

- + From July 2022 to October 2022: Deputy Director of the Finance – Accounting Department of Mechanical Engineering Service Joint Stock Company
- + From October 2022 to December 2023: In charge of finance – accounting of Mechanical Engineering Service Joint Stock Company
- + From January 2024 to date: Chief Accountant of Mechanical Engineering Service Joint Stock Company

2.3. Quantity of employees. Summary of policy and its changes for employees

The Company currently has 17 employees as at December 31, 2025. The Company always conducts policies and welfare benefits for the employees according to the State's regulations.

3. Investments in and implementation of the projects

a) **Large investments:** In 2025, the Company has no investments in the project.

b) **Subsidiaries and associates**

❖ Joint venture companies and associates of the Public Company:

No.	Company name	As at 31/12/2024		As at 31/12/2025	
		Contributed capital (VND)	Voting rate	Contributed capital (VND)	Voting rate
1	Sai Dong Land Joint Stock Company	30,740,000,000	29%	30,740,000,000	15.37%

Sai Dong Land Joint Stock Company holds the Business Registration Certificate of a joint stock company No. 0106894004 first issued by Hanoi Authority for Planning and Investment on July 06, 2015 and 6th revised on June 05, 2025 with its main business lines of real estate trading, civil construction and entertainment services.

The Company's contributed capital at Sai Dong Land Joint Stock Company was 29% of the charter capital (106,000 million VND) equivalent to the amount to be contributed of 30,740 million VND. Sai Dong Land Joint Stock Company increased its charter capital to 200,000 million VND. The Company auctioned off its share purchase right of Sai Dong Land Joint Stock Company; after completing the transaction, the Company's voting rate decreased from 29% to 15.37% and the Company reclassified this investment from item "Investments to the associates" to item "Other investments".

In 2025, the Company received 2024 dividends of Sai Dong Land Joint Stock Company under the decision of the General Meeting of Shareholders No. 03A/2025/QD-DHCD with an amount of 461,100,000 VND.

❖ **List of other long-term investments of the Company:**

No.	Company name	As at 31/12/2024		As at 31/12/2025	
		Contributed capital (VND)	Voting rate	Contributed capital (VND)	Voting rate
1	Tu Hiep Hong Ha Petroleum Joint Stock Company	16,000,000,000	2.266%	16,000,000,000	2.266%
2	Sai Dong Land Joint Stock Company	-	-	30,740,000,000	15.37%

Tu Hiep Hong Ha Petroleum Joint Stock Company was established and has operated under the Business Registration Certificate No. 0102354784 first issued by Hanoi Authority for Planning and Investment on August 22, 2007 and 17th revised on November 11, 2024 with its main business lines of construction of residential areas, new urban areas, tourist areas and entertainment areas.

Charter capital of Tu Hiep Hong Ha Petroleum Joint Stock Company is 706 billion VND; the company's contributed capital is 16 billion VND, equivalent to 2.266% of the charter capital.

In 2025, Tu Hiep Hong Ha Petroleum Joint Stock Company did not distribute dividends to the shareholders.

4. Financial position

a) Financial position

Unit: VND

No.	Items	2024	2025	% increase/decrease
1	Total assets	168,301,796,550	168,472,951,944	0.1%
2	Total revenue and income	5,108,799,266	7,612,027,445	49%
3	Net revenue	3,369,278,515	2,030,730,606	(39.73%)
4	Operating profit	(1,001,031,374)	211,592,784	N/A
5	Other profits	244,696,019	24,873,343	(89.84%)
6	Profit before tax	(756,335,355)	236,466,127	N/A
7	Profit after tax	(756,335,355)	236,466,127	N/A
8	Dividend payout ratio	(41)	13	N/A

❖ **Other items:** None

b) Main financial items:

No.	Items	2024	2025	Notes
1	Liquidity ratio (times)			
+	Current ratio (Current assets/ Current liabilities)	7.10	7.41	
+	Quick ratio (Current assets - Inventory) / Current liabilities	6.47	6.71	
2	Capital Structure Ratio (times)			
+	Debt to assets ratio	0.0317	0.0313	
+	Debt to equity ratio	0.0327	0.0323	
3	Operating ratio (times)			
+	Inventory Turnover (Cost of goods sold / Average inventory)	0.83	0.38	
+	Total asset turnover (Net revenue / Average total assets)	0.02	0.01	
4	Profitability Ratio (%)			
+	Net profit / Net revenue	(22.45%)	11.64%	
+	Net profit / Equity	(0.46%)	0.14%	
+	Net profit / Total assets	(0.45%)	0.14%	
+	Operating profit / Net revenue	(29.71%)	10.42%	

5. Shareholder structure and change in owner's invested capital**a) Shares**

- Total number of outstanding shares: 18,600,000 shares
- Face value: 10,000 VND/ share
- Type of outstanding shares: Ordinary shares

b) Shareholder structure (in a closing list of shareholders until March 12, 2026)

❖ Based on ownership ratio criteria (major shareholders, minority shareholders)

No.	Shareholder name	Quantity	Total shares held (shares)	% on the charter capital
1	Major shareholders	01	18,393,800 shares	98.89%
2	Minor shareholders	100	206,200 shares	1.11%

❖ **Based on institutional and individual shareholders:**

No.	Shareholder name	Quantity	Total shares held (shares)	% on the charter capital
1	Institutional shareholders	02	18,393,800	98.89%
	- Hanoi People's Committee - Trade Union of Mechanical Engineering		1,000 shares	0.005%
2	Individual shareholders	99	205,200 shares	1.105%

❖ **Based on domestic and foreign shareholders**

No.	Shareholder name	Quantity	Total shares held (shares)	% on the charter capital
1	Domestic shareholders	101	18,600,000 shares	100%
2	Foreign shareholders	0	0 share	0%

❖ **Based on state shareholders and other shareholders**

No.	Shareholder name	Quantity	Total shares held (shares)	% on the charter capital
1	State shareholders	01	18,393,800 shares	98.89%
2	Other shareholders	100	206,200 shares	1.11%

c) **Changes in owner's invested capital: None**

d) **Treasury stock trading: None**

e) **Other securities: None**

6. Report on environmental and social impacts of the company

6.1. Environmental impacts

- Direct and indirect greenhouse gas (GHG) emissions: None
- Initiatives and measures to mitigate greenhouse gas emissions: None

6.2. Management of raw materials

- a) Total raw materials used to produce and package the entity's main products and services: None
- b) Report on percentage of recycled raw materials used to produce the entity's main products and services: None

6.3. Energy consumption

- a) Direct and indirect energy consumption:

The energy consumed in the Company's production process is electricity. The Company uses electricity to operate its office activities.

In 2025, the Company consumed a total of 74,009 kW electricity.

- b) Energy saved through energy efficiency initiatives: None
- c) Reports on energy saving initiatives (providing energy saving products and services or using renewable energy): None

6.4. Water consumption

- a) Water supply and amount of water used

In 2025, the Company consumed a total of 281m³ water.

- b) Percentage and total amount of recycled and reused water: None

6.5. Compliance with the law on environmental protection

- a) Number of times penalized for non-compliance with environmental laws and regulations: None
- b) Total fines for non-compliance with environmental laws and regulations: None

6.6. Policies related to the employees

- Number of employees (as at December 31, 2025): 17 employees
- Average income: 7,092,327 million VND/ person/ month

6.7. Report on responsibility to local community

Community investment activities and other community development activities, including financial support to serve the community: The company fully responds to and implements financial supports for community activities and community development.

6.8. Report on green capital market activities as instructed by the State Securities Commission: None

III. ASSESSMENT REPORT OF THE BOARD OF DIRECTORS

1. Assessment of business performance

a) Assessment of business performance

The company's total revenue and income in 2025 was 7,612 million VND, in which:

- Operating revenue was 2,031 million VND, accounting for 26.68% of total revenue and income earned in 2025.
- Financial revenue was 5,556 million VND, accounting for 72.99% of total revenue and income earned in 2025.
- Other income was 25 million VND, accounting for 0.33% of total revenue and income earned in 2025.

b) Profit after tax

Profit after tax in 2025 was 236 million VND.

The reasons for the company's shift from a loss in 2024 to a profit for this year

include the following key factors:

- The company successfully auctioned off its share purchase rights in Saigon Dong Real Estate Joint Stock Company and recorded a significant net profit of 3,814 million VND after deducting related expenses.
- The company made efforts to offset its operating costs in challenges from the core operating revenue and incurred general and administration expenses, especially depreciation of fixed assets. However, thanks to timely financial support and rigorous cost-saving method, the company preserved its capital and achieved a positive profit for the entire year.

c) Achievements:

The company has always fully complied with its tax obligations to the State. Employee welfare benefits are given with full attention and in accordance with the State regulations.

2. Financial position

a) Assets

(Unit: Million VND)

No.	Items	Opening balance	Closing balance	% increase/ decrease compared to previous year
1	Total assets	168,301	168,472	0.10%
2	Liabilities	5,333	5,268	(1.22%)
3	Owner's equity	162,968	163,205	0.15%

In 2025, the company's total assets reached 168,472 million VND, a 0.1% increase compared to the previous year and indicated a positive shift in the asset portfolio. This change was primarily driven by an increase in short-term investments and other short-term assets, alongside a decrease in short-term receivables to improve the company's asset quality and the liquidity.

As to the structure, the short-term assets amounted to VND 36,351 million, accounting for 21.58% of total assets. The short-term assets were mainly held-to-maturity investments worth 20,637 million VND, representing 56.77% of the short-term assets, and short-term receivables of 10,988 million VND, representing 30.23% of the short-term assets.

b) Liabilities

- Current Ratio: 7.4 times
- Quick Ratio: 6.71 times
- Debt/Total Assets Ratio: 0.0313 times
- Debt/Equity Ratio: 0.0323 times

The above ratios show that the Company still ensures payment of due debts.

3. Improvements in organizational structure, policies and management

To implement the Resolutions of the General Meeting of Shareholders and the Resolutions of the Board of Management, the company's executive board has always proactively adhered to production and business plans in accordance with the orientation of the Board of Management.

It is required to proactively train and develop a qualified workforce to assume key positions as well as ensure sound financial resources for the company's production and business activities.

4. Production, business, and financial development plan for 2026.

No.	Items	Unit	2025 Implementation	2026 plan	Increase/ decrease compared to the previous year
1	Revenue and income	Mil VND	7,612	15,200	99.7%
2	Profit before tax	Mil VND	236	50	(78.8%)
3	Profit after tax	Mil VND	236	50	(78.8%)
4	Owner's capital	Mil VND	163,205	163,255	100%
5	Return on Equity	%	0.14	0.031	(78.8%)
6	Payment to the budget	Mil VND	181	180	10.5%
7	Total employees	Person	17	22	29.4%
8	Average income of the employees	Mil VND/ person	7.1	7.2	1.4%

5. Statement of the Board of Directors of the auditors' opinions

In the audited financial statements, the auditor gave qualified opinions on business performance. Mechanical Engineering Service Joint Stock Company explained as follows:

- These are long-term debts (since 2002) and some debtors are currently not operating at their registered addresses, so the company has not been able to send debt reconciliation documents.
- For receivables related to Ta Thanh Oai project (now Dai Thanh commune), the relevant authorities are adjusting the planning, so the project has not been specifically implemented, and Indochina Resource Development Joint Stock Company has not yet fulfilled its obligations to contribute capital to project implementation.
- For other fixed assets as perennial trees, the company has not yet depreciated

them because they were planted in 2004 and many trees have been broken, fallen or died due to storms and have little value.

IV. ASSESSMENT OF THE BOARD OF MANAGEMENT OF THE COMPANY'S OPERATIONS

1. Assessment of the Board of Management of the company's operations

The company's production and business activities have been significantly affected by the policy of Hanoi City People's Committee on reducing public utility services related to maintenance of trees and lawns in the area.

The company's operating revenue structure has been fundamentally changed from assigning (ordering) works to self-deploying new work sources. This requires the Board of Management and the Board of Directors to develop a strategy for adjusting the company's operations to suit the new conditions.

The company's financial and accounting work is carried out in accordance with legal regulations to ensure capital resources.

All matters within the authority of the Board of Management are reported to the Board of Directors for guidance, and the Board of Management makes decisions on review and approval under the supervision of the Board of Supervisors.

Information disclosure ensures compliance with legal regulations. Information is published publicly and transparently on the company's website.

2. Assessment of the Board of Management of the Board of Directors' operations

The Board of Management has managed the company's operations in conformity with its assigned functions and duties. All matters within the authority of the Board of Management are fully reported and advised.

3. Orientation plans of the Board of Management

To orientate to develop the company's business lines suitably, stably and sustainably for the year of 2026 and subsequent years.

To coordinate with the Board of Directors in completing 2026 production and business plan with total output, revenue, and income of 15,200 million VND.

To focus on solutions to improve labor productivity and reduce costs in all the fields to increase the employees' income.

To follow the procedures for divesting the state capital in accordance with the directives of Hanoi City People's Committee, Decision No. 1479/QD-TTg dated November 19, 2022 of the Prime Minister and Plan No. 166/KH-UBND dated June 6, 2023 of Hanoi City People's Committee.

V. CORPORATE GOVERNANCE

4. Board of Management

a) Members and structure of the Board of Management

No.	Full name	Title	Number of shares owned	% compared to the charter capital	Thành viên HĐQT tại các công ty khác
1	Cao Tien Dung	Chairman	3,100	0.017%	Member of the Board of Management of Sai Dong Land Joint Stock Company
2	To Huu Chung	Member	3,400	0.018%	
3	Tran Minh Cuong	Member	3,400	0.018%	

b) Sub-committees of the Board of Management: None

c) Activities of the Board of Management:

In 2025, the Board of Management conducted management in accordance with the company's Charter, the Board of Management's regulations and the laws:

- Regularly direct and supervise the Company's Board of Directors in deploying the production and business plans to achieve the set objectives.
- Inspect and supervise deployment of the Company's projects.
- Check compliance with the provisions of the Enterprise Law, the Company's Charter and the applicable laws.

d) Operations of independent non-executive members of the Board of Management: None

e) Activities of subcommittees within the Board of Management: None

f) List of members of the Board of Management participating in corporate governance programs during the year: None

5. Board of Supervisors

a) Members and structure of the Board of Supervisors

No.	Full name	Title	Number of shares owned	% compared to the charter capital
1	Tran Minh Duc	Head	4,300	0.023%
2	Nguyen Thi Minh Giang	Member	2,100	0.011%
3	Ngo Trong Tuan	Member	2,300	0.012%

b) Operations of the Board of Supervisors

In 2025, in order to fulfil the duties of the Board of Supervisors according to the Enterprise Law and the Company's Charter, its Board of Supervisors performed the following tasks:

- Monitor implementation of the resolutions of the General Meeting of Shareholders, resolutions of the Board of Directors, the Company Charter, and documents of the Company's executive board.
- Review project implementation and its progress in the investment phase.
- Review quarterly and annual financial statements and make timely recommendations on related issues.
- Review appropriateness of the decisions made by the Board of Management and the Board of Directors.
- Monitor the Board of Directors in performing the recommendations of the auditors.

6. Transactions, remuneration and benefits of the Board of Management, the Board of Directors and the Board of Supervisors

a) Salaries, bonuses, remuneration, benefits:

- Salaries

The Chairman of the Board of Management (not receiving remuneration) receives a full-time salary according to the company's salary scale coefficient (applying Circular No. 17/2015/TT-BLDTBXH dated May 24, 2015 and Circular No. 28/2016/TT-BLDTBXH dated September 01, 2016).

The members of the Board of Management are the members of the company's executive board and receive salaries according to the company's salary scale coefficient.

- Remuneration:

Because the company had many difficulties in operations in 2025, no remuneration was paid to the members of the Board of Management and the members of the Board of Supervisors in accordance with Resolution No. 14/2025/NQ-DHDCD dated April 18, 2025 of the Company's General Meeting of Shareholders.

- Bonuses

In 2025, no bonus from after-tax profits was paid to the members of the Board of Management and the members of the Board of Supervisors.

- Other benefits:

The members of the Board of Management and the members of the Board of Supervisors were provided with working space, equipment, and tools for working.

b) Insider stock transactions: None

c) Contracts and transactions with insider shareholders: None.

VI. FINANCIAL STATEMENTS

1. Auditor's opinions on financial statements:

In Official Letter No. B0525063-MOOREAISHN-TC dated March 10, 2026 of

the Branch of MOORE AISC Auditing and Informatics Services Company Limited on auditors' report and financial statements for the operating period from January 01, 2025 to December 31, 2025, the auditors gave qualified opinions as follows:

“Basis for the auditors’ qualified opinions”

- We did not obtain balance confirmation letter for trade receivables worth 7,233,744,736 VND as at December 31, 2025 (2,891,591,309 VND as at January 1, 2025); and prepayments to suppliers worth 1,108,655,275 VND (840,321,375 VND as at January 01, 2025); trade payables worth 2,641,829,412 VND as at December 31, 2025 (2,477,570,702 VND as at January 01, 2025); and advances from customers worth 1,522,637,087 VND as at December 31, 2025 (1,558,637,117 VND as at January 01, 2025). Alternative auditing procedures also did not provide sufficient audit evidence for us to conclude on existence and completeness of these items in the financial Statements for the year ended December 31, 2025.

- As at December 31, 2025, the Company had not reassessed recoverability and net realizable value of its non-moving inventories, including raw materials (long-term inventory value of 138,412,400 VND and provision of 0 VND), finished goods (long-term inventory value of 94,680,000 VND and provision of 15,315,491 VND), work-in-progress (long-term inventory value of 602,737,993 VND and provision of 0 VND), and goods (long-term inventory value of 2,109,145,727 VND and provision of 91,760,497 VND). We did not obtain sufficient and appropriate audit evidences on the above issue; therefore, we did not assess its effects on the Company's financial statements for the year ended December 31, 2025.

- As at December 31, 2025, the Company reflected the receivables from Indochina Resource Development Joint Stock Company under the Joint Venture Contract No. 08/2011/HD-HTDT dated April 05, 2011 on cooperation in investment, construction, management, exploitation, and business of the ecological, commercial, and sports complex project in Ta Thanh Oai Commune, Thanh Tri District, Hanoi City, with a balance of 21,050,429,167 VND. To date, the project has not been approved for implementation by the competent authorities, and Indochina Resource Development Joint Stock Company has not fulfilled its capital contribution obligations for the project. Therefore, the auditors did not conclude on rights and obligations related to the aforementioned receivables and its effects on other expenditures stated in the financial statements.

- Other fixed assets were perennial trees with an original cost of 651,085,030 VND that have not yet been depreciated by the Company. Based on the Company's available documents, we did not obtain sufficient and appropriate evidences on

original cost of the above fixed assets and the estimated depreciation to be made. Therefore, we did not assess the effects of this issue on the Company's financial statements for the fiscal year ended December 31, 2025.

Auditors' qualified opinions

In our opinion, besides the effects of the matters stated in "Bases for the auditors' qualified opinion", the financial statements give a true and fair view, in all material aspects, of the financial position of Mechanical Engineering Service Joint Stock Company as at December 31, 2025, as well as operating results and cash flows for the financial year then ended, in conformity with Vietnamese Accounting Standards and Accounting System for Enterprises and statutory regulations related to preparation and presentation of the financial statements.

2. Audited Financial Statements for the year 2025:

The full text of the audited financial statements for the year 2025 has been submitted to Hanoi Stock Exchange and published on the website: mesc.com.vn The above is the annual report on operations of Mechanical Engineering Service Joint Stock Company for the year 2025.

Yours faithfully,



Recipients:

- State Securities Commission;
- Hanoi Stock Exchange;
- Board of Management, Board of Supervisors;
- Board of Directors;
- Filing: TCHC, TCKT

**ON BEHALF OF THE BOARD OF
MANAGEMENT CHAIRMAN**



Cao Tien Dung

