

---

**MINUTES OF THE 2025 ANNUAL GENERAL MEETING OF  
SHAREHOLDERS**

Today, April 15, 2025, at 8:30 am, Thanh Thanh Ceramic Joint Stock Company held its 2025 Annual General Meeting of Shareholders.

Thanh Thanh Ceramic Joint Stock Company first obtained the business license number 3600665643 issued by the Planning and Investment Department of Dong Nai Province on January 2, 2004, and registered the 12th change on December 29, 2020.

**A. Participants**

**I. Board of Directors, Supervisory Board**

1. Mr CAO TRUONG THU, Chairman of the Board of Directors
2. Mr. PHAM VIET THANG, Member of the Board of Directors
3. Mr. TRAN HUNG LUONG, Member of the Board of Directors – General Manager
4. Mr. NGUYEN THANH HA, Member of the Board of Directors
5. Ms. VO THI THU THUY, Member of the Board of Directors – Deputy General Manager
6. Mr. DAO QUANG SON, Chairman of the Supervisory Board
7. Mr. NGUYEN THUA VU, Board member

**II. Shareholders' attendance**

The shareholders' meeting opened at 8:30 am. The shareholders/authorized representatives present were: **88** shareholders, representing: **4.842.515** shares, accounting for: **80,81** % of the total number of voting shares of the Company.

**B. Content and process of the meeting**

**I. Review of shareholder qualifications and review of the working rules of the shareholders' meeting**

Mr. NGUYEN THUA VU, on behalf of the Shareholder Qualification Review Committee, reported the following results to the shareholders/authorized persons attending the shareholders' meeting:

- The total number of outstanding shares is: **5,992,348** shares.
- The number of shareholders and authorized persons attending the opening of the shareholders' meeting is **4.842.515** shares, accounting for **80,81** % of the total number of voting shares of the company.

In accordance with the Enterprise Law and the Articles of Association, the 2025 Annual General Meeting of Shareholders of Thanh Thanh Ceramic Joint Stock Company was held at a ratio of: **80,81** % and was legal and valid.

The speech of the organizing committee of the General Meeting of Shareholders Mr. DANG DINH THONG was heard and the working rules of the General Meeting of Shareholders (equivalent to **4.842.515** shares) who attended the General Meeting of Shareholders and had voting rights voted unanimously 100% in favor.

**II. Election of the President, Secretary and Counting Committee of the Congress**



1. The Congress elected the Presidium, which is composed of:

- Mr. CAO TRUONG THU
- Mr. TRAN HUNG LUONG

100% of shareholders/authorized persons (equivalent to **4.842.515** shares) with voting rights present at the meeting unanimously voted to approve

2. The Congress elected Ms. NGUYEN THI NGOC TU as Secretary General of the Congress.

100% of shareholders/authorized persons (equivalent to **4.842.515** shares) with voting rights present at the meeting unanimously voted to approve

3. The Congress elected the Vote Counting Committee of the Congress, including:

- Mr. NGUYEN THUA VU
- Ms. NGUYEN THI NGOC TU

100% of shareholders/authorized persons (equivalent to **4.842.515** shares) with voting rights present at the meeting unanimously voted to approve

### **III. Adoption of the Congress Program**

Mr. Tran Hung Luong approved the Congress Program on behalf of the Presidium.

100% of shareholders/authorized persons (equivalent to **4.842.515** shares) with voting rights present at the meeting unanimously voted to approve

### **IV. Main Contents of the Congress**

#### **Part I: Submission of Reports and Presentations**

1. The Congress heard the speech of Mr. TRAN HUNG LUONG, General Manager of the Company: 2024 production and operation plan implementation results and 2025 expected production and operation plan report

2. The Congress heard the speech of Mr. CAO TRUONG THU, Chairman of the Board of Directors: report activities of the board of directors in 2024 and plan for 2025

3. The Congress heard the speech of Ms. VO THI THU THUY, Deputy General Manager:

- Submission No: 01/Ttr-HĐQT, on Approval of the 2024 audit report results
- Submission No: 02/Ttr-HĐQT, re Distribution of profits and dividend payment for the

year 2024

- Submission No: 03/Ttr-HĐQT, re the settlement of the remuneration of the Board of Directors and the Board of Supervisors for 2024 and the estimated remuneration of the Board of Directors and the Board of Supervisors for 2025

4. The Congress heard the speech of Mr. DAO QUANG SON, Chairman of the Board of Supervisors:

- 2024 financial statement audit report and the 2024 operating report, and the 2025 operating policy of the Board of Supervisors

- Submission No: 01/Ttr- BKS re authorization of the Board of Directors to select an independent auditor to audit the 2025 financial statements

5. The Congress heard the speech of Mr. TRAN HUNG LUONG: Proposal No.: 04/Ttr-HĐQT, re Signing contracts and transactions between Thanh Thanh Ceramic Joint Stock Company and General Company of Building Materials No. 1 - JSC and its subsidiaries

## **Part II: Discussion of the General Meeting**

The Chairman, Mr. CAO TRUONG THU, chaired the discussion.

The shareholders/shareholder representatives attending the General Meeting of Shareholders unanimously agreed to the proposals and reports to be reviewed at this General Meeting of Shareholders. No comments yet.

After the General Meeting of Shareholders, the opinions of shareholders shall be delivered to the Company in written form, and the Board of Directors shall consider them and make a written reply as soon as possible.

## **Part III: Voting to approve the contents of the meeting**

Mr CAO TRUONG THU The Chairman presided over the vote and approved the contents of the meeting:

### **1. Approval of the company's 2024 operating and production performance report and 2025 operating and production plan**

*a. 2024 production and operation results:*

- Revenue: 172.525 billion VND
- Pre-tax profit: 389.5 billion VND
- After-tax profit: 304.5 billion VND

*b. 2025 production and business plan:*

- Revenue: 201.518 billion VND
- Pre-tax profit: 4.001 billion VND

The voting results of the meeting are as follows:

Agreement: 100% of the Shares with voting rights at the Meeting

Disagreement: 0% of the Shares with voting rights at the Meeting

Other opinions: 0% of the total Shares with voting rights at the Meeting

### **2. Approve the Board of Directors' 2024 operating report and 2025 operating plan**

The voting results of the meeting are as follows:

Agreement: 100% of the Shares with voting rights at the Meeting

Disagreement: 0% of the Shares with voting rights at the Meeting

Other opinions: 0% of the total Shares with voting rights at the Meeting

### **3. Approve the results of the audit report for the 2024 fiscal year**

The voting results of the meeting are as follows:

Agreement: 100% of the Shares with voting rights at the Meeting

Disagreement: 0% of the Shares with voting rights at the Meeting

Other opinions: 0% of the total Shares with voting rights at the Meeting

### **4. Approve the profit distribution, dividends and fund allocation for 2024**

1. Total pre-tax profit: 3,894,742,123 VND
2. Post-tax profit: 3,045,626,792 VND
3. Undistributed residual profit from the previous year: 18,220,745,506 VND

4. Accumulated residual profit as of December 31, 2024:	<b>21,266,372,298 VND</b>
<i>Expected profit distribution in 2024:</i>	
a) Dividend payout 4%/Charter Capital:	2,376,211,200 VND
b) Development investment fund:	169,415,592 VND
c) Reward fund:	500,000,000 VND
5. Undistributed residual profit from:	<b>18,220,745,506 VND</b>

The voting results of the meeting are as follows:

Agreement: 100% of the Shares with voting rights at the Meeting

Disagreement: 0% of the Shares with voting rights at the Meeting

Other opinions: 0% of the total Shares with voting rights at the Meeting

**5. Approve the 2024 salary settlement and approve the 2025 salary of the Board of Directors and the Board of Supervisors**

a. The final salary of the Board of Directors and the Board of Supervisors in 2024 is: VND 312,000,000.

b. The Board of Directors and the Board of Supervisors approved the salary level for 2025:

- Chairman of the Board of Directors: 5,000,000 VND/person/month
- Member of the Board of Directors: 3,000,000 VND/person/month
- Head of the Supervisory Board: 3,000,000 VND/person/month
- Member of the Supervisory Board: 2,000,000 VND/person/month
- Secretary of the Board of Directors: 2,000,000 VND/person/month

The voting results of the meeting are as follows:

Agreement: 100% of the Shares with voting rights at the Meeting

Disagreement: 0% of the Shares with voting rights at the Meeting

Other opinions: 0% of the total Shares with voting rights at the Meeting

**6. Approve the 2024 financial statement audit report and the 2024 operating report, and the 2025 operating policy of the Board of Supervisors**

The voting results of the meeting are as follows:

Agreement: 100% of the Shares with voting rights at the Meeting

Disagreement: 0% of the Shares with voting rights at the Meeting

Other opinions: 0% of the total Shares with voting rights at the Meeting

**7. Approve the authorization of the Board of Directors to select an independent auditor to audit the 2025 financial statements.**

The voting results of the meeting are as follows:

Agreement: 100% of the Shares with voting rights at the Meeting

Disagreement: 0% of the Shares with voting rights at the Meeting

Other opinions: 0% of the total Shares with voting rights at the Meeting

**8. Approved Re Signing contracts and transactions between Thanh Thanh Ceramic Joint Stock Company and General Company of Building Materials No. 1 - JSC and its subsidiaries**

The voting results of the meeting are as follows:

Agreement: 100% of the Shares with voting rights at the Meeting

Disagreement: 0% of the Shares with voting rights at the Meeting

Other opinions: 0% of the total Shares with voting rights at the Meeting

The minutes of the meeting were prepared on April 15, 2025 at 11:00 am.

The General Assembly voted to approve the full text of the minutes with 100% approval. No other comments were made.

The General Assembly voted to approve the contents of the General Assembly resolution with a 100% approval rate. No other discussions were made.

This record has a total of 5 pages, 06 copies, and is kept in the office of the Board of Directors of Thanh Thanh Ceramic Joint Stock Company.

SECRETARY



NGUYEN THI NGOC TU



REPRESENTATIVES OF THE

CAO TRUONG THU