



Dong Nai, 24 March 2025

2024 PRODUCTION AND OPERATION PLAN IMPLEMENTATION RESULTS AND 2025 EXPECTED PRODUCTION AND OPERATION PLAN REPORT

To: The General Meeting of Shareholders

The Executive Board of the Company reports on 2024 Production and Operation Plan Implementation Results and 2025 Expected Production and Operation Plan, with the following contents:

I. General Situation, Advantages, and Difficulties

1. General situation

2024 is a particularly difficult year for the real estate and building materials markets. Insufficient orders, reduced production capacity and reduced labor force have directly affected the company's production and business activities. For example, consumption and output have decreased, and sometimes all of the company's production lines have to temporarily stop production, and workers have to stop working for a long time.

2. Advantages

- Thanh Thanh brand is well known by domestic and foreign consumers;
- It has an experienced team of employees who have served the company for many years;
- It is in good financial condition;
- Some dealers have been cooperating with the company for many years;
- The organizational structure is gradually streamlined and safety and order are guaranteed

3. Difficulties

- The world situation is very complicated, especially the long-term war between Russia and Ukraine has led to rising oil prices and rising costs;
- Many real estate projects have stagnated, bringing difficulties to enterprises;
- The imbalance between supply and demand has made it difficult to consume products;
- Fierce competition has made the export market difficult;



- Equipment and machinery that have been used for more than 20 years often break down, resulting in high repair costs and rising product prices;
- Most employees are older, resulting in low productivity;
- The company is located in Bien Hoa 1 Industrial Park, which has a relocation policy, making it difficult to invest in modern equipment to improve quality and diversify product types;
- Limited warehouse space makes it challenging to stockpile raw materials during the rainy season.

II. Business Results:

1. Key Indicators:

No	Indicators	UNIT	2024 Plan	2024 Actual	2023 Actual	implementation rate in 2024 compared to plan (%)	implementation rate in 2024 vs 2023 (%)
1	Production	m ²	3.000.000	1.694.347	2.390.794	56,48%	70,87%
2	Consumption	m ²	3.000.000	1.734.623	2.328.495	57,82%	74,50%
3	Revenue	Billion	290,812	172,525	227,620	59,33%	75,80%
4	Pre-tax profit	Billion	9,355	3,895	9,526	41,63%	40,88%

2. Product Quality:

Workshop	Grade 1	Grade 2	Scrap/Product
Ceramic Workshop	88.09%	11.91%	0.28%
Granite Workshop	89.25%	10.75%	0.62%

3. Other Indicators

Indicators	Unit	Beginning of Year 01/01/2024	End of Year 31/12/2024	implementation rate compared to the beginning of the year
Inventory	m ²	1.136.316	1.074.325	94,54%
Total Liabilities	Billion	67,134	44,603	66,44%
Total Receivables	Billion	26,883	25,647	95,54%

4. Evaluation of the Production and Business Situation in 2024

The production and business indicators did not meet the planned targets.

Reasons:

- Slow consumption.
- Difficult export market.

5. Other Issues

5.1. Provision for the decrease in the value of VITALY shares: 686,360,000 VND (total provision established: 5,250,335,701 VND);

5.2. Provision for long-term financial investment in No.1 Packaging and mineral Company : 42,349,286 VND;

5.3. Provision for:

- Wage fund reserve: VND 1 billion;
- Bad debt provision: VND 260,404,240;
- Inventory impairment provision: VND 2,633,172,668;
- Finished goods inventory price reduction provision: VND 12,584,759,440

III. Expected production and business plan for 2025

1. Key Indicators

No	Indicators	Unit	Quantity
1	Production	m ²	1.900.000
2	Consumption	m ²	2.000.000
3	Revenue	Billion	201,518
4	Pre-tax profit	Billion	4,001

2. Planning basis for 2025

- Production and consumption product structure remains as in 2024;
- Raw material prices, based on prices in November 2024;
- CNG prices, based on prices in January 2025;
- Cashew nut shell prices, based on prices in the first quarter of 2025;
- Estimated selling prices based on average prices in 2024, with some types adjusted according to the current market;
- Other costs are similar to 2024.

3. Implementing the solution

- Collaborate with FICO and FICOCOM to develop additional distribution agents and expand the market;
- Strengthen the research and development of specialized products that are compatible with the existing machinery and technology of the Company to enhance consumption;
- Search for additional export markets;
- Enhance management efforts to save on raw material costs;
- Strictly control the process flow and improve product quality;
- Manage the product, raw material and spare parts warehouse to avoid loss or damage;
- Continue to study measures to reduce product costs;
- Do a good job in collecting customer debts.

4. Investment

According to the plan of Dong Nai Province, the company must relocate to the new location by the end of 2025. As of now, Dong Nai Province has not implemented a policy for compensation or support for the relocation, so there is no basis for the Company to develop a specific relocation plan.

The above presents a summary of the production and business results for 2024 and its expected production and operation plan for 2025.

Recipients:

- As above;
- KT-TH; VT
- Archive of TCHC



GENERAL DIRECTOR

TRAN HUNG LUONG



REPORT
ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024
AND PLAN FOR 2025

To: The Annual General Meeting of Shareholders 2025

The Board of Directors reports to the Annual General Meeting of Shareholders on the results of the Board's activities in 2024 and the strategic direction for 2025 as follows:

I. RESULTS OF THE BOARD OF DIRECTORS' ACTIVITIES IN 2024

1. Regarding Management According to Tasks and Responsibilities in the Charter

In 2024, the Board of Directors held 4 meetings and issued 17 resolutions. The resolutions issued focused on addressing key issues related to governance and organizing the implementation of the business production plan for 2024, in alignment with the strategic direction established during the Annual General Meeting of Shareholders.

The Board of Directors conscientiously performs its corporate governance duties, strictly abides by laws, regulations and the Company's Articles of Association, regularly monitors and directly supervises market conditions and the actual operation of the Company, and promptly guides the Executive Board to organize and implement the Company's business activities with the highest efficiency.

2. Evaluation of the Implementation of the 2024 Plan

2.1. Organization of the Shareholders' Meeting

The Board of Directors successfully organized the Annual General Meeting of Shareholders for 2024 on April 17, 2024.

2.2. Results of Business Production Activities in 2024

No	INDICATORS	UNIT	2024 Plan	2024 Actual	2023 Actual	2024 Actual vs Plan (%)	2024 Actual vs 2023 (%)
1	Chartered Capital	Billion	59,92	59,92	59,92	100,00%	100,00%
2	Revenue	Billion	290,812	172,525	227,620	59,33%	75,80%
3	Pre-tax profit	Billion	9,355	3,895	9,526	41,63%	40,88%
4	Profit after tax	Billion	7,484	3,045	7,573	40,68%	40,20%

In general, 2024 is a particularly difficult year for the real estate, construction, and building materials markets, such as insufficient orders, capacity cuts, and reduced labor. This has directly affected the company's production and business activities, and consumption and output have declined. Sometimes all the company's production lines have to suspend production, and workers have to stop working for a long time. The production and operation indicators have not reached the plan issued by the shareholders' meeting.

2.3. Investment work: Continue to study the company relocation plan that complies with Dong Nai province's policies.

2.4. Supervision of the Executive Board

The monitoring activities of the Board of Directors concerning the Company's Executive Board are conducted through organizational directives, reviews, and reinforcement to ensure that the current internal regulations (rules, regulations, processes) are promptly updated and refined in accordance with legal provisions and the Company's charter. The Board of Directors has closely observed market fluctuations and timely directed the Executive Board to adjust the production plan flexibly, in line with the market conditions and the existing machinery and equipment of the Company; various sales policies have been implemented to promote product sales and reduce inventories.

2.5. Relationship with shareholders and investors:

The board of directors has fully disclosed the company's operations in accordance with the provisions of the Securities Law on listed companies. The resolutions, decisions and other relevant documents of the shareholders' meeting and the board of directors have been properly announced to shareholders and interested investors.

2.6. Distribution and prepayment of dividends:

- Dividends paid to shareholders in 2023: 08%/share
- Expected dividends paid to shareholders in 2024: 04%/share

3. Evaluation of the performance of the Board of Directors

3.1. About the activities of the Board of Directors:

The Board of Directors has implemented its contents in accordance with the provisions of the Articles of Association, the Board of Directors' Working Regulations and the law.

The Board of Directors has approved and promulgated governance regulations to exercise a high degree of initiative in the management and operation of the company's various production and business areas; enhance personal responsibility and discipline, organize and complete the assigned work, and ensure the maximum interests of shareholders with the highest work results; establish a strict control system in production and operation activities.

The organization of the board of directors' meeting and the collection of the board of directors' written opinions are carried out in accordance with the provisions of the law and the company's articles of association. The board of directors' resolutions are in line with the actual production and operation conditions of the company, creating the most favorable conditions for the board of directors to effectively implement the

resolutions of the shareholders' meeting and the board of directors.

The board of directors attended the meeting throughout, performed their duties conscientiously, and effectively played the leading role of the board of directors in the development of the company; with a high sense of responsibility and a cautious attitude, they discussed and expressed accurate opinions on issues within their authority, played a leading role, and safeguarded the interests of shareholders and the company.

The Chairman of the Board of Directors shall perform his duties in accordance with the Enterprise Law and the Articles of Association: guide the implementation of the annual work plan and assign tasks to board members; guide the organization of board meetings, collect written opinions, and form board resolutions and decisions; guide and supervise the Executive Board in implementing the resolutions and decisions of the board of directors.

3.2. Remuneration and operating expenses of the Board of Directors and the Board of Supervisors:

a. The remuneration of the Board of Directors and the Board of Supervisors for 2024 is:

- Chairman of the Board of Directors: VND 5,000,000/person/month
- Member of the Board of Directors: VND 3,000,000/person/month
- Director of the Control Committee: VND 3,000,000/person/month
- Member of the Board of Supervisors: VND 2,000,000/person/month
- Secretary of the Board of Directors: VND 2,000,000/person/month

(Specific matters regarding the remuneration of the Board of Directors and the Board of Supervisors for 2024 will be submitted to the General Meeting of Shareholders for deliberation)

b. Operating expenses of the Board of Directors and the Board of Supervisors: comply with the company's financial system and internal expenditure regulations.

4. Performance evaluation of the Executive Bureau:

- The board of directors of the company organizes and manages the company's production and operation activities in accordance with the duties and powers stipulated in the company's articles of association, and fully implements the resolutions and decisions of the board of directors. The Executive Committee provides information in a timely manner to create conditions for the board of directors and the board of supervisors to understand and inspect the company's financial status and other activities;
- Effectively and reasonably utilize existing resources, increase savings, significantly reduce costs, improve quality, reduce product prices, meet customer needs, and at the same time ensure the interests of the company.
- Accounting and financial management are transparent, legal, ensure safety, and promote financial resources; resolutely deal with debt issues.
- Strengthen technological innovation, improve product quality, and develop products suitable for the company's existing machinery and equipment.
- Actively propose production plans with reasonable production capacity, meeting market demand, improving efficiency, and reducing inventory.
- Apply a variety of flexible sales policies that are applicable to each time and each existing product to promote product consumption.

II. Operational direction of the Board of Directors in 2025

1. Situation assessment:

- In 2025, the building materials market will continue to face many difficulties, and the ceramic tile market will be highly competitive; the company's relocation plan will take a long time and have a great impact on production and operation activities.

2. Operational orientation of the Board of Directors:

- Improve management efficiency and achieve the production and operation goals in 2025.

- Develop effective and flexible production and business plans. According to the plan of Dong Nai Province, perfectly combine production and operation with the relocation of the company to a new location.

- Perform the daily work of the board of directors in accordance with the duties and tasks stipulated in the company's articles of association and the actual operating conditions of the company.

- Improve the efficiency of asset, capital, debt and inventory management.

- Perform shareholder relations related work in accordance with the provisions of current laws and protect the rights and interests of shareholders and investors.

3. Some production and business goals for 2025:

- Production volume: 1,900,000 square meters

- Output: 2,000,000 square meters

- Revenue: VND 201.518 billion

- Pre-tax profit: VND 4.001 billion

4. Investment Activities:

According to the plan of Dong Nai Province, the company must relocate to a new location by the end of 2025. The Board of Directors has set up a group to develop a plan for the company's. As of now, Dong Nai Province has no relocation compensation and support policies, so the Company has no basis for formulating a specific relocation plan.

The above is the 2024 annual activity report of the Board of Directors of the Company and the 2025 business plan. The Board of Directors of the Company hopes to receive the attention and support of all shareholders.

Sincerely. /.

Recipients:

- General Meeting of Shareholders;
- Board of Directors, Supervisory Board, Executive Board;
- Company Website;
- Archive of the Board of Directors.

ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN



CAO TRUONG THU



GENERAL CORPORATION OF
CONSTRUCTION MATERIALS No. 1
JOINT STOCK COMPANY
THANH THANH CERAMIC JOINT STOCK
COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness
-----oOo-----

☞ ✦ ☞
No: 01/BC-BKS

Dong Nai, 24 / March 2025

**SUPERVISORY BOARD REPORT 2025 ANNUAL GENERAL MEETING OF
SHAREHOLDERS THANH THANH CERAMIC JOINT STOCK COMPANY**

**To: SHAREHOLDERS'S MEETING THANH THANH CERAMIC JOINT STOCK
COMPAN**

- Pursuant to the duties and powers of the Supervisory Board as stipulated in the Charter of Thanh Thanh Ceramic Joint Stock Company.
- Pursuant to Resolution No. 01/NQ-GMHD dated April 17, 2024, of the Annual General Meeting of Shareholders in 2024 of Thanh Thanh Ceramic Joint Stock Company.
- Pursuant to the 2024 financial statements of Thanh Thanh Ceramic Joint Stock Company audited by CPA Vietnam Auditing Company Limited.

The Supervisory Board reports the following to the General Meeting of Shareholders of Thanh Thanh Ceramic Joint Stock Company:

I. Activities of the Supervisory Board:

- At the 2022 Annual General Meeting of Shareholders of Thanh Thanh Ceramic Joint Stock Company held on April 21, 2022, the Company's Supervisory Board was elected, consisting of 03 members:

- + Mr. Dao Quang Son - Chairman of the Supervisory Board
- + Mr. Nguyen Thua Vu - Member of the Supervisory Board
- + Mr. Le Nguyen Quoc Trung - Member of the Supervisory Board

- Assign specific tasks to each Supervisory Board member according to the minutes of the meeting on the assignment of tasks to the Supervisory Board members. Regularly discuss monthly and quarterly issues related to the company's management and production and business activities.

- Supervise the issuance and implementation of resolutions, decisions and instructions of the Board of Directors and the General Manager in the management and operation of the company.

- The Supervisory Board fully participates in the meetings of the Board of Directors, deliberates on the resolutions of the Board of Directors, and gives opinions to the Board of

Directors on corporate governance.

II. Evaluation of the company's production, operation and financial activities in 2024:

1. Evaluation of the company's production and operation activities in 2024:

- According to Resolution No. 01/NQ-ĐHĐCĐ passed by the 2024 Annual General Meeting of Shareholders of Thanh Thanh Ceramic Tiles Joint Stock Company on April 17, 2024;

- According to the company's audited financial statements for 2024;

The implementation of the main production, operation and financial planning objectives is as follows:

TT	Indicators	UNIT	2024 Plan			2024 actual vs 2024 actual	2024 actual vs 2023 actual
A	B	C	1	2	3	4=2/1	5=2/3
I	Production and business results						
1	Net income	Million vnd	290,812	172,525	227,620	59.33%	75.80%
2	Pre-profit tax	"	9,355	3,895	9,526	41.64%	40.89%
II	Other indicators						
1	Production output	m2	3,000,000	1,694,347	2,390,794	56.48%	70.87%
2	Consumption output	"	3,000,000	1,734,623	2,328,495	57.82%	74.50%
3	Inventory value	Million vnd		93,553	102,363		91.39%
4	Debt situation						
-	Total receivables	Million vnd		25,647	26,883		95.40%
-	Total liabilities	"		44,603	67,134		66.44%

Comments:

In general, in 2024, the Company has not yet achieved the targets set by Resolution No. 01/NQ-ĐHĐCĐ of the 2024 Annual General Meeting of Shareholders on April 17, 2024, as follows:

- Production volume reached 56.48% of the plan, equivalent to 70.8% in 2023.
- Consumption volume reached 57.82% of the plan, equivalent to 74.5% in 2023.
- Sales revenue reached 59.33% of the plan, equivalent to 75.8% in 2023.
- Profit before tax was VND 3.89 billion, reaching 41.6% of the plan, an increase of 40.8% over 2023.

Reasons:

- 2024 is a very difficult year for the building materials manufacturing industry. Both the domestic consumer market and the export market are sluggish. Construction projects, infrastructure projects and public investment are slow to implement, progress is delayed, and the real estate market is frozen, resulting in a sharp decline in the company's output and sales revenue. Faced with the above situation, in order to reduce costs, the company is forced to reduce production, and sometimes even suspend production of all production lines, and workers have to stop working for a long time.

- Due to the influence of macro factors such as high global inflation, economic downturn, and limited personal and corporate spending, and tiles are not a necessity of life, consumer output has fallen sharply.

- Due to the protracted Russian-Ukrainian war, gasoline prices have risen, increasing the cost of raw materials, resulting in an increase in product costs, while sales prices have not risen accordingly.

- The company's machinery and equipment have been invested for a long time (more than 20 years), with outdated technology, low production capacity, frequent failures, and high maintenance costs, resulting in high product prices and difficulty in competing with similar products on the market.

However, the Company's Board of Directors has strengthened management and cost reduction, taken advantage of small production lines to change the product structure of production lines reasonably, adjusted the selling prices of products with competitive advantages in the market, so the Company's production and business results in 2024 still had a profit of 3.89 billion VND

Some other financial indicators for 2024 are as follows:

+ As of December 31, 2024, the inventory of raw materials, materials, tools and finished products (net) was VND 93,553 million, down 8.6% from 2023, mainly due to inventory of raw materials and finished products. In 2024, the company assessed inventory impairment provision of VND 338 million, and the balance at the end of 2024 was VND 15.2 billion.

+ Debt position as of December 31, 2024:

· Accounts receivable were VND 25.6 billion, of which FiCO's accounts receivable were VND 17.3 billion.

· Liabilities were VND 44.6 billion.

2. Audited Financial Statements for 2024:

The financial statements for the period from January 1, 2024 to December 31, 2024 were audited by CPA VIETNAM Auditing Limited Company (a member of the international audit firm Inpact). The audit department issued an audit report based on the audit letter No. 131/2025/BCKT-CPA VIETNAM-HCM dated 24/March/2025.

The Supervisory Board agrees with the auditor's opinion that the financial statements fairly reflect the company's financial position as of December 31, 2024 and its operating results and cash flows for the financial year ended on the same date in all material respects, in compliance with Vietnamese accounting standards, the current Vietnamese corporate accounting system and legal provisions related to the preparation and presentation of financial statements.

3. About the activities of the Board of Directors (BOD):

- The Board of Directors operates in accordance with the Articles of Association and the resolutions of the General Meeting of Shareholders. There is no violation of national laws, policies and current regulations.

- The Supervisory Board found through reviewing resolutions, attending quarterly and annual board meetings that the meetings analyzed and evaluated the completion of production and operation tasks in the previous quarter, and implemented the production and operation plan for

143 - C
TY
AN
EN
IANH
I. ĐON

the next quarter.

- The members of the Board of Directors performed their duties in their respective fields excellently.

4. About the activities of the Executive Bureau:

- The Executive Bureau has implemented the resolutions made by the Board of Directors.

- The company signed complete product and raw material purchase and sales contracts to ensure compliance with financial regulations.

- The Executive Committee supervised and guided the functional departments and production workshops to strengthen the standard control of raw materials, improve equipment capabilities, reduce product costs, and improve market competitiveness.

III. Suggestions and recommendations:

- In 2024, although the targets for revenue, production output and consumption output have not been achieved compared with the established plan, the company still achieved a profit of 3.89* billion VND. This reflects the great efforts made by the company's Board of Directors, Executive Committee and all employees in the turbulent and difficult market situation.

- In addition to signing a raw material procurement contract with First Building Materials Co., Ltd., the company needs to actively seek more sources of raw materials with stable quality and reasonable prices to ensure stable production, improve quality, reduce product costs and enhance market competitiveness.

- In addition to cooperating with FICO Products Trading Co., Ltd., the company also needs to actively explore the market, expand distribution channels and increase consumption output.

- The company needs to expand export markets to promote foreign product consumption.

- The company cooperates with relevant departments of Dong Nai Province to formulate relocation support policies; formulate a relocation plan and submit it to the shareholders' meeting for approval.

The above is a report on the work of the company's Supervisory Board, which is submitted to the shareholders' meeting for deliberation.

Thank you very much. /.

Recipients:

- As above;

- Save the license plate.

On behalf of the Supervisory Board
HEAD OF THE BOARD



DAO QUANG SON