

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

No: 01/NQ-ĐHĐCĐ

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom – Happiness**

*Dong Nai, April 15, 2025*

**RESOLUTION**  
**2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

- Pursuant to the Charter of Organization and Operation of Thanh Thanh Ceramic Joint Stock Company approved by the Annual General Meeting of Shareholders on April 20, 2021;
- According to the minutes of the General Meeting of Shareholders on April 15, 2025,

**RESOLUTION**

**Article 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: 3.895 billion VND
- After-tax profit: 3.045 billion VND

b. 2025 production and business plan:

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

**Article 2:** Approve the Board of Directors' 2024 operating report and 2025 operating plan

**Article 3:** Approve the results of the audit report for the 2024 fiscal year

**Article 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: 21,266,372,298 VND

*Expected profit distribution in 2024:*

- 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: 18,220,745,506 VND

**Article 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: 312,000,000 VND



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 |

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

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

**Article 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

**Article 9:** The Board of Directors is responsible for implementing the above-mentioned resolution of the 2025 General Meeting of Shareholders of Thanh Thanh Ceramic Joint Stock Company. This resolution shall take effect from April 15, 2025 and shall be implemented by the Board of Directors, the Board of Supervisors, the Board of Directors and all shareholders of Thanh Thanh Ceramic Joint Stock Company.

The Board of Directors is responsible for announcing the resolution of the General Meeting of Shareholders in accordance with the provisions of the information disclosure law and publishing it on the website of Thanh Thanh Ceramic Joint Stock Company: [www.thanhthanhceramic.com](http://www.thanhthanhceramic.com).

**Recipients:**

- Board of Directors, Supervisory Board, Executive Board (for implementation);
- Construction Materials Corporation No. 1 (for reporting);
- State Securities Commission 1 (for reporting);
- Hanoi Stock Exchange (for information disclosure);
- Post on the Company's website (send to shareholders);
- Seve the general Meeting of shareholders' documeents

GENERAL MEETNG OF  
SHAREHOLDERS  
CHAIRMAN OF THE BOARD OF  
DIRECTORS



CAO TRUONG THU