

SOCIAL REPUBLIC OF VIETNAM
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DOCUMENTS

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Including:


1. *Agenda*
2. *Report of the Board of Management*
3. *Report of the Board of Directors*
4. *Report of independent member of the Board of Directors 2025*
5. *Report of the Board of Supervisors*
6. *Proposals to the 2026 Annual General Meeting of Shareholders*
7. *Meeting Regulations*

April 2026

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April 23, 2026

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Time	Content	Presenter
	4. Proposals for approval <i>4.1. Report on 2025 business performance results</i> <i>4.2. Audited financial statements for 2025</i> <i>4.3. Profit distribution plan for 2025</i> <i>4.4. 2025 investment and development results</i> <i>4.5. 2026 business plan</i> <i>4.6. 2026 profit distribution plan</i> <i>4.7. 2026 investment and development plan</i> <i>4.8. Remuneration for BOD, BOS and Secretary in 2026</i> <i>4.9. Approval of bonus scheme for BOD, BOS, Secretary, and Board of Management upon achieving and exceeding 2026 profit plan</i> <i>4.10. Selection of audit firm for 2026</i> <i>4.11. Authorization for the BOD to adjust the 2026 business plan based on first 6-month results</i> <i>4.12. Amendment of the Charter: Change of company address due to administrative unit merger.</i>	Nguyen Van Son 
10 ^h 00' - 10 ^h 40'	Shareholders' discussion and voting on proposals	Relevant persons
10 ^h 40' - 11 ^h 00'	Break; Secretary and Vote Counting Committee working session	
11 ^h 00' - 11 ^h 15'	Announcement of voting results	Pham Van Hau
11 ^h 15' - 11 ^h 30'	Approval of meeting minutes	Tran Thi Bich
11 ^h 30' - 11 ^h 45'	Approval of Resolution	Nguyen Van Son
12 ^h 00'	Reception at the Company Hall	

REPORT OF THE BOARD OF GENERAL DIRECTORS

At the 2026 Annual General Meeting of Shareholders

Dear Shareholders

On behalf of the Board of Management, I would like to report on the management and business operations results for 2025. The business operations plan, investment and development plan, and operational orientation for 2026 are hereby submitted to the General Meeting of Shareholders for consideration.

PART ONE

REPORT ON PERFORMANCE RESULTS

BUSINESS OPERATIONS AND INVESTMENT DEVELOPMENT PLAN FOR 2025

I. General Assessment.

- 2025 continued to be a challenging year for the construction materials manufacturing industry, as it faced general economic difficulties and long-standing, difficult-to-resolve limitations within the construction materials sector in particular. The Company was also affected by a series of market-wide difficulties, making the operational situation increasingly unpredictable.

- Input costs and logistics fluctuated upwards, with supply exceeding demand from the beginning of the first quarter to the middle of the third quarter. In the context of a prolonged unfavorable market and facing these difficulties and challenges, the Company only maintained operations of two production lines with low capacity, leading to increased management and production costs, and high production costs, which affected operational efficiency.

- Nevertheless, with the established management foundation, stability in each operational area, a dedicated workforce, along with the correct, flexible, and timely guidance and decisions of the Board of Directors and the Board of Management, and the determination and companionship of all employees, the Company overcame the challenges of 2025 and achieved notable results in its areas of operation.

II. Business Operations Results.

- During the year, the Board of Management made efforts to build many measures, solutions, and orientations for business operations, leveraging existing advantages and promoting internal resources to achieve the goals set by the Board of Directors and the General Meeting of Shareholders. The business operations results completed the targets set in the plan as follows:

No.	Indicator	Unit	Plan 2025	Actual		Ratio %	
				2025	2024	No.	2024
01	Revenue	Million VND	170,671	174,163	164,814	102.05	105.67

02	Profit after tax	Million VND	17,510	17,539	16,555	100.16	105.94
03	Profit/Revenue Ratio	%	10.26	10.07	10.04		

III. Assessment of 2025 Operations.

1. Human Resources Management.

- During the difficult period of downsizing, the Company implemented many solutions to maintain jobs and income for employees.
- Fully implemented regimes and policies for employees, participated in and fully paid social insurance and health insurance in accordance with regulations, and ensured timely salary payments without salary arrears.
- As of December 31, 2025, the headcount was 266 employees.
- Average income was 11,106,864 VND/person.

2. Production Operations Management.

- Closely followed the established plan targets to implement them in a timely manner, structured product production by month and quarter, and prioritized orders and high-consumption product groups to promptly meet market demand.
- Implementation results met and exceeded the established plan; the product's technical indicators and specifications complied with Vietnamese Standard and the manufacturer's published standards.
- The production workshop, in coordination with the Mechanical Workshop and the Technical Investment Department, strictly controlled the production chain processes, with product indicators monitored weekly for timely adjustments when necessary.
- Regarding new product research and development, in 2025, the Company produced many new products according to domestic market demand and products according to specific customer orders for export.

3. Business Operations Management.

- Business and customer service activities recorded many positive changes, especially in customer care quality, demonstrating that efforts to improve service quality have been highly appreciated by customers.
- During the year, the staff of the Sales Department and Representative Office made efforts to build and create cohesion through excellent sales system care.
- Maintained the market and distribution system well, organized support for the system during promotion, advertising, and sales through channels, and promptly delivered products to consumers.
- Coordinate with relevant departments to satisfactorily resolve any complaints from the system or consumers regarding product quality or service quality, if any.
- Organized effective post-sales collection, reduced outstanding receivables, long-term receivables, and high-risk receivables. Outstanding receivables as of December 31, 2025, were VND 1.038 Billion out of VND 186.767 Billion in revenue.

4. Investment and Development Management.

- Investment in infrastructure, procurement of new equipment, and automation-oriented technology brought practical results. The invested equipment met the needs for innovation in business operations to increase labor productivity, stabilize product quality, increase the recovery rate of products, reduce costs, and improve working conditions for employees.

No.	Work content	Unit	Plan	Actual	Note
01	Maintenance and Repair	Million VND	860	245	
02	Construction and New Investment	Million VND	3,364	889	
	Total		4,224	1,134	

5. Investor Rights.

- On August 28, 2025, paid the remaining 12% dividend for 2024.
- On December 19, 2025, paid an advance of 6% dividend for 2025.
- It is expected that the remaining dividend of 12% will be paid to investors, in accordance with the General Meeting of Shareholders' resolution assigning the 2025 profit distribution plan of 18%.

PART TWO

BUSINESS OPERATIONS AND INVESTMENT DEVELOPMENT PLAN OPERATIONAL ORIENTATION FOR 2026

1. Market Outlook.

- Construction materials market consumption at the end of the third quarter and in the fourth quarter of 2025 saw a fairly good growth rate compared to the first months of the year and the same period in 2024. This was a peak construction period, with many investment projects accelerating construction and completion progress.
- Compared to previous growth periods, this recovery is still considered not to have broken through, and profit margins for construction materials enterprises remain low due to high energy, logistics, and input material costs.
- However, cost pressures and market challenges remain, necessitating a cautious outlook on growth prospects. Entering 2026, opportunities and challenges will coexist, requiring the construction materials manufacturing industry to continue assessing demand in a timely manner to maintain operations.
- Therefore, the Company must proactively implement solutions in business operations: Effectively control operating costs and influencing factors, manage market supply and demand fluctuations, regulate operational scale, adjust production output according to the market, manage production well to reduce product costs, improve product quality, and promote sales activities in both domestic and export markets.

2. Business Operations Plan.

- Based on the business operations results achieved in 2025, forecasts and assessments of the market situation, input material costs, logistics costs, and other expenses increasing according to regulations, the Company has developed the 2026 business operations plan with the following targets:

No.	Item	Unit	Actual 2025	Plan 2026	Comparison %
					2026/ 2025
01	Total Revenue	Million VND	174,163	175,690	100.88
02	Profit after tax	Million VND	17,539	17,566	100.15
03	Profit/Revenue Ratio	%	10.07	10.00	

3. Investment and Development Plan.

No.	Work content	Unit	Plan	Note
01	Maintenance and Repair	Million VND	1,675	
02	Construction and New Investment	Million VND	6,350	
	Total		8,025	

4. Implementation Solutions.

4.1. Management Orientation.

- With the revenue and profit results achieved in 2025, which serve as a foundation for operations in 2026, the Board of Management will focus on implementing the following key tasks and solutions:
- + Maintain stability and certainty in production, sales, cash flow, and profit based on the criteria of goods supply capacity, product quality, and service quality.
- + Focus all existing resources on striving to complete the two targets of revenue and profit according to the established business operations plan.
- + Arrange labor for production stages reasonably to ensure jobs and stable average income to retain employees.
- + Closely monitor market supply and demand, promptly update the situation to have appropriate short, medium, and long-term orientations and adjustments in actual operational management at each point in time.
- + Research and develop additional new product groups to reduce pressure from overlap and competition from existing products on the market, and organize communication regarding the unique features of the company's products.
- + Develop plans to adapt to influencing factors such as: input materials, logistics costs, supply and demand, inventory, pricing policies, and production scale.

4.2. Production Orientation.

- Perform well on key factors such as: controlling output, weight, productivity, costs, and electricity consumption according to quotas, increasing recovery rates, and reducing waste rates to optimize and reduce production costs.
- Prioritize the production of product groups that have confirmed market taste and market share, regulate to ensure optimization between production output, consumption output, and

inventory output, and adjust production scale and capacity depending on market developments and existing resources.

- Maintain safe production operations, closely follow the business operations plan targets and established solutions to provide appropriate directions for each period, and structure the production of product groups to meet market demand.

4.3. Business Orientation.

- Determined to maintain the market, market share, brand position, and sales system, continue to seek customers, expand product consumption markets, and continuously review and adjust to build flexible policies to promote consumption.

- Continue to promote the activities of the sales team to strengthen marketing, enhance customer care activities, and focus on collecting and analyzing information about needs, trends, and competitors.

- Proactively diversify transportation channels to provide customers with products at the most suitable delivered-to-site price.

- Regularly monitor sales receivables, thereby determining appropriate sales strategies for each customer to propose optimal post-sales collection measures, minimize outstanding receivables and bad debt, and prevent default risk.

- Organize logistics and goods transportation services effectively, ensuring on-time delivery, correct quantities, and adherence to commitments to maintain customer trust and provide the best conditions for the distribution system in supplying products to consumers.

- Coordinate with relevant departments to propose solutions for promptly and satisfactorily resolving customer complaints, and suggest preventive measures to avoid recurrence in the future.

4.4. Financial Management.

- Develop financial plans and solutions for cash flow management, utilizing sales revenue and loans from credit institutions in a strict, flexible, timely, reasonable, and lawful manner, consistent with actual conditions to reduce financial costs while ensuring capital for business operations and investment at the My Xuan factory and the Chau Duc project.

- Strictly comply with current legal regulations regarding tax policies, financial obligations, reporting regimes, and information disclosure as required by the State Securities Commission.

- Fully implement policies and regimes for employees regarding wages, social insurance, and health insurance in accordance with regulations and on time for state management agencies; pay wages to employees on schedule without any wage arrears.

Conclusion.

The above is the report on the results of business operations in 2025 and the business direction and tasks for 2026 of the Board of Management, respectfully submitted to the General Meeting of Shareholders for consideration.

Finally, on behalf of the Board of General Directors, I wish the members of the Board of Directors, the Supervisory Board, and the esteemed shareholders good health and success. I wish the 2026 Annual General Meeting of Shareholders of My Xuan Brick Tile Pottery and Construction Joint Stock Company great success.

Sincerely!

Tan Thanh, March 31, 2026

GENERAL DIRECTOR



NGUYEN VAN SON





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REPORT OF THE BOARD OF DIRECTORS
MY XUAN BRICK TILE POTTERY AND CONSTRUCTION
JOINT STOCK COMPANY

At the 2026 Annual General Meeting of Shareholders

Dear Shareholders

On behalf of the Board of Directors, I would like to report to the General Meeting of Shareholders on the operating results and governance work in 2025, and the operational orientation for 2026 as follows:

Part One: Assessment of 2025 operating results

I. General assessment.

- The construction materials market saw higher consumption growth in the final months of 2025 compared to the beginning of the year. This was a peak construction period as investment projects accelerated their construction and completion schedules. The Company was able to increase production capacity, achieve strong product sales, reduce inventory, and alleviate financial pressure.
- Recognizing the advantages, difficulties, opportunities, and challenges from the beginning of 2025, the Board of Directors oriented activities across the entire Company to make timely decisions and provide solutions for issues affecting operational efficiency.
- The orientations, policies, and directives of the Board of Directors were implemented and applied by the Board of Directors in accordance with the practical situation of each period, bringing good results for the Company, employees, and shareholders.
- Supervised the maintenance of safety and transparency to ensure operations comply with the Charter, resolutions of the General Meeting of Shareholders, and the law. The overall results were: Ensuring the safety of capital and assets, ensuring investments were made for the right purposes and effectively, maintaining and completing revenue and profit targets, fulfilling obligations to the State, ensuring policies for employees, and advancing and paying dividends to investors in accordance with the resolutions of the General Meeting of Shareholders.

The list of the Board of Directors for the 2024 - 2029 term consists of 5 members as of the reporting date.

No.	Full name	Title	Date of election	Notes
01	Du Quoc Trung	Chairman	26/04/2024	
02	Nguyen Van Son	Member	26/04/2024	
03	Nguyen Huu Quang	Member	26/04/2024	



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No.	Full name	Title	Date of election	Notes
04	Nguyen Thi Phuong Quyen	Member	26/04/2024	
05	Nguyen Van Hieu	Member	26/04/2024	

II. Summary of business operations.

1. Results.

During the year, the Board of Directors organized periodic meetings according to the working regulations to resolve tasks as required by operations. The resolutions and decisions issued by the Board of Directors were implemented in a timely manner. The Board of Directors performed well in complying with the provisions of the Charter, operational regulations, State Securities Commission regulations, and legal requirements.

No.	Resolution number	Date	Content	Approval rate
1	01/NQ/HĐQT/2025	17/01/2025	<ul style="list-style-type: none"> - Approve the business results of the fourth quarter of 2024 with the following indicators: <ul style="list-style-type: none"> + Revenue: VND 41,809,060,111 + Profit: VND 4,317,658,211 - Approve the 2025 production and business plan. <ul style="list-style-type: none"> + Revenue: VND 170,671,186,428 + Profit: VND 17,510,222,796 - Approve the 2025 development investment plan. <ul style="list-style-type: none"> + Repairs: VND 860,000,000 + New construction: VND 3,364,000,000 - Authorize the General Director to negotiate and sign economic contracts with companies signing with internal persons and related persons (07 companies) <ul style="list-style-type: none"> + Phu My Xuan Co., Ltd. + Dai Huu Corporation + Tan Quang Cuong - Binh Thuan Investment Joint Stock Company + Gia Thy Investment Corporation + Hoc Minh Thanh Co., Ltd. + Gia Thang Investment Construction Corporation + Gia Vo Manufacturing Trading Joint Stock Company 	100%
2	02/NQ/HĐQT/2025	26/02/2025	- Agree on the time for the 2025 Annual General Meeting of Shareholders as	100%



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MY XUAN BRICK TILE POTTERY AND CONSTRUCTION JOINT STOCK COMPANY

Address: Suoi Nhum Quarter – Tan Thanh Ward – Ho Chi Minh City

Tel: (0254) – 3876770 – 3839349 – 3893150 Fax: 0254 - 3894168

Email: myxuanvt06@yahoo.com Website: www.myxuan-vt.com.vn

No.	Resolution number	Date	Content	Approval rate
			<p>follows:</p> <ul style="list-style-type: none"> + Meeting time: April 24, 2025 + Meeting location: Company Hall + Address: Suoi Nhum Quarter, Hac Dich Ward, Phu My Town, Ba Ria - Vung Tau Province. <p>+ Final registration date to close the list of shareholders: March 20, 2025;</p>	
3	03/NQ/HĐQT/2025	26/03/2025	- Approve the meeting documents for the Annual General Meeting of Shareholders held on April 24, 2025:	100%
4	04/NQ/HĐQT/2025	18/04/2025	<p>- Approve the production and business results of the first quarter of 2025 with the following indicators:</p> <ul style="list-style-type: none"> + Revenue: VND 29,643,204,157 + Profit: VND 1,565,989,990 	100%
5	05/NQ/HĐQT/2025	17/06/2025	<p>Unanimously approve the selection of the auditing firm for the 2025 financial statements as follows:</p> <p>VIETVALUES Auditing and Consulting Co., Ltd (a member firm of JPA International). <i>Address at 33 Phan Van Khoe, Ward 13, District 5, Ho Chi Minh City</i>, to perform the review service of the semi-annual financial statements and the audit of the 2025 financial statements.</p>	100%
6	06/NQ/HĐQT/2025	18/07/2025	<p>Approve the production and business results of the second quarter of 2025 with the following indicators:</p> <ul style="list-style-type: none"> + Revenue: VND 51,904,913,273 + Profit: VND 4,764,484,198 <p>Agree on the payment time for the second dividend of 2024:</p> <ul style="list-style-type: none"> + Dividend rate: 12% of charter capital + Payment time: August 28, 2025 	100%



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No.	Resolution number	Date	Content	Approval rate
07	07/NQ/HĐQT/2025	17/10/2025	Approve the production and business results of the third quarter of 2025 with the following indicators: + Revenue: VND 44,165,849,777 + Profit: VND 5,464,102,609 - Agree on the first dividend advance for 2025 + Dividend rate: 6% of charter capital + Payment time: December 19, 2025	100%

2. Implementation of the 2025 General Meeting of Shareholders' resolutions.

The Board of Directors directed and supervised the implementation of the contents of the General Meeting of Shareholders' resolution passed on April 24, 2025, specifically as follows:

2.1. Profit distribution for 2024 and 2025 dividend advance.

- August 28, 2025: Payment of the remaining 12% dividend for 2024.
- December 19, 2025: Advance payment of 6% dividend for 2025.

2.2. 2025 Production and Business results.

- The Board of Directors focused all efforts on orienting solutions, strengthening governance and supervision to ensure stable operations, overcoming difficulties, and ensuring the completion of the set plan targets.

No.	Indicator	Unit	Plan 2025	Actual		Ratio %	
				2025	2024	Plan	2024
01	Revenue	Million VND	170,671	174,163	164,814	102.05	105.67
02	Profit after tax	Million VND	17,510	17,539	16,555	100.16	105.94
03	Profit/Revenue ratio	%	10.26	10.07	10.04		

2.3. Development investment results.

No.	Work content	Unit	Plan	Actual	Notes
01	Repairs	Million VND	860	245	
02	New construction and investment	Million VND	3.364	889	



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	Total		4,224	1,134	
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2.4. Payment of remuneration for the Board of Directors, Board of Supervisors, and Secretary.

No.	Position	Quantity (persons)	Monthly remuneration of each member	Monthly remuneration	Annual remuneration
1	Chairman of the Board of Directors	1	20,000,000	20,000,000	240,000,000
2	Member of the Board of Directors	4	8,000,000	32,000,000	384,000,000
3	Head of Board of Supervisors	1	8,000,000	8,000,000	96,000,000
4	Member of Board of Supervisors	2	7,000,000	14,000,000	168,000,000
5	Secretary of the Board of Directors	1	2,000,000	2,000,000	24,000,000
	TOTAL	9		76,000,000	912,000,000

2.5. Selection of the auditing firm.

The Supervisory Board proposed that the Board of Directors sign an audit contract with Vietvalues Auditing and Consulting Co., Ltd (a member firm of JPA International). Address: 33 Phan Van Khoe, Ward 13, District 5, Ho Chi Minh City, to perform semi-annual financial statement review and 2025 annual financial statement audit services: Contract No. 2133/25/AUD.VVALUES signed on June 23, 2025, which has been reported to the State Securities Commission and the Hanoi Stock Exchange, and disclosed on the website.

III. Results of supervising the General Director and members of the Board of Management.

The Board of Management organized operations effectively in management, and the provision of information and report data between the Board of Management and the Board of Directors as requested was carried out strictly, clearly, and transparently.

In coordination with the Board of Supervisors and Vietvalues Auditing and Consulting Co., Ltd (the auditing firm), the Board of Management performed periodic inventory and quarterly, semi-annual, and annual financial statement audits well. The results of the control and audit confirmed that the activities of the Board of Management complied with the Charter, the contents of the General Meeting of Shareholders' resolutions, the Board of Directors' resolutions, and the legal regulations of the State and the State Securities Commission.

Members of the Board of Management are in charge of specific areas, with clear decentralization and responsibility, presiding over periodic and extraordinary briefings to closely monitor ongoing work in order to direct and provide timely solutions.



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Based on that orientation, the Board of Management has effectively controlled the financial, investment, and production and business situation, leveraging and combining all available resources to achieve the highest possible efficiency for the Company's operations.

Conclusion: In 2025, the Board of Directors coordinated with the Board of Management to implement the tasks and goals approved by the General Meeting of Shareholders. Simultaneously, the Board of Directors met quarterly with the Board of Management and issued resolutions to timely support the Board of Management in implementing operational solutions for production and business, resolving difficulties, and adhering to the established goals. The Board of Directors performed well and complied strictly and fully with the Charter, operational regulations, and the duties of the Board of Directors. The production and business results achieved the year's targets.

IV. Activities of independent members of the Board of Directors and the independent members' assessment of the Board of Directors' activities.

Participated fully in periodic meetings of the Board of Directors in 2025. Meetings were conducted according to the company's correct procedures and regulations. Meeting contents were discussed thoroughly to provide appropriate strategic orientations, and decisions were made via written opinions or internal communication channels.

Supervision of corporate governance and information transparency: The Company discloses information in accordance with the law, ensures shareholder rights, and complies strictly with the Law on Enterprises regarding transactions with related parties. The Board of Directors ensures compliance with corporate governance regulations, with no violations.

Regarding the organization of Board of Directors meetings: In 2025, the Board of Directors held 07 meetings. The meetings were conducted with specific schedules and contents in accordance with the regulations on meeting organization. All meeting contents were discussed, fully evaluated, and carefully considered by members of the Board of Directors to provide the best orientations and solutions for the Company. The Board of Directors and the Board of Management frequently exchanged and discussed business strategy, financial strategy, management system development, and corporate culture.

General assessment of the Board of Directors' activities: The Company's Board of Directors' tasks in 2025 were carried out in accordance with the Board's operational plan, closely following the contents of the 2025 General Meeting of Shareholders' resolution, and in compliance with the Charter and internal corporate governance regulations. The Board of Directors provided guidance to help the Company's leadership successfully meet the 2025 revenue and profit targets despite challenging market conditions, fulfilled obligations to the State Budget, and increased benefits for shareholders and stable income for employees.



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Part Two: Operational orientation for 2026

1. General assessment.

The 2026 production and business plan is built on the basis of existing resources, factory capacity, market situation, and competitors. It is based on the analysis of the results achieved in 2025 and an assessment of opportunities and challenges to build the 2026 production and business plan.

2026 production and business plan targets.

No.	Indicator	Unit	Actual 2025	Plan 2026	Comparison %
					2026/ 2025
01	Total revenue	Million VND	174,163	175,690	100.88
02	Profit after tax	Million VND	17,539	17,566	100.15
03	Profit/Revenue ratio	%	10.07	10.00	

2. Development investment plan.

No.	Work content	Unit	Plan	Notes
01	Repairs	Million VND	1,675	
02	Construction and new investment	Million VND	6,350	
	Total		8,025	

3. Operational orientation.

3.1. General orientation

Short, medium, and long-term: Continue production and business of fired clay brick and tile products, colored cement tiles, and glazed tiles, as these are the areas that bring revenue and profit to the Company. Preserve, use effectively, and use for the right purposes the capital in operations, internal investment, and external investment.

The Chairman and members of the Board of Directors closely follow assigned tasks to implement, orient, direct, and supervise the Board of Management in building monthly and quarterly production and business targets based on the annual plan, responding to factors that may affect operations such as: input raw materials, market demand, large inventory, production scale, and product selling prices.

Quarterly, the Board of Directors meets with the Board of Management to assess the operational situation, determine targets, tasks, and implementation solutions. The goals and tasks will be unanimously approved by the Board of Directors via resolution as a basis for the Board of Management to implement.

3.2. Development investment work.



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Urgently work with the Ho Chi Minh City People's Committee and relevant departments to complete the procedures and legal documents for the My Xuan - Chau Duc High-end Brick and Tile Factory project, in order to have sufficient legal basis to proceed with the construction of factory items and complete them according to the timeline in the Decision on Adjustment of Investment Policy No. 1955/QĐ-UBND dated June 24, 2025.

Invest in and operate digital transformation to improve efficiency in governance and management.

3.3. Personnel work

Ensure stable work and income for employees, and regularly train existing staff to meet the requirements of development scale and management. Plan and train management-level personnel for subsequent terms.

3.4. In production:

- + Effectively control the consumption of raw materials in all stages, strengthen product quality inspection and control, and minimize defective products.

- + Execute production management of products according to market demand, maintain strict and rigorous application of system management, and maximize the working capacity of employees to enhance the efficiency of production and business activities.

- + Focus on producing product groups with high value-added and low raw material consumption, improve product designs to meet the increasingly high consumer demand to increase revenue and profit, adjust production output in line with sales volume, and avoid large inventory levels to minimize risks such as: Price reductions due to product quality degradation, financial expenses for inventory, and inventory shrinkage.

3.5. In business:

- + Invest in marketing communications to build and manage the brand based on product quality, service quality, and staff quality.

- + Maintain and secure the market and sales distribution system in existing areas, while promoting marketing activities to find new domestic and export customers, strengthen customer care activities, and focus on collecting and analyzing information on market trends and competitors to have appropriate policies.

Research and develop additional new product groups to reduce the pressure of overlap and competition from existing products on the market.

Conclusion: The above is the report of the Board of Directors for 2025 and the operational orientation of the Board of Directors and the Company for 2026. Facing unfavorable socio-economic conditions, the Board of Directors will strive to coordinate with the Board of Management to develop appropriate production and business organization plans, timely resolve all obstacles to successfully perform the tasks assigned by the General Meeting of Shareholders, continue to maintain stable production, ensure jobs and income for employees, and uphold the market share and brand position of MY XUAN - VT and MY XUAN – VUNG TAU in the market.



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The Chairman of the Board of Directors and members of the Board of Directors commit to successfully implementing the resolution of the General Meeting of Shareholders with the functions of directing, supervising, supporting, and orienting production, business, and development investment activities with a high sense of responsibility and the best efficiency for the Company.

On behalf of the Board of Directors, I wish the esteemed shareholders good health and wish the 2026 Annual General Meeting of Shareholders of My Xuan Brick Tile Pottery And Construction Joint Stock Company great success.

Sincerely thank you!

Tan Thanh, March 31, 2026

**ON BEHALF OF THE BOARD OF
DIRECTORS**

CHAIRMAN



DU QUỐC TRUNG



INDEPENDENT AUDITOR'S REPORT

**To: SHAREHOLDERS, THE BOARD OF MANAGEMENT AND
THE BOARD OF DIRECTORS
MY XUAN BRICK TILE POTTERY AND CONSTRUCTION JSC**

We have audited the accompanying financial statements of My Xuan Brick Tile Pottery and Construction JSC (hereafter referred to as "the Company"), prepared on 23rd March 2026, from page 07 to page 33 which comprise the Balance Sheet as at 31st December 2025, the Income Statement, the Cash Flows Statement for the fiscal year then ended and the Notes to the Financial Statements.

Responsibility of the Board of Directors

The Board of Directors of the Company is responsible for the preparation and fair presentation of these financial statements in accordance with the accounting standards, the Vietnamese enterprises' accounting regime as well as other related regulations and for such internal control as the Board of Directors of the Company determines necessary to enable the preparation and presentation of separate financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with the Vietnamese Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance whether the financial statements of the Company are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Company's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Board of Directors of the Company, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.



Auditor's opinion

In our opinion, the financial statements referred to above give a true and fair view, in all material respects, of the financial position of My Xuan Brick Tile Pottery and Construction JSC as at 31st December 2025, as well as the business results and the cash flows for the fiscal year then ended in conformity with the prevailing accounting standards, the Vietnamese enterprises' accounting regime as well as legal regulations related to the preparation and presentation of the financial statements.

Ho Chi Minh city, 23rd March 2026

VIETVALUES Audit and Consulting Co., Ltd.



Tran Van Hiep – Deputy General Director
Certificate of registration for
practicing audit No. 2141-2023-071-1
Authorized signature

Le Thi Dieu Hien - Auditor
Certificate of registration for
practicing audit No. 6307-2023-071-1

File:

- As above.
- **VIETVALUES.**



Tan Thanh, March 16, 2025

2025 BOARD OF SUPERVISORS ACTIVITY REPORT

To: 2026 Annual General Meeting of Shareholders

Based on the functions, duties, and powers of the Board of Supervisors as stipulated in the Charter of My Xuan Brick Tile Pottery And Construction Joint Stock Company.

The Board of Supervisors reports on the results of its supervision of the operations of My Xuan Brick Tile Pottery And Construction Joint Stock Company (hereinafter referred to as the Company) in 2025 as follows:

I/ Composition of the Board of Supervisors:

The Board of Supervisors consists of 3 members:

1- Mr. Pham Van Hau	Head of the Board of Supervisors
2- Mr. Nguyen The Do	Member of the Board of Supervisors
3- Mr. Luu Thanh Binh	Member of the Board of Supervisors

II/ Activities of the Board of Supervisors in 2025:

1/ General activities of the Board of Supervisors:

- Inspect and supervise the implementation of Resolutions of the General Meeting of Shareholders, Resolutions of the Board of Directors, and internal documents issued for the management and operation of the Company.

- Inspect and supervise the implementation of production and business plans, production and business processes, management and use of machinery and equipment, workshops, assets, clay mine operations, and the Company's repair and new investment activities.

- Supervise the system of processes, regulations, and internal management policies of Departments and Workshops stored by the Human Resources and Administration Department, along with labor recruitment regulations and employee welfare policies.

- Inspect compliance with internal regulations by departments within the Company.

- Participate in periodic asset inventories every 6 and 12 months.

- Review the Company's periodic quarterly and annual financial statements, and analyze and evaluate the financial situation and business performance.

- Monitor and supervise information disclosure in accordance with the regulations of the State Securities Commission.

- Prepare the 2024 Board of Supervisors activity report for presentation to the 2025 Annual General Meeting of Shareholders.

- In 2025, the Board of Supervisors held 06 meetings with full attendance of all members. Specific details are as follows:

Meeting	Time	Minutes No.	Content
Period 1	10/01/2025	01/BKS/2025	<ul style="list-style-type: none"> - Review financial statements for Q4 and the cumulative year 2024 - Review Investment - Production Workshop report for Q4 2024 - Review sales activity report of the Sales Department for Q4 2024
Period 2	26/03/2025	02/BKS/2025	Review documents for the General Meeting of Shareholders on April 24, 2025
Period 3	11/04/2024	03/BKS/2025	<ul style="list-style-type: none"> - Review financial statements for Q1 2025 - Review Board of Directors activities for Q1 2025 - Review Investment - Clay Mine - Production Workshop - Technical & Investment Department report for Q1 2025 - Review sales activity report of the Sales Department for Q1 2025 - Review Human Resources and Administration Department activities for Q1 2025
Period 4	10/06/2025	04/BKS/ 2025	Select an auditing firm for the 2025 financial statements of My Xuan Brick Tile Pottery And Construction Joint Stock Company
Period 5	12/07/2025	05/BKS/2025	<ul style="list-style-type: none"> - Review financial statements for the first 6 months of 2025 - Review Board of Directors activities for Q2 2025 - Review Investment - Clay Mine - Production Workshop - Technical & Investment Department report for Q2 2025 - Review sales activity report of the Sales Department for Q2 2025 - Review Human Resources and Administration Department activities for Q2 2025
Period 6	11/10/2025	06/BKS/2025	<ul style="list-style-type: none"> - Review financial statements for the first 9 months of 2025 - Review Board of Directors activities for Q3 2025

			<ul style="list-style-type: none"> - Review Investment - Clay Mine - Production Workshop - Technical & Investment Department report for Q3 2025 - Review sales activity report of the Sales Department for Q3 2025 - Review Human Resources and Administration Department activities for Q3 2025
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2/ Remuneration and other benefits:

The remuneration for the Board of Supervisors in 2025 was implemented in accordance with Resolution No. 01/NQ-ĐHĐCĐ.2025 approved by the General Meeting of Shareholders on April 24, 2025. The total remuneration, operating expenses, and concurrent position salaries of the Board of Supervisors paid during the year amounted to VND 283,180,000. In which:

+ Remuneration was VND 264,000,000.

+ Operating expenses were VND 19,180,000.

3/ Supervision of the implementation of Resolutions of the General Meeting of Shareholders:

- Implemented the distribution and appropriation of funds in accordance with the ratios set forth by the General Meeting of Shareholders.

- Negotiated and signed a contract with Vietvalues Auditing and Consulting Co., Ltd for the 2025 audit.

- The Company paid the second dividend of 2024 at a rate of 12% on August 28, 2025, and advanced the first dividend of 2025 at a rate of 6% on December 19, 2025, to shareholders.

- Effectively cared for the lives of the Company's employees, helping to complete the assigned plans.

4/ Financial and operational situation of the Company in 2025:

a/ Results of production and business activities:

Unit: Million VND

No.	Indicator	2025 Plan	2025 Actual	2024 Actual	Compared to 2025 Plan	Compared to 2024
		(1)	(2)	(3)	(4) = (2)/(1)	(5) = (2)/(3)
1	Total income	170,835	174,394	164,987	102.18%	105.70%
1.1	Net revenue	170,671	174,163	164,814	102.05%	105.67%
1.2	Financial income	69	60	123	86.96%	48.78%
1.3	Other income	96	171	50	178.13%	342%
2	Profit after tax	17,510	17,539	16,555	100.16%	105.94%

3	Profit/Net Revenue Ratio (%)	10.26	10.07	10.04		
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b/ Financial situation of the Company:

The financial situation of the Company as of December 31, 2025, has been clearly and accurately reflected in the annual report and the report of the General Director presented to the General Meeting of Shareholders. The Company's current financial situation is sound, ensuring that production and business activities proceed normally.

5/ Results of supervision of members of the Board of Directors, members of the Board of Management, and other managers:

- The Board of Supervisors did not observe any irregularities in the activities of the Board of Directors, the Board of Management, and the Company's managers.

- The Board of Supervisors unanimously approved the Report on production and business results, the profit distribution plan, and the status of the Company's fund appropriations.

- In 2025, the Board of Directors and the Board of General Directors provided timely direction and proposed appropriate solutions for production and business activities.

6/ Evaluation report on transactions between the company, its subsidiaries, companies controlled by the public company with over 50% of charter capital, and members of the Board of Directors, the General Director (Director), other managers of the company, and related persons of such subjects; transactions between the company and companies in which members of the Board of Directors, the General Director (Director), or other managers of the enterprise are founding members or managers within the last 03 years prior to the transaction date.

These transactions were disclosed by the Company in the 2025 Corporate Governance Report prepared on January 19, 2025. The content of the services mainly concerns the provision of machinery, equipment, and workshop leasing services, as well as the trading of products, materials, and spare parts, and product consumption. The transactions have been fully disclosed and approved in accordance with the Company's Charter.

III/ Conclusion of the 2025 Board of Supervisors activity report:

- The Board of Supervisors confirms that the Company's production and business activities in 2025 remained stable and complied with current accounting regulations and standards, circulars guiding State laws, and the Company's regulations.

- The figures reflected in the 2025 financial statements are full, timely, clear, accurate, honest, reasonable, and objective, correctly reflecting the Company's assets and capital situation as of December 31, 2025, and have been confirmed by the auditing firm.

IV/ Activity orientation of the Board of Supervisors in 2026:

- Continue to perform the duties of the Board of Supervisors: supervise the Company's activities in complying with the Charter and Resolutions of the General Meeting of Shareholders.

- Closely follow the Company's activities to provide contributions and advice to the Board of Directors and the Board of Management in the management and operation of the Company to achieve the set targets.

- The supervisors will strive to complete their duties in 2026.

The above is the report on the results of the Board of Supervisors' performance in 2025 and its activity orientation for 2026.

Respectfully submitted to the General Meeting.

**ON BEHALF OF THE BOARD OF SUPERVISORS
HEAD OF THE BOARD**



PHAM VAN HAU



No.: 01/TTr – BKS

Tan Thanh, March 15, 2026

PROPOSAL

**“Regarding the authorization for the Board of Directors to
select an independent audit firm for 2026”**

To: The Annual General Meeting of Shareholders 2026

- Pursuant to the Charter on organization and operation of My Xuan Brick Tile Pottery and Construction Joint Stock Company (hereinafter referred to as the “Company”);
- Pursuant to Decision No. 3838/QĐ-BTC dated November 14, 2025 of the Ministry of Finance regarding the approval of audit firms and practicing auditors eligible to audit public-interest entities in 2026.

The selection of the audit firm of the listed company must be decided by the Annual General Meeting of Shareholders and must satisfy the following conditions:

- Being approved by the State Securities Commission to audit listed entities.
- Demonstrating integrity, high professional ethics, and strong reputation to enhance the credibility and reliability of the Company’s financial statements.
Providing consultancy and support to the Company in improving its accounting system and accounting practices.
- Having reasonable audit fees.

To select an audit firm that meets the above criteria, the Board of Supervisors respectfully submits to the Annual General Meeting of Shareholders 2026 the following list of audit firms:

- Approval of the list of audit firms authorized to audit the 2026 financial statements, specifically:

**APPROVAL OF THE LIST OF AUDIT FIRMS AUTHORIZED TO
AUDIT THE 2026 FINANCIAL STATEMENTS, SPECIFICALLY**
(Attached to Decision No. 902/QĐ-UBCK dated November 19, 2025 of the
Chairman of the State Securities Commission)

No.	Audit firm	Address
1	KPMG Limited (KPMG)	Floor 46, Keangnam Landmark 72, Pham Hung Street, Me Tri Ward, Hanoi
2	AASC Auditing Firm Company Limited (AASC)	No. 1, Le Phung Hieu Street, Trang Tien Ward, Hanoi
3	A&C Auditing and Consulting Company Limited (A&C)	No. 02 Truong Son Street, Ward 2, Tan Binh District, Ho Chi Minh City

4	MOORE AISC Auditing and Informatics Services Company Limited (MOORE AISC)	No. 389A Dien Bien Phu Street, Vo Thi Sau Ward, Ho Chi Minh City
5	PWC (Vietnam) Limited (Việt Nam) (PWC)	No. 29 Le Duan Street, Ben Nghe Ward, Ho Chi Minh City
6	Grant Thornton (Vietnam) Limited (GT)	Floor 18, Hoa Binh International Tower, 106 Hoang Quoc Viet Street, Nghia Do Ward, Hanoi
7	AAC Auditing and Accounting Company Limited (AAC)	218 Street 30/4, Hoa Cuong Bac Ward, Da Nang
8	Southern Auditing and Accounting Financial Consulting Services Company Limited (AASCS)	No. 29 Vo Thi Sau Street, Da Kao Ward, District 1, Ho Chi Minh City
9	PKF-TTG Auditing and Advisory Company Limited (PKF-TTG)	No. 22 Le Trong Tan Street, Dinh Cong Ward, Hanoi
10	RSM Vietnam Auditing & Consulting Company Limited (RSM)	140–142 Bis Hai Ba Trung Street, Da Kao Ward, Ho Chi Minh City
11	Viet Nam Auditing & Evaluation Company Limited (VAE)	Floor 11, Song Da Building, Alley 165 Cau Giay Street, Dich Vong Ward, Hanoi
12	BDO Audit Services Company Limited (BDO)	Floor 20, ICON 4 Building, No. 243A De La Thanh Street, Lang Thuong Ward, Hanoi
13	Deloitte Vietnam Audit Company Limited (Deloitte)	Floor 12, Diamond Park Plaza Building, 16 Lang Ha Street, Giang Vo Ward, Hanoi
14	VIETVALUES Auditing and Consulting Co., Ltd. (VIETVALUES)	33 Phan Van Khoe Street, Ward 13, District 5, Ho Chi Minh City
15	International Auditing Company Limited (ICPA)	Floor 15, Center Building – Hapulico Complex, No. 01 Nguyen Huy Tuong Street, Hanoi
16	Ernst & Young Viet Nam Limited (E&Y)	No. 2 Hai Trieu Street, Ben Nghe Ward, Ho Chi Minh City
17	UHY Auditing and Consulting Company Limited (UHY)	Floor 5, Building B2, Roman Plaza, To Huu Street, Dai Mo Ward, Hanoi
18	Nhan Tam Viet Auditing Company Limited (NTV)	Floor 2, Platinum Residences Building, No. 06 Nguyen Cong Hoan Street, Hanoi
19	AFC Vietnam Auditing Company Limited (AFC)	Floor 2, No. 09 Nguyen Dinh Chieu Street, Da Kao Ward, Ho Chi Minh City
20	VACO Auditing Company Limited (VACO)	Floor 12A, Corporation 319 Building, No. 63 Le Van Luong Street, Hanoi

21	ECOVIS AFA Vietnam Auditing - Appraisal and Consulting Company Limited (ECOVIS AFA)	No. 142 Xo Viet Nghe Tinh Street, Hai Chau District, Da Nang
22	ASCO Firm Auditing and Valuation Company Limited (ASCO)	No. 2, Alley 308 Le Trong Tan Street, Dinh Cong Ward, Hanoi
23	NVA Auditing Company Limited (NVA)	54/3 Nguyen Binh Khiem Street, Da Kao Ward, District 1, Ho Chi Minh City
24	An Viet Auditing Company Limited (An Việt)	Floor 12, No. 167 Bui Thi Xuan Street, Nguyen Du Ward, Hanoi
25	International Auditing and Valuation Company Limited (IVA)	A-TT5-3 Him Lam Van Phuc Residential Area, Ha Dong District, Hanoi
26	Viet Nam Auditing and Valuation Company Limited (AVA)	Floor 14, Sudico Building, Me Tri Street, Nam Tu Liem District, Hanoi
27	CPA Vietnam Auditing Company Limited (CPA VN)	Floor 8, VG Office Building, No. 235 Nguyen Trai Street, Hanoi
28	FAC Auditing Company Limited (FAC)	64/4 DHT 21 Street, Dong Hung Thuan Ward, Ho Chi Minh City

To authorize the Board of Directors to select one of the above-mentioned audit firms to audit the Company's financial statements in accordance with applicable laws and regulations for the fiscal year 2026.

The Board of Supervisors respectfully submits this matter to the Annual General Meeting of Shareholders 2026 for consideration and approval.

Respectfully submitted!

Recipients:

- As above;
- Archived: BOD, BOS, AD.

**ON BEHALF OF
THE BOARD OF SUPERVISORS
HEAD OF THE BOARD**



PHAM VAN HAU

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom – Happiness.

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Tan Thanh, April 23, 2026

PROPOSAL

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

APRIL 23, 2026

To: Annual General Meeting of Shareholders 2026

- Pursuant to the Law on Enterprises dated June 17, 2020

- Pursuant to the Charter of My Xuan Brick Tile Pottery and Construction Joint Stock Company approved by the Annual General Meeting of Shareholders on April 21, 2023

The Board of Directors of My Xuan Brick Tile Pottery and Construction Joint Stock Company submits to the General Meeting of Shareholders the following contents for voting:

1. Report on production-business results in 2025

Unit: VND

Indicators	Implemented		2025 Plan	Comparison % implemented with	
	2024	2025		2025 Plan	2024 Actual
Net Revenue	164,814,261,304	174,162,597,479	170,671,186,428	102.05%	105.67%
Cost of Goods Sold	111,991,739,552	118,101,708,133	113,772,675,904	103.80%	105.46%
Gross Profit	52,822,521,752	56,060,889,346	56,898,510,524	98.53%	106.13%
Financial income	122,632,815	59,967,292	68,500,000	87.54%	48.90%
Operating Expenses	31,424,189,714	33,716,099,573	34,874,732,028	96.68%	107.29%
Operating Profit	21,520,964,853	22,404,757,065	22,092,278,496	101.41%	104.11%
Other Profit	(474,727,561)	(198,909,372)	(204,500,000)	97.27%	41.90%
Profit Before Tax	21,046,237,292	22,205,847,693	21,887,778,496	101.45%	105.51%
Corporate Income Tax Expense	4,523,936,681	4,654,238,460	4,377,555,700	106.32%	102.88%

Indicators	Implemented		2025 Plan	Comparison % implemented with	
	2024	2025		2025 Plan	2024 Actual
Corporate Deferred Income Tax	(33,026,972)	12,610,305			
Profit After Tax	16,555,327,583	17,538,998,928	17,510,222,796	100.16%	105.94%

2. The 2025 financial statements have been audited

Unit: VND

Indicators	2024	2025	Percentage Increase (+), Decrease (-)
Total Assets	160,368,193,371	134,587,191,180	-16.08%
Net Revenue	164,814,261,304	174,162,597,479	5.67%
Profit from Operating Activities	21,520,964,853	22,404,757,065	4.11%
Other Profit	(474,727,561)	(198,909,372)	-58.10%
Profit Before Tax	21,046,237,292	22,205,847,693	5.51%
Profit After Tax	16,555,327,583	17,538,998,928	5.94%
Dividend payout ratio (Cash Payment)	16.0%	18.0%	12.50%
- Payment Phase 2/2023	10%		
- Payment Phase 1/2024	6%		
- Payment Phase 2/2024		12%	
- Payment Phase 1/2025		6%	

3. Profit distribution plan for 2025.

Unit: VND

No.	Description	Percentage of Profit After Tax	Amount	Note
I	Undistributed Profit		36,846,467,175	
1	Accumulated undistributed Profit After Tax up to the end of the previous period		19,307,468,247	
2	Profit After Tax Year 2025		17,538,998,928	
II	Profit After Tax Distribution Year 2025		21,603,243,499	
1	Allocation to Development Investment Fund	4.0%	701,559,958	
2	Allocation to Reward Fund	20.0%	3,507,799,785	
3	Allocation to Welfare Fund	2.0%	350,779,978	

No.	Description	Percentage of Profit After Tax	Amount	Note
4	Allocation to Bonus Fund for Board of Management, Board of Directors, Board of Supervisors		781,091,978	
	<i>From Profit after tax in 2024 (in accordance with the Resolution of General Meeting Shareholder dated 24/04/2025)</i>	2.0%	331,106,552	<i>Appropriate in 2025</i>
	From the after-tax profit of 2025:	2.5%	449,985,426	
	+ Bonus for achieving the 2025 profit plan	2.5%	438,474,973	<i>Appropriate in 2025</i>
	+ Bonus for exceeding the 2025 profit plan (40% of the excess over the 2025 planned profit)		11,510,453	<i>Appropriate in 2026</i>
5	Other Fund		0	
6	Dividend Payment		16,262,011,800	<i>18% of Charter Capital</i>
III	Total Undistributed Profit After Tax		15,243,223,676	

4. Investment and development results in 2025.

Unit: VND

No.	Investment Item/Project Name	Plan	Actual 2025				Note
			01/01/2025	Increase	Decrease	31/12/2025	
I	Repairs	860,000,000	-	245,509,864	245,509,864	-	
1.	Replacement of factory roof sheeting	360,000,000	-	81,235,365	81,235,365	-	
2	Minor repairs (yard flooring, leak prevention, etc.)	500,000,000	-	164,274,499	164,274,499	-	
II	Construction and New Investment	3,364,000,000	-	888,888,889	888,888,889	-	
1	xcavator (2.3 M³ capacity)	1,000,000,000	-	888,888,889	888,888,889	-	<i>Increase in assets serving brick and tile production</i>
2	Ultrafine grinding system	1,600,000,000	-	-	-	-	
3	Raw material storage facility (DC 1)	264,000,000	-	-	-	-	
4	Other Costs (Contingency)	500,000,000					
III	In-progress Construction (*)		68,824,698,926	32,395,673	-	8,106,377,777	
A	<i>My Xuan clay mine and brick & tile manufacturing plant in My Xuan</i>		8,073,982,104	32,395,673	-	8,106,377,777	
1	Compensation costs for the expansion of My Xuan 1 clay mine (<i>remaining land acquisition area</i>)		1,840,433,247	32,395,673		1,872,828,920	
2	Land for expansion of raw material storage at My Xuan Plant		2,356,470,000	-	-	2,356,470,000	

No.	Investment Item/Project Name	Plan	Actual 2025				Note
			01/01/2025	Increase	Decrease	31/12/2025	
3	Land acquired from individuals		3,423,605,700	-	-	3,423,605,700	
4	Wastewater treatment facility		453,473,157	-	-	453,473,157	
B	Suoi Rao clay mine and brick & tile manufacturing plant in Chau Duc	157,694,240,757	60,750,716,822	1,183,924,846	21,821,962,709	40,112,678,959	
1	Suoi Rao clay mine, Chau Duc		10,494,304,000	114,450,000	10,608,754,000	-	Increase in assets serving clay raw material extraction
2	Chau Duc brick and tile plant		17,759,863,413			17,759,863,413	
3	Project capital transfer costs		2,000,000,000			2,000,000,000	
4	Road to Suoi Rao clay mine, Chau Duc		9,721,002,903	249,258,000	9,970,260,903	-	Increase in assets serving clay raw material extraction
5	Land for the road to the plant (acquired from households)		2,677,500,000			2,677,500,000	
6	Land of Suoi Rao clay mine, Chau Duc (acquired from households)		9,342,553,000			9,342,553,000	
7	Operations building of Suoi Rao clay mine, Chau Duc		177,402,164	4,551,000	181,953,164	-	Increase in assets serving clay raw material extraction
8	Site leveling for the plant		2,314,814,815	-	-	2,314,814,815	
9	Weighbridge station at Suoi Rao clay mine		191,309,073	58,141,000	249,450,073	-	Increase in assets serving clay raw material extraction
10	Waste storage facility at Suoi Rao clay mine			37,579,069	37,579,069	-	Increase in assets serving clay raw material extraction

No.	Investment Item/Project Name	Plan	Actual 2025				Note
			01/01/2025	Increase	Decrease	31/12/2025	
11	Machinery and equipment for shaping/processing system		3,718,713,384	-	-	3,718,713,384	<i>Not yet installed (stored at My Xuan brick plant warehouse)</i>
12	Project management costs		936,713,094	4,668,000	264,400,000	676,981,094	
13	Other project costs		1,416,540,976	715,277,777	509,565,500	1,622,253,253	

(*) *The General Meeting of Shareholders authorizes the Board of Directors to have full authority to decide/approve and direct the implementation of investment items and works under the “My Xuan Clay Mine & My Xuan Brick and Tile Plant” and the project “Suoi Rao Clay Mine & High-Quality Brick and Tile Manufacturing Plant in My Xuan – Chau Duc”, in accordance with actual conditions, the Company’s Charter, and applicable laws and regulations,*

5. Business Production plan for 2026,

Items	Unit	2026 Plan
I, Production Output	SBU	44,241,236
II, Sales Volume		
- Construction Bricks	SBU	35,497,472
- Decorative Products	SBU	8,743,764
- Color Tiles	SBU	1,600,000
- Glazed Products	SBU	450,000
II, Business Results		
Net Revenue (including other revenue)	VND	175,689,696,554
Profit Before Tax	VND	22,119,923,614
Profit After Tax	VND	17,565,522,225

6. Profit distribution plan for 2026

Unit: VND

No,	Items	Profit After Tax Percentage	Amount	Note
I	Undistributed Profit		32,808,745,901	
1	Accumulated undistributed Profit After Tax up to the end of the previous period		15,243,223,676	
2	Planned Profit After Tax for 2026		17,565,522,225	
II	Profit After Tax Distribution		20,916,875,191	
1	Allocation to Development Investment Fund	2.0%	351,310,445	
2	Allocation to Reward Fund	20.0%	3,513,104,445	
3	Allocation to Welfare Fund	2.0%	351,310,445	
4	Allocation to Board of Management, Board of Directors, and Board of Supervisors Bonus Fund	2.5%	439,138,056	
5	Other Fund		0	
6	Dividend Payment		16,262,011,800	18% of Charter Capital
III	Total Undistributed Profit After Tax		11,891,870,710	

7. Investment and development plan for 2026:

* Construction investment at My Xuan Manufacturing Plant

Unit: Thousand VND

No.	Task Description	Unit	Quantity	Unit Price	Total Amount
A	Repair				1,675,000
1	Replace factory roof sheeting	M ²	3,500	250	875,000
2	Repair of mini brick drying chamber (DC3)	System	1	300,000	300,000
3	Minor repairs, yard floor, leak prevention, etc.	System	1		500,000
B	Construction and New Investment				6,350,000
1	Fine grinding system (for brick clay)	System	1	2,500,000	2,500,000
2	Digital transformation	System	1	3,000,000	3,000,000
3	Large lathe machine	Unit	1	350,000	350,000
4	Other Costs (Contingency)				500,000
Total (A + B)					8,025,000

8. Remuneration for the Board of Directors and Board of Supervisors and Secretary in 2026

Unit: VND

No,	Position	Quantity (people)	Monthly remuneration per member	Monthly remuneration	Annual remuneration
1	Board of Directors	1	20,000,000	20,000,000	240,000,000
3	Member of BOD	4	8,000,000	32,000,000	384,000,000
4	Head of BOS	1	8,000,000	8,000,000	96,000,000
5	Member of BOS	2	7,000,000	14,000,000	168,000,000
6	Secretary of BOD	1	2,000,000	2,000,000	24,000,000
	Total	9		76,000,000	912,000,000

The remuneration for the Board of Directors and Board of Supervisors in 2026 is: 912,000,000 Dong (Nine hundred and twelve million Dong).

9. Approval of the bonus level for the Board of Directors, Board of Supervisors, secretary, and Executives including: Board of Management – Chief Accountant – Heads/Deputy Heads of Departments/Workshops,

Bonus Content	Bonus Level
a. Completing the 2026 profit plan	2.5% Profit after tax
b. Exceeding the 2026 profit plan	40% Profit exceeding the plan (profit after tax)

Allocation ratio as follows: Board of Directors, Secretary : 35%
Board of Supervisors : 15%
Board of Management : 50%

10. Select an audit unit for 2026

The General Meeting of Shareholders authorizes the Board of Directors to have full authority to decide/approve and direct the execution of contracts/agreements with one of the audit firms approved to audit public-interest entities in the securities sector for 2026, as listed in Decision No. 902/QĐ-UBCK dated November 19, 2025 of the Chairman of the State Securities Commission, for the purpose of auditing the financial statements and providing assurance services on the operation of the internal control system in relation to the preparation and presentation of financial statements for the fiscal year 2026.

The selection of the audit firm shall take into consideration criteria such as reputation, audit fees, and industry experience of the audit firm, in line with actual conditions and applicable laws and regulations.

11. Authorize the Board of Directors to adjust the business production plan for the last six months of 2026 based on the production-business results of the first six months,

12. Amend the charter: Change the company's address due to the merger of administrative units,

Address before adjustment	Address after adjustment
Suoi Nhum Hamlet, Hac Dich Ward, Phu My City, Ba Ria - Vung Tau Province, Vietnam	Suoi Nhum Hamlet, Tan Thanh Ward, Ho Chi Minh City, Vietnam

Request the General Meeting of Shareholders to consider and vote.

Above are the contents to be reviewed and approved at the 2026 Annual General Meeting of Shareholders, requesting shareholders to fill in the ballot papers issued by the ballot counting board,

Thank you,

On behalf of the Board of Directors

CHAIRMAN

DU QUỐC TRUNG

Tan Thanh, April 23, 2026

ORGANIZATIONAL REGULATIONS

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

MY XUAN BRICK TILE POTTERY AND CONSTRUCTION JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020.

- Pursuant to the current Charter on organization and operation of My Xuan Brick Tile Pottery and Construction Joint Stock Company

The 2026 Annual General Meeting of Shareholders of My Xuan Brick Tile Pottery and Construction Joint Stock Company shall be conducted in accordance with the following organizational regulations

Article 1. Purpose

1. To ensure that the procedures, principles of conduct, and voting at the Annual General Meeting of Shareholders of My Xuan Brick Tile Pottery and Construction Joint Stock Company are carried out in accordance with regulations and are successful

2. The resolutions of the General Meeting of Shareholders shall reflect unity, meet the aspirations and interests of shareholders, and comply with the provisions of the law

Article 2. Subjects and scope of application

1. **Subjects:** All shareholders/authorized representatives of shareholders, hereinafter collectively referred to as "Delegates" attending today's Annual General Meeting of Shareholders, must observe and comply with the provisions of these regulations, the Company's Charter, and the provisions of relevant laws.

2. **Scope of application:** These regulations are used for the 2026 Annual General Meeting of Shareholders session on April 23, 2026

Article 3. Conditions for conducting the meeting

1. The General Meeting of Shareholders shall be conducted when the number of shareholders attending the meeting represents at least 50% of the total voting shares;

2. In case the required number of delegates is not met within 30 minutes from the scheduled opening time, the Meeting shall be reconvened for the second time within thirty (30) days, effective from April 23, 2026. The second meeting of the General Meeting of Shareholders shall be conducted when the number of shareholders attending the meeting represents at least 33,00% of the total voting shares or more.

Article 4. Delegates attending the general meeting of shareholders

1. Shareholders of GMX and authorized representatives of shareholders owning voting shares (according to the final list of shareholders recorded on March 23, 2026, provided by VSDC) are entitled to attend the General Meeting of Shareholders

2. Shareholders/authorized representatives of shareholders must be present at the scheduled time and complete the registration procedure with the Meeting Organizing Committee to verify delegate status and receive voting ballots

3. Throughout the meeting, Delegates must comply with the direction of the Meeting Chairperson, behave in a civilized and polite manner, and maintain order.

4. Delegates are not permitted to record or disclose speeches made at the meeting to outsiders without the consent of the Chairperson

5. Mobile phones must be turned off or silenced; do not answer phone calls in the meeting room

Article 5. Chairperson

The Chairman of the Board of Directors shall be the chairperson of the General Meeting of Shareholders. The duties of the Chairperson are:

1. Directing the activities of the General Meeting of Shareholders according to the established agenda
2. Guiding Delegates in discussing the contents of the agenda
3. Responding to inquiries as requested by the Meeting
4. Resolving issues arising throughout the duration of the Meeting

Article 6. Meeting Secretariat

1. The Meeting Secretariat consists of 02 persons introduced by the Chairperson (and approved by the General Meeting of Shareholders). The Secretariat is responsible to the General Meeting of Shareholders and the Chairperson for their duties and works under the direction of the Chairperson

2. Duties of the Secretariat:

- a) Assisting the Chairman in announcing the draft documents, conclusions, and Resolutions of the Meeting
- b) Receiving and reviewing discussion ballots and opinions from Delegates to forward to the Chairperson for resolution
- c) Recording fully and truthfully the entire proceedings of the Meeting and the issues approved or requiring attention in the minutes of the General Meeting of Shareholders
- d) Drafting Resolutions on issues approved by the General Meeting of Shareholders

Article 7. Delegate Status Verification Committee

The Shareholder Eligibility Verification Committee shall be headed by the Head of the Board of Supervisors, with 2 members, performing the following duties:

1. Verifying the eligible of delegates and the attendance of shareholders at the meeting
2. The Head of the Shareholder Eligibility Verification Committee shall report the attendance of shareholders to the General Meeting of Shareholders. If there is a sufficient number of Delegates representing at least 50% of the voting shares in attendance, the General Meeting of Shareholders shall be conducted.



Article 8. Vote counting committee

1. The Vote Counting Committee of the Meeting consists of 02 persons, including 01 Head and 01 member, introduced by the Chairperson and approved by the General Meeting of Shareholders

2. Duties of the Vote Counting Committee

- ✓ Preparing the vote counting minutes and being responsible to the Presidium and the General Meeting of Shareholders when performing their duties
- ✓ Accurately determining the voting results at the Meeting
- ✓ Performing vote counting in accordance with these regulations

Article 9. Discussion at the meeting

1. Principles:

- ✓ Discussions shall be conducted within the allotted time and within the scope of the issues presented in the agenda of the General Meeting of Shareholders
- ✓ Delegates wishing to express opinions may register their content on a discussion ballot and submit it to the Secretariat. The Secretariat shall arrange the ballots in the order of registration and forward them to the Presidium
- ✓ Delegates wishing to speak or debate must raise their hands and may only speak upon the Chairperson's approval; content should avoid duplication with previous speakers.

2. Responding to Delegate opinions:

- ✓ The Chairperson or a member designated by the Chairperson shall respond to the Delegates' opinions.
- ✓ In case of time constraints, questions not answered directly at the Meeting will be answered by the Company to the delegates in writing

Article 10. Voting To Approve Issues

1. Principles

- ✓ Issues in the agenda and content of the Meeting must be discussed openly by the GMS and voted on publicly by ballot
- ✓ Voting ballots are printed by the Company, stamped with the company seal, and distributed to delegates. The ballot shall contain the shareholder's name, Delegate code, and the number of shares owned and authorized for voting by that delegate

2. Voting method

✓ Raising voting ballots:

For certain issues at the Meeting, when the Chairperson seeks shareholder opinion by raising voting ballots. Shareholders shall raise them sequentially according to the Chairperson's instructions and they shall be counted as follows:

- Affirmative votes: shareholders **"Approve"** shall raise their ballots high for the secretary to count and record in the minutes
- Negative votes: shareholders **"Disapprove"** shall raise their ballots high for the secretary to count and record in the minutes
- **"Abstentions"** shall raise their ballots high for the secretary to count and record in the minutes

✓ Filling out voting ballots:

For each item, Delegates shall choose one of three options: “Approve”, “Disapprove”, “Abstain”. Delegates shall mark (X) or ☒ in their chosen box. In case of an incorrect mark, do not erase; instead, contact the Organizing Committee to be issued a new voting ballot

After completing the voting ballots for the Meeting, Delegates shall submit the ballots to the Vote Counting Committee. The voting ballot must be signed and clearly state the delegate’s full name.

3. Invalid voting ballots

A voting ballot is considered invalid if it falls into one of the following cases:

- ✓ The voting ballot was not issued by the Organizing Committee, or the ballot does not have the company seal
- ✓ The voting ballot does not have the full name and signature of the Delegate

4. Invalid voting content

- ✓ Selecting both “approve” and “disapprove” for a single item
- ✓ Erasing or marking in a way that causes confusion for the vote counter
- ✓ Invalid content does not affect the voting ballot

Article 11. Minutes and resolutions of the general meeting of shareholders

The Minutes and Resolutions of the General Meeting of Shareholders shall be read and approved before the closing of the meeting and opinions shall be collected by a show of hands

Article 12. Effectiveness of the regulations

These regulations consist of 12 articles, are made public before the General Meeting of Shareholders, and take effect immediately after being approved by the General Meeting of Shareholders;

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



DƯ QUỐC TRUNG