

RESOLUTION
2026 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 17, 2026,

RESOLUTION

Article 1: Approval of the company's 2025 operating and production performance report and 2026 operating and production plan

a. 2025 production and operation results:

- Revenue: 159.519 billion VND
- Pre-tax profit: 3.614 billion VND
- After-tax profit: 2.774 billion VND

b. 2026 production and business plan:

- Revenue: 17.608 billion VND
- Pre-tax profit: 4.320 billion VND

Article 2: Approve the Board of Directors' 2025 operating report and 2026 operating plan

Article 3: Approve the results of the audit report for the 2025 fiscal year

Article 4: Approve the profit distribution, dividends and fund allocation for 2025

1. Total pre-tax profit: 3,614,339,753 VND
2. Post-tax profit: 2,774,156,762 VND
3. Undistributed residual profit from the previous year: 18,220,745,506 VND
4. Accumulated residual profit as of December 31, 2025: **20,994,902,268 VND**

Expected profit distribution in 2025:

- a) Dividend payout 10%/Charter Capital: 5,940,528,000 VND
- c) Welfare fund: 554,374,268 VND
5. Undistributed residual profit from: **14,500,000,000 VND**

Article 5: Approve the 2025 salary settlement and approve the 2026 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 2025 is: 294,000,000 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 2025 financial statement audit report and the 2026 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 2026 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 2026 General Meeting of Shareholders of Thanh Thanh Ceramic Joint Stock Company. This resolution shall take effect from April 17, 2026 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.

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