HIGH GRADE BRICK TILE CORPORATION

No: 05/04/NQ-ĐHĐCĐ

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Binh Duong, April 23, 2025

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

Pursuant to the Company's Charter of Organization and Operation; Pursuant to the agenda and documents of the Congress, and pursuant to the minutes of the Congress approved by the General Meeting of Shareholders.

Today, April 23, 2025, Cao Cap Brick and Tile Joint Stock Company held the 2025 Annual General Meeting of Shareholders. The meeting was held from 08:30 to 10:30 on the same day. Through the contributions of shareholders, the Presidium summarized the Resolution to submit to the General Meeting of Shareholders to resolve the following issues:

1. The Congress unanimously approved the following reporting documents: Report on production and business activities in 2024 and directions for production and business tasks in 2025; Report on the activities of the Board of Directors in 2024 and the task plan for 2025; Report on activities of independent members of the Board of Directors; Report on the activities of the Board of Supervisors in 2024 and the task plan for 2025; Audited financial report for 2024, in which the following production and business targets for 2025 were approved:

- All kinds of construction bricks : 25.000.000 viên
- Clay of all kinds : 120.000 m^3
- Revenue : 33.772.697.000 đồng
- Profit before tax : 3.719.595.000 đồng

(Voting ratio: Agree: 100%; disagree: 0%; no opinion: 0%).

2. The General Meeting of Shareholders unanimously approved the salary, remuneration, bonus of the Board of Directors, Board of Supervisors and fund allocation in the report No. 01/TTr-CTY as follows:

2.1/ Profit after tax in 2024	1.289.489.849 VND
- Distribute funds as follows:	
a) Investment Fund (33%)	425.531.650
b) Welfare reward fund (10%)	128.948.985
c) Remuneration of the Board of Directors and the Board of Supervisors (1%)	12.894.898
d) Executive Management Bonus (1%)	12.894.898
e) Dividend fund (55%)	709.219.418

Signature Not Verified
Ký bởi: Công Ty Cổ Phần Gạch Ngói Cao Cấp
Ký ngày: 23/4/2025 17:00:20

2.2/ Dividend payment:

Dividend fund in 2024: VND 709,219,418 accumulated to the dividend fund in 2025.

The 2025 dividend payment level will be submitted to the annual general meeting of shareholders in April 2026 for consideration and decision after the 2025 profit results are available.

2.3/ Board of Directors salary as follows:

STT	Board of Directors	Salary
1	Chairman of the Board	18 million VND / month

2.4/ Profit distribution plan for 2025 is as follows:

ITEMS	Provision rate on 2025 profit after tax
a. Investment Fund	29%
b. Welfare reward fun	12%
c. Remuneration of the Board of Directors and the Board of Supervisors	2%
d. Executive Management Bonus	2%
e. Dividend fund	55%

(Voting ratio: Agree: 100%; disagree: 0%; no opinion: 0%).

3. The General Meeting of Shareholders unanimously approved the transfer of 5 hectares of land outside the Dong Chinh clay mine planning area and the 4,272 m2 Dong Chinh clay mine office land according to the content of the report No. 02/TTr-CTY.

(Voting ratio: Agree: 100%; disagree: 0%; no opinion: 0%).

4. The Congress unanimously dismissed and approved the results of the election of additional members of the Board of Directors for the fourth term (2021-2026) according to the content of the submission No. 03/TTr-CTY.

4.1/ Dismissal of Board of Directors members:

No	Full name	Position	Note
1	Pham Tha Bang Trang	Member of the Board of Directors	

(Voting ratio: Agree: 100%; disagree: 0%; no opinion: 0%).

4.2/ Elected additional members to the Board of Directors:

No	Full name	Position	Note
1	Pham Hoan Vu	Member of the Board of Directors	Binh Duong Construction and Materials Joint Stock Company nominated

(Voting ratio: Agree: 100%; disagree: 0%; no opinion: 0%).

5. The General Meeting of Shareholders unanimously authorized the Board of Directors to select an auditing company to audit the company's 2025 financial statements according to the content of Submission No. 04/TTr-CTY. *(Tỷ lệ biểu quyết:*

(Voting ratio: Agree: 100%; disagree: 0%; no opinion: 0%).

The above is the Resolution of the 2025 Annual General Meeting of Shareholders, Term IV (2021-2026), which has been unanimously approved by the General Meeting of Shareholders. We request that members of the Board of Directors, Board of Directors, Board of Supervisors are responsible for implementing this Resolution.

GENERAL MEETING OF SHAREHOLDERS IN 2025
ON BEHALF OF THE PRESIDENTIAL BOARD

CÔNG TY CỔ PHẦN GẠCH NGÓI CAO CẤP TP TÂN UYÊN-T.BÌNH DƯƠNG

MAI VAN CHANH

HIGH GRADE BRICK TILE CORPORATION

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Binh Duong, April 23, 2025

MINUTES OF THE 2025 ANNUAL GENERAL MEETING OF HAREHOLDERS HIGH GRADE BRICK TILE CORPORATION

Today, at 8:30 a.m. on May 23st, 2025, at the Hall of HIGH GRADE BRICK TILE CORPORATION (Enterprise Registration Certificate No. 3700762464 issued by the Department of Planning and Investment of Binh Duong Province, amended for the 12th time on May 02, 2024; Address: No. 246, Cay Cham Quarter, Thanh Phuoc Ward, Tan Uyen City, Binh Duong Province), held the 2025 Annual General Meeting of Shareholders, with the following attendees:

- **Board of Directors;**
- **Board of Control;**
- **Shareholders and authorized shareholders' representatives.**

* At 8:30 a.m, Ms. Nguyen Thi Anh approved the shareholder qualification inspection report:

The total number of shareholders and shareholder representatives eligible to attend the General Meeting as of March 25, 2025 (the record date) was 129 shareholders.

The number of shareholders present and represented by proxy at the Meeting was 26 shareholders, holding 4,492,846 shares, accounting for 90.11% of the total voting shares.

The number of absent shareholders was 103 shareholders, holding 493,278 shares, accounting for 9.89% of the total voting shares.Congress is eligible to proceed.

A/. CEREMONY

The Congress introduced the Presidium, the Supervisory Board and the Congress Secretary, including:

*** <u>Presidium</u>:**

- Mr. Mai Van Chanh	Chairman of the Board of Directors
- Ms. Pham Thi Bang Trang	Member (Absent for work reasons)
- Ms. Tran Thien The	Member
- Mr. Pham Ngu Co	Member
- Mr. Huynh Thanh Son	Member

*** <u>Board of Control</u>:**

- Mr Nguyen Hong Chau

*** <u>Secretariat</u>:**

- Ms. Nguyen Thi Anh

- Ms. Mai Thi Thanh Thuy

1/. At At 8:30 AM, Ms. Nguyen Thi Anh reported on the shareholder attendance status and approved the Congress Rules.

2/ At At 8:40 AM, Mr. Pham Ngu Co approved the Meeting Agenda, with a 100% approval voting rate.

3/ At 8:50 AM, Mr. Nguyen An presented the Board of Directors' Report on the implementation of the Executive Board's tasks in 2024 and the operating plan for 2025 (*with the report attached*).

4/ At 9:00 AM , Mr. Mai Van Chanh approved the Board of Directors' Activity Report for 2025, the task plan for 2025, and the proposal for approving salaries, remuneration, and bonuses for the Board of Directors, the Board of Supervisors, and the distribution and appropriation of funds. He also presented the proposal on the transfer of 5 hectares of land outside the planning area of Dong Chinh clay mine and the office land of Dong Chinh clay mine (4,272 m^2), as well as the proposal on the dismissal and election of additional members to the Board of Directors (*with proposals attached*).

5/ At 9:15 AM, Mr. Pham Ngu Co approved the Report on the activities of the Independent Member of the Board of Directors and the evaluation results of the Independent Member on the Board's performance in 2024.

6/ At 9:20 AM, Ms. Nguyen Thi Anh presented the Supervisory Board's Activity Report for 2024, the task plan for 2025, and the audited Financial Report for 2024. She also submitted the proposal for selecting the auditing company for the 2025 Financial Report (*with proposal attached*).

7/ At 9:30 AM, Mr. Hua Ngoc Chinh approved the Regulations on the additional election of Board of Directors members for the 2021–2026 term, along with the curriculum vitae of the nominated candidates. The Congress proceeded with the election.

8. At At 9:50 AM, Mr. Hua Ngoc Chinh announced the results of the additional election of Board of Directors members. Mr. Pham Hoan Vu was elected as a member of the Board of Directors for the year 2025, term IV (2021–2026).

9. At 10:00 AM: The General Meeting entered the discussion session, and shareholders contributed their opinions.

***Shareholder No. 10 expressed the following opinion:**

The proposal regarding the transfer of 5 hectares of land outside the Đong Chinh clay mine planning area had already been approved at the 2024 Annual General Meeting of Shareholders. The transfer has not yet been implemented, so it should proceed as

previously approved and does not need to be resubmitted for approval at the General Meeting of Shareholders 2025.

=> **Mr. Mai Văn Chanh**, Chairman of the Board of Directors, responded as follows: *The transfer of the 5 hectares of land outside the Đông Chinh clay mine planning area was indeed approved at the* General Meeting of Shareholders 2024. *However, this year, a new proposal has been added regarding the transfer of the Đồng Chinh office land area of 4,272 m². Therefore, it is necessary to include this matter in the Proposal for re-approval by* General Meeting of Shareholders 2025.

10/ At 10:30 AM, the Ms Nguyen Thi Anh reported on the shareholder attendance status at the time of resolution adoption.

The number of shareholders present and represented by proxy was 26 shareholders, holding 4,492,846 shares, accounting for 90.11% of the total voting shares.

The number of absent shareholders was 103 shareholders, holding 493,278 shares, accounting for 9.89% of the total voting shares.

The General Meeting met the quorum requirements and was eligible to proceed.

11/ At 10:35AM, Mr. Mai Van Chanh presented the Resolution of the 2025 Annual General Meeting of Shareholders, which included 05 issues, with the voting results as follows:

1. The Congress unanimously approved the following reporting documents: Report on production and business activities in 2024 and directions for production and business tasks in 2025; Report on the activities of the Board of Directors in 2024 and the task plan for 2025; Report of the Independent Member of the Board of Directors, Report on the activities of the Board of Supervisors in 2024 and the task plan for 2025; Audited financial report for 2024, in which the following production and business targets for 2025 were approved:

- All kinds of construction bricks : 25.000.000 viên
- Clay of all kinds : 120.000 m^3
- Revenue : 33.772.697.000 đồng
- Profit before tax : 3.719.595.000 đồng

(Voting ratio: Agree: ....100 ..%; disagree: ..0.....%; no opinion: ..0.....%).

2. The General Meeting of Shareholders unanimously approved the salary, remuneration, bonus of the Board of Directors, Board of Supervisors and fund allocation in the report No. 01/TTr-CTY as follows:

2.1/ Profit after tax in 2024 1.289.489.849 VND

- Distribute funds as follows:

a) Investment Fund (33%) 425.531.650

b) Welfare reward fund (10%) 128.948.985

c) Remuneration of the Board of Directors and the Board of Supervisors (1%) 12.894.898

d) Executive Management Bonus (1%) 12.894.898

e) Dividend fund (55%) 709.219.418

2.2/ Dividend payment:

Dividend fund in 2024: VND 709,219,418 accumulated to the dividend fund in 2025.

The 2025 dividend payment level will be submitted to the annual general meeting of shareholders in April 2026 for consideration and decision after the 2025 profit results are available.

2.3/ Board of Directors salary as follows:

STT	Board of Directors	Salary
1	Chairman of the Board	18 million VND / month

2.4/ Profit distribution plan for 2025 is as follows:

ITEMS	Provision rate on 2025 profit after tax
a. Investment Fund	29%
b. Welfare reward fun	12%
c. Remuneration of the Board of Directors and the Board of Supervisors	2%
d. Executive Management Bonus	2%
e. Dividend fund	55%

(Voting ratio: Agree: ..100 ....%; disagree: ....0...%; no opinion: ....0...%).

3. The General Meeting of Shareholders unanimously approved the transfer of 5 hectares of land outside the Dong Chinh clay mine planning area and the 4,272 m2 Dong Chinh clay mine office land according to the content of the report No. 02/TTr-CTY.

(Voting ratio: Agree: ..100....%; disagree: ..0.....%; no opinion: .....0..%).

4. The Congress unanimously dismissed and approved the results of the election of additional members of the Board of Directors for the fourth term (2021-2026) according to the content of the submission No. 03/TTr-CTY.

4.1 / Dismissal of Board of Directors members:

No	Full name	Position	Note
1	Pham Thi Bang Trang	Member of the Board of Directors	

(Voting ratio: Agree: ...100...%; disagree: ..0.....%; no opinion: ...0....%).

4.2 / Elected additional members to the Board of Directors:

No	Full name	Position	Note
1	Pham Hoan Vu	Member of the Board of Directors	Binh Duong Construction and Materials Joint Stock Company nominated.

(Voting ratio: Agree: ...100...%; disagree: ....0...%; no opinion: ...0....%).

5. The General Meeting of Shareholders unanimously authorized the Board of Directors to select an auditing company to audit the company's 2025 financial statements according to the content of Submission No. 04/TTr-CTY.

(Voting ratio: Agree: ...100...%; disagree: .....0..%; no opinion: ...0....%).

The minutes ended at **10: 45** a.m. the same day, were read to the entire Congress and approved by 100% of the votes. These minutes were made into 02 original copies and were copied and sent to the subjects according to the provisions of the Company Charter

CHAIRMAN OF THE CONGRESS

CÔNG TY CỔ PHẦN GẠCH NGÓI CAO CẤP

MAI VAN CHANH

SECRETARY OF THE CONGRESS

NGUYEN THI ANH

MAI THI THANH THUY

2025 Shareholders' Meeting Program

April 23, 2025

1. Welcoming delegates, carrying out shareholder confirmation procedures;
2. Announcing the reason, introducing delegates;
3. Reporting on shareholder qualification verification and approving the meeting regulations;
4. Introducing the Presidium and the meeting secretary;
5. Approving the meeting agenda;
6. Reporting on the summary of production and business activities in 2024 and the direction and tasks of production and business activities in 2025;
7. Reporting on the activities of the Board of Directors in 2024 and the direction and tasks of production and business activities in 2025; approving the proposal to approve salaries, remuneration, bonuses of the Board of Directors, the Board of Supervisors and fund allocation; proposal to transfer 5 hectares of land outside the Dong Chinh clay mine planning and Dong Chinh clay mine office land 4,272 m2; Proposal for dismissal and election of additional members of the Board of Directors
8. Report on the activities of independent members of the board of directors
9. Reporting on the activities of the Board of Supervisors in 2024 and the direction and tasks of production and business activities in 2025; Audited financial statements for 2024; Approval of the report on the selection of the auditing company for 2025;
10. The meeting adjourned;
11. The shareholders' comments
12. The Presidium recorded and responded to the comments
13. Approval of the meeting resolution
14. Approval of the meeting minutes
15. Closing.

HIGH GRADE BRICK TILE CORPORATION

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Draft

Binh Duong, April 23, 2025

REPORT ON RESULTS OF IMPLEMENTATION OF PRODUCTION AND BUSINESS IN 2024 AND ORIENTATIONS FOR PRODUCTION AND BUSINESS TASKS IN 2025

Dear Shareholders

After a year of production and business activities of all officers and employees of Cao Cap Brick and Tile Joint Stock Company. On behalf of the Board of Directors of the company, I would like to present to the General Meeting of Shareholders a draft report summarizing the implementation of production and business tasks in 2024 and the direction of production and business tasks in 2025 as follows:

A/ REPORT ON PRODUCTION AND BUSINESS RESULTS IN 2024

I/ GENERAL SITUATION CHARACTERISTICS

1/ Difficulties

In 2024, the company faced many difficulties, the real estate industry froze for a long time, and the company's construction brick products were consumed very slowly.

Due to the sharp decline in demand, the excess supply of construction bricks has led to fierce competition in selling prices, forcing the company to reduce selling prices according to market prices to consume products, thus greatly affecting the company's operating efficiency.

2/ Advantages

With the regular attention and guidance of the Board of Directors, we have gradually adapted to the current difficulties.

Highly skilled workers, long-term commitment to the company, dedicated to work, the company's products are of high quality in Tan Uyen area.

II/ PERFORMING PRODUCTION AND BUSINESS TASKS IN 2024

1/ Implement production and business targets in 2024

No.	Items	Unit	Plan 2024	Implementation 2024	Compare
1	Construction bricks	Pill	25.000.000		
2	Clay	M3	110.000	131.563	120%
3	Revenue	1000đ	33.840.799	22.439.004	66%
4	Profit before tax	1000đ	2.642.090	1.811.059	69%

2/ Business operations.

The company monitors the market supply and demand and proposes flexible and appropriate business policies to clear inventory and create jobs to ensure income for workers. In 2024, due to low demand for construction bricks, the output will only reach 7.6 million bricks and tiles of all kinds.

3/ Workers' income

Over the past year, the company has proposed many measures and solutions to clear inventory in order to maintain jobs for workers. Due to large inventories, production had to stop from September 15, 2023, which partly affected the jobs and income of workers.

Average income of workers is: 7,800,000 VND/person/month

4/ Fire prevention and fighting – Security and order – Labor safety

The company's board of directors directed the company's fire prevention and fighting team to regularly check that fire prevention and fighting equipment is in good working condition, so that no fire or explosion occurred in the company last year.

The company regularly checks and reminds employees to check security, order and labor safety, so last year there were no incidents of property theft and no labor accidents in the entire company.

B/ ORIENTATION OF PRODUCTION AND BUSINESS TASKS IN 2025

I/ ADVANTAGES AND DIFFICULTIES

1/ Advantages:

The company always receives timely attention and direction from the Board of Directors.

With its own clay mine, the company can proactively source clay materials for the production of construction bricks.

2/ Difficulties:

Currently, the labor force in the brick manufacturing industry is often unstable, workers often quit their jobs due to the heavy nature of the work, which somewhat affects the company's production activities.

Currently, due to the fact that real estate is still facing many difficulties, product consumption is facing many difficulties.

Machinery, equipment, and factories are deteriorating, affecting production.

From the above advantages and difficulties, the Company has proposed the following production and business plan for 2025:

II/BUSINESS TARGETS IN 2025

1/ Main indicators

STT	Items	Unit	Plan 2025
1	Construction bricks	Pill	25.000.000
2	Clay	M3	120.000
3	Revenue	1000đ	33.772.697
4	Profit before tax	1000đ	3.719.595

2/ Implementation solutions.

To promote advantages and overcome difficulties, the Company's Board of Directors proposes the following solutions:

a/ Maintain product quality to preserve the brand, while researching and finding many measures to reduce product costs and increase competitiveness.

b/ Continue to research and convert technology appropriately

c/ Research and monitor market developments to have reasonable selling prices to ensure the highest efficiency.

d/ Maintain machinery and equipment to always be ready for production.

e/ Regarding additional workers, recruit more to increase output, research appropriate production processes to increase labor productivity.

f/ Regarding clay exploitation, monitor the market depending on the time of sale for the most effective results.

g/ Strengthen strict management of the quality of input materials, find more quality suppliers to stabilize production, and improve the quality of output products.

h/ Sign consumption contracts with agents with good financial resources, do not sell on credit

C/ CONCLUSION

Dear Shareholders of Cao Cap Brick and Tile Joint Stock Company, above is the draft report on the company's production and business situation in 2024 and the production and business orientation in 2025. To make the report more complete, we look forward to the contributions of the company's shareholders.

Finally, on behalf of the company's Board of Directors, I would like to wish all shareholders good health, peace and success, and wish the congress a great success.

Thank you!

COMPANY DIRECTOR

M.S.D.N: 3700762464 - C.T.C.P. CÔNG TY CỔ PHẦN GẠCH NGÓI CAO CẤP TP.TÂN UYÊN-T.BÌNH DƯƠNG

Nguyễn An

HIGH GRADE BRICK TILE CORPORATION

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

draft

Binh Duong, April 23, 2025

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

Dear Shareholders !

Pursuant to the functions, duties and powers of the Board of Directors as stipulated in the Company's Charter.

Pursuant to the Resolution of the 2024 Annual General Meeting of Shareholders

On behalf of the Board of Directors, I would like to report to the meeting on the results of the implementation of tasks in 2024 and the orientations and plans for 2025, specifically as follows:

Part 1: IMPLEMENTATION OF BUSINESS TASKS IN 2024

I. IMPLEMENTATION OF PRODUCTION AND BUSINESS TARGETS IN 2024

- Revenue: VND 22,439,004,239, reaching 66% of the yearly plan.
- Profit before tax: VND 1,811,059,751, reaching 69% of the yearly plan.
- Basic earnings per share: VND 228/share.

II. STATUS OF FUND PROVISIONS AND REMUNERATION PAYMENT IN 2024.

The General Meeting of Shareholders has decided to approve the allocation of remuneration fund and bonus fund for the Board of Directors, Board of Supervisors, and executive management board at 2% of after-tax profit in 2024, equivalent to VND 25,789,796.

Salary, remuneration and bonus payment situation for the Board of Directors in 2024

TITLE	SALARY FUND	REMUNERATION FUND, BONUS FUND	TOTAL/YEAR
Chairman of the Board	168.000.000	8.411.000	176.411.000
Board Member		4.206.000	4.206.000
Secretary of the Board of Directors		673.000	673.000

III/ PERFORMANCE RESULTS AND DIRECTIONS OF THE BOARD OF DIRECTIONS.

In 2024, the Board of Directors held 07 meetings as required by production and business tasks. All meetings were recorded, resolutions were issued and information was disclosed as prescribed. Documents issued by the Board of Directors were issued promptly and based on the principles of democratic centralism, in accordance with the law, correctly deciding on the Company's business strategy and completing the following main tasks:

1. Directing the implementation of the annual production and business plan targets assigned by the General Meeting of Shareholders according to the data reported by the Director.

2. Directing sales policies in accordance with the market to effectively consume the company's products.

3. Negotiating with customers to transfer the right to use 5 hectares of land outside the Dong Chinh clay mine planning. In 2024, the transfer of 5 hectares of land outside the clay mine planning has not been carried out because the partner has not yet collected the funds.

4. Directing the maintenance of machinery and equipment, repairing the factory to prepare enough conditions to organize production again in 2025.

5. Planning and using staff, promptly meeting the requirements of production and business tasks, and at the same time directing the Director to perfect the organization and management apparatus of the Company to best serve the operation and implementation of the Company's annual business tasks.

6. Direct the development and approval of annual economic and technical plans and norms.

7. Sign a contract with Southern Accounting and Auditing Financial Consulting Services Company Limited (AASCs) to conduct an annual financial statement audit for the company.

*** General assessment**

In 2024, the Board of Directors of the Company tried to closely follow and direct the Company's Executive Board to strive to carry out the tasks assigned by the General Meeting of Shareholders. During the year, the brick and tile business faced many difficulties due to the frozen real estate market and the decline of the civil construction industry. However, the Board of Directors and the Executive Board tried to maintain production in the context of great impact from the world and domestic economic situation.

PART 2: BOARD OF DIRECTORS' 2025 OPERATION PLAN.

The year 2025 is still considered difficult for the construction materials industry. The Government is implementing many solutions to remove difficulties for the real estate market, which will gradually have a direct impact on the construction materials industry in general and the company's production and business activities in particular... With the above assessment of the situation, the Board of Directors has agreed with the Board of Directors to develop and submit to the Shareholders' Meeting the 2025 plan with the following specific figures:

STT	Items	Unit	Plan 2025
1	Construction bricks	Pill	25.000.000
2	Clay	M3	120.000
3	Revenue	1000	33.772.697
4	Profit before tax	1000	3.719.595

* Basic tasks.

1. Continuously improve the effectiveness and efficiency of the Board of Directors' operations on the basis of strict compliance with the provisions of law and the Company's Charter, ensuring maximum conditions and promoting the capacity of the company's management and executive staff.

2. Direct the Executive Board to be more focused, determined, and closely follow production management, product quality and price management. Find every measure to continuously improve labor productivity through the application of scientific advances, investment in improving the capacity of the management team, and professional qualifications for staff and technical workers.

3. The Board of Directors further strengthens supervision, especially in-depth supervision on each topic. Regularly inspect the Executive Board in implementing the resolutions and decisions of the Board of Directors.

4. Strengthen coordination with Party organizations and unions in planning, training, arranging, and using staff, taking care of the material and spiritual life of employees, and better implementing emulation and reward work and social charity work. Maintain high consensus in the company through organizing and implementing democratic regulations.

Respectfully submit to the General Meeting of Shareholders for consideration and approval./.

TM. BOARD OF DIRECTORS
CHAIRPERSON

M.S.D.N: 3700762464 CÔNG TY CỔ PHẦN GẠCH NGÓI CAO CẤP TP. TÂN UYÊN-T. BÌNH DƯƠNG

MAI VĂN CHANH

HIGH GRADE BRICK TILE CORPORATION

No: 01/TTr-CTY

SOCIALIST REPUBLIC OF VIETNAM

Independence □ Freedom □ Happiness

Binh Duong, April 23, 2025

SUBMISSION

Re: Approval of salary, remuneration, bonus of Board of Directors, Board of Supervisors and distribution of quotations.

To: General Meeting of Shareholders

Pursuant to the Company Charter.

Pursuant to the audited Financial Statements for 2023.

The Board of Directors submits to the General Meeting of Shareholders for approval the financial targets, profit distribution for 2024 and the profit distribution plan for 2025 as follows:

1/ Profit after tax in 2024 **1.289.489.849 VND**

- Distribute funds as follows:

a) Investment Fund (33%) 425.531.650

b) Welfare reward fund (10%) 128.948.985

c) Remuneration of the Board of Directors and the Board of Supervisors (1%) 12.894.898

d) Executive Management Bonus (1%) 12.894.898

e) Dividend fund (55%) 709.219.418

2/ Dividend payment:

Dividend fund in 2024: VND 709,219,418 accumulated to the dividend fund in 2025.

The 2025 dividend payment level will be submitted to the annual general meeting of shareholders in April 2026 for consideration and decision after the 2025 profit results are available.

3/ Board of Directors salary as follows:

STT	Board of Directors	Salary
1	Chairman of the Board	18 million VND / month

4/ Profit distribution plan for 2025 is as follows:

ITEMS	Provision rate on 2025 profit after tax
a. Investment Fund	29%
b. Welfare reward fun	12%
c. Remuneration of the Board of Directors and the Board of Supervisors	2%
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e. Dividend fund	55%

Respectfully submit to the General Meeting of Shareholders for consideration and approval.

TM. BOARD OF DIRECTORS
CHAIRPERSON

Mai Văn Chánh

HIGH GRADE BRICK TILE CORPORATION

No: 02/TTr-CTY

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Binh Duong, April 23, 2025

SUBMISSION

Re: Authorizing the Board of Directors to transfer 5 hectares of land outside the Dong Chinh clay mine planning

To: General Meeting of Shareholders

Pursuant to Point d Clause 2 Article 147 Enterprise Law No. 59/2020/QH14;

Pursuant to Point d Clause 1 Article 21 Charter of High-class Brick and Tile Joint Stock Company;

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the authorization for the Board of Directors to transfer 5 hectares of land outside the Dong Chinh clay mine planning area and Dong Chinh clay mine office land 4,272 m2. Authorizes the Board of Directors of the company to negotiate and decide the transfer price on the principle of ensuring the highest efficiency for the company.

Respectfully submit to the General Meeting of Shareholders for consideration and approval.

On behalf of the Board of Directors
CHAIRPERSON

MAI VAN CHANH

HIGH GRADE BRICK TILE CORPORATION

No: 02/TTr-CTY

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Binh Duong, April 23, 2025

SUBMISSION

Re: Authorizing the Board of Directors to transfer 5 hectares of land outside the Dong Chinh clay mine planning and Dong Chinh clay mine office land 4,272 m2

To: General Meeting of Shareholders

Pursuant to Point d Clause 2 Article 147 Enterprise Law No. 59/2020/QH14;

Pursuant to Point d Clause 1 Article 21 Charter of High-class Brick and Tile Joint Stock Company;

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the authorization for the Board of Directors to transfer 5 hectares of land outside the Dong Chinh clay mine planning area and Dong Chinh clay mine office land 4,272 m2. Authorizes the Board of Directors of the company to negotiate and decide the transfer price on the principle of ensuring the highest efficiency for the company.

Respectfully submit to the General Meeting of Shareholders for consideration and approval.

On behalf of the Board of Directors
CHAIRPERSON

MAI VAN CHANH

HIGH GRADE BRICK TILE CORPORATION

No: 03/TTr-CTY

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Binh Duong, April 23, 2025

SUBMISSION

Re: Dismissal and election of additional members of the board of directors

To: General Meeting of Shareholders

Pursuant to the current Enterprise Law

Pursuant to the Charter and Internal Management Regulations of High-Class Brick and Tile Joint Stock Company.

On April 3, 2025, the Company received a resignation letter from Ms. Pham Thi Bang Trang (capital representative for Binh Duong Construction and Materials Joint Stock Company). At the same time, Binh Duong Construction and Materials Joint Stock Company submitted a nomination letter for Mr. Pham Hoan Vu to join the Board of Directors.

Therefore, the Board of Directors respectfully reports and proposes that the General Meeting of Shareholders approve the dismissal of Ms. Pham Thi Bang Trang from the position of Board of Directors and elects an additional member of the Board of Directors to replace her for the remaining term of 2021-2026.

The Board of Directors respectfully submits.

TM.HỘI ĐỒNG QUẢN TRỊ
CHỦ TỊCH

M.S.D.N: 3700762464 - C.T.C.P - GẠCH NGÓI CAO CẤP - TP. TÂN UYÊN - T. BÌNH DƯƠNG

Mai Văn Chánh

HIGH GRADE BRICK TILE CORPORATION

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Binh Duong, April 23, 2025

REPORT ON THE ACTIVITIES OF INDEPENDENT MEMBERS OF THE BOARD OF DIRECTORS AND THE EVALUATION OF INDEPENDENT MEMBERS OF THE BOARD OF DIRECTORS IN 2024

TO: GENERAL MEETING OF SHAREHOLDERS OF HIGH GRADE BRICK TILE CORPORATION

The Board of Directors of High Grade Brick Tile Corporation (hereinafter referred to as "BOD") consists of 05 members, including 01 independent member. Below is the Report on the activities of the independent members of the Board of Directors and the evaluation results of the independent members of the Board of Directors on the activities of the Board of Directors in 2024.

1. Activities of the independent members of the BOD in 2024

In 2024, independent members of the Board of Directors fully participated in 7/7 Board of Directors meetings (100% of the meetings). Independent members of the Board of Directors reviewed, commented and voted on issues within their authority with a 100% agreement rate for the contents approved by the Board of Directors.

In addition, in 2024, the independent members of the Board of Directors performed their functions and tasks of supervising the activities of the Board of Directors through meetings and discussions, and at the same time, supervised the activities of the Executive Board ("BOD") through the implementation of the BOD's Resolutions as well as the mechanism of decentralization between the BOD and the BOM. The specific activities of the independent members of the Board of Directors are as follows:

- Monitor and inspect compliance with the law, the Company's Charter and the implementation of the Resolutions of the General Meeting of Shareholders ("GMS") and the Board of Directors. Report to the Shareholders at the annual GMS on the activities of the independent members of the Board of Directors.
- Attend regular and irregular Board of Directors meetings, independently give opinions on the contents presented at Board of Directors meetings during the year.
- Check and supervise the Company's operations as well as the Company's development strategy and business plan to promptly adjust to reality.
- Monitor the financial situation and supervise the preparation and publication of periodic financial reports (quarterly, semi-annual and annual) in accordance with current legal regulations.
- The Board of Directors selects Southern Accounting and Auditing Financial Consulting Services Company Limited (AASCs) as the independent auditor to audit the Company's 2024 financial statements.
- In the process of performing its duties, the independent member of the Board of Directors always coordinates well with other members of the Board of Directors,

members of the Executive Board and management levels in the Company. The independent member of the Board of Directors highly appreciates the cooperation and support of relevant parties throughout the working process in 2024.

2. Evaluation of independent members of the operation of the BOD

The current composition of the Board of Directors of the Company consists of 05 members, including 01 independent member and 03 non-executive members of the Board of Directors, meeting the ratio of independent members according to current legal regulations. The members of the Board of Directors attended 7/7 meetings to discuss and approve the contents under the authority of the Board of Directors. The Board of Directors' resolutions at the meetings were all approved by the Board of Directors based on the majority principle, the approval rate of the Board of Directors' meeting contents reached 100%.

The Board of Directors has performed its role well in implementing the resolutions of the shareholders' meeting. The Board of Directors has complied with the provisions of law, regulations on corporate governance, convened regular and extraordinary meetings to promptly handle arising issues, as well as passed decisions appropriate to the actual situation to ensure the interests of the Company and Shareholders.

The Board of Directors has properly performed its role and responsibility in directing, supporting and supervising the Executive Board in implementing the contents approved by the General Meeting of Shareholders and the Board of Directors, ensuring compliance with legal regulations.

The Board of Directors has selected AASCs Auditing Company to audit the 2024 financial statements, meeting the main evaluation criteria such as: Ensuring the reliability, honesty and quality of the audit report of the Financial Statements; complying with the prescribed audit deadline, complying with professional regulations, ensuring independence and objectivity when giving audit opinions as well as meeting other criteria on auditing capacity, understanding of the industry and good coordination in the working process between the parties.

Despite being significantly affected by the general difficulties of the domestic economy and the negative impact of the global economic and geopolitical situation, the Board of Directors and the Executive Board of the Company promptly proposed solutions to carry out the tasks assigned by the General Meeting of Shareholders. The Board of Directors and the Executive Board have tried to maintain production in the context of great impact from the world and domestic economic situation. That result is thanks to the determination in the direction of the Board of Directors with a high sense of responsibility, solidarity and cooperation to ensure the interests of the Company and Shareholders.

Independent Board Member

Pham Ngu Co

HIGH GRADE BRICK TILE CORPORATION

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Draft

Binh Duong, April 23, 2025

REPORT ON THE ACTIVITIES OF THE SUPERVISORY BOARD IN 2024 AND DIRECTIONS AND TASKS IN 2025

Dear Shareholders !

Based on the functions, duties and powers of the Board of Supervisors stated in the Charter.

On behalf of the Board of Supervisors, I would like to report to the General Meeting of Shareholders on the results of the implementation of the supervisory tasks during the term as follows:

I/- COMPOSITION OF THE BOARD OF SUPERVISION

The Board of Supervisors consists of 3 members elected by the General Meeting of Shareholders, including:

1- Mr. Nguyen Hong Chau – Head of the Board.

2- Ms. Nguyen Thi Anh – Member.

3- Ms. Nguyen Thi Thanh Thuy – Member.

II/- ON THE STATUS OF TASKS IMPLEMENTATION

1- During our term, we have conducted control over the Company's operations within the scope of our functions and powers such as:

- Check and supervise the implementation of the Resolution of the General Meeting of Shareholders, the Resolution of the Board of Directors, the Charter and Working Regulations between the Chairman of the Board of Directors and the Director, and internal documents issued to serve the management and operation of the Company.
- Check and supervise the implementation of the plan and technical and economic norms of the Company in 2024.
- Check the Company's financial statements; check the reasonableness and legality in the management and operation of business activities, in the recording of accounting books;
- Monitor and supervise the disclosure of information according to the regulations of the State Securities Commission.
- Discuss with the independent auditor the issues stated in the financial statements.
- Through the results of the work, the Board of Supervisors informs the Board of Directors and the Board of Management of the company of the remaining shortcomings, and at the same time proposes solutions to overcome and handle the above issues such as: exploitation and trading of clay at the clay mine, product quality situation, finished product inventory, company management personnel, information disclosure... All proposals and recommendations for handling are considered and resolved by the Board of Directors and the Board of

Management within the scope of their authority as stipulated in the Company Charter.

2- Regarding monitoring the implementation of the Resolution of the General Meeting of Shareholders and the Resolution of the Board of Directors in 2024:

- The revenue and profit targets assigned by the General Meeting of Shareholders as reported by the Director have not been completed;
- The fund allocation has been implemented in accordance with the Resolution;
- The company has negotiated and signed a contract with AASCs auditing company to audit the company's financial statements;
- The information disclosure has been implemented in accordance with regulations.
- The Board of Directors has not yet completed the transfer of 5 hectares of land outside the clay mine exploration area.

3- Results of supervision of Board of Directors members, Board of Management members and managers.

- During the year, the Board of Directors held meetings in accordance with the provisions of the Charter. The meetings resolved key issues related to the implementation of the Resolution of the General Meeting of Shareholders, the company's quarterly production and business plans and norms. All members demonstrated their high sense of responsibility.
- The Board of Supervisors unanimously approved the Report on production and business results, the profit distribution plan and the company's fund allocation situation.
- During the year, the Board of Supervisors did not detect any unusual signs causing conflicts of interest between members of the Board of Directors, the Board of Directors and managers with the interests of the company.

4- Remuneration and bonus fund of the board of supervisors for the entire term.

- The General Meeting of Shareholders has decided to approve the allocation of remuneration fund and bonus fund for the Board of Directors, Board of Supervisors, and executive management board at 2% of after-tax profit in 2024, equivalent to VND 25,789,796.
- Situation of remuneration and bonus payment to the Board of Supervisors in 2024

TITLE	REMUNERATION FUND, BONUS FUND (VND)
Head of Supervisory Board	4.206.000
Board Member	2.102.000

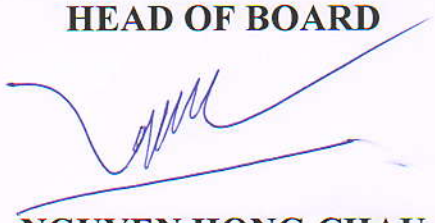
III/ 2025 OPERATION PLAN.

- Supervise the activities of the Board of Directors, the Board of Management of the company, supervise the implementation of resolutions of the General Meeting of Shareholders, supervise the implementation according to the company's charter.

- Check quarterly financial reports before submitting them to the Board of Directors for consideration and approval.
- Monitor and supervise the disclosure of information according to the regulations of the State Securities Commission
- Supervise the implementation of the 2025 economic and technical standards.
- Review the management letter of the independent auditor and the feedback of the company's management board.
- Discuss the difficulties and shortcomings discovered from the audit results as well as any issues that the independent auditor wants to discuss...

The above is a summary report on the results of the Board's performance. Respectfully submit to the General Meeting of Shareholders for consideration.

T.M COMPANY SUPERVISION BOARD
HEAD OF BOARD



NGUYEN HONG CHAU

HIGH GRADE BRICK TILE CORPORATION

SOCIALIST REPUBLIC OF VIETNAM

Independence □ Freedom □ Happiness

Binh Duong, March 24, 2025

Number: 04/TTr-CTY

SUBMISSION

Re: Authorizing the Board of Directors to select an auditing company

To: General Meeting of Shareholders

Pursuant to current Securities Law.

Pursuant to the Charter of Operations and Governance Regulations of High-Class Brick and Tile Corporation.

The Board of Supervisors respectfully submits to the General Meeting of Shareholders for approval and authorization to the Board of Directors to select one of the independent auditing companies approved by the State Securities Commission to audit listed companies in 2025 to audit the financial statements of High-Class Brick and Tile Corporation..

Respectfully submit to the General Meeting of Shareholders for consideration and approval.

T.M COMPANY SUPERVISION BOARD

HEAD OF BOARD

NGUYEN HONG CHAU

No: 160 /BCKT/TC/2025/AASCs

INDEPENDENT AUDITOR'S REPORT

On the financial statements of High Grade Brick Tile Corporation
for the year ended 31 December 2024

To : SHAREHOLDERS, BOARD OF DIRECTORS, AND BOARD OF MANAGEMENT
HIGH GRADE BRICK TILE CORPORATION

We have audited the accompanying financial statements of High Grade Brick Tile Corporation ("the Company") as prepared on 17 March 2025 and set out on page 06 to 39, which comprise the balance sheet as at 31 December 2024, and the income statement and the cash flow statement for the year then ended and the notes thereto.

The Board of Management' Responsibility

The Board of Management is responsible for the preparation and fair presentation of these financial statements in accordance with the Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System and the statutory requirements relevant to the preparation and presentation of the financial statements; and for such internal control as management determines is necessary to ensure the preparation and presentation of the financial statements 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 Vietnamese Auditing Standards. Those standards require that we comply with ethical regulations and standards, plan and perform the audit to obtain reasonable assurance about whether the financial statements 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 judgement, including assessments of the risk of material misstatement in financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to Company's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate with actual circumstance, 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 Company's Board of Management, 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.

A Member of msi Global Alliance
Independent Legal & Accounting Firms

29 Vo Thi Sau Street, District 1, Ho Chi Minh City
Tel: (028) 3820 5944 - (028) 3820 5947 - Fax: (028) 3820 5942
Email: info@aascs.com.vn Website: www.aascs.com.vn

The opinion of the auditor

In our opinion, the financial statements give a true and fair view, in all material respects, of the financial position of the Company as at 31 December 2024, and of the results of its operations and its cash flows for the year then ended in accordance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System, and the statutory requirements relevant to the preparation and presentation of the financial statements.

Ho Chi Minh City, 17 March 2025

Southern Auditing and Accounting Financial Consulting Services Company Limited - AASCs

Deputy Director

Le Kim Ngoc

Audit Practising Registration Certificate:
0181-2023-142-1

Auditor

Nguyen Dang Le Trung

Audit Practising Registration Certificate:
3264-2022-142-1

AUDITED SUMMARY OF FINANCIAL STATEMENTS

PART I: BUSINESS PERFORMANCE REPORT 2024

ĐVT: VND

ITESM	THIS YEAR	LAST YEAR
1. Revenue from sales of merchandises and services rendered	**22.439.004.239**	**17.286.549.382**
2. Revenue deductions	-	-
3. Net revenue from sales of merchandises and services rendered	**22.439.004.239**	**17.286.549.382**
4. Costs of goods sold	14.280.643.423	13.245.039.498
5. Gross profit from sales of merchandises and services rendered	**8.158.360.816**	**4.041.509.884**
6. Revenue from financing activity	21.212.420	6.389.783
7. Financial expenses	450.104.794	456.000.000
– Of which: Interest expense	450.104.794	456.000.000
8. Selling expenses	879.232.388	787.004.531
9. General administration expenses	4.382.792.278	3.155.374.722
10. Net profit from operating activity	**2.467.443.776**	**(350.479.586)**
11. Other income	140.640.111	1.548.959.878
12. Other expenses	797.024.136	776.395.169
13. Other profit	**(656.384.025)**	**772.564.709**
14. Total accounting profit before tax	**1.811.059.751**	**422.085.123**
15. Current corporate income tax expense	530.974.870	
16. Deferred corporate income tax expense	(9.404.968)	269.407.763
17. Profit after corporate income tax	**1.289.489.849**	**152.677.360**
18. Basic earnings per share	228	27
19. Diluted earnings per share	228	27

Binh Duong, March 17, 2025

Chief Accountant
(signed)

Director
(signed)

PHẦN II: BALANCE SHEET AS AT 31 DECEMBER 2024

Items	Codes	Closing balance	Opening balance
A. CURRENT ASSETS	**100**	**13.246.407.659**	**21.071.567.076**
I. Cash and cash equivalents	**110**	**3.937.999.063**	**1.860.475.002**
1. Cash	111	2.720.445.355	1.860.475.002
2. Cash equivalents	112	1.217.553.708	-
II. Short-term receivables	**130**	**1.168.756.920**	**4.494.014.653**
1. Short-term trade receivables	131	2.777.737.616	4.679.875.236
2. Short-term prepayments to suppliers	132	16.170.444	90.000.600
3. Other short-term receivables	136	249.612.200	10.000.000
4. Short-term provision for doubtful debts	137	(1.874.763.340)	(285.861.183)
III. Inventories	**140**	**7.548.661.082**	**13.763.260.762**
1. Inventories	141	7.548.661.082	13.763.260.762
IV. Other current assets	**150**	**590.990.594**	**953.816.659**
1. Deductible value added tax	152	62.233.632	62.233.632
2. Taxes and other receivables from government budget	153	528.756.962	891.583.027
B. NON-CURRENT ASSETS	**200**	**68.886.476.107**	**68.001.646.338**
I. Long-term receivables	**210**	**2.144.992.790**	**846.577.301**
1. Other long-term receivables	216	2.144.992.790	846.577.301
II. Fixed assets	**220**	**989.857.573**	**1.271.928.613**
1. Tangible fixed assets	221	989.857.573	1.271.928.613
- Costs	222	21.184.018.400	21.282.245.913
- Accumulated depreciation	223	(20.194.160.827)	(20.010.317.300)
III. Other long-term assets	**260**	**65.751.625.744**	**65.883.140.424**
1. Long-term prepaid expenses	261	65.581.793.756	65.722.713.404
2. Deferred income tax assets	262	169.831.988	160.427.020
TOTAL ASSETS (270 = 100 + 200)	**270**	**82.132.883.766**	**89.073.213.414**
Items	**Codes**	**Closing balance**	**Opening balance**
C. LIABILITIES	**300**	**12.472.994.219**	**18.384.868.321**
I. Short-term liabilities	**310**	**11.623.834.278**	**17.582.733.219**
1. Short-term trade payables	311	2.907.946.642	4.820.797.320
2. Short-term advances from customers	312	275.547.497	84.151.828
3. Tax and other payables to the State	313	1.988.098.148	5.931.428.445
4. Payables to employees	314	339.171.000	41.615.000
5. Short-term accrued expenses	315	431.135.969	423.653.967
6. Other short-term payments	319	1.902.805.150	2.250.439.377
7. Short-term loans and finance lease liabilities	320	3.600.000.000	4.000.000.000
8. Bonus and welfare fund	322	179.129.872	30.647.282
II. Long-term liabilities	**330**	**849.159.941**	**802.135.102**
1. Long-term provisions	342	849.159.941	802.135.102
D. OWNER'S EQUITY	**400**	**69.659.889.547**	**70.688.345.093**
I. Owner's equity	**410**	**69.659.889.547**	**70.688.345.093**
1. Contributed capital	411	50.161.240.000	50.161.240.000
- Ordinary shares with voting rights	*411a*	50.161.240.000	50.161.240.000
2. Treasury shares	415	(730.457.045)	(730.457.045)
3. Development and investment funds	418	18.340.444.198	18.340.444.198
4. Undistributed profit after tax	421	1.888.662.394	2.917.117.940
- Undistributed profit after tax brought forward	*421a*	523.778.420	2.779.458.453
- Undistributed profit after tax for the current year	*421b*	1.364.883.974	137.659.487
TOTAL RESOURCES (440=300+400)	**440**	**82.132.883.766**	**89.073.213.414**

Binh Duong, March 17, 2025

Chief Accountant
(signed)

Director
(signed)

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

CURRICULUM VITAE

1. Full name: **PHAM HOAN VU** Gender: Male
2. Date of birth: May 6, 1966 Place of birth: Ho Chi Minh City
3. Nationality: Vietnam
4. Citizen ID number: 074066017229 Issued on: August 12, 2021
   Place of issue: CTCCSQLHCVTTXH
5. Permanent residence: 1/19 KP Binh Minh 1, Di An Ward, Di An City, Binh Duong Province
6. Current address: 1/19 KP Binh Minh 1, Di An Ward, Di An City, Binh Duong Province
7. Educational level: 12/12
8. Professional qualification: Bachelor's degree in Business Administration
9. Education and professional training; certificates:

Time Period	Institution	Field of Study	Awards	Discipline
1993 - 1997	Ho Chi Minh City Open University	Business Administration		
7/2000 - 8/2000	Training & Technical School of MTC	Workshop Manager		
2002 - 2004	Provincial Political School	- Intermediate Level in Politics - Intermediate Level in Administration		
4/2015 - 8/2015	Institute for Economic and Development Research	Executive Director		

10. Work Experience:

Time Period	Workplace	Position	Awards	Discipline
1986 – 1987	Nhi Hiep Tile Factory	Brick Machine Operator		
1987 – 1989	Stone Factory No. 2	Fuel & Material Warehouse Keeper		
1989 – 1990	Dong Hoa Clay Factory	Workshop Accountant		
1990 – 1993	Stone Factory No. 1	Warehouse Keeper & Accountant		
1993 – 1995	Dong Hoa Stone Factory	General Accountant		
1995 – 5/2022	Binh Duong Building Materials And Construction Corporation	HR & Organizational Officer, Commendation & Reward, Administrative Management (Chief of Office)		
06/2022 – Present	Binh Duong Building Materials And Construction Corporation	Deputy General Director		

11. Current Positions Held

Workplace	Position	Term
Binh Duong Building Materials And Construction Corporation	Deputy General Director	From 06/2022 – Present
Binh Duong Building Materials And Construction Corporation	Party Affairs: Member of the Standing Committee of the Party Committee – Chairman of the Inspection Committee of the Party Committee	Term: 2020 – 2025
Binh Duong Building Materials And Construction Corporation	Trade Union Affairs: Member of the Standing Committee of the Di An City Labor Confederation, Chairman of the Company's Trade Union	Term: 2023 – 2028

I hereby commit to taking full responsibility before the law for the accuracy and truthfulness of the above information.

Di An, April 3 , 2025

Certification by the local authority or workplace

M.S.D.N: 3700148529 - C.T.C.P
CÔNG TY CỔ PHẦN VẬT LIỆU VÀ XÂY DỰNG BÌNH DƯƠNG
TP. DĨ AN - T. BÌNH DƯƠNG

Lê Viết Châu

Declarant

Pham Hoan Vu