**MCC: Annual General Mandate 2024**

On April 24, 2024, High-Grade Brick-Tile Corporation announced General Mandate No. 04/04/NQ-DHDCD as follows:

1. The General Meeting unanimously approved the following report documents: Report on production and business activities in 2023, Report on production and business tasks orientation for 2024; Report on the activities of the Board of Directors in 2023 and the plan for 2024; Report on the Supervisory Board's activities in 2023 and the plan for 2024; Audited Financial Statements for 2023, in which the production and business targets for 2024 are approved as follows:

* Construction brick of all kinds 30,000,000 units
* Clay of all kinds: 110.000 m3
* Revenue: VND 33,840,799,000
* Profit before tax: VND 2,642,090,000

Implementation of production and business in 2023:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| No. | Target | Unit | Plan 2023 | Results  2023 | Compared to Plan 2023 |
| 1 | Construction brick | Piece | 30,000,000 | 18,295,000 | 61.0% |
| 2 | Clay | M3 | 120,000 | 68,051 | 56.7% |
| 3 | Revenue | Thousand VND | 43,531,000 | 17,286,549 | 39.7% |
| 4 | Profit before tax: | Thousand VND | 5,025,000 | 422,085 | 8.4% |

1. The General Meeting unanimously approved the salary, remuneration, bonus of the Board of Directors, Supervisory Board and the distribution of funds as per Proposal No. 01/TTr-CTY as follows:
   1. 2022 dividend payment rate in cash: 4.8% (Shareholders receive VND 480 for every share they own)
   2. The dividend payout rate for 2024 will be submitted to the annual general meeting of shareholders in April 2025 for consideration and decision after the profit results for 2024 are available.
   3. Salary of the Board of Directors:

| No. | The Board of Directors | Salary level |
| --- | --- | --- |
| 1 | Chair of the Board of Directors | VND 14 million/month. |

* 1. The profit distribution plan for 2024 is as follows:

| Percentage deducted from profit after tax 2024 | Beneficiaries |
| --- | --- |
| 33% | Investment and development fund. |
| 10% | Bonus and welfare fund: |
| 1% | Remuneration fund of the Board of Directors and Supervisory Board: |
| 1% | Bonus fund for the company's executive management board |
| 55% | Dividend payment fund |

1. The General Meeting unanimously approved the transfer of 5 hectares of land outside the Dong Chinh clay mine planning according to the content of Proposal No. 02/TTr-CTY.
2. The General Meeting unanimously authorized the Board of Directors to select an audit company to audit the Financial Statements 2024 for the company according to the content of Proposal No. 03/TTr-CTY.

The above is the Annual General Mandate in 2024, term TV (2021-2026), which has been unanimously approved by the General Meeting of Shareholders. Members of the Board of Directors, Board of Managers, Supervisory Board and shareholders of the company are responsible for implementing this General Mandate.