

**CMC JOINT STOCK
COMPANY****SOCIALIST REPUBLIC OF VIETNAM**
Independence - Freedom - Happiness

No: 40/CBTT-CMC

Phu Tho, March 27, 2026

To:

- State Securities Commission of Vietnam
- Ho Chi Minh City Stock Exchange
- Hanoi Stock Exchange

Company Name: CMC JOINT STOCK COMPANY (“Company”)**Stock Code:** CVT**Head Office Address:** Lot B10-B11, Thuy Van Industrial Park, Nong Trang ward, Phu Tho Province, Vietnam.**Phone Number:** 02103 991706**Person in charge of information disclosure:** Mrs. Nguyen Viet Cuong – Legal Representative**Type of Information Disclosure:** 24h 72h Upon request Extraordinary Periodic**Content of Information Disclosure:**

CMC Joint Stock Company hereby announces the Invitation to the 2026 Annual General Meeting of Shareholders and the link to meeting materials.

This information has been published on the company's website on March 27, 2026 at the following link: //cmctiles.vn/quan-he-co-dong/cac-thong-tin-cong-bo/

We hereby commit that the disclosed information is true and take full legal responsibility for its content.

Recipients:

- As stated above;
- Archived.

**Legal Representative/Authorized Person for Information
Disclosure**

(Signature, full name, title, and company seal)

**NGUYEN VIET CUONG**

INVITATION TO THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**To: Esteemed Shareholders of CMC Joint Stock Company**

The Board of Directors of CMC Joint Stock Company respectfully invites shareholders to attend the 2026 Annual General Meeting of Shareholders (“AGM”) with the following details:

1. Time: 8:00 AM, Wednesday, April 22, 2026

2. Venue: Lot B10 – B11, Thuy Van Industrial Park, Nong Trang Ward, Phu Tho Province

3. Agenda:

- Approval of the Reports and Proposals of the Board of Directors and the Supervisory Board
- Approval of other matters in accordance with the Company’s Charter and applicable laws
- The detailed agenda, documents, and forms for the General Meeting are posted on the company's website 21 days prior to the opening date. Shareholders are kindly requested to follow and update information at: cmctiles.vn.

4. Conditions for Attending the General Meeting:

- All shareholders holding shares of CMC Joint Stock Company as listed on the shareholder record date of March 19, 2026, provided by the Vietnam Securities Depository and Clearing Corporation.
- Individual shareholders or legal representatives/representatives managing contributed capital of institutional shareholders who are unable to attend the AGM may authorize another person to attend (using the Authorization Letter attached to this Notice). The authorized person is not allowed to delegate this authority to a third party.

When attending the AGM, shareholders or authorized representatives are required to bring the following documents for registration:

- (i) This Invitation Notice;
- (ii) Citizen ID/Passport (for individuals);
- (iii) Certified true copy of the Business Registration Certificate or Establishment Decision (for organizations);
- (iv) Original Authorization Letter (if attending as an authorized representative).

During the meeting, shareholders and authorized representatives must comply with safety and order regulations as required by the AGM Organizing Committee.

* Other Notes:



- For the overall benefit of the AGM, the Organizing Committee reserves the right to refuse entry to shareholders or authorized representatives who violate or fail to comply with the meeting's safety and order regulations.

- Shareholders shall bear all accommodation, travel, and other expenses related to attending the AGM

5. Documents Attached to the Invitation Letter

- The Invitation Letter and Proxy Form for attending the AGM will be sent to shareholders

- Other AGM documents: Shareholders are kindly requested to download them from the Company's website at cmctiles.vn, under the Investor Relations section. (Additionally, printed copies will be distributed at the AGM.)

6. Registration:

To facilitate the organization of the AGM, we kindly ask shareholders to confirm their attendance/proxy participation or submit feedback on discussion topics before 4:00 PM on April 17, 2026, via written document or email to the following contact:

AGM ORGANIZING COMMITTEE – CMC JOINT STOCK COMPANY

Governance Officer: Ms. Nguyen Thi Nguyet

Phone: 0973598631

Email: nguyet.nt@cmctiles.vn

If necessary, based on actual circumstances, the Company may adjust the time and venue of the AGM as stated in this Invitation. Any changes will be announced on the Company's website, via regulatory disclosure channels, or through mass media. Shareholders are kindly requested to check for updates on the meeting schedule, venue, and documents at cmctiles.vn, under the Investor Relations section, or via official disclosure channels.

Sincerely,

Phu Tho, March 27, 2026

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



TRINH KIEN



EXPECTED MEETING AGENDA
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
CMC JOINT STOCK COMPANY

Time: 8:00 AM, Wednesday, April 22, 2026

Location: Lot B10 - B11, Thuy Van Industrial Zone, Nong Trang Ward, Phu Tho Province.

No.	CONTENT	TIME	CHỦ TRÌ
I.	Welcoming Guests		
2	<ul style="list-style-type: none"> - Complete registration procedures, verify shareholder eligibility. - Distribute meeting documents, voting ballots, and election ballots. 	08:00 am - 08:30 am	Organizing Committee
II.	Opening Procedures		
1.	<ul style="list-style-type: none"> - Opening of the General Meeting. - Report on verification of shareholder/attendee eligibility. 	08:30 am - 08:35 am	Shareholder Eligibility Verification Committee
2.	<ul style="list-style-type: none"> - Introduce the Presidium, appoint the Secretariat, and approve the composition of the Voting Committee. - Approve the General Meeting Agenda. - Approve the Rules for Organizing and Voting at the General Meeting. - Approval of the Regulations on the election of members of the Board of Directors and the Supervisory Board. 	08:35 am - 08:47 am	Chairperson
III.	General Meeting Content		
1.	<ul style="list-style-type: none"> - Report on the activities of the Board of Directors and the Executive Board of the Company for the year 2025 and the orientation for 2026. 	08:47 am - 09:00 am	Presidium Member
2.	<ul style="list-style-type: none"> - Report on the activities of the Supervisory Board in 2025 and the operational orientation for 2026. 	09:00 am - 09:10 am	Supervisory Board
3.	<ul style="list-style-type: none"> - Approval of the following submissions: <ul style="list-style-type: none"> (i) Submission on the approval of the Company's audited separate and consolidated financial statements for 2025; (ii) Submission on the approval of the 2025 profit distribution plan; the payment of remuneration to members of the Board of Directors 	09:10 am - 09:20 am	Presidium Member



	<p>and the Supervisory Board in 2025; and the remuneration plan for the Board of Directors and the Supervisory Board in 2026;</p> <p>(iii) Submission on the selection of the auditing firm for the 2026 financial statements;</p> <p>(iv) Proposal on the update of registered business lines and the amendment of the Company's Charter.</p> <p>(v) Submission on the election of the Board of Directors and the Supervisory Board for the term 2026–2031;</p> <p>(vi) Other matters falling under the authority of the General Meeting of Shareholders (if any).</p>		
4.	The General Meeting discusses and votes to approve the Reports and Proposals.	09:20 am - 09:40 am	Presidium
5.	Conduct voting count and take a break.	09:40 am - 10:00 am	General Meeting of Shareholders
6.	Approve the voting results.	10:00 am - 10:15 am	Voting Committee
7.	Approve the Minutes of the 2026 Annual General Meeting of Shareholders.	10:15 am - 10:25 am	Meeting Secretary



No.: 01/2026/TTr-HĐQT

Phu Tho, March 27, 2026

PROPOSAL

(Re: Approval of the Audited Separate and Consolidated Financial Statements for 2025)

To: General Meeting of Shareholders of CMC Joint Stock Company

- Pursuant to the Law on Enterprises 2020 and its guiding documents;
- Pursuant to the Law on Securities 2019 and its guiding documents;
- Pursuant to the Charter of Organization and Operation of CMC Joint Stock Company (the "Company");
- Pursuant to the actual business operations of the Company,

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the audited Separate Financial Statements and Consolidated Financial Statements of CMC Joint Stock Company as of December 31, 2025, which include the following:

- Independent Auditor's Report;
- Balance Sheet;
- Income Statement;
- Cash Flow Statement;
- Notes to the Financial Statements.

(Detailed content is attached in the summarized audited financial statements, and the full report is published on the Company's website: cmctiles.vn under the Investor Relations section).

We respectfully request the General Meeting of Shareholders to review and approve.

Nơi nhận:

- As above;
- Board of Directors;
- Filed at the Office of the Board of Directors.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



TRINH KIEN

No.: 02/2026/TTr-HĐQT

Phu Tho, March 27, 2026

PROPOSAL

(Re: Approval of the List of Auditing Firms for the 2026 Financial Statements)

To: General Meeting of Shareholders of CMC Joint Stock Company

In compliance with the Charter of CMC Joint Stock Company (the “Company”) and relevant legal regulations, the Supervisory Board respectfully submits for approval by the General Meeting of Shareholders the selection of the list of auditing firms to conduct the audit of the Company's financial statements for 2026, as follows:

1. Selection Criteria:

The firm must be legally operating in Vietnam and approved by the State Securities Commission to audit listed companies in 2026;

- The firm must have a strong reputation for audit quality and experience in auditing public companies, listed companies, and major financial institutions in Vietnam;
- The audit team must have highly qualified and experienced auditors;
- The firm must meet the Company's requirements in terms of audit scope and timeline;
- The audit fee must be reasonable and aligned with the quality of service provided.

2. List of Auditing Firms:

Based on the above selection criteria, the Supervisory Board submits for approval the following list of auditing firms to conduct the audit of the Company's 2026 financial statements:

- Ernst & Young Vietnam Limited Liability Company
- Deloitte Vietnam Limited Liability Company (Deloitte)
- KPMG Limited Liability Company
- BDO Limited Liability Company
- UHY Audit & Advisory Services Limited Liability Company

3. Implementation Plan:

The Supervisory Board respectfully submits to the General Meeting of Shareholders for approval the authorization for the Board of Directors (the “BOD”) of the Company to select the independent auditor in accordance with the following options, in order of priority:

- Option 1: To select one (01) out of the five (05) auditing firms listed in Section 2 above to audit the Company's financial statements for 2026. The BOD is authorized to delegate the Chairman of the BOD to carry out such selection, provided that the selected auditing firm satisfies the criteria approved in Section 1 above and is appropriate to the Company's operational conditions.



- Option 2: In the event that none of the auditing firms listed in Section 2 above meets the criteria set out in Section 1, the BOD shall have the authority to select one of the auditing firms from the list of auditing firms approved by the State Securities Commission (SSC)/Ministry of Finance (MOF) for 2026 attached to this Proposal to audit the Company's 2026 financial statements. The BOD is authorized to delegate the Chairman of the BOD to carry out such selection, provided that the selected auditing firm satisfies the criteria approved in Section 1 of this Proposal and is appropriate to the Company's operational conditions.

The Supervisory Board respectfully submits to the General Meeting of Shareholders for consideration and approval.

Recipients:

- *As above;*
- *Board of Directors;*
- *Filed at the Office of the
Board of Directors.*

**ON BEHALF OF THE SUPERVISORY BOARD
HEAD OF THE SUPERVISORY BOARD**



PHAM THI THU HANG

LIST OF AUDITING COMPANIES SELECTED ACCORDING TO OPTION 2

No.	Company Name
1	AASC Auditing Firm Limited Liability Company (AASC)
2	A&C Auditing and Consulting Limited Liability Company (A&C)
3	Moore AISC Auditing and IT Services Limited Liability Company (Moore AISC)
4	PwC (Vietnam) Limited Liability Company (PwC)
5	Grant Thornton Vietnam Limited Liability Company (GT)
6	AAC Auditing and Accounting Limited Liability Company (AAC)
7	Southern Auditing and Accounting Financial Consultancy Services Limited Liability Company (AASCS)
8	PKF-TTG Auditing and Consulting Limited Liability Company (PKF-TTG)
9	RSM Vietnam Auditing & Consulting Limited Liability Company (RSM)
10	Vietnam Auditing and Valuation Limited Liability Company (VAE)
11	VietValues Auditing and Consulting Limited Liability Company (VIETVALUES)
12	International Auditing Limited Liability Company (ICPA)
13	Nhan Tam Vietnam Auditing Limited Liability Company (NTV)
14	AFC Vietnam Auditing Limited Liability Company (AFC)
15	VACO Auditing Limited Liability Company (VACO)
16	ECOVIS AFA Vietnam Auditing – Valuation and Consulting Limited Liability Company (ECOVIS AFA)
17	ASCO Auditing and Valuation Firm Limited Liability Company (ASCO)
18	NVA Auditing Limited Liability Company (NVA)
19	An Viet Auditing Limited Liability Company (An Viet)
20	International Auditing and Valuation Limited Liability Company (IAV)
21	Vietnam Auditing and Valuation Limited Liability Company (AVA)
22	CPA Vietnam Auditing Limited Liability Company (CPA VN)
23	FAC Auditing Limited Liability Company (FAC)



No: 03/2025/TTr-HĐQT

Phu Tho, March 27, 2026

PROPOSAL

(Re: Approval of the Profit Distribution Plan for 2025; Remuneration Payments for the Board of Directors and Supervisory Board in 2025; and Remuneration Plan for the Board of Directors and Supervisory Board in 2026)

To: General Meeting of Shareholders of CMC Joint Stock Company

- Pursuant to the Law on Enterprises 2020 and its guiding documents;
- Pursuant to the Law on Securities 2019 and its guiding documents;
- Pursuant to the Charter of CMC Joint Stock Company,

The Board of Directors of CMC Joint Stock Company (the “Company”) respectfully submits to the General Meeting of Shareholders for review and approval of the following:

I. Remuneration Payments for the Board of Directors and Supervisory Board

The Board of Directors respectfully submits the following details regarding the total remuneration paid in 2025 and the planned remuneration for 2026:

No.	Category	Total Remuneration 2025 (VND)	Planned Remuneration 2026 (VND)
1	Board of Directors (BOD)	0	0
2	Supervisory Board (SB)	0	0
Total		0	0

II. Profit Distribution Plan for 2025

Based on the audited 2025 financial statements, and considering the Company’s business performance, production and business plans, and capital requirements for investment and development, the Board of Directors respectfully submits the following Profit Distribution Plan to the General Meeting of Shareholders for approval:

No.	Item	Unit	Actual 2025
1	Revenue from sales and services	VND	2.246.083.482.724
2	Total profit before corporate income tax (CIT)	VND	84.095.699.119
3	Profit after corporate income tax (CIT)	VND	49.979.876.155
4	2025 Dividends	VND	0
5	Profit carried forward to next year	VND	49.979.876.155
6	Dividend payout ratio	%	0%

The Board of Directors kindly requests the General Meeting of Shareholders to review and approve.



Recipients:

- *As above;*
- *Board of Directors;*
- *Office of the Board of
Directors (for filing).*

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



TRINH KIEN



No.: 04/2026/TTr-HĐQT

Phu Tho, March 27, 2026

SUBMISSION
(Re: Update of the Company's business lines and amendment to the Company's Charter)
To: General Meeting of Shareholders of CMC Joint Stock Company

- Pursuant to the Law on Enterprises 2020 and its guiding documents;
- Pursuant to the Charter on Organization and Operation of CMC Joint Stock Company (the "Company");
- Based on the Company's operational situation and requirements,

Based on changes in the legal regulations on the system of business sectors under Decision No. 36/2025/QĐ-TTg dated September 29, 2025, the Board of Directors of CMC Joint Stock Company (the "Company") respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval the update of the Company's business lines, as follows:

1. Update of certain business lines of the Company

Pursuant to the provisions of Decision No. 36/2025/QĐ-TTg dated September 29, 2025 on the system of business sectors, certain business lines of the Company must be updated to align with these regulations. Therefore, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the detailed updates of these business lines as follows:

No.	Business lines before update		Business lines after update	
	Name of business line	Code	Name of business line	Code
1	Wholesale of construction materials and other installation supplies	4663	Wholesale of construction materials and installation equipment	4673
2	Real estate consultancy, brokerage, auction; auction of land use rights. Details: Real estate and land use rights consultancy and brokerage	6820	Other real estate activities on a fee or contract basis	6829
3	Wholesale of metals and metal ores. Details: Wholesale of steel and iron	4662	Wholesale of metals and metal ores	4672
4	Management consultancy activities	7020	Business and other management consultancy activities	7020
5	Other specialized wholesale not elsewhere classified	4699	Other specialized wholesale not elsewhere classified	4679

After the update, the Company's system of business lines is as follows:

No.	Business line	Business code
6.	Manufacture of pulp, paper and paperboard	1701
7.	Manufacture of corrugated paper, corrugated paperboard and packaging of paper and paperboard Details: <ul style="list-style-type: none"> • Manufacture of paper and paperboard packaging; • Manufacture of corrugated paper and corrugated paperboard 	1702
8.	Manufacture of other articles of paper and paperboard not elsewhere classified	1709
9.	Printing Details: Excluding printing activities on publications as prescribed under Decree No. 195/2013/ND-CP dated November 21, 2013	1811
10.	Service activities related to printing	1812
6	Manufacture of clay building materials	2392 (Principal)
7	Manufacture of other ceramic products	2393
8	Manufacture of concrete and products of cement and plaster	2395
9	Wholesale of construction materials and installation supplies	4673
10	Installation of water supply and drainage systems, heating systems and air-conditioning systems	4322
11	Other construction installation activities	4329
12	Building completion and finishing	4330
13	Cargo handling Details: Road cargo handling	5224
14	Wholesale of metals and metal ores Details: Wholesale of iron and steel	4672
15	Wholesale of machinery, equipment and spare parts Details: Wholesale of machinery, equipment, electrical materials; industrial and construction machinery, equipment and spare parts; other machinery, equipment and spare parts	4659

No.	Business line	Business code
16	Real estate business, land use rights owned, used or leased Details: <ul style="list-style-type: none"> • Residential real estate business; • Leasing of offices, factories, warehouses, shopping centers and retail premises; • Building and apartment management services <i>(excluding “investment in construction of cemetery infrastructure for transfer of land use rights attached to infrastructure” as stipulated in Section A.I.7 – sectors not yet open to market access for foreign investors under Decree No. 31/2021/ND-CP)</i>	6810
17	Other real estate activities on a fee or contract basis	6829
18	Activities of head offices	7010
19	Business management consultancy and other management consultancy activities	7020
20	Architectural and engineering activities and related technical consultancy	7110
21	Advertising	7310
22	Renting and leasing of motor vehicles	7710
23	Renting and leasing of other machinery, equipment and tangible goods without operator	7730
24	Manufacture of refractory products	2391
25	Cutting, shaping and finishing of stone	2396
26	Construction of residential buildings	4101
27	Construction of non-residential buildings	4102
28	Demolition (excluding blasting services and bomb and mine clearance activities)	4311
29	Site preparation (excluding blasting services and bomb and mine clearance activities)	4312

No.	Business line	Business code
30	Other financial service support activities not elsewhere classified Details: • Investment advisory activities	6619
31	Urban and suburban passenger land transport (excluding bus transport)	4931
32	Other passenger land transport	4932
33	Freight transport by road	4933
34	Warehousing and storage	5210
35	Service activities incidental to rail transport	5221
36	Service activities incidental to road transport	5225
37	Other service activities incidental to transport	5229
38	Wholesale of agricultural and forestry raw materials (excluding wood, bamboo, and rattan) and live animals Details: Wholesale of other agricultural and forestry raw materials (excluding wood, bamboo, and rattan)	4620
39	Other specialized wholesale not elsewhere classified	4679
40	Non-specialized wholesale trade	4690
41	Organization of trade promotion and commercial promotion activities	8230

2. Amend Article 4 of the Company's current Charter regarding the Company's business lines to align with the updated business lines set out in Section 1 of this Proposal.

3. Implementation:

- Assign the legal representative to complete the dossier and carry out necessary procedures with competent state authorities to record the changes stated in this Proposal in accordance with applicable laws and the Company's Charter.
- Assign the legal representative to finalize and sign the promulgation of the amended Charter reflecting the revisions and supplements approved by the General Meeting of Shareholders in accordance with applicable laws and the contents of this Proposal.
- Assign the Board of Directors to decide on matters related to and/or arising from the changes stated in this Proposal and to organize the implementation of relevant procedures and tasks in compliance with applicable laws and the Company's Charter.

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

Sincerely,

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**



TRINH KIEN



No.: 05./2026/TTr-HĐQT

Phu Tho, March 27, 2026

SUBMISSION

(Re: Election of members of the Board of Directors and the Supervisory Board for the term 2026–2031)

To: General Meeting of Shareholders of CMC Joint Stock Company

- Pursuant to the Law on Enterprises 2020 and its guiding documents;
- Pursuant to the Law on Securities 2019 and its guiding documents;
- Pursuant to the Charter of CMC Joint Stock Company;

In 2026, the 2021–2026 term of the Board of Directors (“BOD”) and the Supervisory Board (“SB”) will expire; accordingly, all members of the BOD and SB shall cease their positions. Therefore, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the election of members of the BOD and SB for the term 2026–2031 as follows:

I. Approval of the election of members of the Board of Directors (BOD) for the term 2026–2031 as follows:**1. Number of members:**

The Company’s Board of Directors proposes that the number of BOD members for the 2026–2031 term shall be 05 members, including at least 01 independent member and at least one non-executive member of the Board of Directors.

2. Criteria and conditions for candidates:

- Candidates for membership of the BOD, including independent members, must satisfy the conditions prescribed under the Law on Enterprises 2020, the Law on Securities 2019, Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities, and the Company’s Charter

- Candidates may be self-nominated or nominated by shareholders/a group of shareholders/their authorized representatives who have nomination rights; and/or nominated by the incumbent BOD in accordance with the Law on Enterprises 2020 and the Company’s Charter.

4. List of candidates for election of additional BOD members for the term 2026–2031:

The list of candidates shall be compiled from individuals who fully meet the above criteria and conditions and have submitted complete application dossiers to the Company within the prescribed deadline in accordance with the Notice on nomination and self-nomination of candidates for the Board of Directors and Supervisory Board for the term 2026–2031.



In the event that, upon the expiry of the nomination and self-nomination period, the number of candidates for the BOD is still insufficient as required, the incumbent BOD shall nominate additional candidates to ensure the required number in accordance with this Submission.

The official list of BOD candidates shall be announced at the General Meeting prior to the election.

II. Approval of the election of members of the Supervisory Board (SB) for the term 2026–2031 as follows:

1. Number of members:

The Board of Directors proposes that the number of Supervisory Board members for the 2026–2031 term shall be **03 members**.

2. Criteria and conditions for candidates:

- Candidates for membership of the Supervisory Board must satisfy the conditions prescribed under the Law on Enterprises 2020, the Law on Securities 2019, Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities, and the Company's Charter.

- Candidates for the Supervisory Board may be self-nominated by shareholders or nominated by shareholders/a group of shareholders, or nominated by the incumbent Supervisory Board members, in accordance with the Law on Enterprises 2020, the Law on Securities 2019, Decree No. 155/2020/ND-CP, the Company's Charter and the Regulation on election of members of the Board of Directors and Supervisory Board for the term 2026–2031 of the Company.

3. List of candidates for election of Supervisory Board members for the term 2026–2031:

The list of candidates shall be compiled from individuals who fully meet the above criteria and conditions and have submitted complete application dossiers to the Company within the prescribed deadline in accordance with the Notice on nomination and self-nomination of candidates for the Board of Directors and Supervisory Board for the term 2026–2031.

In the event that, upon the expiry of the nomination and self-nomination period for candidates to the Board of Directors (BOD) and the Supervisory Board (SB), the number of nominated and self-nominated candidates remains insufficient as required, the incumbent BOD and SB shall nominate additional candidates to ensure the required number in accordance with this Proposal.

The official list of candidates for the BOD and SB shall be announced at the General Meeting prior to the election.

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

Recipients:

- As above;
- Board of Directors;
- Filed: VT.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



TRINH KIEN



**REPORT OF THE BOARD OF DIRECTORS AND EXECUTIVE MANAGEMENT
ON THE COMPANY'S PERFORMANCE IN 2025 AND PLAN FOR 2026**

To: General Meeting of Shareholders of CMC Joint Stock Company

The Board of Directors of CMC Joint Stock Company respectfully submits to the Shareholders' Meeting the report of the Board of Directors ("BOD") and the Executive Management ("Management") on the business performance in 2025 and the plan for 2026 as follows:

I. ASSESSMENT OF THE COMPANY'S PERFORMANCE IN 2025

1. General economic context

The finishing building materials industry is closely linked and heavily dependent on developments in the real estate market and construction investment activities. In 2025, Vietnam's economy continued to gradually recover and is expected to provide a foundation for growth in the following period. In particular, the real estate market is anticipated to experience positive changes thanks to improvements in the legal environment, growth momentum from economic expansion, and a gradual restoration of investor confidence.

Notably, a series of important legal documents related to land, housing, real estate business, investment, and planning—such as the Land Law, Housing Law, Real Estate Business Law, Investment Law, and Planning Law—have been amended, supplemented, and officially taken effect. These policies are expected to create a more synchronized and transparent legal framework, thereby helping to remove obstacles, unlock resources, and generate a new "driving force" for the recovery and development of the real estate market.

In addition, rapid urbanization, along with increasing investment demand in infrastructure and civil construction, continues to be fundamental factors supporting the growth of the building materials industry. In the medium and long term, the industry is forecast to maintain positive growth, with stable and increasing demand, estimated at over 10% per year over the next 10–20 years.

In this context, the building materials industry is facing significant opportunities to restructure toward higher-quality growth. This is a critical time for enterprises to proactively innovate their product portfolios, enhance competitiveness, strengthen cooperation with domestic



and international partners, and gradually transform their operating models toward efficiency and sustainable development.

2. Overview of CMC Joint Stock Company's business segments

- In the context of the building materials market gradually recovering, along with improvements in the real estate and construction investment sectors, CMC Joint Stock Company's core business segments are assessed to have positive growth prospects in the medium and long term.

- For the brick and tile manufacturing and trading segment—the Company's core business—market demand is expected to remain stable and trend upward, driven by urbanization, infrastructure development, and residential construction demand. In addition, the shift toward high-quality, environmentally friendly, and aesthetically improved products is becoming increasingly evident, creating opportunities for companies with strong manufacturing capabilities and technological investment such as CMC to expand market share and enhance product value.

- Regarding export markets, countries in the region such as Indochina, the Philippines, South Korea, and Taiwan continue to represent potential markets with stable demand for brick and tile products. Leveraging advantages in production costs, product quality, and gradually building brand presence in international markets will be key factors enabling the Company to expand its scale and improve export efficiency.

- Alongside these favorable conditions, the Company's business segments also face several challenges, including increasing competition, fluctuations in input costs, and increasingly stringent requirements on quality and environmental standards. However, with a stable production foundation, a clear development orientation, and strong adaptability, CMC is well positioned to seize market opportunities, maintain growth, and strengthen its industry position.

3. Assessment of the Company's performance in 2025

Despite operating in a challenging economic environment, the leadership and all employees of CMC Joint Stock Company have made continuous efforts, proactively and flexibly adapting to market fluctuations. Through the synchronous implementation of management solutions, optimization of available resources, and effective exploitation of business opportunities, the Company has gradually strengthened its operational foundation, maintained stable production and business activities, and created a basis for future expansion and improved operational quality.

In 2025, the Company continued to maintain its National Brand status with the following products: CMC ceramic tiles, PRATO ceramic tiles, and GALAXY premium glazed ceramic roof tiles.

On that basis, the Company's production and business results in 2025 are presented through the following key indicators:

Results of implementation in 2025 compared to 2024

Unit: VND billion

No.	Indicator	2024	2025	% Increase/Decrease
1	Total assets	3.334,6	3.149,9	- 5,5%
2	Equity	970,5	1.019,7	+5,1%
3	Revenue from sales and service provision	1.872,3	2.246,1	20,0%
4	Net revenue	1.711,8	2.114,5	23,5%
5	Profit before tax	84,5	84,1	-0,51%
6	Profit after tax	59,82	50,0	-16.5%

As of 31 December 2025, the Company's total assets reached VND 3,149.9 billion, down 5.54% compared to 2024; equity reached VND 1,019.7 billion, increasing by 5.1% compared to 2024.

In 2025, Vietnam's economy in general continued to face various difficulties and challenges, including macroeconomic fluctuations and impacts from the real estate sector. In this context, the Company's production and business activities were also affected:

- In 2025, sales volume of CMC's product lines continued to grow compared to 2024, reaching a total of 20.5 million m², an increase of 14.5% year-on-year. Among them, Semi Porcelain and Ceramic tiles continued to account for a large proportion, contributing 69% of total sales volume. Notably, the Semi Porcelain product line recorded strong growth in 2025, reaching 8.7 million m², accounting for 42% of total consumption, reflecting a clear market shift and positive customer acceptance. In addition, the Ceramic segment also recorded positive growth, reaching nearly 5.4 million m², up 35% compared to 2024, driven by product standardization and competitive advantages.

- The Company's total revenue in 2025 reached VND 2,246 billion, completing 112% of the annual plan and reaching 120% compared to 2024. Despite a challenging market environment where many peer companies experienced significant revenue declines, CMC's ability to maintain approximately 20% revenue growth compared to 2024 is considered a positive highlight, demonstrating its resilience and adaptability.

- Profit after tax in 2025 reached VND 50 billion, equivalent to 78.3% of the annual plan and 83.6% compared to 2024. In a challenging market context, CMC still achieved revenue growth thanks to organizational streamlining, operational optimization, and improved production

efficiency. Tight cost control and the application of technology in management and production helped the Company improve profit margins, affirm its competitive position, and create a solid foundation for sustainable development. However, the failure to meet profit targets and the decline compared to the previous year was mainly due to a decrease in financial income from subsidiaries.

4. Activities of the Board of Directors (BOD)

In 2025, the Board of Directors comprised five (05) members, including one (01) independent member, the BOD members were elected by the General Meeting of Shareholders (“GMS”) and continued to serve for the 2021–2026 term.

The Chairman of the BOD was elected by the BOD. The BOD consistently ensured compliance with requirements on the number, standards, and qualifications of board members in accordance with the Company’s Charter from time to time. The BOD has not established any sub-committees.

The BOD’s activities were maintained in accordance with the Company’s Charter and Internal Governance Regulations. Responsibilities were clearly assigned to each member to review matters within the authority of the BOD, enabling informed decision-making, while also supervising, directing, and urging the Executive Management to implement BOD resolutions and decisions.

All BOD meetings were convened and conducted in compliance with regulations, ensuring required participation of board members and adherence to proper procedures. All voting contents achieved a high level of consensus.

During 2025, the BOD closely monitored the Company’s actual business performance and provided flexible direction to the Executive Management to help the Company overcome difficulties and pursue growth, as follows:

(i) Governance and management activities

The BOD enhanced corporate governance quality in line with current regulations and international best practices. In 2025, governance capacity and effectiveness were improved in both quality and scale, specifically:

- The BOD maintained regular operations in accordance with the Company’s Charter. 100% of BOD members participated in all meetings held during the year, ensuring sufficient meeting frequency and attendance for legal validity and effectiveness.
- The BOD effectively fulfilled its responsibilities, with the role of non-executive members clearly demonstrated, thereby ensuring maximum protection of minority shareholders’ interests.
- The BOD supervised the Executive Management in implementing BOD resolutions and GMS resolutions.

(ii) Strategic planning and investment activities

Based on the orientations and contents approved by the 2025 Annual General Meeting of Shareholders, the BOD provided guidance on business targets as a basis for the Executive Management to implement. The BOD also focused on directing the execution of key resolutions and strategic initiatives, with notable results as follows:

- In 2025, the Company continued implementing and completing the OKRs (Objectives – Key Results) management system, thereby enhancing alignment and consistency across the entire organization. Objectives were set at multiple levels—from the Company to divisions and departments—and were regularly monitored and evaluated, ensuring operations closely followed strategic priorities.
- Marketing and customer development activities were implemented in a systematic and synchronized manner, focusing on strengthening brand recognition and expanding market coverage. The Company intensified engagement with distributor networks and contractors through specialized programs, while enhancing brand presence across communication channels. At the same time, sales materials and business support tools were standardized, combined with improved customer service quality through staff training and digital solutions, thereby enhancing customer experience and sales efficiency.
- The Company successfully completed organizational restructuring toward a leaner model, improving operational efficiency and labor productivity. At the same time, production improvement programs and cost optimization initiatives were strongly implemented across the system. In 2025, factory-level improvement initiatives helped reduce production costs by nearly VND 19 billion while maintaining product quality.
- In addition, operational cost reduction and control programs were implemented consistently, contributing to a reduction of approximately VND 18.7 billion in operating expenses during the year.

(iii) Summary of meetings and BOD resolutions/decisions

In 2025, the BOD held 16 meetings and issued 16 resolutions/decisions, mainly covering the following matters:

- Governance system: Completion of 2025 governance reports on time; selection of audit firms for 2025 financial statements; supervision of compliance with legal regulations, the Company Charter, and disclosure requirements, ensuring fairness among shareholders.
- Shareholder relations: Convening the 2025 Annual General Meeting of Shareholders in compliance with laws and the Company Charter.

- Appointment and dismissal of personnel: Appointment and dismissal of the CEO, Chief Accountant, Corporate Governance Officer cum Company Secretary, and dismissal of the Deputy CEO.
- Other matters under the authority of the BOD.

In addition to periodic and ad-hoc meetings, the BOD also conducted regular weekly and monthly working sessions to review and evaluate its activities and to supervise the Executive Management in the Company's production and business operations.

(iv) Reporting on related-party transactions of the Company: No occurrence

(v) Remuneration, operating expenses, and other benefits of the BOD

Pursuant to the Resolution of the 2025 General Meeting of Shareholders, the remuneration paid in 2025 is as follows:

Description	Actual value 2025	Value according to 2025 GMS Resolution
BOD remuneration	0 VND	0 VND

5. Activities of Independent Member of the Board of Directors

a. Report on the activities of the Independent BOD Member

In 2025, the Company's Board of Directors included 01/05 member who met the criteria of an Independent BOD Member. The Independent BOD Member attended all BOD meetings, provided opinions, and voted independently on matters and decisions within the authority of the BOD.

The Independent BOD Member possessed sufficient qualifications, professional experience, and fully met the regulatory criteria. In addition, the Independent BOD Member actively participated in planning, compliance oversight, and strategic review activities, ensuring adherence to good corporate governance practices. The member effectively fulfilled assigned roles and responsibilities, contributing to objective and independent decision-making.

b. Assessment report of the Independent BOD Member

Regarding the assessment of the BOD's activities in 2025, the Independent BOD Member provided the following general evaluation:

(i) Organizational structure and BOD meetings

- All BOD members actively participated in planning, compliance oversight, and strategic review activities, ensuring adherence to standard corporate governance practices;
- The BOD held 16 meetings in accordance with applicable principles and regulations;

- Issues related to business strategy, financial strategy, corporate culture, and management system development were thoroughly discussed and closely supervised between the BOD and Executive Management.

(ii) Governance and supervision

- The BOD complied with corporate governance regulations, convening periodic and ad-hoc meetings to promptly issue decisions aligned with actual business conditions;

- BOD members holding executive positions regularly attended both periodic and ad-hoc meetings of the Executive Management;

- The BOD properly fulfilled its roles and responsibilities in directing, supporting, and supervising the Executive Management in implementing resolutions approved by the General Meeting of Shareholders and the BOD, ensuring legal compliance and balancing the interests of the Company and its shareholders.

c. General assessment of the BOD's activities

- The BOD operated with a high sense of responsibility and transparency in governance, fully complying with regulations applicable to a public company;

- The BOD maintained and organized numerous periodic and ad-hoc meetings through various methods in accordance with the Company Charter and Internal Governance Regulations, enabling timely issuance of decisions and resolutions related to the Company's organization and operations;

- All BOD resolutions and decisions were adopted by majority vote, and meeting minutes were properly prepared and maintained in accordance with regulations.

II. SUPERVISORY ACTIVITIES OF THE BOD OVER THE EXECUTIVE MANAGEMENT

1. Supervision of the Executive Management

In 2025, despite many challenges in the overall economic environment, the Executive Management and the leadership team made continuous efforts to organize and operate the Company's business activities, enabling the Company to fulfill key assigned tasks.

The Board of Directors (BOD) regularly monitored the Executive Management's activities to ensure compliance with and alignment with the contents of the General Meeting of Shareholders (GMS) resolutions and BOD resolutions/decisions issued in 2025. Accordingly, the BOD directed and supervised the following key areas:

- Implementation of the 2025 business plan approved by the GMS and the BOD, ensuring full and effective execution of BOD resolutions/decisions;

- Timely preparation, submission, and disclosure of the audited 2024 financial statements and 2024 Annual Report, as well as the Q1, Q2, Q3, and Q4 2025 financial statements, and the reviewed semi-annual 2025 financial statements;
- Chairing, directing, and organizing the 2025 Annual General Meeting of Shareholders held on 23 April 2025 in accordance with legal regulations and the Company Charter, to approve the BOD and Supervisory Board reports for 2024, profit distribution plan for 2024, and the 2025 business plan, among others;
- Monitoring and following up on the implementation progress of the 2025 business plan and investment projects;
- Supervising information disclosure activities to ensure transparency, timeliness, and compliance with applicable laws;
- Supervising the Executive Management to improve operational efficiency and achieve the business targets set for 2025;
- Developing corporate culture and enhancing corporate governance and management effectiveness;
- Supervising salary and wage payments to employees;
- In addition, the BOD and Executive Management completed other tasks in accordance with the resolutions of the 2025 Annual General Meeting of Shareholders.

III. STRATEGIC DIRECTION FOR 2026

Macroeconomic context with multiple challenges

The year 2026 marks a pivotal milestone in the nation's development era, targeting double-digit economic growth. In 2026, Vietnam aims for GDP growth of 10% or higher, along with inflation control at around 4.5% and an increase in GDP per capita to USD 5,400–5,500. This is an ambitious target, marking a transition to a high-growth phase and laying the foundation for the 2026–2030 development strategy.

However, particularly from March 2026 onward, the Vietnamese economy is also significantly affected by instability and conflicts in the Middle East. Constraints in energy supply and rising oil prices have led to increases in commodity prices, thereby impacting the overall economy.

Situation of the building materials sector and brick manufacturing industry

In 2026, the building materials sector in general and the brick and tile manufacturing industry in particular are forecast to continue operating in a volatile environment with both challenges and opportunities.

Challenges: Although the real estate and construction markets—the main drivers of the industry—show signs of recovery, the recovery remains uneven and unstable. Increasing interest

rates also cause fluctuations in consumption demand. In addition, intensified competition from domestic enterprises and imported low-cost products puts pressure on profit margins. Input costs, including raw materials, energy, and logistics, remain at risk of rising due to geopolitical instability, directly affecting business efficiency.

Furthermore, stricter environmental, energy efficiency, and sustainable development standards require enterprises to increase investment in technology and process improvement. Changing consumer trends, with increasing preference for high-quality, eco-friendly, and aesthetic products, also require innovation in product development and R&D capabilities. In addition, the industry's production-consumption cycle creates pressure on cash flow and inventory management if not properly controlled.

Opportunities: Alongside these challenges, the industry also benefits from several favorable factors. Public investment and infrastructure development policies continue to be strongly promoted, driving demand for construction materials. Residential construction demand, especially in urban and semi-urban areas, remains stable. Export opportunities in regional markets continue to expand, particularly for companies with strong manufacturing capabilities and products meeting international standards.

The trend toward high-quality, environmentally friendly construction materials also creates opportunities for companies with sustainable development orientation to enhance competitiveness. At the same time, the application of technology, automation, and digital transformation in production and management opens up significant potential for cost optimization and operational efficiency improvement. Ongoing industry restructuring also creates opportunities for well-managed and financially strong enterprises to expand market share.

Based on the above challenges and opportunities, the Company's orientation for 2026 is defined as follows:

1. 2026 Strategic direction

Based on the continuity of previous strategic directions, the Company will focus on key strategic priorities toward efficiency improvement, selective expansion, and enhanced growth quality, as follows:

- Enhancing production efficiency and optimizing costs in depth: Instead of focusing on expanding scale, in 2026 CMC will prioritize optimizing efficiency based on existing capacity through technology upgrades toward energy saving, reducing raw material loss, and increasing labor productivity. The Company will continue to improve its production management system in the direction of digitalization and lean operation, while promoting R&D activities to develop higher

value-added products in line with market trends. The focus is on improving profit margins and enhancing asset utilization efficiency.

- Selective revenue growth and improving market quality: CMC aims to restructure its product portfolio toward high-efficiency product lines, while improving the quality of its distribution system. The project sales channel will continue to be prioritized to ensure stable output, while export activities will be selectively promoted, focusing on markets with higher profit margins and sustainable growth potential. At the same time, the Company will gradually build its brand presence in target markets instead of focusing solely on volume expansion.

- Strengthening governance foundation and organizational capability:

In 2026, CMC will continue to improve its governance system toward transparency, flexibility, and efficiency, combined with clear decentralization and delegation to enhance operational autonomy. Organizational restructuring will continue toward a leaner model, improving workforce quality and execution efficiency. At the same time, the Company will strengthen corporate culture aligned with performance and accountability, creating a foundation for long-term sustainable development.

- Proactive, united, and flexible response to macroeconomic challenges and business fluctuations:

The Company will enhance macroeconomic forecasting capabilities, including commodity prices, interest rates, and exchange rates. Proactive preventive measures will be implemented to minimize impacts on production and business activities and corporate objectives. At the same time, the Board of Directors and Executive Management will actively capture and convert emerging opportunities in the evolving environment.

2. Key Business Targets

No.	Indicator	Unit	2025 Actual	2026 Plan	% vs 2025
1	Consolidated net revenue	VND billion	2,114.5	2,398.2	+13.4%
2	Profit after tax	VND billion	50,0	58,0	+16,0%

3. Implementation Solutions

To achieve sustainable growth based on the foundations established in previous periods, the Company will continue to maintain and enhance the implementation efficiency of the following key solution groups:

Solutions to improve production and operational efficiency:

- Continue expanding selective cooperation with domestic and international partners, focusing on technological solutions that improve product quality and reduce production costs.
- Maintain and enhance the application of lean manufacturing management models, gradually standardizing processes and improving operational discipline.
- Continue strengthening R&D activities, focusing on improving existing products and developing higher value-added product lines.
- Improve quality control to increase the proportion of first-grade products, thereby enhancing production efficiency and reducing defect-related costs.
- Optimize procurement processes and control input factors in production and business operations.
- Innovate management and operational thinking: research and implement smart logistics management trends; apply AI and automation technologies in production, business, and corporate operations.

Solutions to improve business efficiency:

- Continue reviewing and optimizing the product portfolio to maximize profit margins and align with market demand.
- Maintain and enhance project sales channels, focusing on stable-demand segments such as public investment projects and social housing.
- Strengthen commercial sales channels by diversifying products and improving dealer support capabilities.
- Expand export activities in key markets such as Indochina, the Philippines, South Korea, and Taiwan, while improving service quality and competitiveness in these markets.
- Gradually research and pilot entry into new potential markets with appropriate roadmaps to ensure efficiency before scaling up.

Solutions to optimize internal strength and operational efficiency:

- Continue streamlining operational processes toward simplicity and efficiency, minimizing unnecessary intermediary steps.
- Enhance decentralization and delegation mechanisms associated with clear responsibilities and appropriate control systems.
- Strengthen connectivity and information sharing between departments to improve responsiveness in management.
- Continue implementing cross-functional projects focusing on the Company's key strategic objectives.

- Maintain and expand cost-saving initiatives and improve overall operational efficiency across the system.
- Continue promoting training and self-learning activities to improve employee capabilities.

This is the report on the activities of the Board of Directors and the Executive Management regarding the 2025 performance results and the 2026 plan, respectfully submitted to the General Meeting of Shareholders for approval.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN


TRINH KIEN

No.: 01/2026/BC-BKS

Phủ Thọ, March 27, 2026



**REPORT OF THE SUPERVISORY BOARD
AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR
FISCAL YEAR 2026
OF CMC JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 59/2021/QH14 dated June 11, 2020, and relevant guiding documents;
- Pursuant to the Charter of CMC Joint Stock Company;
- Pursuant to the 2024 consolidated financial statements of CMC Joint Stock Company audited by UHY Auditing and Consulting Co., Ltd.;
- Pursuant to the inspection and supervision results of the Supervisory Board in 2024.

The Supervisory Board ("SB") hereby reports to the Annual General Meeting of Shareholders ("AGM") of CMC Joint Stock Company ("Company") as follows:

I. SUPERVISORY BOARD ACTIVITIES

1. Supervisory Board Personnel:

In 2025, the SB consisted of three members, including one Chief Supervisor responsible for overall management and two supervisors performing tasks as assigned by the Chief Supervisor.

2. Activities of the Supervisory Board:

In 2025, the Supervisory Board held three (03) formal meetings to: (i) elect the Head of the Supervisory Board; (ii) discuss and approve the Supervisory Board's reports submitted to the 2025 Annual General Meeting of Shareholders; and (iii) assign inspection and supervisory responsibilities to each member to enhance the effectiveness of monitoring the Company's operations, and to promulgate the Charter on the organization and operation of the Supervisory Board.

SB members coordinated closely to inspect and review the resolutions and activities of the Board of Directors (BOD), financial reports, and consulted with the Executive Board on challenges, opportunities, and future objectives of the Company.

The SB conducted inspections and supervision to ensure compliance with the Law on Enterprises, the Company's Charter, and the 2025 AGM resolutions, specifically:



- Examined the legality and procedural compliance of the resolutions and decisions of the BOD and Executive Board to ensure adherence to legal regulations and the Company's Charter.
- Supervised the BOD and Executive Board in implementing the 2025 AGM resolutions, including:

Regarding the selection of an independent auditing company: On behalf of the AGM, the SB coordinated with the Executive Board to evaluate and approve the selection of UHY Auditing and Consulting Co., Ltd. to audit the 2025 financial statements. UHY is an independent auditing company approved by the State Securities Commission to audit listed companies.

- An SB representative attended and was provided with complete information on BOD meetings and offered opinions to the BOD and Executive Board within their scope of responsibilities and authority.
- Verified the 2025 financial statements audited by UHY to assess the accuracy and reasonableness of financial data, business performance, and cash flows, in accordance with accounting standards and regulations.
- Collaborated with relevant departments to conduct internal audits, assess internal quality and risk management, and periodically review the implementation of recommendations to improve the Company's internal management system.
- Monitored transactions between the Company and related parties, including large-scale business transactions.

3. Remuneration, Operating Expenses, and Other Benefits of the SB and Individual Members:

In light of the Company's economic difficulties, SB members unanimously agreed to forgo remuneration to allow the Executive Board and BOD to allocate all available resources towards the Company's restructuring efforts.

4. Report on Related Party Transactions of the Company

The process and procedures for conducting transactions between the Company and related parties are strictly implemented in accordance with the laws and the Company's current Charter. All related party transactions are disclosed in the Company's audited financial statements for the year 2025.

II. RESULTS OF SUPERVISION OF OPERATION AND FINANCIAL SITUATION

1. Supervision of the Board of Directors and Executive Board in Company Management

In 2025, the Supervisory Board (SB) closely coordinated with the Board of Directors (BOD) and the Executive Board to oversee the implementation of the AGM resolutions and BOD

resolutions. The BOD consists of five members, ensuring a structure that complies with the law and the Company's Charter. The BOD organized meetings and collected written opinions to approve decisions as required by law and the Company Charter.

In 2025, the BOD issued 16 resolutions/decisions to implement the business plan and address issues approved at the 2025 AGM. The SB evaluated these decisions as consistent with the Company's strategic direction and business plans set forth by the AGM.

The Chairman and BOD members actively implemented assigned tasks, promptly researching and making resolutions/decisions to support the Executive Board in business operations or addressing challenges and obstacles in business activities.

Company Performance in 2025:

- In 2025, the consumption volume of CMC's product lines maintained growth compared to 2024, with total output reaching 20.5 million m², representing an increase of 14.5% year-on-year. Among them, Semi Porcelain and Ceramic tiles continued to account for a significant proportion, contributing 69% of total sales volume. Notably, 2025 witnessed strong growth in the Semi Porcelain product line, with output reaching 8.7 million m², accounting for 42% of total consumption, reflecting a clear shift in market trends and positive customer reception. Meanwhile, the Ceramic segment also recorded strong growth, reaching nearly 5.4 million m², up 35% compared to 2024, driven by product consistency and competitive advantages.

- Total sales revenue of the Company in 2025 reached VND 2,246 billion, achieving 112% of the annual plan and 120% compared to 2024. Amid challenging market conditions where many industry peers experienced significant revenue declines, CMC's ability to sustain 20% revenue growth year-on-year stands out as a highlight, demonstrating the Company's resilience and adaptability.

- The Company's profit after tax in 2025 reached VND 50,0 billion, equivalent to 78.34% of the annual plan and 83.6% compared to 2024. Despite market challenges, CMC maintained revenue growth through a lean organizational strategy, operational optimization, and enhanced production efficiency. Tight cost control and the application of technology in management and production helped improve profit margins, reinforcing the Company's competitive position and establishing a solid foundation for sustainable development. However, profit after tax did not meet the target and declined year-on-year, mainly due to a decrease in financial income from subsidiaries.

- CMC has completed the restructuring of its organizational model with a focus on streamlining, efficiency, customer orientation, and productivity enhancement. At the same time, the Company has strongly implemented improvement and cost-saving initiatives to optimize production and operations in response to the evolving context. In 2025, Kaizen programs and initiatives at the

factories helped save nearly VND 19 billion in production costs without affecting product quality. Lean initiatives also contributed to reducing operating expenses by approximately VND 18.7 billion.

2. Supervision Results of the BOD Activities:

- In 2025, the BOD performed its functions and duties in guiding and directing the Company's business activities. Regular and ad-hoc meetings were held in accordance with the Company's Charter and internal regulations on corporate governance. The BOD issued 16 resolutions/decisions following proper procedures, authority, and legal compliance.

- Some BOD members directly participated in the Company's executive activities with the Executive Board, gaining timely insights into business operations and thus enhancing governance and strategic guidance.

3. Supervision Results of the Executive Board Activities:

The Executive Board implemented AGM and BOD resolutions/decisions in compliance with its functions and legal authority as stipulated in the Company's Charter.

In 2025, the Executive Board made concerted efforts to address difficulties and complex issues arising in business activities, actively seeking and evaluating investment opportunities consistent with the Company's strategy.

In directing business operations, the Executive Board focused on improving corporate governance based on fairness, transparency, professionalism, and cost optimization to stay competitive and comply with increasingly stringent legal requirements related to investment.

4. Results of Supervising Company Operations and Financial Status:

The separate and consolidated audited financial statements for 2025, audited by UHY Auditing and Consulting Co., Ltd., received an opinion reflecting a fair and reasonable presentation of the Company's financial position as of December 31, 2025. The financial results and cash flows for the fiscal year ended on the same date were presented in accordance with Vietnamese accounting standards and regulations.

The audited financial statements provide accurate and objective insights into the Company's financial situation, affirming the Company's adherence to accounting principles and legal requirements.

(Billion VND)

No.	Indicator	Separate Financial Statements (Audited)	Consolidated Financial Statements (Audited)
1	Total Assets	3.121,7	3.149,9

2	Owner's Equity	1.001,2	1.019,7
3	Gross Revenue	2.246,1	2.246,1
4	Net Revenue	2.114,5	2.114,5
5	Profit Before Tax	72,5	84,1
6	Profit After Tax	58	50,0

5. Coordination between the Supervisory Board and the Board of Directors (BOD) and the Board of General Directors (BGD)

In 2025, the Supervisory Board (SB) effectively coordinated with the BOD, BGD, and various departments/divisions within the Company, specifically:

- The SB representatives were invited to participate and give opinions at BOD meetings and important BGD meetings. They were allowed to express their views on issues related to management and business operations within their scope of responsibility and authority.
- The SB received full information and resolutions from the BOD, the business performance report, and the 2025 audited financial statements of the Company.
- The SB was provided with all necessary information and documents related to the Company's activities upon request.

6. Coordination with Shareholders

In 2025, the SB did not receive any complaints from shareholders regarding the activities of the BOD, SB, BGD, or other managerial staff of the Company.

IV. SUPERVISORY BOARD'S OPERATION PLAN FOR 2026

The SB will maintain inspection and supervision of the Company's business and management activities according to the Company's Charter, focusing on the following key areas:

- Monitoring compliance with state policies, laws, the Company Charter, regulations, resolutions of the General Meeting of Shareholders (GMS), and resolutions/decisions of the BOD.
- Reviewing mid-year and annual financial statements. Maintaining regular communication with independent auditors to improve the quality of financial statement auditing.
- Coordinating with specialized departments to monitor and assess the implementation of recommendations from inspection teams and plans/measures to address the Company's key risks.
- Supervising risk management, focusing on controlling, detecting, and warning of significant risk factors so that the Company can promptly take preventive measures.
- Monitoring the implementation and disclosure of information by the Company according to current regulations.

This report from the Supervisory Board outlines the activities in 2025 and the plan for 2026. The Supervisory Board respectfully submits this report to the General Meeting of Shareholders for consideration and approval.

Respectfully submitted!

ON BEHALF OF THE SUPERVISORY BOARD
HEAD OF THE SUPERVISORY BOARD



PHAM THI THU HANG



**REGULATIONS ON ORGANIZATION AND VOTING
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

**To: The 2026 Annual General Meeting of Shareholders
CMC Joint Stock Company**

- Pursuant to the Law on Enterprises 2020 and its guiding documents;
- Pursuant to the Law on Securities 2019;
- Pursuant to Decree No. 155/2020/ND-CP guiding the Law on Securities 2019;
- Pursuant to the Charter on Organization and Operation of CMC Joint Stock Company.

In order to ensure that the 2026 Annual General Meeting of Shareholders (“AGM”) of CMC Joint Stock Company (“Company”) is conducted efficiently, smoothly, and successfully while safeguarding shareholders’ rights and complying with the provisions of the Law on Enterprises and the Company’s Charter,

Organizing Committee of the AGM respectfully submits to the General Meeting of Shareholders for approval the "Regulations on Organization and Voting at the 2026 Annual General Meeting of Shareholders" (“Regulations”) with the following key contents:

Article 1. Duties of the General Meeting

- Voting to approve the Regulations on Organization and Voting at the AGM; the Meeting Agenda; the Ballot Counting Committee; the Regulations on Election for Additional Members of the Board of Directors; Regulation on the Election of Additional Members of the Board of Directors and the Supervisory Board.
- Discussion and approval of the Board of Directors’ and Executive Board’s report on the Company’s activities in 2025 and the operational orientation for 2026
- Reviewing and voting to approve the Report on the Activities of the Supervisory Board for 2025 and the operational directions for 2026.
- Discussing and voting to approve the Company's Separate and Consolidated Audited Financial Statements for 2025.
- Discussing and voting to approve the Proposal on Profit Distribution for 2025, the Remuneration for the Board of Directors and the Supervisory Board for 2025 and the Remuneration Plan for the Board of Directors and the Supervisory Board for 2026.
- Discuss and vote to approve the Proposal on the selection of an auditing firm for the Company’s 2026 financial statements;



- Discuss and approval of the update of registered business lines and the amendment to the Company's Charter
- Discuss and vote to approve the Proposal on the election of the Board of Directors and the Supervisory Board for the 2026–2031 term.
- Discussing and voting on other matters arising at the AGM (if any).
- Voting to approve the Minutes of the General Meeting.

Article 2. Shareholders Attending the General Meeting of Shareholders

Shareholders of the Company whose names appear on the shareholder list as of March 19, 2026, are entitled to attend the 2026 Annual General Meeting of Shareholders of the Company.

1. Shareholders or authorized representatives attending the Meeting must register with the Shareholder Qualification Verification Committee to receive the Voting Ballot and Voting Card, which will include the shareholder's or authorized representative's name, voting code, and the corresponding number of voting shares.
2. Shareholders or authorized representatives must be present at the Meeting venue on time and complete the registration procedures with the Organizing Committee. They must bring the following documents to verify their eligibility to attend and complete the registration and confirmation process with the Organizing Committee:
 - (A) If the shareholder is an individual attending the Meeting in person, they must present:
 - A valid original ID card/Citizen identification card/Passport.
 - (B) If the shareholder is an individual who authorizes another person to attend the Meeting, the authorized representative must present:
 - A valid original ID card/Citizen identification card/Passport; and
 - A legally valid authorization letter as per the Company's regulations.
 - (C) If the shareholder is an organization whose legal representative attends the Meeting in person, the legal representative must present:
 - A certified copy of the Enterprise Registration Certificate/Establishment Decision; and
 - A valid original ID card/Citizen identification card/Passport of the legal representative.
 - (D) If the shareholder is an organization that authorizes a representative who is not the legal representative to attend the Meeting, the authorized representative must present:
 - A valid original ID card/Citizen identification card/Passport of the authorized representative;
 - A certified copy of the Enterprise Registration Certificate/Establishment Decision; and
 - A legally valid authorization letter as per the Company's regulations.

- If a shareholder or authorized representative fails to present the required documents as stipulated in cases (A), (B), (C), and (D) above, the Organizing Committee reserves the right to deny their participation in the Meeting.
3. Authorized representatives attending the Meeting must use the authorization form provided by the Company along with the Meeting Invitation Notice or another form approved by the Company in accordance with legal regulations. Sub-delegation to a third party is not permitted.
 4. Smoking is strictly prohibited inside the Meeting room.
 5. Private conversations and mobile phone usage during the Meeting are not allowed. All mobile phones must be turned off or set to silent mode.
 6. Audio or video recording at the Meeting is only permitted with the approval of the Chairperson and/or the unanimous consent of all attending shareholders.
 7. Shareholders/authorized representatives attending the Meeting must remain in their designated seats/areas as assigned by the Organizing Committee, comply with the instructions of the Presiding Committee, conduct themselves in a civilized and respectful manner, and adhere to the security and order regulations at the Meeting venue as required by the Organizing Committee.
 8. For the common interests of the Meeting, shareholders/authorized representatives may be denied participation by the Organizing Committee if they violate or fail to comply with the safety and order regulations of the Meeting.

Article 3. The Presiding Committee

1. The Presiding Committee shall consist of at least three (03) members, including one Chairperson, who shall be the Chairperson of the Board of Directors (BOD), and other members appointed by the Chairperson of the BOD. The Chairperson of the BOD shall preside over the General Meeting of Shareholders (GMS). The Presiding Committee shall direct and manage the Meeting based on the agenda proposed by the BOD and approved by the GMS.
2. Duties of the Presiding Committee:
 - a. Directing and managing the activities of the GMS in accordance with the agenda proposed by the BOD and approved by the GMS.
 - b. Guiding shareholders and/or authorized representatives in discussing the contents included in the agenda.

- c. Presenting draft resolutions and conclusions on key matters for voting at the GMS.
- d. Discussing and clarifying matters related to the Meeting agenda as requested by shareholders.
- e. Making decisions and handling any arising issues during the Meeting.

3. Working principles of the Presiding Committee:

- The Chairperson is the highest authority presiding over and making final decisions at the GMS.
- Members of the Presiding Committee shall perform tasks assigned or delegated by the Chairperson.

Article 4. The Secretariat of the General Meeting

1. The Secretariat of the General Meeting shall consist of a maximum of two (02) members, appointed by the Chairperson. The Secretariat is responsible to the Chairperson, the Presiding Committee, and the General Meeting of Shareholders (GMS) for its duties and operates under the direction of the Chairperson.

2. Duties of the Secretariat:

a. Assisting the Presiding Committee in announcing the agenda, drafting documents, conclusions, resolutions of the GMS, and issuing notices from the Presiding Committee to shareholders as required.

b. Receiving and organizing shareholder speech request forms and submitting them to the Presiding Committee for decision.

c. Accurately and faithfully recording the entire proceedings of the GMS, including matters approved by shareholders or requiring further attention, in the Minutes of the Meeting.

d. Drafting the Resolutions on matters approved at the GMS.

e. Reading the Minutes of the Meeting as a basis for GMS approval.

f. Performing other tasks as required or assigned by the Chairperson.

Article 5. Shareholder Eligibility Verification Committee

1. The Shareholder Eligibility Verification Committee shall consist of up to three (03) members, including one Head of Committee and up to two (02) members, appointed by the Chairperson of the Board of Directors (BOD).

2. Duties of the Shareholder Eligibility Verification Committee:

- Verifying the eligibility of shareholders and authorized representatives attending the Meeting.
- Reporting to the General Meeting of Shareholders (GMS) on shareholder attendance. If the Meeting has shareholders/authorized representatives representing more than 50% of voting shares, the GMS shall be deemed validly convened.

- Preparing a Verification Report, reporting, and being accountable to the GMS for its duties.

- After the Meeting, handing over the Verification Report along with the list of attending shareholders to the Organizing Committee for record-keeping.

- Performing other tasks as required or assigned by the Chairperson.

Article 6. Voting Committee

1. The Voting Committee shall consist of up to three (03) members, including one Head of Committee and up to two (02) members, nominated by the Chairperson and approved by the GMS through voting.

2. Duties of the Voting Committee:

- Announcing the Voting Rules and guiding shareholders in the voting process.
- Accurately determining voting results for each matter submitted for voting at the GMS.
- Reviewing and reporting any violations of voting rules or complaints regarding the voting results.

- Informing the Secretariat of the voting results for inclusion in the Meeting Minutes.

- Preparing a Voting Report, reporting, and being accountable to the GMS for its duties.

- After the Meeting, handing over the Voting Report along with all Ballots to the Organizing Committee for record-keeping.

- Performing other tasks as required or assigned by the Chairperson.

Article 7. Discussion at the General Meeting

1. Principles:

- Discussions shall be conducted within the allocated time and within the scope of the agenda items presented at the General Meeting of Shareholders (GMS). If additional discussion time is required, the Chairperson has the authority to decide.

- Each shareholder attending the GMS will be issued a Discussion Request Form. Shareholders or authorized representatives who wish to express opinions must complete the form, providing their shareholder information and clearly stating the discussion topic, then submit it to the Secretariat.

- The Secretariat will organize and forward the Discussion Request Forms to the Presiding Committee.

- Shareholders or authorized representatives who wish to speak or debate must raise their hands and comply with the following rules:

- o *Obtain approval from the Chairperson before speaking.*
- o *State their name and voting code before making their statement.*
- o *Keep their comments concise and relevant to the agenda of the Meeting.*

2. Responding to Shareholder Inquiries:

- Based on the Discussion Request Forms, the Chairperson or a designated representative will address shareholder inquiries.

- If multiple discussion topics are raised and time is limited, the Chairperson has full discretion to prioritize and select the most relevant and essential topics for discussion, ensuring efficiency and value for shareholders.

Article 8. Voting on Matters at the General Meeting

1. Principles:

- All matters on the agenda of the General Meeting must be discussed and voted on publicly by raising a Voting Card or by secret ballot using a Voting Slip (depending on the voting content) for all shareholders and/or authorized representatives

- The Voting Card/Voting Slip is printed by the Company and distributed to shareholders/authorized representatives at the beginning of the General Meeting and will be collected by the Organizing Committee at the end of the meeting. Each shareholder/authorized representative will receive one Voting Card and one Voting Slip. The Voting Card clearly states the Shareholder Code, Full Name, and the number of votes that the shareholder holds. The Voting Slip, in addition to the details recorded on the Voting Card, also includes the voting contents according to the General Meeting's agenda and a section for the shareholder/authorized representative's signature.

2. Voting Methods:

2.1. Voting by Raising a Voting Card

- Report on the activities of the Board of Directors and the Board of Management in 2025 and the operational orientation for 2026;

- Report on the activities of the Supervisory Board in 2025 and the operational orientation for 2026;

- Proposal on the approval of the Company's audited separate and consolidated financial statements for 2025;

- Proposal on profit distribution for 2025; remuneration payment for members of the Board of Directors and Supervisory Board in 2025; and the remuneration plan for the Board of Directors and Supervisory Board in 2026;

- Proposal on the selection of an auditing firm for the Company's 2026 financial statements;

- Proposal on the amendment of the Company's registered business lines in accordance with Decision No. 36/QĐ-TTg;

- Proposal on the election of the Board of Directors and the Supervisory Board for the 2026–2031 term;

- Approval of other matters at the General Meeting (if any);
- Approval of the Minutes of the General Meeting.

2.2. Voting procedure by secret ballot:

- Shareholders and/or their authorized representatives shall mark (X) or (√) in the “Agree/Disagree/No opinion” box for each matter stated in the Voting Ballot, and sign and clearly state their full name on the ballot;
- Upon completion, shareholders and/or their authorized representatives shall submit their ballots in accordance with the instructions of the Vote Counting Committee at the General Meeting;
- After ensuring that all attending shareholders and/or their authorized representatives have completed voting, the Vote Counting Committee shall proceed with vote counting and announce the results to the General Meeting.

3. Voting Rules

3.1 Each share shall carry one (01) voting right. Each shareholder and/or authorized representative attending the General Meeting, representing one or more voting rights, shall be provided with one (01) voting card and one (01) Voting Ballot reflecting the corresponding number of voting rights.

3.2 Matters submitted for approval at the General Meeting shall be approved when receiving more than **50% of the total voting shares** of attending shareholders, including:

- Report on the activities of the Board of Directors and the Executive Board of the Company for 2025 and the operational orientation for 2026;
- Report on the activities of the Supervisory Board in 2025 and the operational orientation for 2026;
- Proposal on the approval of the Company’s audited separate and consolidated financial statements for 2025;
- Proposal on profit distribution for 2025; remuneration payment for members of the Board of Directors and Supervisory Board in 2025; and the remuneration plan for the Board of Directors and Supervisory Board in 2026;
- Proposal on the selection of an auditing firm for the Company’s 2026 financial statements;
- Proposal on updating the registered business lines and amending the Company’s Charter
- Proposal on the election of the Board of Directors and the Supervisory Board for the 2026–2031 term;
- Other matters within the authority of the General Meeting of Shareholders, except those specified in Clause 3.3, Article 8 of this Regulation.

3.3 Matters shall be approved when receiving at least 65% of the total voting shares of attending shareholders, including:

Matters as prescribed in Clause 2, Article 22 of the Company's Charter (if any).

4. Determination of the Validity of Voting Slips:

4.1. A Voting Slip shall be deemed invalid if it falls into any of the following cases:

- i. The Voting Slip was not issued by the General Meeting's Organizing Committee;
- ii. The Voting Slip does not bear the Company's official seal;
- iii. The Voting Slip is torn, crossed out, erased, or altered;
- iv. The Voting Slip does not have the signature of the shareholder or the authorized representative of the shareholder;
- v. The Voting Slip is completed by the shareholder or the authorized representative in a manner that does not comply with the instructions on the Voting Slip and the Voting Rules herein;
- vi. The Voting Slip is submitted to the Vote Counting Committee after the voting has ended and the ballot box has been sealed.

4.2. The voting content on a Voting Slip shall be deemed invalid if:

- i. The shareholder does not mark any option (If all three options - Approve, Disapprove, and Abstain—are left unmarked, but the shareholder has signed, printed their full name, and affixed a seal (if the shareholder is an organization), the Voting Slip is still considered valid and will be counted as Abstain);
- ii. The shareholder marks more than one option at the same time.

4.3. Invalid Voting Slips or invalid voting content shall not be counted in the voting results.

Article 9. Minutes and Resolutions of the General Meeting of Shareholders

The minutes of the General Meeting of Shareholders must be prepared, read, and approved by the Secretariat before the meeting is adjourned.

Article 10. Implementation of the Regulations

- Shareholders and authorized representatives attending the General Meeting must strictly comply with the working regulations of the General Meeting of Shareholders. If shareholders or authorized representatives violate these Regulations, the Presidium will consider and take appropriate measures according to the Company's Charter and the Law on Enterprises.

- These Regulations on working procedures and voting at the General Meeting shall be presented to the General Meeting and shall be approved if they receive the consent of more than 50% of the total voting shares represented at the Meeting.

- These Regulations shall take effect from the moment they are approved by the 2026 Annual

General Meeting of Shareholders and shall apply to the General Meeting.

- The Chairman of the Board of Directors, acting as the Chairman of the General Meeting, shall sign and promulgate these Regulations on behalf of the General Meeting of Shareholders after their full approval.

**ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN OF THE BOARD OF DIRECTORS**



TRINH KIEN



**LETTER OF AUTHORIZATION
FOR ATTENDING THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
CMC JOINT STOCK COMPANY**

**To: The Organizing Committee of the 2026 Annual General Meeting of Shareholders
CMC Joint Stock Company**

1. AUTHORIZING PARTY

- Name of organization/individual:
- ID Card/Citizen ID/Business Registration Certificate No.:
- Date of issue:
- Permanent address/Head office:
- Phone number:
- Email:
- Number of shares owned: _____ shares

2. AUTHORIZED PARTY

- Full name:
- Position:
- Number of shares authorized: _____ shares

3. CONTENT OF AUTHORIZATION

The Authorized Party is authorized to represent the Authorizing Party in attending the 2026 Annual General Meeting of Shareholders of CMC Joint Stock Company held on April 22, 2026. The Authorized Party shall exercise all rights and fulfill all obligations at the meeting in accordance with the number of shares authorized until the conclusion of the General Meeting.

This Letter of Authorization is effective from the date of signing until the conclusion of the aforementioned Annual General Meeting. The Authorized Party is not permitted to delegate this authorization to another person.

We take full responsibility for this authorization and commit to strictly complying with the applicable laws and the regulations of CMC Joint Stock Company.

AUTHORIZING PARTY

(Sign and write full name)

AUTHORIZED PARTY

(Sign and write full name)



A Member of Tasco



BALLOT
ELECTION OF ADDITIONAL MEMBERS OF THE BOARD OF DIRECTORS FOR THE TERM 2026 - 2031

SHAREHOLDER CODE:

Shareholder's full name: ID/Passport number:

Number of shares owned: shares

Number of shares authorized from other shareholders: shares

Number of shares authorized to other shareholders: shares

Total number of shares representing voting rights: shares

Total number of votes: votes

List of candidates for election to the Board of Directors

Table with 3 columns: No., Candidate's Name, Number of Votes for the Candidate. Rows 1-5 with placeholder names Mr./Ms.

Note:

- Each shareholder has a total number of votes corresponding to the total number of shares they have the right to vote, multiplied by the number of Board of Directors members to be elected (multiplied by 5).

- Shareholders may allocate all their total votes to one candidate by marking in column (3) corresponding to the candidate they intend to vote for. If shareholders wish to divide their votes equally among the candidates, they can mark "X" or "√" in column (3) corresponding to the elected members.

- The total number of votes cast for the candidates by one shareholder must not exceed the total number of votes that the shareholder is entitled to.

Phu Tho, 2026
Shareholder/Authorized Representative of Shareholder
(Sign and clearly write full name)



BALLOT
ELECTION OF ADDITIONAL MEMBERS OF THE SUPERVISORY BOARD FOR
THE TERM 2026 - 2031

SHAREHOLDER CODE:

Shareholder's full name:..... ID/Passport number:.....

Number of shares owned: shares

Number of shares authorized from other shareholders: shares

Number of shares authorized to other shareholders: shares

Total number of shares representing voting rights: shares

Total number of votes: votes

List of candidates for election to the Supervisory Board

No.	Candidate's Name	Number of Votes for the Candidate
(1)	(2)	(3)
1	<u>Mr./Ms.</u>	
2	<u>Mr./Ms.</u>	
3	<u>Mr./Ms.</u>	

Note:

- Each shareholder has a total number of votes corresponding to the total number of shares they have the right to vote, multiplied by the number of Supervisory Board members to be elected (multiplied by 3).

- Shareholders may allocate all their total votes to one candidate by marking in column (3) corresponding to the candidate they intend to vote for. If shareholders wish to divide their votes equally among the candidates, they can mark "X" or "√" in column (3) corresponding to the elected members.

- The total number of votes cast for the candidates by one shareholder must not exceed the total number of votes that the shareholder is entitled to.

Phu Tho,, 2026
Shareholder/Authorized
Representative of Shareholder
(Sign and clearly write full name)



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VOTING BALLOT

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

SHAREHOLDER CODE:

Shareholder's full name: ID/Passport number:.....

Number of shares owned:shares

Number of shares authorized from other shareholders:shares

Number of shares authorized to other shareholders:shares

Total number of shares representing voting rights:share

No	CONTENT	Agree	Disagree	No opinion
1	Approval of the report on the activities of the Board of Directors and the Executive Board regarding the Company's operations in 2025 and the operational orientation for 2026 of CMC Joint Stock Company ("the Company")			
2	Approval of the Report of the Supervisory Board on its activities in 2025 and operational orientation for 2026 of the Company.			
3	Approval of the Company's separate and consolidated audited financial statements for 2025 (<i>as set out in Proposal No. 01/2026/TTr-HĐQT dated March 27, 2026</i>).			
4	Approval of the selection of the auditing firm for the Company's 2026 financial statements (<i>in accordance with Proposal No. 02/2026/TTr-BKS dated March 27, 2026</i>).			
5	Approval of the profit distribution for 2025; remuneration payment for members of the Board of Directors and the Supervisory Board in 2025; and the remuneration plan for the Board of Directors and the Supervisory Board in 2026 (<i>as set out in Proposal No. 03/2026/TTr-HĐQT dated March 27, 2026</i>).			
6	Approval of the update of registered business lines and the amendment to the Company's Charter (<i>according to the contents of Proposal No. 04/2026/TTr-BOD dated March 27, 2026</i>);			
7	Approval of the election of the Board of Directors and the Supervisory Board for the term 2026–2031 (<i>in accordance with Proposal No. 05/2025/TTr-HĐQT dated March 27, 2026</i>).			





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Instructions:

Shareholders vote by selecting and marking (x) or (√) in one of the options: "Agree", "Disagree", or "No opinion" for each voting item.

Phu Tho,, 2026
SHAREHOLDER
(Sign and clearly write full name)





CMC JOINT STOCK COMPANY
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
April 22, 2026

VOTING CARD



SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

**APPLICATION FOR CANDIDACY AS A MEMBER OF THE BOARD OF
DIRECTORS / SUPERVISORY BOARD
CMC JOINT STOCK COMPANY OF 2021 - 2026**

TEMPLAT

To: The General Meeting of Shareholders of CMC Joint Stock Company.

My name is:

ID/CCCD: issued by on:/...../.....

Permanent address:

Educational background: Major:

Currently owning: shares.

Equivalent to the total par value of: VND.

I hereby propose that the General Meeting of Shareholders of CMC Joint Stock Company allow me to apply for candidacy as a member of the Board of Directors/ member of the Supervisory Board of CMC Joint Stock Company for the remaining term of 2026 - 2031 at the Annual General Meeting of Shareholders in 2026 of CMC Joint Stock Company.

If elected by the shareholders as a member of the Board of Directors/ member of the Supervisory Board, I pledge to devote my abilities and enthusiasm to contribute to the development of the Company.

Sincerely,

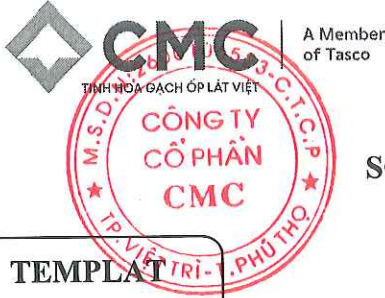
Phu Tho, 2026

CANDIDATE

(Signature and full name)

Enclosed documents:

- *A copy of the Passport/Citizen Identity Card and certificates proving educational qualifications.*
- *Certified copies of academic and professional qualifications;*
- *Curriculum vitae of the candidate.*



SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom – Happiness

Phu Tho, 2026

TEMPLAT

NOMINATION APPLICATION

MEMBER OF THE BOARD OF DIRECTORS / SUPERVISORY BOARD

*To: The Organizing Committee of the Annual General Meeting of Shareholders 2026 -
CMC Joint Stock Company*

Shareholder/Group of Shareholders:

No.	Shareholder Name	ID Card/CCCD/Passport/Business Registration Number, Place of Issue, Date of Issue	Number of voting shares owned as of the date of closing the list of shareholders attending the meeting	Percentage/Charter capital (%)	Signature/Signature of the legal representative and seal (for organizations)
1					
2					
3					

Based on the provisions of the Enterprise Law 2020 and the Charter of CMC Joint Stock Company,

I/We hereby nominate:

Mr./Ms.:

Date of birth: Place of birth:

Permanent address:

ID/Passport/CCCD number: Date of issue: Place of issue:

Educational level: Major:

To apply as a candidate for the position of a member of the Board of Directors/ Supervisory Board of CMC Joint Stock Company.

I/We hereby affirm that Mr./Ms. possesses the necessary qualifications to be



nominated for the position of a member of the Board of Directors/ Supervisory Board in accordance with the Charter of CMC Joint Stock Company and relevant legal regulations. Sincerely,

SHAREHOLDER/GROUP OF SHAREHOLDERS

(Signature and full name)

Accompanying documents:

- *Self-declared Curriculum Vitae of the nominee;*
- *A copy of the Passport/Citizen Identity Card and certificates proving educational qualifications.;*
- *Authorization letter (in case the shareholder authorizes another person to nominate).*

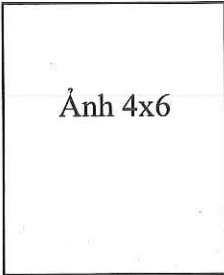




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CURRICULUM VITAE



1. Full name: Gender: Male/Female
2. Date of birth: Place of birth:
3. Nationality: Ethnicity:
4. ID Card Number: Date of issue: Place of issue:
5. Hometown:
6. Permanent residence:
7. Current address:
8. Phone number:
9. Educational background:
10. Professional qualifications:
11. Companies where the candidate holds Board of Directors positions or other management roles:
12. Interests related to the company (if any):
13. Education and professional training history; certifications:

Period	Educational Institution	Major

14. Employment History and Positions Held:

Period (From... to...)	Workplace	Position
From .../.../... to .../.../...		

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of Tasco

TINH HOA GACH ỐP LÁT VIỆT

From .../.../... to .../.../...		
From .../.../... to .../.../...		

15. Family and Related Persons:

Full Name	ID Card No. / Date of Issue	Relationship to Declarant	Permanent Address	Position at CMC Joint Stock Company (if any)	Ownership Ratio or Representative Ownership / Charter Capital or Voting Shares at CVT



Note: Related persons as stipulated in the Law on Enterprises 2020 and the Law on Securities 2019

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

....., 2026

DECLARANT

(Signature and Full Name)



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**APPLICATION FOR CANDIDACY AS A MEMBER OF THE BOARD OF
DIRECTORS / SUPERVISORY BOARD
CMC JOINT STOCK COMPANY OF 2021 - 2026**

TEMPLAT

To: The General Meeting of Shareholders of CMC Joint Stock Company.

My name is:

ID/CCCD: issued by on:/...../.....

Permanent address:

Educational background: Major:

Currently owning: shares.

Equivalent to the total par value of: VND.

I hereby propose that the General Meeting of Shareholders of CMC Joint Stock Company allow me to apply for candidacy as a member of the Board of Directors/ member of the Supervisory Board of CMC Joint Stock Company for the remaining term of 2026 - 2031 at the Annual General Meeting of Shareholders in 2026 of CMC Joint Stock Company.

If elected by the shareholders as a member of the Board of Directors/ member of the Supervisory Board, I pledge to devote my abilities and enthusiasm to contribute to the development of the Company.

Sincerely,

Phu Tho, 2026

CANDIDATE

(Signature and full name)

Enclosed documents:

- *A copy of the Passport/Citizen Identity Card and certificates proving educational qualifications.*
- *Certified copies of academic and professional qualifications;*
- *Curriculum vitae of the candidate.*



SOCIALIST REPUBLIC OF VIETNAM

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Phu Tho, date month year 2026

TEMPLAT

**NOMINATION APPLICATION
MEMBER OF THE BOARD OF DIRECTORS / SUPERVISORY BOARD**

*To: The Organizing Committee of the Annual General Meeting of Shareholders 2026 -
CMC Joint Stock Company*

Shareholder/Group of Shareholders:

No.	Shareholder Name	ID Card/CCCD/Passport/Business Registration Number, Place of Issue, Date of Issue	Number of voting shares owned as of the date of closing the list of shareholders attending the meeting	Percentage/Charter capital (%)	Signature/Signature of the legal representative and seal (for organizations)
1					
2					
3					

Based on the provisions of the Enterprise Law 2020 and the Charter of CMC Joint Stock Company,
I/We hereby nominate:

Mr./Ms.:

Date of birth: Place of birth:

Permanent address:

ID/Passport/CCCD number: Date of issue: Place of issue:

Educational level: Major:

To apply as a candidate for the position of a member of the Board of Directors/ Supervisory Board of CMC Joint Stock Company.

I/We hereby affirm that Mr./Ms. possesses the necessary qualifications to be



nominated for the position of a member of the Board of Directors/ Supervisory Board in accordance with the Charter of CMC Joint Stock Company and relevant legal regulations. **Sincerely,**

SHAREHOLDER/GROUP OF SHAREHOLDERS

(Signature and full name)

Accompanying documents:

- *Self-declared Curriculum Vitae of the nominee;*
- *A copy of the Passport/Citizen Identity Card and certificates proving educational qualifications.;*
- *Authorization letter (in case the shareholder authorizes another person to nominate).*





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CMC JOINT STOCK COMPANY

No. .../2026/TB-HĐQT

SOCIALIST REPUBLIC OF VIETNAM

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Phu Tho, March 27, 2026

NOTIFICATION

(Regarding: Nomination and Election of Members of the Board of Directors and the Supervisory Board for Supplementary Election at the 2026 Annual General Meeting of Shareholders)

CMC Corporation (“the Company”) respectfully announces the details regarding the nomination and election of members of the Board of Directors (“BOD”) and the Supervisory Board (“SB”) for supplementary election at the Company’s 2026 Annual General Meeting of Shareholders as follows:

A. NUMBER, QUALIFICATIONS, AND CONDITIONS FOR BOD MEMBERSHIP

- Number of BOD members to be elected:** As per the Proposal from the BOD at the 2026 Annual General Meeting of Shareholders.
- Qualifications and conditions for BOD membership:**

Nominees for the BOD must meet the following criteria and conditions:

 - General qualifications and conditions for BOD membership:**
 - Must have full civil legal capacity and not fall under the prohibited categories defined in Clause 2, Article 17 of the Law on Enterprises.
 - Must have professional qualifications and experience in business management relevant to the Company and do not necessarily have to be a shareholder of the Company.
 - A BOD member may simultaneously serve as a member of the board of directors of other companies, but may not serve as a member of the board of directors in more than 05 other companies.
 - Other conditions and qualifications as prescribed by the Law on Enterprises, the Law on Securities, and the Company’s Charter.
 - Specific qualifications and conditions for independent BOD members:**

CÔNG TY CỔ PHẦN CMC
Lô B10 – B11, Khu công nghiệp Thụy Vân,
Nông Trang, Phú Thọ

Hotline: 1800 8888 69
Email: cmcjsc@cmctiles.vn

Website: www.cmctiles.vn



- Must not be currently employed by the Company, its parent company, or its subsidiaries; must not have been employed by the Company, its parent company, or its subsidiaries for at least 03 consecutive years prior.
- Must not be receiving any salary or remuneration from the Company, except for allowances as regulated for BOD members.
- Must not have a spouse, biological or adopted parents, or children, or siblings who are major shareholders of the Company, or are managers of the Company or its subsidiaries.
- Must not directly or indirectly own at least 1% of the total voting shares of the Company.
- Must not have served as a BOD member of the Company for at least the past 05 consecutive years, except for cases where reappointment is for two consecutive terms.

This announcement is made to ensure transparency and the selection of qualified and experienced members for the BOD and SB, in compliance with legal regulations and the Company's Charter.

3. Conditions for Nominating and Running for the Board of Directors (BOD) Members

- Shareholders who hold voting shares of the Company have the right to independently or collectively form a group to nominate/candidate for the position of BOD member.
- Shareholders or groups of shareholders holding from 10% to under 20% of the voting shares have the right to nominate 1 candidate; shareholders or groups of shareholders holding from 20% to under 30% of the voting shares have the right to nominate up to 2 candidates; shareholders or groups of shareholders holding from 30% to under 40% of the voting shares have the right to nominate up to 3 candidates; shareholders or groups of shareholders holding from 40% to under 50% of the voting shares have the right to nominate up to 4 candidates; shareholders or groups of shareholders holding from 50% to under 60% of the voting shares have the right to nominate up to 5 candidates; shareholders or groups of shareholders holding from 60% to under 70% of the voting shares have the right to nominate up to 6 candidates; shareholders or groups of shareholders holding from 70% to under 80% of the voting shares have the right to nominate up to 7 candidates; and shareholders or groups of shareholders holding from 80% to under 90% of the voting shares have the right to nominate up to 8 candidates.
- The number of BOD members to be elected is: as per the proposal of the BOD at the 2026 Annual General Meeting of Shareholders (AGM).

- In case the nomination period ends and the number of candidates for BOD members is still insufficient according to the requirements in Clause 3.3 of this Article, the current BOD will nominate additional candidates to meet the required number as specified in Clause 3.3 of this Article.

B. NUMBER, STANDARDS, AND CONDITIONS FOR BEING A MEMBER OF THE SUPERVISORY BOARD (SB)

1. Number of SB members to be elected: As per the proposal of the SB at the 2026 Annual General Meeting (AGM) of the Company.
2. Standards and conditions for being a member of the SB: The person nominated or running for the position of SB member of the Company must meet the following standards and conditions:
 - Have full civil legal capacity, and not belong to the group specified in Clause 2, Article 17 of the Enterprise Law.
 - Have been trained in one of the fields related to economics, finance, accounting, auditing, law, business administration, or other fields relevant to the Company's business activities.
 - Not be a family member of the members of the Board of Directors, the General Director, or other managers.
 - Not be a company manager; does not necessarily need to be a shareholder or an employee of the company, unless otherwise specified in the company's charter.
 - Meet other standards and conditions as per the relevant laws.
3. **Conditions for nominating or running for the position of SB member:**
 - Shareholders holding voting shares of the Company have the right to independently or collectively form a group to nominate/candidate for the position of SB member.
 - Shareholders or groups of shareholders holding from 10% to under 20% of the voting shares have the right to nominate 1 candidate; shareholders or groups of shareholders holding from 20% to under 30% of the voting shares have the right to nominate up to 2 candidates; shareholders or groups of shareholders holding from 30% to under 40% of the voting shares have the right to nominate up to 3 candidates; shareholders or groups of shareholders holding from 40% to under 50% of the voting shares have the right to nominate up to 4 candidates; shareholders or

groups of shareholders holding from 50% to under 60% of the voting shares have the right to nominate up to 5 candidates; shareholders or groups of shareholders holding from 60% to under 70% of the voting shares have the right to nominate up to 6 candidates; shareholders or groups of shareholders holding from 70% to under 80% of the voting shares have the right to nominate up to 7 candidates; and shareholders or groups of shareholders holding from 80% to under 90% of the voting shares have the right to nominate up to 8 candidates.

- The number of SB members to be elected is: as per the proposal of the BOD at the 2025 AGM.
- In case the nomination period ends and the number of candidates for SB members is still insufficient according to the requirements, the current SB will nominate additional candidates to meet the required number as specified.

C. GUIDELINES FOR SUBMITTING NOMINATION AND CANDIDACY APPLICATIONS FOR THE BOARD OF DIRECTORS (BOD) AND SUPERVISORY BOARD (SB)

1. Components of the nomination and candidacy application:

- Forms for nomination and self-nomination of candidates to the Board of Directors and the Supervisory Board (in the standard form)- Curriculum Vitae (CV) filled out by the candidate (according to the form);
- A copy of the valid citizen ID card/passport and academic certificates confirming educational qualifications;
- A valid authorization letter for nomination (in case a shareholder authorizes another person to nominate).

2. Nomination and candidacy method:

To facilitate information collection and ensure sufficient time for review in accordance with the regulations, candidacy/nomination applications must be submitted to the Company's General Meeting Organizing Committee by 4:00 PM on April 17, 2026, at the following address: CMC Joint Stock Company

Head office address: Lot B10-B11, Thuy Van Industrial Park, Thuy Van Commune, Viet Tri City, Phu Tho Province, Vietnam.

Responsible person: Ms. Nguyen Thi Nguyet

REGULATIONS
ON SUPPLEMENTARY ELECTION OF MEMBERS OF THE BOARD OF
DIRECTORS AND THE SUPERVISORY BOARD
TERM 2026 - 2031

- Pursuant to the Law on Securities No. 54/2019/QH14 issued on November 26, 2019, and guiding documents;
- Pursuant to Decree No. 155/2020/ND-CP issued on December 31, 2020, by the Government, detailing the implementation of several provisions of the Law on Securities;
- Pursuant to the Charter on the organization and operation of CMC Joint Stock Company,

CHAPTER I
GENERAL PROVISIONS

Article 1. Scope of regulation and subjects of election

- 1.1. These regulations are applied for the supplementary election of members of the Board of Directors (“BOD”) and members of the Supervisory Board (“SB”) for the term 2026 - 2031 of CMC Joint Stock Company (“Company”) at the Annual General Meeting of Shareholders (“AGM”) in 2026.
- 1.2. Subjects eligible for voting: Shareholders holding voting shares and authorized representatives attending the meeting on behalf of shareholders holding voting shares present at the AGM (according to the list of Company shareholders prepared by the Vietnam Securities Depository as of March 19, 2026).

CHAPTER II
NOMINATION AND CANDIDACY FOR MEMBERS OF THE BOARD OF
DIRECTORS AND THE SUPERVISORY BOARD

Article 2. Criteria and conditions for becoming a member of the Board of Directors and the Supervisory Board

2.1. Criteria and conditions for becoming a member of the Board of Directors

a) General criteria and conditions for becoming a BOD member:

- Must have full civil act capacity and not fall into the cases specified in Clause 2, Article 17 of the Enterprise Law 2020;



- Must have professional qualifications and experience in the business management of the Company and is not necessarily a shareholder of the Company;
- A BOD member of the Company may concurrently be a member of the Board of Directors of other companies but may hold the position of a BOD member in no more than 5 other companies at the same time.

b) Specific criteria and conditions for becoming an independent BOD member:

- Must not be a current employee of the Company, the parent company, or any subsidiary of the Company; must not have been an employee of the Company, the parent company, or any subsidiary of the Company for at least the past 3 consecutive years;
- Must not be a person receiving salary or remuneration from the Company, except for allowances to which BOD members are entitled according to regulations;
- Must not be a person whose spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adopted child, biological brother, biological sister, or biological younger sibling is a major shareholder of the Company or a manager of the Company or its subsidiary;
- Must not directly or indirectly own at least 1% of the total voting shares of the Company;
- Must not have been a member of the BOD of the Company for at least the previous 5 consecutive years unless appointed for two consecutive terms.

2.2. Criteria and conditions for becoming a member of the Supervisory Board

- Must not fall into the cases specified in Clause 2, Article 17 of the Enterprise Law 2020;
- Must have received training in one of the following disciplines: economics, finance, accounting, auditing, law, business administration, or a field relevant to the Company's business activities;
- Must not have a family relationship with members of the Board of Directors, the General Director, or other managers;
- Must not be a manager of the Company; not necessarily a shareholder or employee of the Company unless otherwise specified in the Company's Charter;
- Must meet other criteria and conditions as prescribed by relevant laws.

Article 3. Nomination of BOD candidates and the number of members to be elected

3.1. Shareholders holding voting shares of the Company have the right to independently or collectively form a group to nominate candidates for the position of BOD members.

3.2. Shareholders or groups of shareholders holding:

- From 10% to less than 20% of voting shares have the right to nominate 1 candidate.
- From 20% to less than 30% of voting shares have the right to nominate up to 2 candidates.
- From 30% to less than 40% of voting shares have the right to nominate up to 3 candidates.
- From 40% to less than 50% of voting shares have the right to nominate up to 4 candidates.
- From 50% to less than 60% of voting shares have the right to nominate up to 5 candidates.
- From 60% to less than 70% of voting shares have the right to nominate up to 6 candidates.
- From 70% to less than 80% of voting shares have the right to nominate up to 7 candidates.
- From 80% to less than 90% of voting shares have the right to nominate up to 8 candidates.

3.3. The number of BOD members to be elected is as per the proposal of the BOD at the 2026 Annual General Meeting of Shareholders (AGM).

3.4. In case the number of BOD candidates nominated and proposed does not meet the required number specified in Clause 3.3 of this Article by the end of the nomination period, the BOD will nominate additional candidates to ensure the necessary number as specified in Clause 3.3 of this Article.

Article 4. Nomination of SB candidates and the number of members to be elected

4.1. Shareholders holding voting shares of the Company have the right to independently or collectively form a group to nominate candidates for the position of SB members according to the ratio specified in Article 4.2 below.

4.2. The number of SB members to be elected is as per the proposal of the BOD at the 20256 AGM.

4.3. In case the number of SB candidates nominated and proposed does not meet the required number specified in Clause 3.3 of this Article by the end of the nomination period, the incumbent SB will nominate additional candidates to ensure the necessary number as specified in Clause 3.3 of this Article.

Article 5. Nomination and candidacy dossier for BOD and SB members

5.1. The application dossier for candidacy and nomination of SB members includes:

- Nomination and candidacy application form for BOD and SB members (as per the template);
- Candidate's resume, self-declared (as per the template);
- A copy of the Citizen Identification/Passport and educational qualification certificates;
- Valid nomination authorization document (in case the shareholder authorizes another person to nominate).

5.2. The nomination and candidacy dossier must be submitted to the AGM Organizing Committee before 4:00 PM on April 17, 2026, at the following address:

CMC Joint Stock Company

Head Office Address: Lot B10-B11, Thuy Van Industrial Park, Nong Trang ward, Phu Tho Province, Vietnam.

Contact Person: Ms. Nguyen Thi Nguyet

Phone: 0973598631

Email: nguyet.nt@cmctiles.vn

5.3. Only dossiers that meet the nomination/candidacy conditions and candidates who meet the corresponding criteria for BOD and SB members will be included in the list of candidates announced at the AGM.

CHAPTER III

ELECTION OF BOD AND SB MEMBERS

Article 6. Election method and election principles

6.1. The election of BOD and SB members is conducted by secret ballot using the cumulative voting method.

6.2. Each shareholder has a total number of voting ballots equal to the number of voting shares owned (including ownership and authorized shares) multiplied by the number of members to be elected.

Example:

- Suppose the AGM needs to elect one BOD member. Shareholder Nguyen Van A holds 1,000 voting shares (including ownership and authorized shares). The total number of voting ballots of shareholder Nguyen Van A is:
 $(1,000 \times 1) = 1,000$ voting ballots

- Suppose the AGM needs to elect one SB member. Shareholder Nguyen Van A holds 1,000 voting shares (including ownership and authorized shares). The total number of voting ballots of shareholder Nguyen Van A is:

$$(1,000 \times 1) = 1,000 \text{ voting ballots}$$

6.3. Shareholders can allocate all their voting ballots to one or several candidates.

6.4. The total number of ballots cast for the candidates by a shareholder must not exceed the total number of ballots the shareholder is entitled to.

Article 7. Ballots and ballot marking

7.1. Each shareholder/authorized representative attending the meeting will be issued a BOD election ballot and an SB election ballot, which include the shareholder's code, number of shares, and total number of voting ballots corresponding to the number of members to be elected, along with a list of nominated candidates. The ballots will bear the Company's seal.

7.2. A valid ballot must meet the following conditions:

- a) The ballot votes for candidates listed on the announced candidate list within the number of members to be elected, as approved by the AGM before the voting process.
- b) The total number of votes cast must be less than or equal to the shareholder's allowable voting total (calculated as the number of voting shares multiplied by the number of members to be elected).
- c) The ballot does not fall into any of the cases specified in Clause 7.3 of this Article.

7.3. A ballot will be considered invalid if it falls into one of the following cases:

- a) The ballot is not issued by the AGM Organizing Committee.
- b) The ballot does not bear the Company's seal.
- c) The ballot is torn, crossed out, erased, modified, or includes names of candidates not listed as approved at the AGM before voting.
- d) The ballot contains additional information or unsuitable symbols.
- e) The ballot has a total number of votes for candidates exceeding the shareholder's total allowable votes.
- f) The ballot lists more candidates than the number of members to be elected.
- g) The ballot is not signed or does not clearly state the full name.
- h) The ballot is submitted to the Election Committee after the voting process has ended and the ballot box has been sealed.

7.4. Invalid ballots will not be counted in the election results.

7.5 How to fill out the ballot:

a) Shareholders may choose from the following ways to mark their ballots:

- Writing the number of votes in the "Number of Votes" column:
 - If voting for a candidate, the shareholder writes the number of votes they wish to cast in the "Number of Votes" column corresponding to that candidate's name. This number must not exceed the total number of votes the shareholder is entitled to.
 - If not voting for a candidate, the shareholder enters "0" or leaves the "Number of Votes" column blank in the row corresponding to that candidate's name. The shareholder then signs and clearly writes their full name at the end of the ballot.
- Marking an (x) or (√) in the "Number of Votes" column:
 - If agreeing to cast all votes for one candidate, mark the "Number of Votes" column in the row corresponding to that candidate's name.
 - If dividing votes equally among candidates, mark the "Number of Votes" column in the rows corresponding to all selected candidates.

b) Shareholders or authorized representatives attending the meeting may cast their votes for one or several candidates or choose not to vote for any candidate.

7.6 Correction of ballots:

If a shareholder makes a mistake while filling out the ballot, provided it has not yet been placed in the ballot box, they have the right to directly contact the Head of the Election Committee to exchange the ballot to ensure their voting rights.

Article 8. Voting principles for BOD and SB members

8.1. The Election Committee will prepare the ballot box for BOD and SB member elections. The ballot box will be inspected in the presence of the shareholders.

8.2. Voting will start upon the signal from the Chairperson or the Head of the Election Committee and will end when the last shareholder present at the AGM has cast their vote into the ballot box or after 15 minutes from the start, whichever comes first. After voting ends, the ballot box will be sealed by the Election Committee in the presence of the shareholders.

8.3. Vote counting will be carried out immediately after voting ends and the ballot box is sealed. The vote counting location must be private and independent to ensure that Election Committee members are not influenced by others throughout the process.

8.4. The voting results will be documented and announced by the Head of the Election Committee at the AGM.

Article 9. Election principles for BOD and SB members

9.1. The elected BOD and SB members will be determined based on the number of votes in descending order, starting from the candidate with the highest number of votes until the required number of members is reached.

9.2. In the event of two or more candidates receiving the same highest number of votes, the AGM will proceed to re-elect among those candidates.

Article 10. Announcement of vote counting results

10.1. Based on the vote counting report, the Election Committee must announce the election results immediately at the AGM.

10.2. The vote counting report will include the following:

- The total number of shareholders attending and authorizing attendance.
- The total number of shareholders who cast their votes.
- The number of valid ballots and invalid ballots.
- The number of votes received by each candidate for the SB.

10.3. The election results will be recorded in the AGM Resolution.

Article 11. Complaints regarding voting and vote counting:

Complaints regarding voting and vote counting at the AGM will be addressed by the AGM Chairperson and recorded in the meeting minutes of the AGM.

Article 12. Effectiveness

12.1. This Election Regulation consists of 03 Chapters and 12 Articles, and shall take effect upon approval by the General Meeting of Shareholders. It applies solely to the election of members of the Board of Directors and the Supervisory Board for the 2026–2031 term at the Company’s 2026 Annual General Meeting of Shareholders.

12.2. The Chairman of the BOD and the Chairperson of the AGM will sign and issue this Regulation after it has been fully approved by the AGM.

ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS

CHAIRPERSON OF THE BOARD OF DIRECTORS



TRINH KIEN

CMC JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM

No. /2026/NQ-ĐHĐCĐ

Independence - Freedom - Happiness

Phu Tho,, 2026



RESOLUTION

(Re: Approval of matters under the authority of the General Meeting of Shareholders)

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

CMC JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises 2020 and its guiding documents;
- Pursuant to the Law on Securities 2019 and its guiding documents;
- Pursuant to the Charter of Organization and Operation of CMC Joint Stock Company;
- Pursuant to the Minutes of the Annual General Meeting of Shareholders 2025 of CMC Joint Stock Company on the same date,

RESOLVES:

Article 1. Approval of the report on the activities of the Board of Directors and the Executive Board of CMC Joint Stock Company (“the Company”) regarding the operations in 2025 and the operational orientation for 2026;

Article 2. Approval of the report on the activities of the Company’s Supervisory Board in 2025 and the operational orientation for 2026;

Article 3. Approval of the Company’s audited separate and consolidated financial statements for 2025 (According to the contents of Proposal No. 01/2026/TTr-BOD dated March 27, 2026);

Article 4. Approval of the selection of the auditing firm for the Company’s 2026 financial statements (According to the contents of Proposal No. 02/2026/TTr-SB dated March 27, 2026);

Article 5. Approval of the profit distribution for 2025, the remuneration for members of the Board of Directors and Supervisory Board in 2025, and the remuneration plan for the Board of Directors and Supervisory Board in 2026 (According to the contents of Proposal No. 03/2026/TTr-BOD dated March 27, 2026);

Article 6. Approval of the update of registered business lines and the amendment of the Company’s Charter (According to the contents of Proposal No. 04/2026/TTr-BOD dated March 27, 2026).

Article 7. Elect the following individuals as members of the Board of Directors of the Company for the 2026–2031 term, including:

1. Mr./Ms. – Member of the Board of Directors
2. Mr./Ms. – Member of the Board of Directors
3. Mr./Ms. – Member of the Board of Directors
4. Mr./Ms. – Member of the Board of Directors
5. Mr./Ms. – Independent Member of the Board of Directors



Article 8. Elect the following individuals as members of the Supervisory Board of the Company for the 2026–2031 term, including:

1. Mr./Ms. – Member of the Supervisory Board
2. Mr./Ms. – Member of the Supervisory Board
3. Mr./Ms. – Member of the Supervisory Board

Article 9: This resolution takes effect from the date of signing.

The Board of Directors, the Executive Board, and the relevant parties are responsible for implementing this resolution.

Recipients:

- *As above;*
- *Company shareholders;*
- *Filed at the BOD Office.*

**ON BEHALF OF THE GENERAL MEETING OF
SHAREHOLDERS**

CHAIRMAN OF THE BOARD OF DIRECTORS

(Signed & Stamped)

TRINH KIEN





CMC JOINT STOCK COMPANY
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
April 22, 2026

VOTING CARD