

**AGENDA OF THE 2025
ANNUAL GENERAL MEETING OF SHAREHOLDERS
VIGLACERA HA LONG JOINT STOCK COMPANY**

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Time: 08:00 AM, Sunday, March 23, 2025
Address: Headquarters of Viglacera Ha Long Joint Stock Company
Ha Khau Ward, Ha Long City, Quang Ninh Province

Schedule	Implementation Details	Responsible Parties
8h00 - 8h45	Reception of Delegates and Shareholders, Verification of Shareholder Eligibility	
	<ul style="list-style-type: none"> Welcoming delegates and shareholders, distributing documents, and recording the minutes of shareholder eligibility verification 	Organizing Committee
8h45 - 9h00	Opening Ceremony, Election of Presidium, Secretariat, and Voting Committee	
	<ul style="list-style-type: none"> Announcement of the results of shareholder eligibility verification and the conditions for convening the General Meeting Opening of the General Meeting, election of the Presidium, Secretariat, and Voting Committee 	Organizing Committee
9h00 - 9h30	Approval of the Meeting Agenda, Working Regulations, and Presentation of Reports	
	<ul style="list-style-type: none"> Presentation and approval of the meeting agenda and working regulations of the General Meeting. Presentation of reports from the Board of Directors, Executive Board, and Supervisory Board. 	Presidium
9h30 - 9h40	Presentation of Proposals for Voting at the General Meeting	Chairman of the Board of Directors
9h40 – 9h50	Voting on Amendments to the Company's Charter	Presidium
9h50 – 10h00	Voting on the Dismissal of Board of Directors Members	Presidium
10h00 - 10h20	Election of Additional Board of Directors Members for the 2022-2027 Term	Ballot Counting Committee
	<ul style="list-style-type: none"> Approval of the Election Regulations 	
	Approval of the number, structure, and list of self-nominated and nominated candidates for the Board of Directors for the 2022-2027 term	
	Election of additional Board of Directors members for the 2022-2027 term	
10h20 - 10h45	Discussion and Response to Shareholders' Questions	Presidium
10h45 - 11h00	Voting on the Proposed Matters at the General Meeting	
	<ul style="list-style-type: none"> Reports from the Board of Directors, Executive Board, and Supervisory Board Business performance results for 2024 and the audited financial statements for 2024, audited by Deloitte Vietnam Co., Ltd. Profit distribution plan for 2024 (Parent Company) Business and investment plan for 2025. Selection of the auditing firm for the 2025 financial statements. Other matters. 	Presidium
11h00-11h10	Announcement of Election Results for Additional Board of Directors Members for the 2022-2027 Term	Ballot Counting Committee
11h10-11h20	Closing of the General Meeting	
	<ul style="list-style-type: none"> Presentation of the draft Minutes and Resolutions of the General 	General Meeting

Schedule	Implementation Details	Responsible Parties
	Meeting.	Secretary
	<ul style="list-style-type: none"> • Voting on the approval of the Minutes and Resolutions of the General Meeting. 	Presidium
	<ul style="list-style-type: none"> • Closing remarks. 	Organizing Committee

Ha Long, March 23, 2025

PROPOSAL

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025 VIGLACERA HA LONG JOINT STOCK COMPANY

Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019;

Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the current Charter of Organization and Operation of Viglacera Ha Long Joint Stock Company,

The Board of Directors (BOD) respectfully submits to the Annual General Meeting of Shareholders (AGM) 2025 for approval of the following matters:

1. Approval of the reports of the Board of Directors, the Executive Board, and the Supervisory Board.

2. Approval of the business performance results and the 2024 financial statements audited by Deloitte Vietnam Co., Ltd., with key indicators as follows:

No.	Indicator	Unit	2024 Plan	2024 Actual
1	Consolidated Revenue	VND million	1.232.422	1.148.292
2	Consolidated Profit Before Tax	VND million	-50.067	-60.826

3. Approval of the Profit Distribution Plan for 2024 (Parent Company)

Based on the 2024 business performance results, with the after-tax profit according to the separate financial statements amounting to VND -65,586,974,953, the Board of Directors submits to the General Meeting of Shareholders for approval the non-distribution of after-tax profit for 2024 by the Parent Company. Specifically:

+ Dividend payment and fund allocation: Not implemented.

Payment of remuneration to the Board of Directors and Supervisory Board: Not implemented.

4. Approval of the 2025 Business

Based on the targets and plans assigned by Viglacera Corporation - JSC (under Decision No. 493/TCT-KHĐT dated December 25, 2024), the Board of Directors submits to the Annual General Meeting of Shareholders for approval the 2025 business and investment plan of Viglacera Ha Long Joint Stock Company as follows:

- Consolidated revenue: VND 1,249 billion

Consolidated profit before tax: VND 1,55 billion

Remuneration for the Board of Directors, Supervisory Board, and dividend distribution for 2025: The Board of Directors will report to the General Meeting of Shareholders for consideration and decision based on the actual business performance in 2025.

5. Approval of Amendments to the Company's Charter

The Board of Directors (BOD) submits to the Annual General Meeting of Shareholders (AGM) for consideration and approval of updates and amendments to the Company's Charter

(Article 26, Article 35) to further enhance the effectiveness of corporate governance and operations, in line with the current situation and the company's long-term development objectives. Specifically:

- Amendment to Clause 1, Article 26: Change “The number of Board of Directors members is 7” to “The number of Board of Directors members is 5.”
- Amendment to Clause 1, Article 35: Change “The Board of Directors appoints one (01) Board member as the General Director” to “The Board of Directors appoints a member of the Board or hires an external individual as the General Director.”

6. Approval of the Dismissal of Board of Directors Members

The Board of Directors submits to the General Meeting of Shareholders for consideration and approval of the dismissal of the following Board members: Mr. Tran Hong Quang; Mr. Nham Sy Tien; Mr. Tran Thanh; Mr. Nguyen Huu Gam; Mr. Ngo Thanh Tung (who have submitted resignation letters).

7. Election of Additional Board of Directors Members (Term 2022-2027)

To ensure compliance with state regulations, the Company’s Charter, and to maintain effective corporate governance and business operations management at Viglacera Ha Long Joint Stock Company, the Board of Directors (BOD) respectfully submits to the General Meeting of Shareholders (GMS) for consideration and approval of the election of additional BOD members, as follows:

7.1. Number of Additional Board of Directors Members to be Elected: 03 members, including at least 01 independent member.

7.2. List of Candidates

As of the time of the Meeting, the Company’s Board of Directors (BOD) has received the list and information of 03 candidates nominated and introduced by Viglacera Corporation – JSC as follows:

No	Full Name	Gender	Year of Birth	Position, Organization	Position Nominated
1	Quach Huu Thuan	Male	1974	Deputy General Director – Viglacera Corporation	Member
2	Dang Minh Tam	Male	1976	Director – Viglacera Packaging and Brake Pads JSC	Member
3	Le Duc Tai	Male	1977	Deputy General Director – Viglacera Ceramic Tiles Trading JSC	Independent Member

7.3. Election Process

The election of additional Board of Directors members shall be conducted in accordance with the Election Regulations approved by the General Meeting of Shareholders (GMS) and in full compliance with the prevailing laws (details are provided in the Election Regulations attached to the documents sent to shareholders attending the meeting).

8. The Board of Directors of the Company reports and submits to the General Meeting of Shareholders for approval the implementation results of contracts and transactions in 2024 and the policy on entering into contracts and transactions for the purchase and sale of products, materials, goods, and services between the Company and its subsidiaries, affiliated companies, and units under Viglacera Corporation in 2025, specifically as follows:

- Approval of the contract performance results for 2024, with total sales to Viglacera Ha Long Trading Limited Company amounting to VND 399,500,230,463 (exclusive of VAT).

- Approval of the policy to continue entering into contracts and transactions for the purchase, sale, and consumption of products with Viglacera Ha Long Trading One Member Limited Company (a subsidiary) in 2025, based on the objectives and business production plan for 2025 assigned by Viglacera Corporation; as well as other contracts and transactions for the purchase and sale of materials, goods, and services between the Company and its subsidiaries, affiliated companies, and member units under Viglacera Corporation in 2025.

9. Selection of the Auditor for the 2025 Financial Statements

Approval of authorizing the Board of Directors to select the auditing firm for the 2025 financial statements from the list of auditing firms approved by the State Securities Commission of Vietnam (based on the recommendation of the Supervisory Board).

The above is the submission of the Board of Directors regarding the matters to be voted on at the 2025 Annual General Meeting of Shareholders, respectfully submitted for approval.

Recipients:

- 2025 Annual General Meeting of Shareholders;
- Members of the Board of Directors and Executive Board;
- Members of the Supervisory Board;
- Office records and Company Secretary.

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



The stamp is circular with the text "M.S.D.N. T.C.P. TP. HA LONG" around the perimeter and "CÔNG TY CỔ PHẦN VIGLACERA HA LONG" in the center. A handwritten signature in black ink is written over the stamp.

Nguyen Duc Luyen

**WORKING REGULATIONS
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VIGLACERA HA LONG JOINT STOCK COMPANY**

To ensure the smooth organization and conduct of the 2025 Annual General Meeting of Shareholders (AGM) of Viglacera Ha Long Joint Stock Company, as well as to guide shareholders in participating in the Meeting and exercising their voting rights directly or through an authorized representative, Viglacera Ha Long Joint Stock Company hereby submits to the AGM for approval the following Working Regulations:

I. REGISTRATION PROCEDURES FOR ATTENDANCE

At the meeting venue, the Organizing Committee will be responsible for welcoming and guiding shareholders through the registration procedures for attending the General Meeting, distributing documents, and arranging seating in accordance with the regulations.

II. ORDER AND DISCIPLINE OF THE GENERAL MEETING:

1. Shareholders and/or their representatives must sit in the designated seats or areas assigned by the Organizing Committee;
2. Smoking is strictly prohibited inside the meeting hall;
3. Private conversations are not allowed during the meeting. The use of mobile phones is prohibited while the meeting is in session. All mobile devices must be switched off or set to vibration/silent mode.
4. If a shareholder leaves the meeting without notifying the Chairperson or the Meeting Secretary regarding their opinion on the voting matters, their voting rights will be automatically considered as abstentions for the respective resolutions.

III. VOTING ON MATTERS AT THE GENERAL MEETING:

1. Principles:

- All matters included in the meeting agenda must be discussed and voted on publicly by the General Meeting of Shareholders using Voting Cards issued to all shareholders and/or their authorized representatives.
- The Voting Cards are printed, officially stamped, and directly distributed to shareholders at the meeting by the Company. Each shareholder will receive one (01) Voting Card. The Voting Card clearly states the Shareholder ID (1), Identification Number (ID card/Passport/Business Registration Certificate), Full Name, and the number of voting rights corresponding to that shareholder.

¹ Each shareholder will be assigned one (01) Shareholder ID. This ID is issued individually to each shareholder based on the list finalized by the Vietnam Securities Depository and Clearing Corporation (VSD) as of February 17, 2025.

2. Voting Method:

- Shareholders and/or their authorized representatives shall vote (*Agree, Disagree, or Abstain*) on each matter by casting their votes directly at the General Meeting.
- During the voting process, shareholders who *Agree* shall raise their Voting Cards high. The Voting Committee members will record the Shareholder ID and corresponding voting rights of each approving shareholder. Following the Chairperson's instructions, shareholders who *Disagree* or *Abstain* shall raise their Voting Cards accordingly.

*(Shareholders who **Disagree** or **Abstain** on any voting matter may register to speak immediately after raising their Voting Cards to further clarify their opinions. To do so, they must register their request to speak through the General Meeting Organizing Committee.)*

- The voting results for each item will be announced immediately at the General Meeting.

3. Voting Rules:

3.1. Each one (01) voting right corresponds to one (01) vote.

As of the record date (February 17, 2025), the total number of shares of the Company is 25,000,000 (twenty-five million) shares, equivalent to 25,000,000 (twenty-five million) voting rights..

3.2. Matters presented for voting at the General Meeting shall be approved if shareholders holding more than 50% of the total voting rights of all attending shareholders vote in favor (in accordance with the current Law on Enterprises). These matters include: Reports from the Board of Directors, Executive Board, and Supervisory Board. Business performance results for 2024 and the audited financial statements for 2024. Profit distribution plan for 2024 (Parent Company). Business and investment plan for 2025. Selection of the auditing firm for the 2025 financial statements. Other matters within the scope of the General Meeting's authority.

IV. EXPRESSING OPINIONS AT THE GENERAL MEETING

- 1. Principles:** Shareholders attending the General Meeting who wish to express their opinions or participate in discussions must register their speaking request using the Speech Registration Form (included in the document package provided upon shareholder registration at the meeting venue) and submit it to the Meeting Secretary's desk. Only upon approval by the Chairperson will the shareholder be permitted to speak.
- 2. Speaking Procedure:** Shareholders must present their opinions briefly, and concisely, and focus on the key points of discussion relevant to the approved meeting agenda. The Chairperson will arrange the order of speakers based on the registration list and will address shareholders' concerns accordingly.

V. RESPONSIBILITIES OF THE CHAIRPERSON

5. Conducting the General Meeting in accordance with the approved agenda, rules, and regulations. The Chairperson shall operate based on democratic centralism and make decisions by majority vote.
6. Guiding the General Meeting in discussions and voting on matters included in the meeting agenda, as well as other related issues arising during the General Meeting.
7. Resolving issues that arise throughout the General Meeting.

VI. RESPONSIBILITIES OF THE SECRETARIAT

1. Accurately and comprehensively recording all discussions, proceedings, and resolutions passed or noted by shareholders during the General Meeting into the Meeting Minutes.
2. Drafting the Resolutions on matters approved at the General Meeting.

VII. RESPONSIBILITIES OF THE VOTING COMMITTEE

1. Accurately determining the voting results for each matter presented for voting at the General Meeting.
2. Promptly reporting the voting results to the Secretariat.
3. Reviewing and reporting to the General Meeting any violations of the voting regulations or any complaints regarding the voting results.

VIII. RESOLUTION OF THE GENERAL MEETING OF SHAREHOLDERS

The General Meeting of Shareholders' Resolution must be read aloud and approved before the meeting is adjourned.

The above constitutes the Working Regulations for the 2025 Annual General Meeting of Shareholders of Viglacera Ha Long Joint Stock Company, respectfully submitted to the General Meeting of Shareholders for review and approval.

Respectfully submitted!

Ha Long, day 23 month 3 year 2025

REPORT
OF THE BOARD OF DIRECTORS ON BUSINESS PERFORMANCE IN 2024
AND ORIENTATION FOR 2025
(At the 2025 Annual General Meeting of Shareholders)

Dear Shareholders,

The Board of Directors (BOD) of Viglacera Ha Long Joint Stock Company hereby presents to the esteemed shareholders the report on the Board's activities in 2024, as well as the plans and orientations for 2025, as follows:

PART I: REPORT AND ASSESSMENT OF BUSINESS PERFORMANCE IN 2024

1. General Situation

The building materials market showed little improvement, with low demand and intensifying price competition among enterprises. Many product lines experienced significant price reductions, leading to unprofitable business operations. Manufacturing plants, subsidiaries, and affiliated companies maintained moderate production scales and capacities to reduce inventory levels and limit losses from unprofitable products.

Typhoon Yagi, which struck in 3rd quarter 2024, caused severe damage to infrastructure, facilities, and factories across the company's system. The substantial costs incurred for disaster recovery had a negative impact on the company's overall business performance in 2024.

2. Assessment of the Board of Directors' Activities in 2024

a) General Activities:

In 2024, the Board of Directors (BOD) carried out its functions and duties in accordance with the Company's Charter, the Internal Corporate Governance Regulations, and the BOD's Operational Regulations in a compliant, appropriate, and effective manner.

BOD members frequently communicated and provided support to the Executive Board, operational personnel, and the Company's capital representatives at subsidiary companies in their assigned responsibilities. Members in charge of specific business units and operational areas effectively directed the implementation of the 2024 business plan, contributing to the overall achievement of the Company's business targets for the year.

Following the principle of efficiency and the flexible application of governance practices, each BOD member and the Board as a whole fulfilled their duties comprehensively and promptly through the following key activities:

- From the beginning of 1st quarter 2024, the BOD directed and urged all units to promptly implement the tasks and plans approved by the Parent Corporation. At the Parent Company level, the preparation and audit of the 2023 financial statements were completed, and the Annual General Meeting of Shareholders (AGM) was successfully organized. Additionally, the BOD provided direction and coordinated with capital representatives at joint-stock companies to review, plan, and successfully hold the AGMs of subsidiaries and affiliated companies. All AGM agendas and resolutions were approved with a high consensus rate, strictly adhering to the objectives, plans, and tasks approved by the superior authorities.

Focusing on controlling and supervising the Company's overall production and business activities, BOD members regularly participated in periodic briefings to assess the situation, provide feedback, and develop solutions to overcome challenges while setting directions for future planning periods. The BOD actively directed and urged factories and units to promptly address the consequences of Typhoon Yagi, ensuring a swift recovery and stabilization of production and consumption activities after the storm.

Additionally, the BOD coordinated with specialized units to carry out supervision, inspection, and evaluation of the Company's operations and the Executive Board, specifically as follows:

- + Agreed on selecting Deloitte Vietnam as the audit firm for reviewing the semi-annual and annual financial statements for 2024. Additionally, the audit firm was involved in supervising and monitoring stock-taking activities at the mid-year and year-end closing of the 2024 financial year.

- + Coordinated with the specialized departments of the Parent Corporation to review and reassess the implementation of recommendations from the 2023 audit. The BOD submitted to the 2024 Annual General Meeting of Shareholders (AGM) for approval the updates and amendments to the Company Charter and the BOD's Operational Regulations, in line with the recommendations of the audit and the Parent Corporation's Supervisory Board.

- + Collaborated with CPA Vietnam to finalize the enterprise valuation program in accordance with the guidance and directives from higher authorities.

b) Activities of Independent and Specialized BOD Members

Members regularly participated in periodic meetings to assess task implementation, review performance indicators, and develop monthly and quarterly plans. They provided advisory support for production management and sales operations, participated in market surveys to assess product consumption trends, monitored product circulation, and evaluated inventory levels at distributors and within different market regions.

The member in charge of internal audit collaborated with the Supervisory Board, the specialized departments of the Parent Corporation, and the audit firm to conduct inspections and data reviews at both the Parent Company and its subsidiaries.

The supervision of stock transaction contracts involving related parties, including BOD members, the Supervisory Board, and the Executive Board, was conducted in compliance with regulations. Additionally, economic contracts and transactions between VHL and its subsidiaries or affiliated companies were properly executed, ensuring procedural compliance, transparency, and openness.

c) Supervision of the Executive Board's Activities

The BOD assigned and arranged its members to fully participate in monthly briefings with the Executive Board and functional departments. All reports, data assessments, and evaluations of key performance indicators and tasks on a monthly and quarterly basis were provided to the Executive Board and the BOD in a timely and complete manner, as per regulations. The Executive Board regularly consulted the BOD on key issues, ensuring that appropriate solutions and management directions were implemented in alignment with the approved overall objectives.

The coordination and exchange of information and reports among the Executive Board, the BOD, and the Supervisory Board were effectively carried out, ensuring compliance with the established regulations.

The BOD coordinated with the audit firm Deloitte Vietnam Co., Ltd. to conduct periodic stock-taking (at 6-month and 12-month intervals) and review and audit the semi-annual and annual financial statements as of December 31, 2024. Audit results, quarterly financial reports,

governance reports, and disclosure procedures were executed in compliance with the requirements of state regulatory agencies and applicable laws.

d) Supervision of Investment Activities

New investment projects: In 2024, the Company did not undertake any new investment projects.

Clay mining investment activities: On March 25, 2024, the BOD, in coordination with the Parent Corporation’s capital representative, the Executive Board, and functional departments, submitted a report to the Parent Corporation regarding the status of the clay mining project at Doi Ten Lua Mine – Gieng Day Ward – Ha Long City. The report also included a recommendation to terminate the investment preparation activities for this project, as it was no longer aligned with the master plan of Ha Long City and the Quang Ninh Provincial People’s Committee. By Q2/2024, the Company successfully coordinated with relevant departments and local authorities to complete the investment termination procedures in accordance with regulations.

Investment activities in subsidiaries – Viglacera Clinker Brick JSC: The Parent Corporation’s capital representative at Viglacera Ha Long JSC worked with the BOD and the Executive Board to submit official documents and dossiers seeking approval for the additional investment project to expand production space for raw material storage at Viglacera Clinker Brick JSC.

e) Recovery Efforts Following Typhoon Yagi

On September 7, 2024, Typhoon No. 3 (Yagi) made landfall in Quang Ninh province with extreme intensity, causing severe damage to infrastructure, facilities, and assets across all units of the Company.

Immediately after the storm passed, factories, subsidiaries, and affiliated companies of Viglacera Ha Long proactively initiated site clearance and recovery efforts to restore business and production operations as quickly as possible.

By the end of October 2024, critical infrastructure, factories, and machinery at all Company units had been fully repaired, and production and business activities had been completely restored and stabilized.

3. Board of Directors' Meetings in 2024

No.	Numbers, symbols	Date	Contents of the meeting
1	01/2024/NQ-HĐQT	08/3/2024	Response to the Capital Representative at Viglacera Dong Trieu JSC regarding matters related to the 2024 Annual General Meeting of Shareholders (AGM) of Viglacera Dong Trieu JSC
2	02/2024/NQ-HĐQT	18/3/2024	Approval of the audited 2023 business performance results and the 2024 business plan along with other matters presented at the 2024 AGM
3	03/2024/NQ-HĐQT	10/4/2024	Response to the Capital Representatives at Viglacera Ha Long II JSC and Viglacera Clinker Brick JSC regarding the 2024 AGM matters.
4	04/2024/NQ-HĐQT	19/4/2024	Review of 1st quarter/2024 business performance, orientation, and key business plans for 2nd quarter/2024.

No.	Numbers, symbols	Date	Contents of the meeting
5	05/2024/NQ-HĐQT	17/5/2024	Completion of procedures to terminate the investment preparation activities for the clay mining project at Doi Ten Lua (Gieng Day Ward, Ha Long City).
6	06/2024/NQ-HĐQT	25/6/2024	Selection of an audit firm to conduct the semi-annual financial review and annual financial statement audit for 2024.
7	07/2024/NQ-HĐQT	17/7/2024	Evaluation of 1st half of 2024 business performance, planning for 2nd half of 2024 business strategies.
8	08/2024/NQ-HĐQT	09/8/2024	Approval of price reductions to support sales efforts of VTH in the final months of 2024.
9	09/2024/NQ-HĐQT	30/8/2024	Approval of additional investment for expanding raw material storage space to support production at Viglacera Clinker Brick JSC (a subsidiary).
10	10/2024/NQ-HĐQT	30/8/2024	Decisions regarding borrowing and mortgage transactions with banks, financial institutions, and individuals.
11	11/2024/NQ-HĐQT	24/10/2024	Reallocation and restructuring of personnel for capital representatives at Viglacera Ha Long II JSC.

General Assessment: In 2024, the Board of Directors (BOD) effectively collaborated with the Executive Board to jointly implement the tasks and objectives approved by the General Meeting of Shareholders (GMS). At the same time, the BOD issued resolutions and decisions in a timely manner, approving policies to support the Executive Board in executing operational solutions, overcoming challenges, and ensuring alignment with the objectives and tasks set by the Parent Corporation. The BOD strictly complied with all regulations outlined in the Company Charter, the BOD's Operational Regulations, as well as regulatory requirements of the State Securities Commission (SSC), the Stock Exchange, and other applicable laws.

However, as outlined above, market demand for the clay-based building materials sector remained low, while price competition among private enterprises intensified significantly. Many of the Company's product lines underwent deep price reductions, leading to unprofitable business operations. Production plants, subsidiaries, and affiliated companies maintained moderate production levels to control inventory and minimize losses. Furthermore, Typhoon Yagi in 3rd quarter/2024 caused severe damage to infrastructure, facilities, and factories across the Company's network. The significant recovery costs incurred from the storm had a negative impact on the overall business performance for 2024.

2024 Business Performance Results: Consolidated revenue reached VND 1,148,292 billion, reaching 93.1% of the plan assigned by the General Meeting of Shareholders; Profit loss was VND 60,826 billion (loss higher than the plan assigned by the General Meeting of Shareholders in 2024).

4. Board of Directors Personnel Status

As of the time preceding the Annual General Meeting of Shareholders (AGM), the Board of Directors (BOD) comprised seven (07) members, including:

No.	Full Name	Position	Remark
1	Mr. Tran Hong Quang	Chairman of the Board of Directors (Full-time)	
2	Mr. Nham Sy Tien	Vice Chairman of the Board of Directors (Full-time)	Independent Member
3	Mr. Dinh Quang Huy	Member of the Board of Directors	
4	Mr. Nguyen Huu Gam	Member of the Board of Directors (Full-time)	Independent Member
5	Mr. Nguyen Duc Luyen	Member of the Board of Directors	
6	Mr. Ngo Thanh Tung	Member of the Board of Directors	
7	Mr. Tran Thanh	Member of the Board of Directors (concurrently serving as General Director)	Appointed on 21/3/2023

5. Board of Directors' Remuneration for 2024: No remuneration payments were made to the Board of Directors (BOD).

PART II: BOARD OF DIRECTORS' WORK PLAN FOR 2025

1. Key production and business targets for 2025:

No.	Targets	Unit	2024 Actual Performance	2025 Plan
1	Consolidated Revenue	Billion VND	1.148.292	1.249.191
2	Consolidated profit before tax	Billion VND	-60.826	1.550

2. Objectives and Strategic Direction

In 2025, the Board of Directors (BOD) aims to implement a comprehensive and fundamental transformation in its governance approach. A key priority is to clearly separate the roles of the BOD and the Executive Board, ensuring efficient management, preventing conflicts of interest, and enhancing transparency in corporate operations. This structural adjustment will enable both bodies to focus on their distinct responsibilities, fostering the sustainable development of the Company. As part of this transformation, the BOD will streamline its structure, reducing unnecessary complexity and adding specialized personnel to improve efficiency and expertise.

The core functions of the BOD in 2025 will include: The Board of Directors is responsible for determining the vision, long-term strategy and development goals of the company; Supervising the activities of the Executive Board, ensuring that the company's strategies and decisions are implemented properly and according to plan; Deciding on major strategic and financial issues such as major investments, changes in ownership structure, or important decisions related to shareholders and the market; Ensuring the company complies with legal regulations, protecting the interests of shareholders and stakeholders.

To ensure the successful achievement of the 2025 business plan targeting (a profit of VND 1.55 billion compared to a loss of VND 60.826 billion in 2024) the Board of Directors (BOD)

and the Executive Board recognize the challenges ahead. However, several immediate solutions have been implemented in early 2025, which are already showing positive results, including:

+ Directing the Executive Board to maximize the capacity utilization of factories while ensuring optimal efficiency and alignment with market demand.

+ Researching and developing new product lines to introduce differentiated offerings, reducing direct competition and pricing pressure; Expanding export markets and boosting export sales to diversify revenue streams and mitigate domestic market challenges.

+ Implementing tight monitoring and supervision of operational costs, find all solutions to achieve the set profit targets.

+ Strictly and promptly comply with all periodic reporting regimes; Regularly reviewing and checking data and implementation results to report to relevant levels.

+ Coordinate well between the Board of Directors, Executive Board, and Supervisory Board to develop appropriate work programs and plans, promptly issue decisions and policies to support the management work of the Board of Directors to ensure close adherence to the goals approved by the General Meeting of Shareholders and in accordance with the actual situation.

+ Improving collaboration between the BOD, Executive Board, and Supervisory Board to ensure strategic alignment; Establishing a structured work plan, enabling swift decision-making and policy adjustments to support business operations; Ensuring that all governance actions are in line with the targets set by the General Meeting of Shareholders (GMS) and adapted to real-time market conditions.

Conclusion

The above report provides an assessment of the Board of Directors' (BOD) activities in 2024 and outlines the strategic directions and operational plans for 2025.

Throughout the implementation process, the BOD will continue to collaborate closely with all relevant parties to develop appropriate business and production strategies, proactively address challenges, and ensure alignment with the targets, plans, and tasks assigned by the Parent Corporation and approved by the General Meeting of Shareholders (GMS).

Sincere thanks and appreciation !

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





Dear Shareholders,

The Executive Board of Viglacera Ha Long Joint Stock Company (the Company) reports the results of the Company's business and production activities (BPA) in 2024, as well as the direction and business production plan for 2025, which are submitted to the Annual General Meeting of Shareholders (AGM) with the following details.

PART ONE

ASSESSMENT OF THE IMPLEMENTATION OF BUSINESS AND PRODUCTION PLANS AND DEVELOPMENT INVESTMENTS IN 2024

I. General Assessment

In 2024, the company faced unprecedented challenges and difficulties, with market demand failing to recover as expected and input production costs remaining high. Notably, the historic Typhoon Yagi, the strongest storm in the South China Sea in the past 30 years and the most powerful to make landfall in Vietnam in the past 70 years, hit Quang Ninh Province, causing severe damage and disrupting multiple business and production activities of the company, as well as its subsidiaries and affiliated companies within the system. This event had a significant impact on the company's overall business and production operations.

Despite these adversities, the company demonstrated resilience and determination by closely monitoring business and production activities, focusing on recovery efforts, and actively seeking solutions. With decisive and flexible management, the company successfully overcame the damages caused by Typhoon Yagi, maintained business and production operations, and mitigated revenue decline and financial losses.

II. Business and Production Performance

In 2024, despite the significant efforts and determination of the parent company's dependent units, subsidiaries, and affiliated companies, the company did not meet the targets set by the 2024 Annual General Meeting of Shareholders. This shortfall is reflected in two key performance indicators: revenue and pre-tax profit, as detailed below:

Indicator	Unit	2024 Target	2024 Actual	Notes
Pre-tax Profit (LNTT)				
+ Consolidated Pre-tax Profit (per consolidated financial statements)	Million VND	-50,067	- 60,826	
+ Parent Company Pre-tax Profit (per separate financial statements)	Million VND	-37,064	- 45,398	
Total Revenue				
+ Consolidated Revenue (per consolidated financial statements)	Million VND	1,232,422	1,148,292	
+ Parent Company Revenue (per separate financial statements)	Million VND	553,552	484,836	

III. Evaluation of Business and Production Performance in 2024

1. Production Activities

In 2024, production output at the parent company and affiliated companies declined compared to both the previous year and planned targets. This reduction in production scale was a strategic decision aimed at aligning with market demand, optimizing inventory levels, and maintaining operational cash flow. However, Viglacera Clinker Tile Joint Stock Company (a subsidiary) exceeded its assigned production value targets.

2. Production Value

The production value metric is used to assess the overall scale of output during the period. Over the first eight months of 2024, production activities at the company's units remained relatively stable, with flexible production adjustments in response to market conditions. In September 2024, Typhoon Yagi caused severe disruptions, resulting in a 24-day production halt at Cotto Gieng Day Brick Factory (parent company) and a slowdown at Tieu Giao Tile Factory. By late November 2024, the company



restarted production at Hoanh Bo Tile Factory, operating one kiln at 50% of its designed capacity. As a result, the company's total production value for the year reached VND 418.2 billion, achieving 81.6% of the planned target.

3. Product Quality – Quality Ratio

Due to low production scale, with machinery and equipment being utilized at or below designed capacity, the quality of key products at the company's units has consistently met or exceeded both the previous year's performance and assigned targets.

4. Product Quality Management – Physical and Mechanical Indicators

The company places great emphasis on product quality management, ensuring strict supervision of production processes. The physical and mechanical properties of the company's products are regularly monitored and tested at the Viglacera Research and Development Institute and the Institute of Building Materials – Ministry of Construction. Test results, as documented in official quality certificates issued post-testing, have met or exceeded national standards; specifically: TCVN 1452:2004 for roofing tiles; TCVN 13113:2020 for ceramic wall and floor tiles.

5. Product Development

Product development efforts are primarily focused on Cotto Gieng Day Brick Factory (a dependent accounting unit) and Viglacera Clinker Tile Joint Stock Company (a subsidiary). These efforts include the development of wall panels, floor tiles, roofing tiles, and roofing accessories.

New product development is largely driven by customer requests and market demand, particularly for specialized ceramic wall and floor tiles with large formats, textured surfaces, and project-specific customization. Additionally, the company continues to improve high-quality standard products.

For roofing tile products, the company has expanded its offerings to include roofing accessories (ridge tiles, verge tiles, and end tiles) and new roofing tile designs, such as: Eurocotto tiles (curved wave pattern); Kentoza flat tiles (flat design).

6. Sales Activities

The company continues to expand brand awareness and market presence for Viglacera Ha Long across multiple regions, recruiting one additional marketing staff member to support distributors and customers with technical guidance and product usage instructions.

The company reviewed and liquidated 15 underperforming Tier-1 distributors and signed new contracts with 5 Tier-1 distributors, both domestically and internationally, while also expanding its distribution network with 50 new Tier-2 distributors nationwide, primarily in district-level markets across various provinces.

A new showroom was established domestically and internationally to advertise and showcase Viglacera products; 278 advertising signboards were newly issued or replaced for distributors; promotional video clips were produced and broadcasted on VOV radio, FM stations, and local radio channels to strengthen brand recognition. The company also participated in the Vietbuild 2024 International Exhibition in Hanoi and Ho Chi Minh City.

The company continues to improve customer collaboration and care efforts, organizing customer appreciation conferences and arranging domestic and international trips for high-performing distributors to motivate and encourage cooperation in product distribution, while also effectively communicating company policies and business strategies.

For export operations, Viglacera Ha Long Trading Limited Company continues to seek new customers and expand trade promotions in markets such as the United States, the United Kingdom, India, Japan, and Singapore, offering both traditional products and newly developed ones, including wall panels, roofing tiles, and floor tiles).

7. Business Operations

7.1 Reporting System

The company strictly complies with reporting obligations and information disclosure requirements related to its business and production activities. Reports are submitted periodically and/or



upon request to Viglacera Corporation (the parent organization), the State Securities Commission, and local regulatory authorities.

7.2 Control Activities

The parent company and subsidiaries have amended, supplemented, and issued new documents within the management system in accordance with recommendations from the Viglacera Corporation Supervisory Board (as of late 2023). In 2024, the company continues to collaborate with and engage in follow-up evaluations with the Company's Supervisory Board to review the implementation of these recommendations.

Additionally, the Internal Audit Subcommittee (a unit under the Company's Board of Directors) has effectively fulfilled its assigned responsibilities. As a result, the company's business and production activities have become more transparent, potential risks have been mitigated, operational efficiency has improved, and the company has successfully met its objectives.

7.3 Cost Management Activities

The company implements a structured procurement process, ensuring that key raw materials and production-related services are acquired through competitive bidding. The Pricing Appraisal Team, along with relevant departments, evaluates supplier capabilities, assesses price quotations, and recommends the most qualified suppliers offering the best pricing.

During the execution of the 2024 business and production plan, the Company's Appraisal Team, in collaboration with dedicated Board of Directors (BOD) members, conducted market price surveys for materials, raw materials, tools, equipment, and other production supplies. This involved meeting and negotiating with existing suppliers, seeking new suppliers, and enhancing market competition to secure the lowest possible input costs for production.

Additionally, the company has continued to implement various cost-cutting initiatives by optimizing equipment layout, improving technological processes, refining operational procedures, and restructuring production workflows. These measures have offset cost fluctuations caused by rising input expenses.

The company also maintains ongoing product quality assessments, proposing timely corrective measures for production issues and updating material consumption standards and cost allocations in line with the production technology of different product lines.

8. Investment Activities

In 2024, Viglacera Ha Long Joint Stock Company did not undertake any investment projects. However, Viglacera Clinker Tile Joint Stock Company invested in a new raw material storage facility with a total investment of VND 14.99 billion. This relocation of the raw material warehouse was necessary due to the construction of a 10-lane highway passing through the site of the previous storage facility].

9. Employee Welfare, Social Movements, and Union Activities

The company fully complies with labor policies and regulations, ensuring that all employees are enrolled in and contribute to social insurance (BHXH) and health insurance (BHYT) on time, in accordance with legal requirements and government regulations. Employee salaries are paid on schedule, with no outstanding wage obligations.

Due to slower product sales, some employees experienced reduced workloads. In response, the company restructured and reassigned work for employees wishing to continue employment. Additionally, the company provided support, facilitated benefits, and processed severance policies for employees who chose to leave.

10. Other Activities

In 2024, the company carried out its regular operational activities, including auditing the 2023 financial statements, reviewing financial reports on a quarterly and semi-annual basis, holding the Annual General Meeting of Shareholders, and coordinating with government authorities on tax matters. Additionally, the company conducted inventory assessments of resources and assets at both the parent company and subsidiaries as per the scheduled reporting periods.



The company also organized the Employee Conference, comprehensive health check-ups and health classification for all employees, and domestic study tours for employees to gain industry insights and enhance professional knowledge.

Conclusion: Despite significant challenges in 2024, with strong support from leadership at various levels, close oversight from the Board of Directors, and the dedication and collective efforts of all employees, the company gradually overcame difficulties, mitigated revenue and pre-tax profit declines, and largely maintained stable business and production activities.

PART II

BUSINESS ORIENTATION AND PRODUCTION & BUSINESS PLAN FOR 2025

The economic outlook for 2025 suggests signs of recovery, with both opportunities and challenges ahead. The real estate market is expected to enter a phase of stabilization and sustainable growth. However, the market for terracotta brick and tile products is anticipated to experience a time lag in its recovery compared to the overall economy.

Building upon the achievements of 2024, the company has assessed market conditions, resource availability, opportunities, and challenges to formulate its business objectives, strategies, and production & business plans for 2025, as outlined below:

I. Key criterias

Item	Unit	Actual 2024	Plan 2025	Remark
1. Pre-tax Profit (LNTT)				
+ Consolidated Pre-tax Profit (per consolidated FS)	Million VND	- 60,826	1,550	
+ Parent Company Pre-tax Profit (per separate FS)	Million VND	- 65,587	-4,441	
+ Parent company's actual pre-tax profit	Million VND	-45,398	3,618	
2. Total Revenue				
+ Consolidated Revenue (per consolidated FS)	Million VND	1,148,292	1,249,191	
+ Parent Company Revenue (per separate FS)	Million VND	484,836	508,139	

II. Core Management and Operational Strategies

1. Objectives

Closely monitor actual performance against planned targets, with a particular focus on monthly and annual revenue and profit objectives. Ensure that 2025 year-end profit meets or exceeds the planned target.

Control production and operating costs in line with budgeted figures. In cases where market factors, finished goods prices, or input fuel costs become unpredictable, the company will develop and implement timely response strategies to minimize any negative impact on profit and meet assigned targets.

2. Implementation solutions

2.1. Sales activities

Maintain a flexible pricing strategy to ensure product sales while safeguarding the company's planned profit targets.

Provide maximum support to distributors and customers, offering technical consultations and product usage guidance; promote the new wave-pattern roofing tile through print materials, sample displays at showrooms and distributor outlets, and direct sales to construction projects.

Continue expanding market presence and brand recognition, effectively executing brand-building and marketing programs, participating in domestic and international fairs and exhibitions, and promoting new products. Further collaborate with distributors to develop mini showrooms and product display stands.

Regularly monitor market conditions, including competitor activities, consumption capacity, and evolving trends, to make informed production decisions aligned with real-time market dynamics.



Organize market surveys, assessments, and data updates, coordinating with construction and architectural consultancy firms to hold workshops focused on product introductions, usage instructions, and construction guidelines in key markets.

Segment and prioritize markets, implementing tailored solutions for each specific region.

+ For Export Activities

Recruit and train new personnel specializing in professional and methodical market development to meet increasing customer demands.

Focus on strengthening key export markets such as South Korea, India, and Taiwan, and continue developing markets in the United States, the EU, and Africa for product lines including floor tiles, wall panels, and large-format Cotto roofing tiles.

Accelerate export efforts and expand into new export markets as the domestic market reaches saturation, specifically by:

- Diversifying market approaches: collaborating with importers, distributors, supermarket chains, contractors, and manufacturing units.
- Exploring various business collaboration models to promote exports (traditional exports, partnerships with local distributors, joint production with international partners for export, direct distribution, etc.).
- Deepening integration into distribution networks, collaborating with partners to vigorously promote market presence and boost sales in key markets.
- Enhancing communication and consultation with Vietnamese Trade Counselors and Trade Promotion Centers abroad.
- Engaging with domestic trade offices and promotion centers such as VCCI, the Trade Promotion Agency, JICA, Kotra, Taitra, Austrade, EuroCham, etc.
- Regularly updating information on international trade policies through websites like macmap.org, doingbusiness.org, and trungtamwto.vn.
- Increasing product advertising via Google AdWords to boost interaction with international customers.

2.2. Production Management

+ Production Organization

The production lines and workforce are to be calculated, arranged, and scheduled for optimal operation at any given time, in accordance with the established production plan. Scale, capacity, product mix, and categories are flexibly adjusted based on actual market demand, maintaining reasonable and efficient inventory levels. Resources should be readily available to increase production output if market demand improves.

+ Product Quality

Ensure that recovery rates (AB/M) and grade ratios (A1/AB) meet or exceed the targets set under the 2025 performance plan. Product quality must meet or surpass both internal company standards and Vietnamese national standards, specifically TCVN 13113:2020 for Cotto wall and floor tiles and TCVN 1452:2004 for roofing tiles.

+ New Products

Continue collaborating with customers and proactively researching the production of innovative products with distinctive features in color, size, and shape to meet market demand and alleviate competitive pressure. Diversify export offerings by developing large-format wall panels and panels with textured surfaces; large-size roofing tiles ranging from 10–16 tiles per square meter, inspired by Indian-style tiles and Japanese-style flat tiles; facade bricks that do not require plastering, thick garden/pavement tiles for both residential and public projects. Additionally, focus on refining the complete product line at Cotto Gieng Day Brick Factory, including sample color collections (body and colored glaze) and product variants with different water absorption rates.



+ Innovation and Improvement Initiatives

Develop a program and launch an emulation campaign to encourage innovation, technical enhancements, and production streamlining, with a specific focus on cost reduction, labor productivity, and new product development.

2.3. Investment Activities

The company will proactively prepare and submit all necessary documentation and procedures related to potential investments (if any), in strict compliance with Viglacera Corporation's Investment Management Regulations and relevant legal provisions.

2.4. Corporate Governance and Operations

Maintain full transparency across all business and production activities within the company. Strictly adhere to reporting requirements set by Viglacera Corporation and government authorities.

Collaborate with Internal Audit and the Supervisory Board to thoroughly audit organizational and production processes, aiming to identify and prevent potential risks in production and business operations.

Establish cost and performance targets, assigning workshop-level costs, sales prices, and revenue goals on a monthly basis for each unit to align closely with the plan. Conduct monthly evaluations of raw material consumption rates and production costs, analyzing expenses. Any over-budget or above-standard costs must be investigated for root causes, followed by solutions to offset or improve performance.

Implement flexible production management, closely controlling all production and management processes to optimize costs and enhance competitiveness.

2.5. Debt Control

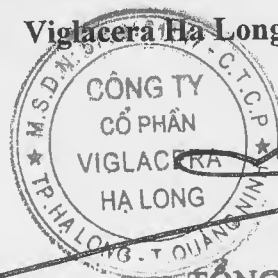
Continue enforcing the current sales policy—"collect payment first, then deliver goods"—to effectively manage accounts receivable. For other debts, the company regularly monitors debt limits, reconciles balances, and evaluates and executes debt recovery measures.

2.6. Compliance with Tax Regulations and Employee Benefits

Fully adhere to the existing legal framework regarding tax policies and financial obligations. Ensure that all employee-related regulations—including wages, social insurance (BHXH), and health insurance (BHYT)—are complied with fully and on time, both in terms of legal requirements and payments to state authorities. The company pays employee wages on schedule, with no outstanding wage liabilities.

Above is the report on the results of business and production activities in 2024, as well as the direction and tasks for business and production activities in 2025, submitted by the Executive Board of the Company to the Annual General Meeting of Shareholders.

Viglacera Ha Long Joint Stock Company



TỔNG GIÁM ĐỐC
Lorain Thành

SUPERVISORY BOARD REPORT
VIGLACERA HA LONG JOINT STOCK COMPANY
(Presented at the 2025 Annual General Meeting of Shareholders)

Dear Esteemed Shareholders,

- Pursuant to the functions and duties of the Supervisory Board as stipulated in the Law on Enterprises and the Charter of Organization and Operation of Viglacera Ha Long Joint Stock Company;

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

- Based on the monitoring, inspection, and supervision results of business operations and management activities of Viglacera Ha Long Joint Stock Company in 2024.

The Supervisory Board (SB) hereby presents to the General Meeting of Shareholders the report on the supervisory activities conducted at Viglacera Ha Long Joint Stock Company in 2024 as follows:

I. Activities of the Supervisory Board

In 2024, the Supervisory Board (SB) maintained regular operations and actively participated in all Board of Directors (BOD) meetings, Executive Board meetings, including monthly and quarterly briefings, as well as extraordinary meetings related to the Company's activities. This allowed the SB to stay updated on the Company's actual business performance and contribute opinions towards achieving the strategic goals approved by the General Meeting of Shareholders (GMS).

The SB carried out inspection and supervision activities in collaboration with relevant departments, contributing to risk management and enhancing the Company's corporate governance quality. The key activities included:

Monitoring the implementation of the 2024 AGM Resolution, ensuring compliance with State laws, the Company's Charter, and the resolutions and decisions of the Board of Directors (BOD).

Supervising compliance with the Company's internal regulations, policies, and operational procedures across all functional departments.

Overseeing the execution of the 2024 business plan and monitoring the Company's financial performance.

Proposing and selecting an independent audit firm; reviewing the Company's financial statements for 2024 and semi-annual reports; discussing audit-related matters with external auditors.

Other activities as required by law and the Company's Charter.

In 2024, the SB held regular meetings and other working sessions with the full participation of its members. These meetings aimed to align the SB's activities, assess the Company's operations, address arising issues, and exchange professional expertise. The details of the SB's regular meetings in 2024 are as follows:

No.	Number of Participating Members	Key Meeting Contents
1	3/3	- Meeting to assign responsibilities to Supervisory Board members
2	3/3	- Developing the 2024 operational plan. - Reviewing the profiles of independent audit firms and proposing the selection of an audit firm for the Company's 2024 financial statements.
3	3/3	- Meeting to report the results of the cost and production expense review for the first five months of 2024 at Viglacera Ha Long Joint Stock Company and Viglacera Ha Long Trading One Member Limited Liability Company.
4	3/3	- Reviewing and verifying the 2024 semi-annual financial statements of the Company. - Assessing the business performance for the first six months of 2024.
5	3/3	- Evaluating Q3/2024 performance and planning activities for Q4/2024.
6	3/3	- Evaluating Q4/2024 performance and planning activities for Q1/2025.

During the execution of its supervisory duties on behalf of the shareholders, the Supervisory Board received full support from the Board of Directors and the Executive Board, enabling it to fulfill its responsibilities effectively. There were no pressures or obstacles that hindered the performance of the assigned tasks.

II. Supervisory Board's Monitoring Results

1. Monitoring the Implementation of the 2024 AGM Resolution

1.1 Business Performance in 2024

The Company's key performance indicators for 2024, based on the audited 2024 financial statements, are as follows:

No.	Indicator	Unit	Plan	Performance
1	Pre-tax Profit			
	Consolidated Pre-tax Profit	Million VND	-50,067	-60,825
	Parent Company Pre-tax Profit	Million VND	-53,571	-65,586
2	Total Revenue			
	Consolidated Revenue	Million VND	1,232,422	1,148,291
	Parent Company Revenue	Million VND	553,552	484,835
3	Parent Company Investment Execution	Million VND	-	-

The Company did not achieve its key business targets for 2024. This was primarily due to the overall economic downturn, where consumer purchasing power and market demand continued to decline and had yet to recover. Furthermore, the Company's profitability was significantly

impacted by Typhoon Yagi, which caused substantial financial losses. The total cost of disaster recovery amounted to over VND 15 billion.

However, in response to these challenges, the Company demonstrated flexibility by adjusting production scale and restructuring its product portfolio—reducing the proportion of cotto bricks while increasing the production of wall tiles and export-oriented products, which offered higher gross profit margins. At the same time, the Company implemented rigorous cost-cutting measures, helping to mitigate the negative impacts of adverse factors and minimize financial losses.

1.2 Profit Distribution for 2023

The Company did not distribute the after-tax profit for 2023, meaning no dividend payments were made, and no allocations to reserves were carried out from the undistributed after-tax profit of 2023. This was in compliance with the resolution of the 2024 Annual General Meeting of Shareholders (AGM).

1.3 Remuneration Payments to the Board of Directors (BOD) and the Supervisory Board (SB)

The Company did not pay remuneration to the Board of Directors (BOD) and the Supervisory Board (SB) in compliance with the resolution of the 2024 AGM.

1.4 Amendments to the Company's Charter and BOD Operating Regulations

In accordance with the approval granted by the 2024 AGM resolution, the Company made amendments and updates to certain provisions in the Company's Charter and the BOD Operating Regulations during the year. These revisions were based on reports and recommendations from the Internal Audit Department of Viglacera Corporation.

2. Financial Supervision

The Supervisory Board (SB) reviewed the semi-annual and annual financial statements for 2024, based on the audit results conducted by Deloitte Vietnam Co., Ltd., the Company's independent auditor.

The 2024 financial statements were prepared and presented fairly and transparently, in compliance with Vietnamese Accounting Standards (VAS) and prevailing regulations. The statements accurately reflect the Company's financial position and business performance.

During the 2024 fiscal year, the Company consistently applied its accounting policies and estimation principles from the previous financial year. The application of these policies and principles was deemed appropriate and aligned with the Company's business characteristics.

The Supervisory Board did not identify any material misstatements, fraud, or potential fraud risks in the financial statements.

Financial Position as of December 31, 2024 (Parent Company) as follows:

-Total assets amounted to VND 569 billion, a decrease of VND 77 billion (12%) compared to the beginning of the year. Current assets were VND 295 billion, down VND 13 billion, primarily due to a VND 75 billion decrease in inventory, offset by a VND 68 billion increase in short-term deposits. Non-current assets totaled VND 274 billion, a decrease of VND 65 billion, mainly due to fixed asset depreciation and additional provisions for long-term financial investments (as two associated companies reported losses).

- Liabilities of the Parent Company amounted to VND 128 billion, a decrease of VND 12 billion (8%) compared to the beginning of the year, primarily due to a reduction in outstanding payables to suppliers.
- Equity stood at VND 441 billion, a decline of VND 65 billion (13%) compared to the previous year-end, mainly due to the Company incurring a net loss after tax in 2024.

3. Supervisory Results on the Activities of the Board of Directors (BOD), Executive Board, and Shareholders

3.1 Supervision of the Board of Directors (BOD)

The Board of Directors (BOD) has diligently implemented the resolutions approved by the 2024 Annual General Meeting of Shareholders (AGM), strictly adhering to legal regulations as well as the Company's Charter on Organization and Operations. The meetings and activities of the BOD were conducted in full compliance with the Company's Charter and applicable laws, with high consensus among all members. In 2024, the BOD held regular and extraordinary meetings, issuing 11 resolutions and decisions. These resolutions were in line with the BOD's functions and authority as prescribed by law and the Company's Charter, ensuring timely and effective strategic direction for the Company's business operations throughout the year.

3.2 Supervision of the Executive Board

The Executive Board has diligently, comprehensively, and promptly implemented the resolutions and decisions of the Board of Directors (BOD) regarding the execution of the business plan, investment activities, and other Company operations. Additionally, the Executive Board has demonstrated close and decisive leadership in business operations, proactively and flexibly adopting effective and timely measures to minimize negative impacts on the Company's performance. For subsidiaries and affiliated units, the Executive Board has provided clear, detailed, and timely directives, ensuring proper evaluation and control through capital representatives, aimed at achieving optimal efficiency and business objectives.

3.3 Compliance with Laws, Regulations, and Internal Governance Policies

In 2024, the Company, its management levels, departments, individuals, and relevant units strictly complied with legal regulations, the Company's Charter, and internal governance policies and procedures. The Company's information disclosure activities were conducted seriously and fully in accordance with the regulations applicable to publicly listed companies.

3.4 Supervision of Shareholders' Activities

In 2024, the Supervisory Board did not receive any petitions or requests for inspection from shareholders or Company employees regarding the activities of the Board of Directors (BOD), the Executive Board, or the Company's management personnel.

III. Supervisory Board's Work Plan for 2025

The Supervisory Board (SB) is committed to fulfilling its duties on behalf of shareholders, overseeing all aspects of the Company's business, governance, and management activities. The SB will strengthen internal control and inspection efforts across the entire system to monitor compliance with the Company's operational regulations and enhance financial security measures.

In 2025, the SB will continue to conduct regular and periodic quarterly supervision in accordance with the Company's Charter and in compliance with legal regulations. The objective is to ensure that the Company's operations fully adhere to the Law on Enterprises and the Law on Securities.

IV. Recommendations and Proposals from the Supervisory Board

In 2024, the global and Vietnamese economies continued to face significant challenges, with the construction materials market, particularly the clay brick and roofing tile industry, still struggling to recover. This had a direct and significant impact on the Company's business performance.

As the Company enters 2025, the Supervisory Board proposes the following recommendations to the Board of Directors (BOD) and the Executive Board to ensure stable operations and business growth:

- Closely monitor market conditions, state policies, and regulations to provide timely and flexible strategic decisions, ensuring the Company maintains stable operations, meets shareholder targets, and safeguards employee benefits.
- Enhance product development strategies and sales policies, strengthen distribution channels and dealer networks, and boost the Company's export capabilities to expand market reach.
- Ensure product quality in accordance with customer requirements while implementing strict cost control and expense management measures. Additionally, actively seek and secure raw material sources, particularly coal and white clay, to maintain a stable inventory for production.
- Continue cost-saving initiatives to lower factory production costs, with a particular focus on reducing fuel and electricity consumption.

The above report presents the Supervisory Board's assessment of its activities in 2024 and is hereby submitted to the General Meeting of Shareholders for review and approval.

Sincerely,

Thank you!

Recipients:

- Board of Directors (BOD)
- Company Shareholders
- Filed at the Supervisory Board

On behalf of the Supervisory Board
CHAIRMAN OF THE SUPERVISORY BOARD



Nguyen Quang Hai

VIGLACERA HA LONG JOINT STOCK COMPANY

Address: Zone 2, An Tiem Area, Ha Khau Ward, Ha Long City, Quang Ninh Province

Telephone: 0203-3840560 *** Fax: 0203-3846577 *** Website: www.viglacerahalong.vn

....., day month year 2025

BALLOT**AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Shareholder/Organization Name : _____

Contact Address : _____

Number of Owned Shares : _____ Shares

Number of Authorized Shares : _____ Shares

Total Voting Shares : _____ Shares

After reviewing and considering the discussion contents presented in the Proposal of the Board of Directors of Viglacera Ha Long Joint Stock Company at the 2025 Annual General Meeting of Shareholders, I/We cast our votes on the following matters as follows:

No.	Voting Contents	Voting Opinion		
		Agree	Disagree	No Opinion
1	Approval of the amendment to the Company's Articles of Association	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2	Approval of the dismissal of a member of the Board of Directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3	Approval of reports, including the reports of the Board of Directors, Executive Board, and Supervisory Board.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4	Approval of the 2024 business performance results and audited financial statements, audited by Deloitte Vietnam Co., Ltd.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5	Approval of the 2024 post-tax profit distribution plan (Parent Company).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6	Approval of the 2025 business plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7	Approval the implementation results of contracts and transactions in 2024 and the policy on entering into contracts and transactions for the purchase and sale of products, materials, goods, and services between the Company and its subsidiaries, affiliated companies, and units under Viglacera Corporation in 2025	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8	Approval of the selection of the auditing firm for the 2025 financial statements.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Shareholders are kindly requested to mark "X" in one of the voting options: "Agree," "Disagree," or "No Opinion."

SHAREHOLDER CONFIRMATION

(Sign and write full name, affix seal if applicable)

**ELECTION REGULATIONS
FOR SUPPLEMENTARY MEMBERS OF THE BOARD OF DIRECTORS
VIGLACERA HA LONG JOINT STOCK COMPANY
AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

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

- Pursuant to the current Charter of Viglacera Ha Long Joint Stock Company;

ARTICLE 1. ELECTION PRINCIPLES

1.1. General Principles

Compliance with the law and the Charter of Viglacera Ha Long Joint Stock Company.

Voting method: Secret ballot conducted directly at the General Meeting using the cumulative voting method.

At the 2025 Annual General Meeting of Shareholders, the Board of Directors proposes the following for consideration:

+ Amendment of the Charter to reduce the number of Board members from seven (07) to five (05).

+ Dismissal of four (05) Board members who have submitted resignation letters).

After approval by the General Meeting of Shareholders (GMS) for the aforementioned matters, the number of remaining Board of Directors (BOD) members will be two (02) (not yet meeting the required structure of one-third (1/3) independent members). Therefore, the number of additional BOD members to be elected will be three (03), including at least one (01) independent member.

The election results will be based on the number of voting shares held by shareholders attending the meeting.

For each voting session, a shareholder representative is allowed to use only one ballot for a specific voting matter. (Ballots are issued by the Organizing Committee of the General Meeting. The Board of Directors election ballot is YELLOW, stamped with the official seal of Viglacera Ha Long Joint Stock Company at the top left corner).

The composition of the Ballot Counting Committee must be approved by the General Meeting of Shareholders. Members of the Ballot Counting Committee must not be listed in the nomination/self-nomination list.

The list of candidates will be arranged in alphabetical order (ABC), and the full name of each candidate will be stated on the ballot.

1.2. Nomination, Self-Nomination, and Candidate Qualifications

a. Qualifications, Nomination, and Self-Nomination for the Board of Directors:

- The nomination and self-nomination process for the Board of Directors is specifically regulated in Article 25 of the Company's Charter.

- The qualifications for Board members are stipulated in Article 26 of the Company's Charter and Article 155 of the 2020 Law on Enterprises.

For details, please refer to Appendix 02 of these Regulations.

b. Shareholders or Shareholder Groups Nominating or Self-Nominating Candidates for the Board of Directors Election Must Submit the Following Documents:

- Nomination Application / Self-Nomination Application (as per the provided template);
- Curriculum Vitae self-declared by the candidate;
- Copies of the following documents: Nomination Application / Self-Nomination Application (as per the provided template);
- Curriculum Vitae self-declared by the candidate;
- Copies of the following documents: Citizen Identification Card (or Passport for overseas Vietnamese and foreign individuals); Certificates and diplomas verifying the candidate's educational qualifications and professional expertise; Commitment Statement signed by the nominated/self-nominated candidate; Nomination Letter from the shareholder/shareholder group (in cases where the prescribed template issued by the Company is not used).

c. The candidate dossiers must be submitted to the Organizing Committee of the General Meeting at the following address: Office of Viglacera Ha Long Joint Stock Company, Zone 2, An Tiem Street, Ha Khau Ward, Ha Long City, Quang Ninh Province. Phone Number: 033.3840560; Fax: 033.3846577. In exceptional cases, the Board of Directors will review the matter, report it, and seek the General Meeting's decision.

ARTICLE 2. ELECTION METHOD

2.1. The election of Board of Directors members shall be conducted by secret ballot, directly at the General Meeting, using the cumulative voting method. Accordingly, each shareholder (or an authorized representative attending the meeting with voting rights) shall have a **maximum total number of votes** equivalent to the total number of voting shares owned (or authorized) multiplied by (X) the number of Board members to be elected, specifically

Number of votes for the Board of Directors election:

$$\text{Total Maximum Votes} = \text{Total Number of Voting Shares} \times \text{Number of Board Members to be Elected}$$

2.2. Shareholders (or authorized representatives attending the meeting with voting rights), *hereinafter referred to as "shareholders,"* may allocate their total number of votes to a single

candidate or distribute their votes among multiple selected candidates. The number of candidates selected by a shareholder for voting must not exceed the number of Board members to be elected at the 2025 Annual General Meeting of Shareholders (AGM).

Example: *The AGM approves the election of one (01) Board member from a total of three (03) nominated/self-nominated candidates listed on the ballot).*

Shareholder A owns 300 voting shares (including both owned and authorized shares). In this case, Shareholder A will have a maximum of 300 votes (calculated as 300 voting shares × 1 Board member to be elected). Shareholder A may choose to: Allocate all 300 votes to a single candidate, or Distribute the votes among multiple candidates listed on the ballot, ensuring that the total votes cast do not exceed 300 (≤ 300 votes) and that the number of candidates selected does not exceed one (01) candidate.

ARTICLE 3. VOTING PROCEDURE:

3.1. BALLOT PAPER:

Each shareholder will be issued one (01) BALLOT PAPER (**yellow-colored**), which will include the shareholder's ID number, name, total number of voting shares owned, and the maximum number of votes available (calculated as the total number of voting shares multiplied by the number of Board members to be elected).

The ballot paper is printed on official paper and stamped with the seal of Viglacera Ha Long Joint Stock Company (The Board of Directors Election Ballot Template is attached to these Regulations).

Upon receiving the ballot paper, shareholders must verify the accuracy of the information. If any errors or discrepancies are found, they must immediately inform the Ballot Counting Committee to request a replacement ballot.

3.2 3.2. Regulations on the Board of Directors Election Ballot:

a. Valid Ballot:

- The ballot is issued by the Organizing Committee of the General Meeting.
- The ballot bears the official seal of the Company.
- The ballot clearly states the shareholder's name.
- The ballot includes the fields "Total Number of Voting Shares" and "Total Maximum Votes."
- The ballot is not torn, erased, altered, or modified in any way, and no additional content has been written on it.
- The total number of votes allocated to candidates does not exceed the total maximum votes available.

b. Invalid Ballot:

- The ballot was not issued by the Organizing Committee of the General Meeting.
- The ballot does not bear the official seal of the Company.
- The ballot does not clearly state the shareholder's name.
- The ballot is torn, crossed out, erased, altered, or includes any additional candidates who are not listed in the official list of candidates approved by the General Meeting of Shareholders, or contains additional content or symbols.
- The total number of votes allocated to candidates exceeds the total maximum votes the shareholder is entitled to cast.
- The ballot is submitted after the voting process has concluded and the ballot box has been sealed.

c. Instructions for Completing the Ballot :

- If a shareholder agrees to vote for a candidate, they must write the number of votes in the box on the right side of the corresponding candidate's name.
- If a shareholder does not vote for a candidate, they must cross out the box or write "0" in the box on the right side of the corresponding candidate's name.
- Shareholders may allocate all votes to one or multiple candidates or choose not to vote for any candidate on the nomination list.

If a shareholder makes an error while filling out the ballot but has not yet placed it in the ballot box, they have the right to directly request a replacement ballot from the Head of the Ballot Counting Committee.

3.3 Principles for Voting in the Board of Directors Election:

- a. The Ballot Counting Committee shall prepare one (01) BALLOT BOX for the election of Board of Directors members. Before the voting process begins, the Ballot Counting Committee shall inspect the ballot box in the presence of shareholders.
- b. The voting process shall commence when the Head of the Ballot Counting Committee announces "Voting Begins" and shall conclude when the announcement "Voting Ends" is made. Shareholders shall cast their Board of Directors election ballots into the ballot box.
- c. The vote counting process shall begin immediately after the voting process concludes.

3.4 Regulations on Vote Counting:

- a. The Ballot Counting Committee shall conduct its work in a designated area, under the supervision of shareholder representatives, and shall proceed with vote counting according to the following steps:
- Verify the validity of all ballots.

- Review and record the results of each ballot. (The Ballot Counting Committee may utilize technical equipment and specialists to assist with the vote counting process.)
- Seal all ballots and hand them over to the Chairperson of the General Meeting.
 - b. Preparation and Announcement of the Vote Counting Minutes:
- Upon completion of the vote counting process, the Ballot Counting Committee shall prepare the Vote Counting Minutes.
- The Vote Counting Minutes shall include the following key contents:
 - + Time and venue of the vote counting process.
 - + Members of the Ballot Counting Committee.
 - + Total number of shareholders attending the meeting.
 - + Total number of shareholders participating in the voting process.
 - + Number and percentage of valid and invalid ballots.
 - + Number and percentage of votes received by each candidate for the Board of Directors election.
 - + List of elected Board of Directors members.
 - + The Vote Counting Minutes must be signed by all members of the Ballot Counting Committee and certified by the shareholder representatives supervising the vote counting process.

ARTICLE 4. PRINCIPLES FOR ELECTING BOARD OF DIRECTORS MEMBERS:

4.1. Candidates elected as members of the Board of Directors (BOD) shall be determined based on the highest number of votes received, in descending order, until the required number of members has been reached.

4.2 In the event that two or more candidates receive the same number of votes for the final BOD position, the candidate who owns the greater number of shares shall be selected. If the number of shares owned by the tied candidates is also equal, the General Meeting shall conduct a re-election among those candidates, and the one receiving the higher number of votes shall be elected.

ARTICLE 5. COMPLAINTS REGARDING THE ELECTION AND VOTE COUNTING:

5.1. If, after the election results have been announced, a shareholder raises a complaint or requests a re-examination of the election results, and such a request is deemed reasonable, the Chairperson shall instruct a shareholder representative to conduct a direct review. If any intentional errors or fraud in the vote counting process are discovered, the Ballot Counting Committee shall bear full responsibility.

5.2. Complaints regarding the election and vote counting process shall be resolved by the Chairperson of the meeting and documented in the Meeting Minutes of the General Meeting of Shareholders.

ARTICLE 6. EFFECTIVENESS OF THESE REGULATIONS:

Attached to these Regulations are appendices providing guidance on cumulative voting, conditions and qualifications for Board of Directors candidates, and nomination and self-nomination application templates.

These Regulations shall take effect upon approval by the General Meeting of Shareholders and shall apply exclusively to the election of Board of Directors members at the 2025 Annual General Meeting of Shareholders.

APPENDIX 1
GUIDELINES FOR ELECTING BOARD OF DIRECTORS MEMBERS
USING THE CUMULATIVE VOTING METHOD AT THE 2025 ANNUAL GENERAL
MEETING OF SHAREHOLDERS

Voting Principles:

The General Meeting of Shareholders of Viglacera Ha Long Joint Stock Company shall elect three (03) additional members to the Board of Directors (BOD) from the list of nominated/self-nominated candidates.

Shareholder Nguyen Van A (Shareholder ID No. 40) owns 300 shares.

Maximum number of votes for Shareholder A:

For the Board of Directors election: (300 shares × 3 members) = 900 votes.

Example Voting Method:

Shareholder Nguyen Van A may allocate votes using one of the following methods:

Method 1: Equally distribute all 900 votes among the three (03) candidates for the Board of Directors (*each candidate receives 300 votes*).

ELECTION BALLOT

Board of Directors Members at the 2025 Annual General Meeting of Shareholders

Shareholder: Nguyen Van A (Shareholder ID No. 40)

Total Number of Voting Shares: 300 shares

Total Maximum Votes (Total Shares x 3): 900 votes.

List of Candidates for the Board of Directors:

No.	Candidate's Full Name	Number of Votes
1	Candidate No. 1:	300
2	Candidate No. 2:	300
3	Candidate No. 3:	300
	Total	900

Method 2: Distribute the 900 votes among the three candidates with an unequal allocation

List of Candidates for the Board of Directors Election:

NO.	Candidate's Full Name	Number of Votes
1	Candidate No. 1:	400
2	Candidate No. 2:	300
3	Candidate No. 3:	200
	Total	900

Method 3: Allocate the 900 Votes to Selected Candidate.

List of Candidates for the Board of Directors Election:

NO.	Candidate's Full Name	Number of Votes
1	Candidate No. 1:	700
2	Candidate No. 2:	200
3	Candidate No. 3:	0
	Total	900

Method 4: Allocate All 900 Votes to One Candidate.

List of Candidates for the Board of Directors Election:

NO.	Candidate's Full Name	Number of Votes
1	Candidate No. 1:	0
2	Candidate No. 2:	900
3	Candidate No. 3:	0
	Total	900

* Shareholder A's Ballot Shall Be Considered Invalid in the Following Cases:

- The ballot does not comply with the official template issued by the company or does not bear the company's official seal.
- The total number of votes allocated by Shareholder Nguyen Van A to the candidates exceeds 900 votes.
- The ballot contains special markings, has been erased, or has crossed out a candidate's name; the ballot includes additional names not listed in the official candidate list.
- Other cases as specified in these election regulations.

APPENDIX 2

Conditions and Qualifications for Nominating Candidates for the Board of Directors

Viglacera Ha Long Joint Stock Company

I. Conditions for Nominating Candidates for the Board of Directors

Excerpt from Article 25 of the Company's Charter: Shareholders or shareholder groups that meet the following conditions are eligible to nominate candidates for the Board of Directors (BOD):

- Common shareholders have the right to aggregate their voting rights to nominate BOD candidates. The nomination rights are based on the percentage of voting shares held, as follows: Shareholders or shareholder groups holding from 5% to less than 10% of the total voting shares may nominate one (01) candidate. From 10% to less than 30%: Up to two (02) candidates. From 30% to less than 40%: Up to three (03) candidates. From 40% to less than 50%: Up to four (04) candidates. From 50% to less than 60%: Up to five (05) candidates. From 60% to less than 70%: Up to six (06) candidates. From 70% to 80%: Up to seven (07) candidates. From 80% to less than 90%: Up to eight (08) candidates.

- In cases where the number of Board of Directors (BOD) candidates nominated and self-nominated does not meet the required number, the incumbent Board of Directors may nominate additional candidates. Such nominations must be conducted clearly and transparently and must be approved by the General Meeting of Shareholders before the shareholders vote for Board members in accordance with legal regulations.

II. Qualifications and Conditions for Board of Directors Membership

2.1. A Board of Directors member must meet the following qualifications and conditions:

- Must not fall under any of the prohibitions specified in Clause 2, Article 17 of the 2020 Law on Enterprises.

- Must possess professional qualifications and experience in business administration or in the industry or business sector of the company. Board members are not required to be shareholders of the company unless otherwise stipulated by the company's Charter.

- A Board of Directors member may concurrently serve as a Board member of another company.

- For state-owned enterprises as defined in Point b, Clause 1, Article 88 of the 2020 Law on Enterprises, and for subsidiaries of state-owned enterprises as defined in Clause 1, Article 88 of the 2020 Law on Enterprises, members of the Board of Directors must not have family relationships with the General Director, Deputy General Director, or other managers of the company; or with managers and individuals authorized to appoint managers of the parent company.

- A Board of Directors member is not required to be a shareholder of the company but must not concurrently serve as a Board member in more than five (05) other companies. Additionally, the member must meet other qualifications and conditions as stipulated in Clause 1, Article 155 of the Law on Enterprises.

- For state-owned enterprises as defined in Point b, Clause 1, Article 88 of the 2020 Law on Enterprises, and for subsidiaries of state-owned enterprises as defined in Clause 1, Article 88 of the 2020 Law on Enterprises, members of the Board of Directors must not have family relationships with

the General Director, Deputy General Director, or other managers of the company; or with managers and individuals authorized to appoint managers of the parent company.

- A Board of Directors member is not required to be a shareholder of the company but must not concurrently serve as a Board member in more than five (05) other companies. Additionally, the member must meet other qualifications and conditions as stipulated in Clause 1, Article 155 of the Law on Enterprises.

2.2. Independent Members of the Board of Directors:

- Must comply with the provisions set forth in Point b, Clause 1, Article 137 of the 2020 Law on Enterprises.

- Must not be currently employed by the company, its parent company, or any of its subsidiaries; must not have been employed by the company, its parent company, or any of its subsidiaries for at least the past three (03) consecutive years.

- Must not be receiving a salary or remuneration from the company, except for allowances granted to Board members in accordance with regulations.

- Must not have a spouse, biological or adoptive parent, biological or adoptive child, biological sibling who is a major shareholder of the company or a manager of the company or any of its subsidiaries.

- Must not directly or indirectly own at least 01% of the total voting shares of the company.

- Must not have previously served as a Board member or Supervisory Board member of the company for at least the past five (05) consecutive years, except in cases of continuous appointment for two (02) consecutive terms.

- Independent Board members must also meet other qualifications and conditions as prescribed by the Law on Enterprises and the Securities Law.

Shareholders are kindly requested to refer to and review other relevant provisions stipulated in the 2020 Law on Enterprises.

APPENDIX 3
Election Ballot Template

Template No.1

ANNUAL GENERAL MEETING OF SHAREHOLDERS
VIGLACERA HA LONG JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Ha Long, ... day ... month ... year

ELECTION BALLOT
BOARD OF DIRECTORS MEMBERS
AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

I. SHAREHOLDER INFORMATION

- 1.1 Shareholder's Name : _____
- 1.2 Shareholder ID : _____
- 1.3 Number of Voting Shares : _____
- 1.4 Number of Additional Board Members to be Elected : 03 Members
- 1.5 Total Maximum Votes (Number of Shares × 3) : _____

II. LIST OF CANDIDATES FOR THE BOARD OF DIRECTORS ELECTION

No.	Full Name	Number of Votes
1	Candidate 1: _____	
2	Candidate 2: _____	
3	Candidate 3: _____	
...	...	
	Total Votes Allocated (*)	

()The total votes allocated must not exceed the total maximum votes specified in Section 1.5 of Part I. Shareholder Information.*

Photo

**CURRICULUM VITAE OF THE CANDIDATE
FOR THE ELECTION TO THE BOARD OF DIRECTORS (*)
VIGLACERA HA LONG JOINT STOCK COMPANY
(TERM (AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDER))**

1. Full Name:..... Gender: Male Female
2. Date of Birth:.....
3. Permanent Address:
4. Contact Address:..... Phone Number:
5. Citizen Identification/Passport No.: ; Date of Issue:; Place of Issue:
6. Nationality:.....
7. Educational and Professional Qualifications:
8. Work Experience:
9. Current Position at Viglacera Ha Long Joint Stock Company (if any):
10. Number of VHL Shares Personally Held: shares, equivalent to (%):
11. Positions at Other Organizations/Enterprise:
12. Related Persons (RPs) Holding VHL Shares (including parents, spouse, children, and biological siblings):

No.	Name of Related Person (RP)	Relationship	ID Card/Citizen Identification			Number of VHL Shares Held	Percentage (%)
			No.	Date of Issue	Place of Issue		
...	...						

13. Relevant Interests in Viglacera Ha Long Joint Stock Company:.....

14. Name of the Shareholder or Organization Nominating the Candidate (if applicable):

No.	Name of Shareholder/Organization	Contact Address, Phone Number	Number of VHL Shares Held	Percentage (%)
...	...			

I hereby certify that all the information provided above is truthful and accurate, and I take full responsibility for its accuracy.

Declarant
(Sign and write full name)

(*) If the candidate is applying for the position of an Independent Member of the Board of Directors, please clearly state "INDEPENDENT BOARD MEMBER".

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Template

COMMITMENT STATEMENT
BY THE CANDIDATE FOR THE BOARD OF DIRECTORS
VIGLACERA HA LONG JOINT STOCK COMPANY
TERM 2022-2027

To: **The General Meeting of Shareholders of Viglacera Ha Long Joint Stock Company**

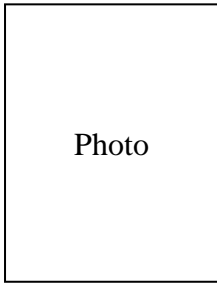
I, the undersigned: _____ born in: _____; gender: _____
Identity Card/Citizen Identification/Passport No.: _____ issued on: _____,
at: _____
Contact address: _____; Phone number: _____
Educational qualification: _____; Professional qualification: _____

As a candidate for the election to the Board of Directors of Viglacera Ha Long Joint Stock Company (at the 2025 Annual General Meeting of Shareholders), I hereby commit that all information provided in my candidacy dossier is completely accurate and truthful. I take full legal responsibility for the declared information.

If elected to the Board of Directors of Viglacera Ha Long Joint Stock Company, I pledge to perform my duties with integrity, loyalty, and due diligence in the best interests of the Company.

_____, *Date:* ____

Candidate's Signature
(Sign and write full name)



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CURRICULUM VITAE
OF THE CANDIDATE FOR INDEPENDENT DIRECTOR
OF VIGLACERA HA LONG JOINT STOCK COMPANY
FOR THE TERM

(AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS)

- 1. Full Name:: Le Duc Tai Gender: Male Female
- 2. Date of Birth: April 17, 1977
- 3. Permanent Address: House TT 5.3.3, Dai Kim Urban Area, Hoang Mai District, Hanoi City
- 4. Contact Address: Phone number: 0904182868
- 5. ID/Passport Number: 001077015384; Issue Date: May 02, 2021; Place of Issue: Hanoi
- 6. Nationality: Vietnam
- 7. Professional qualifications and education: Master's degree in Business Administration
- 8. Work experience:
1999 – 2012: Sales staff at Viglacera Hanoi Joint Stock Company; in 2012, transferred to Viglacera Tile Trading Joint Stock Company.
- 9. Current position held at Viglacera Ha Long Joint Stock Company (if any):
- 10. Number of shares held by the individual at VHL: No shares, percentage (%):
- 11. Position at other organizations or enterprises: Deputy General Director – Viglacera Tile Trading Joint Stock Company.
- 12. Related persons (NCLQ) holding VHL shares (Parents; Spouse; Children; Siblings): None.

No.	Name of Related Person (NCLQ)	Relationship	ID/Passport Number			Number of Shares Held at VHL	Percentage (%)
			Number	Issue Date	Issued By		

13. Related benefits with Viglacera Ha Long Joint Stock Company: None.

14. Name of shareholder or organization nominating the candidate (if any):

No.	Name of Shareholder/Organization	Contact Address, Phone Number	Number of Shares Held at VHL	Percentage (%)
	Viglacera Corporation	No. 1, Thăng Long Avenue, Me Tri, Tu Liem, Hanoi	12,619,250	50.48%

I commit and take full responsibility for the truthfulness and accuracy of the information provided above.

Applicant
(Signature, Full Name)

Le Duc Tai

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COMMITMENT STATEMENT
BY THE CANDIDATE FOR THE BOARD OF DIRECTORS
VIGLACERA HA LONG JOINT STOCK COMPANY
TERM 2022-2027

To: The General Meeting of Shareholders of Viglacera Ha Long Joint Stock Company

I, the undersigned: Mr Le Duc Tai; Born in: 1977 ; Gender: Male

ID: 001077015384; Issue Date: May 02, 2021; Place of Issue: Hanoi

Contact address: Viglacera Tile Trading Joint Stock Company

Phone number: 0904.182868

Educational qualification: Master's degree in Business Administration

As a candidate for the election to the Board of Directors of Viglacera Ha Long Joint Stock Company (at the 2025 Annual General Meeting of Shareholders), I hereby commit that all information provided in my candidacy dossier is completely accurate and truthful. I take full legal responsibility for the declared information.

If elected to the Board of Directors of Viglacera Ha Long Joint Stock Company, I pledge to perform my duties with integrity, loyalty, and due diligence in the best interests of the Company.

Ha Noi, Date 17 month 03 year 2025

Candidate's Signature

(Sign and write full name)

A handwritten signature in black ink, appearing to be 'LD Tai', written over a long, thin horizontal line that extends across the width of the signature area.

Le Duc Tai



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**CANDIDATE CURRICULUM VITAE
FOR THE ELECTION TO THE BOARD OF DIRECTORS**

VIGLACERA HA LONG JOINT STOCK COMPANY

TERM (AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS)

1. Full Name: Dang Minh Tam Gender: Male
2. Date of Birth: November 17, 1976
3. Permanent Address: Khu 2, Tien An, Bac Ninh City, Bac Ninh Province
4. Contact Address: No. 5I, Ngo Mien Thieu Street, Zone 2, Tien An Ward, Bac Ninh City, Bac Ninh Province
Phone Number: 0913.034.276
5. Citizen Identification Number/Passport: 024076003221; Date of Issue: May 1, 2021; Issuing Authority: Director General of the Department of Administrative Management on Social Order
6. Nationality: Vietnamese
7. Educational and Professional Qualification: Master's Degree
8. Employment History:

No.	Period	Workplace	Notes
1	01/2002 - 09/2006	Deputy Workshop Manager - Viglacera Tien Son JSC	
2	10/2006 - 12/2007	Deputy Head of Electrical and Mechanical Engineering Department - Viglacera Tien Son JSC	
3	01/2008 - 03/2014	Head of Technical Department - Viglacera Tien Son JSC	
4	04/2014 - 08/2016	Deputy Factory Director - Viglacera Tien Son JSC	
5	09/2016 - 03/2017	Factory Director - Viglacera Tien Son JSC	
6	04/2017 - 09/2017	Director - Branch of Viglacera Tien Son JSC	
7	10/2017 - Present	Director - Viglacera Packaging and Brake Pad JSC	

9. Current Position at Viglacera Ha Long JSC (if any):
10. Number of VHL Shares Personally Held: 0 shares, accounting for 0%
11. Positions in Other Organizations and Enterprises: Director - Viglacera Packaging and Brake Pad JSC
12. Related Persons (Parents, Spouse, Children, Siblings) Holding VHL Shares: None
13. Related Interests in Viglacera Ha Long JSC: None
14. Name of Shareholder or Organization Nominating the Candidate:

No.	Name of Shareholder/Organization	Contact Address, Phone Number	Number of VHL Shares Held	Percentage (%)
1	Viglacera Corporation - JSC	No. 1 Thang Long Boulevard, Me Tri, Nam Tu Liem, Hanoi	12,619,250	50.48%

I hereby commit to and take full responsibility for the accuracy and truthfulness of the information declared above.

Declarant
(Signed)

Dang Minh Tam

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COMMITMENT STATEMENT
BY THE CANDIDATE FOR THE BOARD OF DIRECTORS
VIGLACERA HA LONG JOINT STOCK COMPANY
TERM 2022-2027

To: **The General Meeting of Shareholders of Viglacera Ha Long Joint Stock Company**

I, the undersigned: Mr Dang Minh Tam born in: 1976 ; gender: Male

Identity Card/Citizen Identification/Passport No.: 024076003221

Issued on: 01/05/2021, at: Director General of the Department of Administrative Management on Social Order

Contact address: No. 5I, Ngo Mien Thieu Street, Zone 2, Tien An Ward, Bac Ninh City, Bac Ninh Province ; Phone number: 0913.034.276

Educational qualification: Master's Degree

As a candidate for the election to the Board of Directors of Viglacera Ha Long Joint Stock Company (at the 2025 Annual General Meeting of Shareholders), I hereby commit that all information provided in my candidacy dossier is completely accurate and truthful. I take full legal responsibility for the declared information.

If elected to the Board of Directors of Viglacera Ha Long Joint Stock Company, I pledge to perform my duties with integrity, loyalty, and due diligence in the best interests of the Company.

Ha Noi, Date 15 month 3 year 2025

Candidate's Signature

(Sign and write full name)



Dang Minh Tam

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PERSONAL CURRICULUM VITAE

- 1 Full Name: Quach Huu Thuan
- 2 Gender: Male
- 3 Date of Birth: June 22, 1974
- 4 Place of Birth: Yen Minh, Y Yen, Nam Dinh
- 5 Nationality: Vietnamese
- 6 Ethnicity: Kinh
- 7 Citizen Identification Number: 036074007323; Date of Issue: April 25, 2021; Issuing Authority: Department of Administrative Management on Social Order
- 8 Place of Origin: Yen Minh, Y Yen, Nam Dinh
- 9 Permanent Address as per Household Registration:
- 10 Current Permanent Address: DDX6, Dang Xa Urban Area, Dang Xa, Gia Lam, Hanoi
- 11 Contact Phone Number:
- 12 Educational Background: 12/12
- 13 Professional Qualification: Master's Degree
- 14 Employment History (A brief summary of years of service, positions held, and occupations):

Period	Position	Workplace
06/1997 - 07/2000	Technical Officer	Ha Tien 2 Cement Joint Stock Company
08/2000 - 02/2001	Technical Officer	Phu Tho Glass Factory
05/2001 - 01/2002	Production Control Officer	Tien Son Granite Tile Company
02/2002 - 07/2003	Deputy Production Workshop Manager	Tien Son Granite Tile Company
08/2003 - 11/2005	Production Workshop Manager	Thang Long Viglacera Tile Company
11/2005 - 01/2007	Production Workshop Manager	Tien Son Viglacera Granite Company
01/2007 - 10/2007	Deputy Director	Viglacera Tien Son Granite Company
11/2007 - 06/2012	Deputy Director	Viglacera Tien Son Joint Stock Company
06/2012 - 09/2024	Director	Viglacera Tien Son Joint Stock Company
03/2021 - Present	Deputy General Director	Viglacera Corporation - JSC

- 15 Current Position: Deputy General Director of Viglacera Corporation – JSC
- 16 Other Positions Held in Other Organizations: [
- 17 Number of Shares Personally Held: [.....] shares, accounting for [.....]% of charter capital.
- 18 Number of Shares Held by Related Persons: [.....] shares, accounting for [.....]% of charter capital.

Full Name	Relationship	Citizen Identification Number	Securities Account Number (if any)	Address	Number of Shares Held	Percentage (%)
Quach Van Trung	Father	036074007323		Loc Vuong, Nam Dinh	0	0
Pham Van Be	Father-in-law	036048002211		Dang Cuong, An Duong, Hai Phong	0	0
Truong Thi Khan	Mother-in-law	030009174		Dang Cuong, An Duong, Hai Phong	0	0
Pham Thi Thanh Thuy	Wife	031160003032		Dang Xa Urban Area, Dang Xa, Gia Lam, Hanoi	0	0
Quach Phuong Thuy Linh	Children	013219193		Dang Xa Urban Area, Dang Xa, Gia Lam, Hanoi	0	0
Quach Tuan Hung	Children			Dang Xa Urban Area, Dang Xa, Gia Lam, Hanoi	0	0
Quach Van Tuyen	Brother			Gia Lam, Hanoi	0	0
Dang Thi Bich Thuy	Sister-in-law	013110488		Gia Lam, Hanoi	0	0
Quach Huu Thai	Brother	013110487		Da Lat, Lam Dong	0	0
Bui Thi Thuy Hang	Sister-in-law	250638641		Da Lat, Lam Dong	0	0

19 Debts to the Company:

20 Remuneration and Other Benefits:

21 Related Interests in the Company:

I hereby certify that the above declarations are entirely truthful. If any information is found to be incorrect, I shall take full legal responsibility.

Hanoi, March 15, 2025

Declarant
(Signed)

Quach Huu Thuan