

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

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, and the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, passed by the National Assembly of the Socialist Republic of Vietnam;

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

Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders dated March 23, 2025 of Viglacera Ha Long Joint Stock Company;

- Company name: **Viglacera Ha Long Joint Stock Company**
- Stock code: **VHL**
- Address: **Zone 2, An Tiem Street, Ha Khau Ward, Ha Long City, Quang Ninh Province**
- Telephone: **0203.3840560** Fax: **0203.3846577**

Enterprise Registration Certificate No.: 5700101147, issued on January 3, 2023 (19th revision), registered at the Department of Planning and Investment of Quang Ninh Province.

The 2025 Annual General Meeting of Shareholders (AGM) of Viglacera Ha Long Joint Stock Company was convened at 9:05 AM on March 23, 2025, at the Conference Hall of Tieu Giao Tile Factory – Viglacera Ha Long JSC (Zone 2, An Tiem Street, Ha Khau Ward, Ha Long City, Quang Ninh Province), with the attendance of 64 delegates who are shareholders or authorized representatives of shareholders. The attending shareholders represent a total of 21,556,447 shares, accounting for 86.23% of the Company's total voting shares, meeting all legal requirements for convening the Meeting.

The 2025 AGM of Viglacera Ha Long JSC, held on March 23, 2025, deliberated and voted to approve the following resolutions:

RESOLVES:

Article 1. To approve the reports of the Board of Directors, the Executive Board, and the Supervisory Board.
Voting results: *In favor: 100%* *Against: 0%* *Abstentions: 0%*

Article 2. To approve the 2024 business performance results and the 2024 audited financial statements, audited by Deloitte Vietnam Co., Ltd., with the following key indicators:

No.	Indicator	Unit	2024 Plan (VND mil.)	2024 Actual (VND mil.)
1	Consolidated Revenue	Million VND	1,232,422	1,148,292
2	Consolidated Profit Before Tax	Million VND	-50,067	-60,826

Voting results: *In favor: 100%* *Against: 0%* *Abstentions: 0%*

Article 3. To approve the profit after tax distribution plan for 2024 (Parent Company), as follows:

- + Dividend payment and appropriation to funds for 2024: Not to be implemented.
- + Remuneration for the Board of Directors and the Supervisory Board for 2024: Not to be implemented.

Voting results: *In favor: 100%* *Against: 0%* *Abstentions: 0%*

Article 4. To approve the 2025 business plan with the following key targets:

- Consolidated revenue: VND 1,249 billion
- Consolidated profit before tax: VND 1.55 billion
- Remuneration for the Board of Directors, the Supervisory Board, and dividend payout for 2025: To be determined based on the actual business performance in 2025 and submitted by the Board of Directors to the General Meeting of Shareholders for consideration and decision.

Voting results: *In favor: 100%* *Against: 0%* *Abstentions: 0%*

Article 5. To approve the results of contracts and transactions executed in 2024 and the proposal for entering into contracts and transactions for the sale and purchase of products, materials, goods, and services between the Company and its subsidiaries, affiliates, and units under Viglacera Corporation in 2025, specifically as follows:

5.1. Approval of the results of product sales contracts executed in 2024 with Viglacera Ha Long Trading One Member Limited Liability Company in the total amount of VND 399,500,230,463 (excluding VAT).

Voting results: *In favor: 100%* *Against: 0%* *Abstentions: 0%*



Handwritten mark or signature.

5.2. Approval of the proposal to continue entering into contracts and transactions in 2025 for the sale and distribution of products with Viglacera Ha Long Trading One Member Limited Liability Company (a subsidiary), based on the business targets and orientations 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, affiliates, and member units under Viglacera Corporation in 2025.

Voting results: *In favor: 100%* *Against: 0%* *Abstentions: 0%*

Article 6. To approve the selection of the auditing firm for the 2025 financial statements.

The General Meeting of Shareholders unanimously authorized the Board of Directors to select the auditing firm for the 2025 financial statements from among the list of independent auditing firms approved by the State Securities Commission, based on the recommendation of the Supervisory Board.

Voting results: *In favor: 100%* *Against: 0%* *Abstentions: 0%*

Article 7. To approve the amendments to the Company's Charter (Clause 1, Article 26 and Clause 1, Article 35), specifically:

The General Meeting of Shareholders approved the amendment of Clause 1, Article 26: From: "The number of members of the Board of Directors shall be 07." To: "The number of members of the Board of Directors shall be 05."

The General Meeting of Shareholders approved the amendment of Clause 1, Article 35: From: "The Board of Directors shall appoint one (01) member of the Board of Directors as the General Director." To: "The Board of Directors shall appoint either one (01) member of the Board of Directors or an external candidate as the General Director."

The General Meeting of Shareholders also authorized the Board of Directors to review, update, amend, issue, and implement the revised Charter in accordance with prevailing legal regulations.

Voting results: *In favor: 100%* *Against: 0%* *Abstentions: 0%*

Article 8. To approve the dismissal of members of the Board of Directors, specifically:

Mr. Tran Hong Quang; Mr. Nham Sy Tien; Mr. Nguyen Huu Gam; Mr. Tran Thanh; Mr. Ngo Thanh Tung (All of whom submitted letters of resignation.)

Voting results: *In favor: 100%* *Against: 0%* *Abstentions: 0%*

Article 9. To approve the results of the additional election of members of the Board of Directors for the 2022–2027 term.

The following individuals were successfully elected as members of the Board of Directors of Viglacera Ha Long Joint Stock Company for the 2022–2027 term:

Mr. Quach Huu Thuan, Deputy General Director – Viglacera Corporation

Mr. Dang Minh Tam, Director – Viglacera Packings and Brake Linings Joint Stock Company

Mr. Le Duc Tai, Deputy General Director – Viglacera Ceramic Tiles Trading Joint Stock Company

Among them, Mr. Le Duc Tai was elected as an Independent Member of the Board of Directors.

Voting results: *favor: 100%* *Against: 0%* *Abstentions: 0%*

Article 10. Implementation Provisions

This Resolution was approved by the 2025 Annual General Meeting of Shareholders of Viglacera Ha Long Joint Stock Company and shall take effect from March 23, 2025.

The General Meeting of Shareholders assigns the Board of Directors and the Executive Management of the Company to organize the implementation of this Resolution in alignment with the approved objectives and tasks, ensuring compliance with the laws and the Company's Charter.

Recipients:

General Meeting of Shareholders;

Public disclosure;

Viglacera Corporation (for reporting);

Board of Directors, Supervisory Board, Executive Management (for implementation);

Functional departments of the Company (for implementation);

Website: www.viglacerahalong.vn;

Company Secretary;

Company Office for filing.

ON BEHALF OF THE GENERAL MEETING OF
SHAREHOLDERS

CHAIRMAN OF THE MEETING


Chairman of the Board of Directors
Nguyen Duc Luyen

