

RESOLUTION OF THE BOARD OF DIRECTORS

Subject: Review of the implementation of Resolution No. 23/04/NQ-HĐQT, approval of the 2026 business plan, and direction and tasks for the first quarter of 2026.

COMPANY BOARD OF DIRECTORS

Based on the Enterprise Law and the company's charter;

Based on the minutes of the Board of Directors meeting dated January 24, 2026.

RESOLUTION

Article 1: The Board of Directors unanimously approves the report assessing the implementation of Resolution No. 23/04/NQ-HĐQT of the Board of Directors (with attached report); the performance figures for Q4 2025, the production and business plan for 2026 and Q1 2026 are as follows:

No.	Items	Unit	fourth quarter of 2025			2025			2.026	
			Plan	Implement ation	Comp are	Plan	Implementa tion	Comp are	Plan 2026	Q1/2026 Plan
1	Construction bricks	Pill	8.000.000	7.585.262	95%	25.000.000	23.996.963	96%	31.000.000	7.000.000
2	Clay	M3	15.000	0	0%	120.000	113.990	95%	55.000	20.000
3	Revenue	1000đ	8.500.000	7.245.761	85%	33.772.697	35.923.734	106%	38.550.105	4.947.600
4	Profit before tax	1000đ	300.000	569.338	190%	3.719.595	4.165.385	112%	6.208.847	500.000

Article 2: Some key operational directions for the first quarter of 2026

1. Invest in installing robots for loading and stacking bricks onto pallets for shaping, and purchase a 2-axis kneading machine to replace the 1-axis kneading machine.
2. Reorganize the workforce for optimal efficiency after installing the shaping robots.
3. Continue working to complete the application for leasing land at the Dong Chinh clay mine, phase 2.
4. Complete the set of documents and organize the 2026 Annual General Meeting of Shareholders in April 2026.

Article 3: This Resolution has been approved by the Board of Directors and takes effect from the date of signing. The Board of Directors, the Management Board, and relevant parties shall implement this Resolution accordingly.

- Recipients:
- Hanoi Stock Exchange
- Board of Directors, Director
- Supervisory Board, Chief Accountant
- Archives

On behalf of the Board of Directors
CHAIRPERSON



MAI VAN CHANH