

RESOLUTION

*Re: Approval of the 2025 business and production performance results, the 2026 business and production plan, and the development of planning targets for the 2026–2030 period;
Approval of the Corporation's financial status report as of December 31, 2025*

BOARD OF DIRECTORS

FICO CORPORATION - JSC

- Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Charter of Building Materials Corporation No. 1 – Joint Stock Company approved by the General Meeting of Shareholders on September 28, 2016 and amended for the third time on April 29, 2025;
- Pursuant to the Corporate Governance Regulations of Building Materials Corporation No. 1 – Joint Stock Company issued by the Board of Directors on October 27, 2016 and amended for the second time on April 22, 2021;
- Pursuant to Report No. 60/FiCO-TGD dated February 11, 2026 of the General Director of the Corporation on the results of the 2025 business and production performance, the 2026 business and production plan, and the development of planning targets for the 2026–2030 period of the Corporation;
- Pursuant to Report No. 58/FiCO-TGD dated February 11, 2026 of General Director of the Corporation on the financial status of the Corporation as of December 31, 2025;
- Pursuant to Minutes No. 10/BB-HĐQT dated March 6, 2026 of the Board of Directors.,



RESOLUTION

Article 1: To approve the results of the 2025 production and business performance, the 2026 production and business plan, and the development of planning targets for the 2026–2030 period of the Corporation in accordance with the contents of Report No. 60/FiCO-TGD dated February 11, 2026 of the General Director of the Corporation. Key targets are as follows:

- The results of the Corporation's production and business performance in 2025:

Unit: Million VND

No.	Indicator	2025 Plan	Actual 2025	Achievement Rate (%)
	CONSOLIDATED			
1	Consolidated Revenue	1.191.134	1.186.222	99,6%
2	Consolidated Profit Before Tax	75.846	145.540	191,9%
	SEPARATE			
3	Net Revenue from Sales	1.600.000	1.308.735	81,8%
4	Separate Profit Before Tax	71.300	90.833	127,4%

– The production and business plan for 2026 of the Corporation:

Unit: Million VND

No.	Indicator	2025 Plan	Actual 2025	2026 Plan	Rate
1.	Consolidated Revenue	1.191.133.924.983	1.186.221.664.272	1.085.576.126.988	91,5%
2	Separate Revenue	1.600.000.000.000	1.314.359.339.861	1.334.424.933.247	102%
3	Consolidated Profit Before Tax	75.845.866.092	145.539.624.546	144.040.735.562	99,1%
4	Separate Profit Before Tax	71.300.000.000	90.833.000.000	95.508.000.000	105,15%

Article 2: To approve the Corporation's financial status report as of December 31, 2025 in accordance with the contents of Report No. 58/FiCO-TGD dated February 11, 2026 of the General Director of the Corporation.

Article 3: This Resolution shall take effect from the date of signing. The Board of Management, functional departments, and relevant individuals shall be responsible for its implementation.

To:

- BOD Member;
- Board of Management;
- Supervisory Board;
- Planning Department, F&A Department;
- Filed at: Administrative Office.

**ON BEHALF OF BOARD OF DIRECTORS
CHAIRWOMAN**



Đỗ Thị Hiền