

Viet Hung, March 26, 2026

No.: 02 /2026/NQ-BOD

RESOLUTION

**Re: Approval of the Meeting Agenda, Matters for Voting,
and Finalization of the List of Candidates for Supplementary Election to the Board of
Directors and the Board of Supervisors
at the 2026 Annual General Meeting of Shareholders of Viglacera Ha Long JSC**

BOARD OF DIRECTORS

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

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

Pursuant to the 2026 production and business plan of Viglacera Ha Long Joint Stock Company (approved by the Corporation) and the investment and development orientation for the 2026–2030 period;

Pursuant to the plan for organizing the 2026 Annual General Meeting of Shareholders of Viglacera Ha Long Joint Stock Company;

Pursuant to Document No. 36/TCT-HĐQT dated March 9, 2026 of the Board of Directors of Viglacera Corporation – JSC replying to the Corporation's capital representative at Viglacera Ha Long JSC regarding matters to be voted on at the 2026 Annual General Meeting of Shareholders;

Pursuant to Decision No. 58/QĐ-HĐQT dated March 20, 2026 of the Board of Directors of Viglacera Corporation – JSC regarding personnel adjustment, arrangement, and authorization of the Corporation's capital representative at Viglacera Ha Long Joint Stock Company;

Pursuant to Document No. 64/TCT-HĐQT dated March 25, 2026 of the Board of Directors of Viglacera Corporation – JSC regarding personnel matters;

Pursuant to the Minutes of the Board of Directors' Meeting of Viglacera Ha Long Joint Stock Company dated March 26, 2026;

The Board of Directors of Viglacera Ha Long Joint Stock Company hereby agrees as follows,

RESOLVES:

Article 1. Approval of the agenda and matters submitted for voting at the 2026 Annual General Meeting of Shareholders of Viglacera Ha Long Joint Stock Company, as follows:

I. Agenda of the 2026 Annual General Meeting of Shareholders

1. Time: March 30, 2026 (Monday, expected duration: half-day)
 - From 8:00 AM on March 30, 2026: Registration of shareholders, distribution of meeting documents, and completion of attendance procedures.
 - From 9:00 AM on March 30, 2026: Official opening session of the Meeting.
2. Venue: Head Office of Viglacera Ha Long Joint Stock Company, Viet Hung Ward, Quang Ninh Province.

II. Matters submitted for voting at the 2026 Annual General Meeting of Shareholders

1. Approval of reports of the Board of Directors, the Management, and the Board of Supervisors.

2. Approval of the 2025 production and business performance and the 2025 audited Financial Statements (audited by Deloitte Vietnam Company Limited), with key indicators as follows:

No.	Indicator	Unit	2025 Actual
1	Consolidated revenue	VND million	1,109,243
2	Consolidated profit before tax	VND million	34,838

3. Approval of the plan for distribution of after-tax profit for 2025 (Parent Company)
+ Dividend payment and allocation to funds: Not implemented
+ Remuneration for the Board of Directors and Board of Supervisors: Not implemented.

4. Approval of the 2026 production and business plan

To be implemented in accordance with the objectives, tasks, and business plan for 2026 assigned to Viglacera Ha Long Joint Stock Company by Viglacera Corporation – JSC (Decision No. 437/TCT-KHĐT dated December 30, 2025), with key targets as follows:

- Consolidated revenue: VND 1,103,699 million
- Consolidated profit before tax: VND 32,686 million

- Remuneration for the Board of Directors, Board of Supervisors, and dividend rate for 2026: To be proposed by the Board of Directors to the General Meeting of Shareholders for consideration based on actual 2026 business performance.

5. Submission to the General Meeting of Shareholders for approval of the dismissal of a Board member — Mr. Quach Huu Thuan (resigned) — and the dismissal of a member of the Board of Supervisors — Ms. Pham Thi Hien (resigned).

6. Submission to the General Meeting of Shareholders for supplementary election of members to the Board of Directors (replacing Mr. Quach Huu Thuan) and to the Board of Supervisors (replacing Ms. Pham Thi Hien).

6.1. Supplementary election of a member to the Board of Directors

a/. Number of additional members to be elected: 01 member

b/. Specific candidate:

As of the date of the Meeting, the Board of Directors has received a nomination document from Viglacera Corporation – JSC proposing the following candidate for supplementary election to the Board of Directors:

Full name	Gender	Year of birth	Position / Employer	Position nominated
Tran Thanh	Male	1978	General Director – Viglacera Ha Long JSC	Member of the Board of Directors

(The candidate's Curriculum Vitae is attached to this Resolution.)

Self-nominated candidates or candidates nominated by other shareholders/shareholder groups: None

6.2. Supplementary election of a member to the Board of Supervisors

a/. Number of additional members to be elected: 01 member

b/. Specific candidate:



As of the date of the Meeting, the Board of Directors has received a nomination document from Viglacera Corporation – JSC proposing the following candidate for supplementary election to the Board of Supervisors:

Full name	Gender	Year of birth	Position / Employer	Position nominated
Vu Dinh Tich	Male	1989	Specialist, Planning & Investment Department – Viglacera Corporation	Member of the Board of Supervisors

(The candidate's Curriculum Vitae is attached.)

Self-nominated candidates or candidates nominated by other shareholders/shareholder groups: None.

6.3. Election procedures: The supplementary election of members to the Board of Directors and the Board of Supervisors shall be conducted in accordance with the Election Regulations approved by the General Meeting of Shareholders and in compliance with applicable laws (details are provided in the attached Election Regulations).

7. Submission to the General Meeting of Shareholders for approval of contracts and transactions with related parties:

7.1. Approval of the results of the 2025 product purchase and distribution contract with Viglacera Ha Long Trading One-Member LLC (a subsidiary), with a value of VND 440.607 billion (excluding VAT).

7.2. Approval in principle for continuing to enter into contracts and transactions for the purchase, sale, and distribution of products with Viglacera Ha Long Trading One-Member LLC (a subsidiary) in 2026, based on the objectives and orientation of the 2026 business plan assigned by Viglacera Corporation; and for other contracts and transactions involving the purchase and sale of materials, goods, and services between the Company and its subsidiaries, affiliates, and member units of Viglacera Corporation in 2026.

8. Selection of the auditing firm for the 2026 financial statements

Submission to the General Meeting of Shareholders for approval to authorize the Board of Directors to select the auditing firm for 2026 from among the audit firms approved by the State Securities Commission of Vietnam (based on the proposal of the Board of Supervisors).

9. Submission to the General Meeting of Shareholders for approval in principle of divestment from affiliated companies that operate inefficiently, have accumulated losses, and negative equity.

Implementation: The Board of Directors requests the General Meeting of Shareholders to authorize the Board of Directors to determine the appropriate timing for divestment based on the Company's production and business conditions and market circumstances; to coordinate with the Boards of Directors and Management of investee companies to review and complete legal documentation, ensuring publicity, transparency, strict compliance with procedures, adherence to applicable laws, and safeguarding the efficiency and interests of Viglacera Ha Long Joint Stock Company.

Article 2. The Board of Directors assigns the General Director to supervise and direct the functional departments of Viglacera Ha Long Joint Stock Company to review and finalize all documents and materials for the General Meeting to ensure completeness, accuracy, and compliance with procedures; to carry out information disclosure in a timely manner and in accordance with regulations (if required); and to allocate tasks and personnel to implement related activities, ensuring that the Meeting is organized thoroughly, in accordance with the approved plan, and in full compliance with applicable laws and the Company's Charter.

Article 3. This Resolution shall take effect from the date of signing.

Members of the Board of Directors, the Management, and relevant departments of Viglacera Ha Long Joint Stock Company shall be responsible for implementing this Resolution./.

Recipients:

- As stated in Article 3;
- Archives: Office, BOD Secretariat.

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



Nguyen Duc Luyen





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**CURRICULUM VITAE OF CANDIDATE
FOR ELECTION TO THE BOARD OF DIRECTORS
VIGLACERA HA LONG JOINT STOCK COMPANY
(At the 2026 Annual General Meeting of Shareholders)**

1. Full name: **TRAN THANH** Gender: Male
2. Date of birth: December 25, 1978
3. Permanent residence: Apartment P1202 – Building 25T1 – Trung Hoa – Cau Giay – Hanoi
4. Correspondence address: Apartment P1202 – Building 25T1 – Trung Hoa – Cau Giay – Hanoi
Phone: 0912.288989
5. Citizen Identification No.: 022078001888; Date of issue: April 25, 2021; Place of issue: Police Department for Administrative Management of Social Order
6. Nationality: Vietnamese
7. Educational background / Professional qualification: Master of Business Administration (MBA)
8. Employment History:

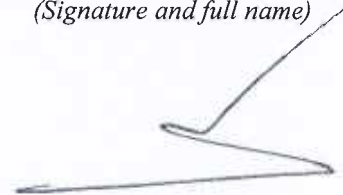
Period	Position / Title / Employer
12/2002 - 02/2004	Sales Staff – Ha Long Construction Ceramics Company
02/2004 - 8/2005	Head of Southern Branch – Sales Department – Ha Long Construction Ceramics Company
9/2005	Head of Sales Department – Ha Long Construction Ceramics Company
10/2005 - 01/2010	Deputy Director of Trading Enterprise – Viglacera Ha Long JSC
01/2010 - 05/2012	Deputy General Director for Business Development – Dat Viet Ceramics JSC
05/2012 - 12/2013	Deputy Director for Business Development – Viglacera Dong Trieu JSC
01/2014 - 10/2018	Party Secretary & Director – Viglacera Dong Trieu JSC
10/2018 -12/2022	Member of Party Executive Committee of Viglacera Ha Long JSC; Party Sub-Committee Secretary; Director – Viglacera Dong Trieu JSC
1/2023 Present	General Director – Viglacera Ha Long JSC

9. Current position at Viglacera Ha Long JSC: General Director
10. Number of VHL shares personally held: 52 shares, representing 0.000208%
11. Positions held at other organizations/enterprises:
- Chairman of Members' Council – Viglacera Ha Long Trading One-Member LLC
 - Chairman of the Board – Viglacera Dong Trieu JSC
12. Related persons holding VHL shares (Parents, spouse, children, siblings): None
13. Related interests with Viglacera Ha Long JSC:
- Tiền lương Tổng Giám đốc Công ty CP Viglacera Hạ Long.
14. Nominating organization/person:

No.	Name of organization	Contact address & phone	Shares held in VHL	Ownership (%)
1	Viglacera Corporation – JSC	17th Floor, Viglacera Tower, No. 1 Thang Long Boulevard, Tu Liem, Hanoi	12,619,250	50,48%

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

Declarant
(Signature and full name)



TRAN THANH

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**UNDERTAKING
OF CANDIDATE FOR MEMBERSHIP OF THE BOARD OF DIRECTORS
VIGLACERA HA LONG JOINT STOCK COMPANY**

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

My name: **TRAN THANH** Year of birth: 1978 Gender: Male

Citizen Identification No.: 022078001888

Issued by the Police Department for Administrative Management of Social Order on April 25, 2021

Correspondence address: Apartment P1202 – Building 25T1 – Trung Hoa – Cau Giay – Hanoi

Phone: 0912.288989

Educational level: University degree

Professional qualification: Master of Business Administration (MBA)

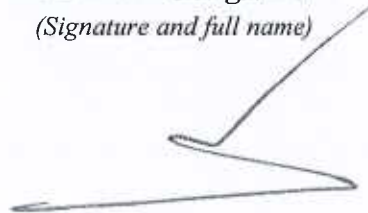
As a candidate for election to the Board of Directors of Viglacera Ha Long Joint Stock Company (at the 2026 Annual General Meeting of Shareholders), I hereby confirm that all information provided in my candidate dossier is completely accurate and truthful. I take full legal responsibility for the information declared.

If elected to the Board of Directors of Viglacera Ha Long Joint Stock Company, I commit to performing my duties honestly, faithfully, and with due care in the best interests of the Company.

Viet Hung, March 26, 2026

Candidate's Signature

(Signature and full name)

A stylized handwritten signature in dark ink, consisting of a long horizontal stroke followed by a sharp upward and then downward curve, resembling a 'Z' or a stylized 'T'.

TRAN THANH



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CURRICULUM VITAE OF CANDIDATE
FOR SUPPLEMENTARY ELECTION TO THE BOARD OF SUPERVISORS
VIGLACERA HA LONG JOINT STOCK COMPANY — TERM 2022–2027
(At the 2026 Annual General Meeting of Shareholders)

1. Full name: VU DINH TICH Gender: Male
2. Date of birth: January 10, 1989
3. Permanent residence: Van Tap Hamlet, Hoi Thinh Commune, Phu Tho Province
4. Correspondence address: Van Tap Hamlet, Hoi Thinh Commune, Phu Tho Province
Phone: 0393 599 993
5. Citizen Identification No./Passport No.: 026089003110 ; Date of issue: August 12, 2021;
Place of issue: Police Department
6. Nationality: Vietnamese
7. Educational background / Professional qualifications: Engineer in Silicate Materials
Technology, Master of Business Administration (MBA)
8. Employment History:
 - + Aug 2014 – Aug 2019: Viglacera Thang Long Joint Stock Company
 - + Aug 2019 – Jan 2021: Santa Cruz Brick Factory – Sanvig Company (Cuba)
 - + Jan 2021 – Sep 2021: Viglacera Thang Long Joint Stock Company
 - + Sep 2021 – Present: Parent Company Office – Viglacera Corporation – JSC.
9. Current position at Viglacera Ha Long JSC (if any): None
10. Number of VHL shares personally held: None
11. Positions held at other organizations/enterprises: Specialist, Planning and Investment
Department — Viglacera Corporation – JSC
12. Related persons holding VHL shares (Parents, spouse, children, siblings): None
13. Related interests with Viglacera Ha Long JSC: None
14. Nominating organization

No.	Name of shareholder/organization	Contact address & phone	Shares held in VHL	Ownership (%)
1	Viglacera Corporation – JSC	17th Floor, Viglacera Tower, No. 1 Thang Long Boulevard, Tu Liem, Hanoi	12,619,250	50.48%

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

Declarant
(Signature and full name)

VU DINH TICH

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UNDERTAKING
OF CANDIDATE FOR SUPPLEMENTARY ELECTION TO THE BOARD OF SUPERVISORS
VIGLACERA HA LONG JOINT STOCK COMPANY (TERM 2022–2027)

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

Full name: Vu Dinh Tich Year of birth: 1989 Gender: Male

ID Card / Citizen Identification No. / Passport No.: 026089003110 Date of issue: 12/08/2021
Place of issue: Police Department

Correspondence address: Van Tap Hamlet, Hoi Thinh Commune, Phu Tho Province Phone: 0393 599 993

Educational level: 12/12 (General Education); Professional qualifications: Engineer in Silicate Materials Technology; Master of Business Administration (MBA)

As a candidate for supplementary election to the Board of Supervisors of Viglacera Ha Long Joint Stock Company (at the 2026 Annual General Meeting of Shareholders), I hereby confirm that all information provided in my candidate dossier is completely accurate and truthful. I take full legal responsibility for the information declared above.

If elected to the Board of Supervisors of Viglacera Ha Long Joint Stock Company, I commit to performing my duties honestly, faithfully, and with due care in the best interests of the Company.

Hanoi, March 26, 2026

Candidate's Signature

(Signature and full name)



Vu Dinh Tich