

TỔNG CÔNG TY VIGLACERA - CTCP
VIGLACERA CORPORATION - JSC

Số / No : 309 /TCT-CBTT
“V/v: BB Hợp và NQ ĐHĐCĐ năm 2025
Re: Minutes and Resolution of 2025 AGM”

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc
THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hà Nội, ngày 11 tháng 06 năm 2025
Hanoi, 11 June 2025

CÔNG BỐ THÔNG TIN / INFORMATION DISCLOSURE

Kính gửi/To: - Ủy ban Chứng khoán Nhà nước
- Sở Giao dịch chứng khoán TP.HCM
- State Securities Commission
- Ho Chi Minh Stock Exchange

- Tên tổ chức/Company name: Tổng công ty Viglacera - CTCP/Viglacera Corporation-JSC
- Mã chứng khoán/Stock symbol: VGC
- Địa chỉ trụ sở chính/Head office address: Tầng 16 & 17 Tòa nhà Viglacera, Số 1 Đại lộ Thăng Long, Mỹ Trì, Nam Từ Liêm, Hà Nội/16th & 17th Floor, Viglacera Tower, No 1 Thang Long Avenue, Me Tri, Nam Tu Liem, Hanoi
- Điện thoại/Tel: 024.35536660 Fax/Fax: 024.35536671
- Người thực hiện công bố thông tin/Person to disclose information: Bà/Mrs. Trần Thị Minh Loan
- Chức vụ/Position: Người được ủy quyền thực hiện Công bố thông tin/Person authorised to disclose information
- Loại CBTT/Disclosure type: ☐ Định kỳ/Periodic ☐ Bất thường/Extraordinary ☒ 24h/24h ☐ Khác/Others


Công bố thông tin / Information disclosure:

Tổng công ty Viglacera - CTCP công bố thông tin: Biên bản họp và Nghị quyết Đại hội đồng cổ đông thường niên năm 2025.

Viglacera Corporation - JSC disclosed: Meeting minute and Resolution of the 2025 Annual General Meeting of Shareholders.

Chúng tôi cam kết các thông tin công bố trên đây là đúng sự thật và chịu trách nhiệm trước pháp luật về nội dung các thông tin này / *We hereby certify that the information disclosed above is correct and will bear the responsibility to the law for its content.*

Thông tin này được công bố trên trang thông tin điện tử của Tổng công ty ngày 11/06/2025 tại đường dẫn:
This information has been published on the Corporation's website on 11/06/2025: <https://www.viglacera.com.vn>

Nơi nhận/Receipt: 
- Như kính gửi/As regard;
- Lưu/Archive: VP, TCKT/HO, F&A

Đại diện tổ chức
Company representative
Người được Ủy quyền CBTT
Authorised person to Disclose information



Trần Thị Minh Loan

Bản công bố thông tin và các tài liệu Tiếng Anh kèm theo là bản dịch Tiếng Anh và chỉ nhằm mục đích cung cấp thông tin tham khảo. Trường hợp có sự khác biệt hoặc có cách hiểu khác giữa thông tin bằng tiếng Việt và tiếng Anh thì thông tin bằng tiếng Việt được áp dụng.
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No: 02/TCT-NQĐHĐCĐ

Hanoi, June 10, 2025



RESOLUTION
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
GENERAL MEETING OF SHAREHOLDERS

Pursuant to:

- Enterprise Law No. 59/2020/QH14 passed by the National Assembly on June 17, 2020 and its amendments and guidelines;
- Securities Law No. 54/2019/QH14 dated November 26, 2019 and its accompanying guidelines;
- Charter of Viglacera Corporation - JSC approved by the General Meeting of Shareholders on April 27, 2021 and its amendments and supplements;
- Minutes of Annual General Meeting of Shareholder of Viglacera Corporation - JSC for the year 2025 No. 01/TCT-BBĐHĐCĐ dated June 10, 2025.

RESOLUTION

Resolution 1. General Meeting of Shareholder (GMS) approves the following reports:

1. Board of Director's report.
2. Board of Management's report.
3. Supervisory board's report.

These reports are attached to this Resolution.

Resolution 2. GMS approves the Parent company financial statements and the Consolidated financial statements audited by Deloitte Vietnam Audit Company Limited, and main targets of production, business and investment in the year 2024 as follows:

Items	Unit	2024 Plan	2024 Actual	Actual/ Plan %
1. Profit before tax				
+ The Corporation (Consolidated Financial Statements)	VND bln	1.110	1.630	147%
+ The Parent Company (Separate Financial Statements)	VND bln	1.100	1.481	135%
2. Revenue				
+ The Corporation (Consolidated Financial Statements)	VND bln	13.353	11.906	89%
+ The Parent Company (Separate Financial Statements)	VND bln	4.939	3.935	80%
3. Investment of the Parent Company	VND bln	2.880	2.022	70%
4. Charter capital of Viglacera Corporation - JSC	VND bln	4.483,5	4.483,5	100%
5. Cash dividend (% of Charter capital VND 4,483,5 bln)	%	20%	22%	110%



Resolution 3. GMS approves the plan of production, business and investment for the year 2025 with its main target:

Items	Unit	2024 Actual	2025 Plan	2025 Plan/ 2024 Actual %
1. Profit before tax				
+ The Corporation (Consolidated Financial Statements)	VND bln	1.630	1.743	107%
+ The Parent Company (Separate Financial Statements)	VND bln	1.481	1.423	96%
2. Revenue				
+ The Corporation (Consolidated Financial Statements)	VND bln	11.906	14.437	121%
+ The Parent Company (Separate Financial Statements)	VND bln	3.935	5.579	142%
3. Investment of the Parent Company		2.022	1.850	91%
+ <i>Urban housing</i>	VND bln	300	580	
+ <i>Industrial park</i>	VND bln	1.677	1.237	
+ <i>Building materials,</i>	VND bln	45	33	
4. Charter capital	VND bln	4.483,5	4.483,5	100%
5. Cash dividend (% of Charter capital VND 4,483,5 bln)	%	22%	22%	100%

The GMS delegates the authority to the BOD: By the end of the 3th Quarter of the year 2025, based on the assessment of the production and business results of 9 months of the year 2025 and the expectation of the execution of the 2025 plan, to consider and ratify/approve the adjustment of the 2025 production, business and investment plan, while ensuring at least the minimum dividend rate as planned above by the GMS (if the BOD deems necessary). In case of deciding to approve the adjustment of the 2025 plan, the BOD is responsible for disclosing information in accordance with the law and reporting the adjustment of the 2025 plan at the next meeting of the Corporation's GMS.

Resolution 4. GMS approves the plan of Investment and Development for the year 2025

Deploy investment in transitional projects, new projects and investment preparation projects in 2025, specifically as follows:

4.1. Building materials

a. Transitional projects and annual in-depth, additional investment plan:

- Develop, increase output and diversify product lines of energy-saving glass, high-end mirrors, high-quality post-glass processing products; supplement processing technology to diversify flat glass products in line with market trends.

- Innovate shaping technology at ceramic production subsidiary, invest in medium and high pressure pouring systems based on the evaluation of investment results of My Xuan Ceramic Company, increase quality and reduce costs.

- Deploy in-depth investment, supplement subsidiaries/factories in technological and technical solutions, improve the level of automation, recovery rate, reduce costs (enamel spraying robots, fuel conversion ...).

- Invest in R&D of product features/designs; develop distinguished, noteworthy products to meet the needs of high-end markets, products for export and import, with high added value and productivity.

- Invest in development and design to provide solutions for building materials set collection (glass, sanitary ware, tile, AAC) of the Corporation.

b. Investment preparation and new project investments:

- Research, invest in developing/upgrading glass production technology and glass processing with high added value: Fireproof glass, solar glass with TCO coating, smart glass, anti-reflective glass, 2-layer silver energy-saving glass, etc.; processed glass products such as interior decorative glass, art glass, and glass combined with other materials such as metal and wood;

- At the Corporation: Implement procedures to convert the purpose of using land plots at factories of Viglacera Float Glass Company and Viglacera Binh Duong Porcelain Company to invest in housing projects in accordance with the development planning of Binh Duong province according to Resolution No. 171/2024/QH15 dated November 30, 2024 of the National Assembly regarding Commercial Housing development based... and Decree No. 75/2025/ND-CP dated April 1, 2025 regarding implementation of Resolution No. 171/2024/QH15 and relevant current legal regulations.

- At the member Companies of the Corporation: Research and implement procedures to convert the land use purpose of some member company of the Corporation in accordance with local planning, according to the above Resolution and relevant current legal regulations.

- Expand the distribution channels in commercial activities, brand development strategy of the Corporation; Develop branding and marketing for sintered stone slabs, grain tiles.

c. Continue to research and invest in projects already approved by the 2024 GMS of the Corporation in Resolution No 02/TCT-NQDHDCCD dated May 20, 2024.

4.2. Real estates

a. Industrial parks:

- Continue to invest in concurrent technical infrastructures/services at the IP under development, approved at the 2024 GMS of the Corporation, including the ground breaking at Song Cong II IP - Thai Nguyen (296,24 ha), Doc Da Trang IP - Khanh Hoa (~ 288 ha).

- Survey, prepare documents applying for investment policies approval, investment project approval to develop new IP in localities with advantageous locations in terms of infrastructure, investment attraction and business capacity; establish new legal entities to implement:

- + Phu Ninh IP (~ 400ha), Bac Son IP (~ 200 ha) in Phu Tho; Dong Mai expansion IP (~ 150 ha) in Quang Ninh; West Pho Yen IP (~ 500 ha) in Thai Nguyen; Hung Yen No.1 IP (~ 230 ha); Tien Hai expansion IP (~ 240 ha) in Thai Binh; Hoa Lac IP (~ 223 ha), Huu Lung IP (~ 500 ha) in Lang Son; Luong Tai project (~ 500 ha) in Bac Ninh;

- + Others IP in Bac Ninh, Quang Ninh, Tuyen Quang, Lao Cai, Hung Yen... others IP in the South and others localities.

- Search/Cooperate with partners with sufficient financial capacity, with business advantage capable of investing in component projects in industrial parks to increase utilities, promoting the brand and reputation of the Corporation's IP and maximize the efficiency of the land banks (Factory, warehouse for rent, others infrastructure services).

- Invest in additional utility projects, operational digital transformation, improve environmental quality, integrate smart technology in IP activities to enhance competitiveness and attract investment; gradually develop into a green, smart industrial park; towards integrated industrial city with an ecological urban area.

b. Urban and housing area:

Social housing, workers' housing:

- Continue to develop social housing/workers' housing projects in concurrent with the development of IP in Dong Van IV, Phu Ha, Dong Mai, Yen Phong...; Social housing in Kim Chung (CT3, CT5). Implement investment preparation for social housing/workers' housing projects in Tien Hai-Thai Binh IP (5.2ha), Phu Ha-Phu Tho IP (8.4ha). Continue to apply as investors of the Social Housing Project in Tien Duong - Hanoi (in form of a Joint venture or new Legal entity with majority ownership of the Corporation). Implement these projects in accordance with the approval process.

- Survey and develop new land banks to prepare for investment, invest in social housing/workers' housing in localities with suitable conditions according to local regulation.

Commercial housing and related services:

- Continue to invest in residential areas and commercial service areas in the Corporation's existing urban areas: Housing project HH1, HH2, CC1 in Dang Xa 2 and CC1, CC2 in Dang Xa 1 Urban Area - Hanoi;

+ Continue to prepare for investment in the Thang Long No1 Residential Area Project Phase 3 (Hanoi); New Commercial housing project in Bac Ninh (22ha);

+ Continue to research and implement according to the investment law on the plan to convert the purpose of land to invest in housing and service areas at the 12.5ha land of Dap Cau Glass Factory (Dap Cau Glass Joint Stock Company), land of VFG in Bac Ninh City.

- Implement investment preparation, bidding process for Commercial housing project in Phu Tho, Bac Ninh, Yen bai and others localities. Carry out new commercial housing project, urban areas with suitable condition after investors or bidding approval.

- Survey, search and develop new land banks for investment preparation, new urban/housing project.

Resort: Continue to implement the Van Hai luxury eco-tourism phase 1 (villa); implement investment preparation for phase 2 with an area of ~40ha (Viglacera Van Hai JSC).

c. Invest in additional machinery, equipment/assets in order to improve the construction capacity and business activities of units; invest in digital transformation systems to improve management capacity in investment and business activities of the units under the Real estate department.

4.3. Foreign investment

Continue to implement investment projects approved by the 2024 GMS in Resolution No 02/TCT-NQDHDCD dated May 29, 2024.

4.4. Research, development and training

Continue to implement these task:

- Invest in scientific, technological research to improve productivity and quality of building materials products; Cooperate with domestic and foreign organization and individuals to develop new technologies and products; Consult for investment projects in building materials production.

- Research and invest in high pressured pouring system for ceramic sanitary ware; R&D investment (design, mold...) to innovate management process and digitalize; Investment in production automation of My Xuan Viglacera Ceramic Company.

- Research to improve the quality of coatings, diversify Low-e glass products and develop new products at the Energy-saving Glass Factory.

- Review and invest in management system (ERP, data digitization...). Implement to integrate financial reporting management system, weekly/monthly production and operation activity reports

of the Corporation.

- Continue to invest in R&D Centers of Viglacera Research and Development Institute; invest in laboratory equipments in product groups/fields (Glass, Porcelain, Tiles, etc.) for research, testing and quality control certification; invest in human resource, facilities, equipment for Viglacera Research and Development Institute, Viglacera College and members companies; Continue to apply for "Green product" certification for several products of the Corporation; Develop regulations criteria for implementing the "Greenhouse gas emission reduction" program

- Research, deploy investment in others projects in accordance with the regulation and operational situation of the Corporation.

Resolution 5. GMS approves enterprise restructure and transformation for the year 2025

5.1 Carry out task related to divestment of State capital at Viglacera Corporation - JSC according to Decision No. 1479/QĐ-TTg dated November 29, 2022 (regarding the approval of the plan to restructure State-owned enterprises and enterprises with State capital for the period 2022-2025) and Decision No. 158/TTg-DNDN dated March 2, 2024 (regarding the adjustment of the plan to divest State capital at Viglacera) of the Prime Minister; direction of the Ministry of Construction and related amendments and supplements. Implementation period: in the period 2024-2025.

5.2 Continue to implement the roadmap for capital contribution, capital increase, capital divestment, and restructure the Corporation's capital ownership in member companies approved by the previous years General Meeting of Shareholders. Specifically:

- Continue to carry out and complete the establishment, capital contribution, capital increase of the following companies: Vimariel - JSC, Viglacera Hung Yen JSC, Viglacera Thai Nguyen JSC, Viglacera Phu Tho JSC;

- Continue to implement the procedures for establishment and capital contribution of Viglacera Lang Son JSC, capital increase procedures of Viglacera Investment and Import-Export JSC;

- Complete the procedures for acquisition of the remaining capital contributors of Vietnam Float Glass Company Limited (VFG) to increase Viglacera's ownership ratio to 100%;

- Based on the operational result, divest capital at subsidiaries and affiliated companies that are operating ineffectively or are not in line with the development strategy of the Corporation.

5.3 Approve the capital contribution, capital increase, and restructure of member companies in 2025:

- a/ Policy of establishing new branches, new legal entities (with the Corporation's capital ownership ratio of at least 51,00%) to implement investment projects in Industrial Park, Urban housing and other housing projects;

- b/ Temporarily suspend the implementation of the policy of capital contribution to increase charter capital of PFG from VND 886 billion to VND 1,500 billion;

- c/ Cease the establishment of new entity of the Corporation for the Yen Bai project, instead assign the Viglacera Mechanical Construction Company - Branch of Viglacera Corporation - JSC to be responsible for implementing the project of Tran Yen IP in Yen Bai and others project in Yen Bai.

Resolution 6. GMS approves the Corporation's strategic development orientation in the new period

6.1 Approve the strategic development orientation of the Corporation in the new phase (*hereinafter referred to as "Development Strategy"*) based on the Report of the Strategic consulting firm, with the following main contents:

(1) Vision and development objectives

Viglacera aims to become the leading corporation in Vietnam and the region in the field of Building materials and integrated Real estate development, with lean and specialized operational management, strong innovation capacity, modern digital transformation and commitment to sustainable development.

With the above vision, Viglacera Corporation - JSC identifies key strategic goals in the next development phase:

- Build Viglacera into a leading Corporation in both fields: Building materials and Real estate.
- Transform and streamline operational management towards specialization in groups and industries, ensuring efficiency and autonomy in each field, while enhancing the role of strategic planning and effective control at each management level.
- Foster innovation capacity, focusing on improving R&D, modernize production technology, and shorten the product life cycle, in order to respond faster to consumer demand and technology trends.
- Strengthen and spread the Viglacera brand as a symbol of quality and prestige domestically, while promoting the brand to the international market through a high-standard products - services ecosystem.
- Promote comprehensive digital transformation, including digitization of the entire value chain from production, internal management to sales and real estate operations, forming an integrated database to improve operational efficiency and real-time decision making, to optimize products and services for customers.
- Pioneer in sustainable development with a portfolio of environmentally friendly products, energy-saving operations, and an industrial park model integrating urban services - logistics - social utilities to create long-term added value for investors and the community.

(2) Key tasks

To achieved the development orientation and goals in the next phase, Viglacera Corporation - JSC will focus on implementing the following key tasks:

- Implement development strategies in the fields (building materials and real estate);
- Innovate and streamline the way of organizing operations;
- Improve R&D, marketing and sales;
- Promote digital transformation in production and operation;
- Invest in depth to improve production efficiency;
- Human resources development.

(3) Details of the implementation of task "Innovation and streamlining of operation model" by restructuring capital ownership and management methods of the Corporation

(3.1) Implementation principles:

- Based on the operational performance, development capacity, financial contribution and according to the strategic orientation of the Corporation to implement: (i) Reorganize and optimize the corporate governance, management and operation methods, ensuring the principle of autonomy - self-responsibility for production and operational results; (ii) Implement a clear and transparent decentralization and delegation of authority between the Corporation and its member companies; (iii) Improve and strengthen the role of strategic planning and effective management, control at the Corporation level and each members selected as the core of each segments.

- Optimize ownership structure, minimize management costs, transaction costs arising during implementation.

- Comply with relevant current legal regulations.

(3.2) Implementation orientations:

- Divest or dissolve ineffective units or units that are not part of the long-term strategy when appropriate conditions arise.

- Maintain legal entity or legal branch and consider streamlining the corporate governance when the appropriate conditions present for units that are not part of the long-term strategy but have the potential to covert land use purposes.

- Maintain units in fields with development potential, healthy financial capacity, high operational efficiency; restructure the capital ownership (including considering selecting 1 company as the core of each field group) and transform the management and operation methods at each company to optimize management based on specific strategic needs and its operational efficiency.

Accordingly, the solution for implementation can be as follows: via a merger, consolidation, dissolution, sale - transfer, ... in compliance to current legal regulations.

6.2 The GMS assigns the authority to the BOD of the Corporation to approve and implement the detailed Plan, necessary work steps for each stage in accordance with the approved Development Strategy orientation of the Corporation as stated above; the implementation process must ensure compliance with the provisions of law, the Charter and internal regulations of Viglacera Corporation - JSC and ensure the set goals and effectiveness.

Resolution 7. GMS approves the remuneration payment in the year 2024 for the Board of Directors and the Supervisory board; remuneration plan for the year 2025

7.1 Realised in 2024

a. Remuneration of the Board of Directors and the Supervisory board

Payment of remuneration/salary to the Board of Directors and the Supervisory board in 2024 based on the approved 2024 GMS Resolution number 02/TCT- DHDCD dated May 29, 2024, specifically:

- Board of Directors (05 person): 108 million VND/person/month;
- Supervisory board (03 person):
 - + Head of the Supervisory board: 92,67 million VND/month;
 - + Member of the Supervisory board: 69,5 million VND/month.

b. Reward for the Board of Directors, the Supervisory board and others managerial personnel:

In 2024, the Parent company of the Corporation achieved a pre-tax profit of VND 1,481 billion/the target of VND 1,100 billion assigned by the GMS (reaching 135%). Therefore, the Corporation's executives, including: the Board of Directors, Supervisory Board, Board of Management (General Directors, Chief Accountant) are expected to receive a bonus of 1.5 months of average remuneration/salary.

7.2 Remuneration plan for the year 2025

The expected average remuneration/salary plan in 2025:

Items	Unit	2024		Plan 2025
		Plan	Realized	
1. Board of Directors (05 person)	million VND/ person/month	108	108	108
2. Supervisory Board (03 person)				
- <i>Head of the Supervisory Board</i>		92,67	92,67	92,67
- <i>Member of the Supervisory Board</i>		69,50	69,50	69,50

In case the Parent Company's realized profit achieve the index planned for the year 2025, the Corporation's executives, including: the Board of Directors, the Supervisory Board, and the Board of Management (General Directors and Chief Accountant) will receive a bonus of 1.5 months of average remuneration/salary.

Income, others benefits and expenses in 2025 of the Board of Directors, the Supervisory board will comply with the internal regulations and rules of the Corporation.

Resolution 8. GMS approves the Profit allocation in 2024 and Plan for 2025

8.1 Profit allocation in 2024

1) Profit before tax, before allocation to the Science and Technology Development fund: 1,521,432,413,743 VND

- *Allocation to Science and technology development fund:* 40,000,000,000 VND

2) Profit before tax, after allocation to the Science and technology development fund: 1,481,432,413,743 VND

3) Net profit after Corporate's tax: 1,192,879,090,875 VND

4) Net profit after Corporate's tax for allocation (NPAT): 1,192,879,090,875 VND

Fund allocation, including:

- Performance based remuneration fund for executives (1.5 months executive salary): 2,010,547,876 VND

- Bonus and welfare fund (4,2% NPAT): 50,000,000,000 VND

- Investment and development fund (13,0% NPAT): 154,498,542,999 VND

5) Net profit remaining: 986,370,000,000 VND

6) Dividend payment:

Charter's capital: 4,483,500,000,000 VND

Cash dividend payment (22% of Charter's capital): 986,370,000,000 VND

8.2 Profit allocation plan in 2025:

When net profit before tax of the Parent company exceeds the index planned, the Corporation will consider allocating to the Science and technology development fund (up to 10% of taxable income in 2025) and others fund in compliance to regulations.

Planned dividend payout ratio is 22%/Charter's capital.

GMS delegates to the BOD to consider, decide on all matters/items related to the advanced payment of cash dividends, once or multiple times, ensuring compliance with legal regulations and the actual operation of the Corporation.

Resolution 9. GMS approves the funds expenditure plan in 2025

9.1 Investment and development fund expenditure plan in 2025

- The net profit after tax allocation to the Investment and development fund in 2024 is VND 154,498,542,999.

- Expenditure plan: To implement the Corporation's investment development projects such as new construction projects, investment preparation according to the 2025 investment and development plan; contribute to Capital increase at members companies to implement investment projects, new IP, commercial housing in localities (Phu Tho, Thai Nguyen, Hung Yen, Yen Bai...) and others projects.

9.2 Science and technology development fund (S&T) expenditure in 2024 and expenditure plan in 2025:

- | | |
|--|---------------------|
| a. S&T fund balanced as at 01/01/2024: | VND 404,055,737,641 |
| b. Fund usage in 2024: | |
| + Services consulting contract with Aosibo: | VND 3,641,759,699 |
| + Raw materials and end products quality inspection activities: | VND 4,627,171,867 |
| + Education and training: | VND 8,892,486,400 |
| c. Addition allocation in 2024: | VND 40,000,000,000 |
| d. S&T fund balanced as at 31/12/2024: | VND 426,894,319,675 |
| e. S&T fund expenditure plan in 2025: | |
| + Research topic implemented by Viglacera R&D Institute, Viglacera College. | |
| + Contract for technology consulting services, research and development with Aosibo. | |
| Purchase of laboratory equipment; Research and implement solutions to control and evaluate inspection activities of raw materials and end products by Viglacera R&D Institute. | |
| + Invest in additional equipment to innovate and improve productivity of the low pressure casting - PVD coating of Viglacera Sanfi Company. | |
| + New product R&D as a set collection of bathroom equipment products targeting mid-high end segment, exclusively design for the Sanitary ware division of the Corporation; | |
| + Research, implement investment to automatize, synchronize production line at Viglacera My Xuan Porcelain Factory for all production stages such as pressure belt (shaping), enamel spraying (robot), product inspection, automatic transportation between stages... thereby increasing labor productivity, product quality, reducing production costs/overall costs. | |
| + Continue to invest in R&D of energy-saving glass product lines, smart glass, self-cleaning glass, solar glass... | |
| + Research and invest in other machinery and equipment at the Corporation's subsidiaries. | |
| + Research and deploy management systems (ERP systems, data digitization...) at the Corporation and its member units. | |
| + Training activities; Other R&D activities and topics. | |
- The detailed plan for using the Science and Technology Development Fund is delegated to

the Corporation's Board of Directors to consider and approve.

Resolution 10. GMS approves the selection of Independant auditor for the 2025 fiscal year and related matters

GMS delegates to the Board of Directors of the Corporation to select among 05 Independant auditors: PWC, EY, KPMG, Deloitte, AASC to Audit the 2025 financial statements based on the proposal of the Corporation's Supervisory board; Decide on the shortlist of independant auditors to perform others auditing activities in compliance to legal regulations, based on the proposal of the Corporation's Supervisory board.

Resolution 11. GMS approves to amend, supplement business lines of the Corporation and to amend, supplement the Corporation's charter

- Supplement 10 business lines (as attached Appendix).
- Amend Clause 2 Article 3 of the Charter on Organization and Operation of Viglacera Corporation - JSC to reflect the business lines supplemented as above.

The GMS delegates to the Legal representative of the Corporation to: issue the Charter amending and supplementing Clause 2 Article 3 of the Charter on Organization and Operation of Viglacera Corporation - JSC; carry out necessary procedures in compliance to the provisions of law to apply to change the Business registration of the Corporation.

Resolution 12. GMS approves transactions with related parties in 2025

- Approves the signing and execution of contracts and transactions with main objectives to serve the production, operation and investment activities of the Corporation in building materials and real estate in 2025 between Viglacera Corporation - JSC and related parties, under the authority of the General Meeting of shareholders as prescribed in the Charter of the Corporation, Article 167 of the Enterprise Law 2020, Article 293 of Decree 155/2020/ND-CP on details implementation of the Securities law (except for contracts prohibited from implementation according to the provisions of law, if any).

- GMS assigns/authorizes the Board of Directors of the Corporation to resolve contents of transactions and contracts; direct the signing and implementation of above contracts and transactions to ensure compliance with provisions of law, the charter and internal regulations of Viglacera Corporation - JSC.

Resolution 13. GMS approves the dismissal of a Member of the Board of Director and election of an additional Member of the Board of Director for the term 2024 - 2029

- Approves the dismissal of Mr. Nguyen Van Tuan as Member - Chairman of the Board of Directors based on personal letter of resignation.
- Approve the election of Mr. Tran Manh Huu as additional Member of the Board of Directors for the term 2024 - 2029.

Resolution 14. GMS approves the dismissal of a Member of the Supervisory board and election of an additional Member of the Supervisory board for the term 2024 - 2029

- Approves the dismissal of Mr. Tran Manh Huu as Member - Head of the Corporation's Supervisory board of Mr. Tran Manh Huu based on personal letter of resignation.
- Approve the election of Mr. Nguyen Viet Trung as additional Member of the Supervisory board for the term 2024 - 2029.

Resolution 15. Implementation term

This Resolution has been approved by the Annual General Meeting of Shareholders of Viglacera Corporation - JSC and takes effect from June 10, 2025.

Assigns the Board of Directors, the Board of Management to direct and implement these items approved by the General meeting of Shareholders approved in this Resolution./.

Receipt:

- Ministry of Construction;
- BOD, SB, BOM;
- SSC, HOSE;
- Public Announcement;
- Archive: HO, Sec.

**ON BEHALF OF
GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN OF MEETING**

<Signed>

Nguyen Van Tuan



Annex:

SUPPLEMENT BUSINESS ACTIVITIES
VIGLACERA CORPORATION - JSC

ID	Activities	Code
1	Technical inspection and analysis Details: Analysis and appraisal of various types of resources, minerals, chemicals, raw materials, finished products, and environmental treatment substances; provision of services including consulting, supervision, environmental impact assessment, and environmental treatment technologies.	7120
2	Scientific research and technological development in science, engineering and technology Details: <ul style="list-style-type: none"> - Conducting scientific research on environmental treatment technologies; implementing and applying technical advancements, including basic research, applied research, and pilot production to develop technologies, products, materials, and design and manufacture equipment for environmental treatment and other economic sectors. Participating in bidding and selection for the implementation of scientific and technological tasks assigned by the State, ministries, sectors, and enterprises. - Pollution treatment in various environmental sectors within industrial zones. - Environmental quality analysis and environmental treatment activities both domestically and internationally. 	7212
3	Drainage and wastewater treatment	3700
4	Waste treatment and disposal	3821
5	Waste recycling	3830
6	Pollution treatment and other waste management activities	3900
7	Site preparation Details: <ul style="list-style-type: none"> - Site investigation and assessment for construction; - Land leveling and site clearance services; - Excavation and earth-moving services; - Site preparation services for mining operations (excluding services such as sale of materials from demolition and dismantling, mine detection, blasting and similar activities, and operations related to the extraction of minerals, oil and gas, and soil decontamination). 	4312
8	Water exploitation, treatment and supply Details: Extraction, treatment, and trading of clean water for domestic use, industrial production, and other purposes.	3600
9	Concrete production and products from concrete, cement and plaster	2395
10	Other support services related to transportation Details: Freight forwarding and agency services; logistics services; other transportation support services not elsewhere classified.	5229

No: 01 /TCT-BBĐHĐCĐ

Hanoi, June 10, 2025



MINUTES OF MEETING
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VIGLACERA CORPORATION - JSC

Pursuant to:

- Enterprise Law No. 59/2020/QH14 passed by the National Assembly on June 17, 2020 and its amendments and guidelines;
- Securities Law No. 54/2019/QH14 dated November 26, 2019 and its accompanying guidelines;
- Charter of Viglacera Corporation - JSC approved by the General Meeting of Shareholders on April 27, 2021 and its amendments and supplements.

I. CORPORATION NAME, TIME, PLACE, PARTICIPANTS LIST

1. Corporation name: Viglacera Corporation - JSC

Head office address: 16th and 17th Floor, Viglacera Tower, No 1 Thang Long Avenue, Me Tri, Nam Tu Liem, Hanoi.

Enterprise identification: 0100108173

Hereinafter referred to as the "Corporation"

2. Time: 08h30 June 10, 2025

3. Place: 15th Floor, Viglacera Tower, No 1 Thang Long Avenue, Me Tri, Nam Tu Liem, Hanoi.

4. Participants list:

4.1. Delegates, guests:

Ministry of Construction delegates:

- Mr. Vu Ngoc Anh - Head of the Enterprise Management Department;
 - Mr. Le Dong Thanh - Deputy head of the Enterprises Management Department;
 - Mr. Nguyen Phuc Huong - Deputy head of the Enterprises Management Department;
 - Mr. Do Duy Hien - Deputy head of the Organisation and Official Department;
- And officials of the Departments of Ministry of Construction.

4.2. Shareholders / Shareholders representatives of Viglacera Corporation - JSC named in the List of shareholders entitled to attend the GMS on the record date of May 14, 2025 and is eligible to register and attend (list attached).

4.3. The Corporation's Board of Directors (BOD)

4.4. The Corporation's Board of Management (BOM)

4.5. The Corporation's Supervisory board



4.6. Representative of Deloitte Vietnam Audit Company Limited and AASC Auditing Firm which was the Independent auditors for the 2024 fiscal year of the Corporation, its subsidiaries, associated companies.

II. CONTENTS AND PROCEEDING OF THE MEETING

After proceed, declare the reason to call the meeting of Corporation's GMS for the year 2025

1. Mr. Nguyen Vu Anh, on behalf of the Shareholders Eligibility Verification Committee: has proceeded to verify the eligibility of shareholders and reported the results of the shareholders who were eligible to attend the 2025 GMS of the Corporation as follows:

- According to the Shareholders list of the Corporation on the record date of May 14, 2025, there are total of 4.796 shareholders, owners of 448,350,000 shares accordingly, equivalent to 4,483,500,000,000 VND of the Corporation's charter capital.

- Total number of shares eligible to vote is 448,350,000 shares (Four hundred forty eight millions, three hundred fifty thousand shares), each ordinary share is entitled to one voting right.

- As of 08h47 am on June 10, 2025, the number of shareholder attending (in person or valid legal representative) the meeting is 50 shareholders, on behalf of 415,620,963 shares, equivalent to 92.7 % of the total number of votes of the Corporation.

In accordance with Article 145 of the Enterprise Law No. 59/2020/QH14 passed by the National Assembly on June 17, 2020 and the Charter of Viglacera Corporation - JSC, the 2025 GMS is valid and eligible to proceed.

2. Mr. Nguyen Quoc Huy on behalf of the Organizing Committee:

- Introduce the delegates

- Introduce the GMS Chairman is Mr. Nguyen Van Tuan - Chairman of the BOD

3. Mr. Nguyen Van Tuan - GMS Chairman introduced Members of the BOD and the General Director who will co-chair the meeting, including:

- Mr. Nguyen Anh Tuan - General Director of the Corporation.

- Mr. Tran Ngoc Anh - BOD's member, Deputy General Director of the Corporation

- Mrs. Tran Thi Minh Loan - BOD's member, Deputy General Director of the Corporation

- Mr. Nguyen Trong Hien - Member of the BOD of the Corporation

- Mr. Le Ba Tho - Member of the BOD of the Corporation

4. Mr Nguyen Van Tuan - GMS Chairman introduce Members of GMS Secretaries, including:

- Mrs. Ngo Thi Thu Linh - Head secretary of the BOD, Head of Legal and External Relation Department of the Corporation.

- Mrs. Dinh Thi Tinh - Secretary of the BOD.

5. Election of Voting Committee

Mr. Tran Ngoc Anh - BOD's member on behalf of the GMS Chairboard introduced the Voting Committee to be approved by vote at the meeting, including:

1. Mr. Nguyen Vu Anh - Head of the Voting Committee

2. Mrs. Nguyen Thi Thuy Ha - Member
3. Mrs. Nguyen Thi Que - Member
4. Mrs. Tong Thi Thuy - Member
5. Mrs. Le Ngan Binh - Member
6. Mr. Le Mau Dan - Member
7. Ms Nguyen Thi Thu - Member
8. Mr. Nguyen Quang Hai - Member

Voting result as follows:

Approve:	415,620,963 votes	100% of all attending and voting shareholders
Disapprove:	0 vote	0 % of all attending and voting shareholders
Abstain:	0 vote	0% of all attending and voting shareholders

Therefore, The Voting Committee of the 2025 GMS was approved with 100% of the total votes of shareholders attending voting in favor.

6. Approval of Meeting agenda

Mr. Nguyen Trong Hien - Member of the BOD on behalf of the GMS Chairboard presented the Meeting agenda for approval.

Voting result as follows:

Approve:	415,620,963 votes	100% of all attending and voting shareholders
Disapprove:	0 vote	0 % of all attending and voting shareholders
Abstain:	0 vote	0% of all attending and voting shareholders

Therefore, The Meeting agenda of the 2025 GMS was approved with 100% of the total votes of shareholders attending voting in favor.

7. Approval of the Working regulation of the 2025 GMS

Mr Ngo Trong Toan - Chief Accountant of the Corporation, member of the 2025 GMS Organizing Committee according to assignment by the GMS Chairboard presented and submitted for approval the Working Regulation of the 2025 GMS.

Voting result as follows:

Approve:	415,620,963 votes	100% of all attending and voting shareholders
Disapprove:	0 vote	0 % of all attending and voting shareholders
Abstain:	0 vote	0% of all attending and voting shareholders

Therefore, The Working Regulation of the 2025 GMS was approved with 100% of the total votes of shareholders attending voting in favor.

8. Presentation of Reports and Proposals to the GMS

8.1. Mr. Tran Ngoc Anh - Deputy General Director of the Corporation, on behalf of the Board of Management presents the Report of the Board of Management at the 2025

GMS (“Board of Management’s Report”) (Details of the report were disclosed and is among the documents of the meeting given to the attendee).

8.2. Mr. Tran Ngoc Anh - Member of the BOD, on behalf of the Board of Directors presents the Report of the Board of Directors at the 2025 GMS (“Board of Directors’s Report”) (Details of the report were disclosed and is among the documents of the meeting given to the attendee).

8.3. Mr. Tran Manh Huu - Head of the Supervisory board, on behalf of the Supervisory board presents the Report of the Supervisory board at the 2025 GMS (“Supervisory Board’s Report”) (Details of the report were disclosed and is among the documents of the meeting given to the attendee).

8.4. Mrs. Tran Thi Minh Loan – BOD’s member, on behalf of the Board of the Directors presents the Proposals for the 2025 GMS (“BOD proposals”) with following items:

- Parent company financial statements, Consolidated financial statements audited by Deloitte Vietnam Audit Company limited and main targets of production, business and investment in 2024.

- Production, business and Investment, development plan in 2025.

- Corporate restructure and transformation in 2025.

- Compensation paid in 2024 for the Board of Directors and the Supervisory board; 2025 compensation plan.

- Profit allocation in 2024 and Plan for 2025.

- Funds expenditure plan in 2025.

- Selection of Independent auditor for the 2025 fiscal year financial statements.

- Other matters under the authority of the GMS.

(Details of the BOD Proposal was disclosed and is among the documents of the meeting given to the attendee)

9. GMS carries out personnel affairs.

9.1. Mrs. Tran Thi Minh Loan - Member of the BOD, on behalf of the Chairboard, notify the event of Mr. Nguyen Van Tuan submitted a resignation letter as a Member of the Board of Directors on May 29, 2025 and Mr. Tran Manh Huu submitted a resignation letter as Member of the Supervisory board on May 16, 2025.

a. Submit to the GMS to approve the resignation letter of Mr. Nguyen Van Tuan as a Member of the Board of Directors.

Voting result as follows:

Approve:	413,380,221 votes	98.21% of all attending and voting shareholders
Disapprove:	7,539,024 votes	1.79% of all attending and voting shareholders
Abstain:	0 votes	0% of all attending and voting shareholders

Therefore, the GMS agreed to dismiss Mr. Nguyen Van Tuan from the position of member of BOD with 98.21% of the total votes of shareholders attending voting in favor.

b. Submit to the GMS to approve the resignation letter of Mr. Tran Manh Huu as a Member of the Supervisory board.

Voting result as follows:

Approve:	419,138,465 votes	99.577% of all attending and voting shareholders
Disapprove:	1,780,780 votes	0.423% of all attending and voting shareholders
Abstain:	0 votes	0% of all attending and voting shareholders

Therefore, the GMS agreed to dismiss Mr. Nguyen Tran Manh Huu from the position of member of Supervisory board with 99.577% of the total votes of shareholders attending voting in favor.

9.2. Mrs. Tran Thi Minh Loan - Member of the BOD, on behalf of the Chair, Notified the election of additional member of the BOD and member of the Supervisory Board for the 2024 - 2029 term.

a. Submit to the GMS to approve the list of candidates for an additional member of the BOD of the Corporation for the 2024 -2029 term:

Based on nomination form of Shareholder/Group of shareholders eligible to nominate according to the Enterprise Law in 2020 and the Corporation's charter, as of June 4, 2025 at 17h00 (the deadline to apply/nominate a member of the BOD), the BOD presents the list of candidate for additional BOD member of the Corporation for the term 2024 - 2029 which includes one person: Mr. Tran Manh Huu.

Voting result as follows:

Approve:	420,919,245 votes	100% of all attending and voting shareholders
Disapprove:	0 votes	0% of all attending and voting shareholders
Abstain:	0 votes	0% of all attending and voting shareholders

Therefore, the list of candidacy for an additional member of the BOD of the Corporation for the term 2024 - 2029 was approved with 100 % of the total votes of shareholders attending voting in favor.

b. Submit to the GMS to approve the list of candidates for an additional member of the Supervisory board of the Corporation for the 2024 -2029 term:

Based on nomination form of Shareholder/Group of shareholders eligible to nominate according to the Enterprise Law in 2020 and the Corporation's charter, as of May 28, 2025 at 16h00 (the deadline to apply/nominate a member of the Supervisory board), the BOD and the Supervisory board unanimously presents the list of candidate for additional Supervisory board member of the Corporation for the term 2024 - 2029 which include 01 person Mr. Nguyen Viet Trung.

Voting result as follows:

Approve:	420,919,245 votes	100% of all attending and voting shareholders
Disapprove:	0 votes	0% of all attending and voting shareholders
Abstain:	0 votes	0% of all attending and voting shareholders

Therefore, the list of candidacy for an additional member of the Supervisory board of the Corporation for the term 2024 - 2029 was approved with 100% of the total votes of shareholders attending voting in favor.

9.3. Mr. Nguyen Vu Anh - Head of the Voting Committee, assigned by the Chair:

- Presents the Election Regulations and provides guidance on the election process;
- Submit to the GMS to vote on approval of the Election Regulations:

Voting result as follows:

Approve:	420,919,245 votes	100% of all attending and voting shareholders
Disapprove:	0 votes	0% of all attending and voting shareholders
Abstain:	0 votes	0% of all attending and voting shareholders

Therefore, the Regulation of election of additional member of BOD and member of Supervisory board was approved with 100% of the total votes of shareholders attending voting in favor.

9.4. The GMS proceeded to vote for a member of the BOD, Supervisory board; the Voting Committee assist and coordinate the election.

10. The GMS discussed matters relating to reports, proposal to the GMS

Discussion content: After shareholders' questions, member of the Chair answered each question. A summary of questions and answers is attached to this Minutes.

11. Announcement of the results of the election of additional members of the Board of Directors and members of the Supervisory Board for the 2024-2029 term.

11.1. Mr. Nguyen Vu Anh, Head of the Voting Committee announced the result of the election of additional members of the Board of Directors:

- Mr. Tran Manh Huu: 412,092,884 votes

Therefore, Mr. Tran Manh Huu is elected as a member of the Board of Directors of the Corporation for the 2024 - 2029 term.

11.2. Mr. Nguyen Vu Anh, Head of the Voting Committee announced the result of the election of additional members of the Supervisory board:

- Mr. Nguyen Viet Trung: 420,300,059 votes

Therefore, Mr. Nguyen Viet Trung is elected as a member of the Supervisory board of the Corporation for the 2024 - 2029 term.

12. GMS's breaks.

During the break, the Board of Directors and the Supervisory board for the 2024 - 2029 term met to discuss/to make personnel decisions.

After the BOD and the Supervisory board ended their meeting, Mr. Tran Ngoc Anh - Member of the BOD announced the Chairman of the BOD, Head of the Supervisory board for the 2024 - 2029 term.

Accordingly, members of the BOD unanimously elected Mr. Tran Manh Huu as Chairman of the BOD of the Corporation for the term 2024 - 2029. Members of the Supervisory board unanimously elected Mrs. Nguyen Thi Tham as Head of the Supervisory board of the Corporation for the 2024 - 2029 term.

13. Vote to approve the reports and proposals submitted to the GMS

Mr. Nguyen Vu Anh on behalf of the Shareholders Eligibility Verification Committee reports, as of 11h50 on June 10, 2025, the number of shareholder attending (in person or valid legal representative) the meeting is 55 shareholders, on behalf of 420,827,714 shares, equivalent to 93,86% of the total number of votes of the Corporation.

Mrs. Tran Thi Minh Loan - Member of the BOD, on behalf of the Chair proposed that the GMS vote for following BOD proposals to the GMS for approval, by raising the Voting card for each content below:

13.1. Approval of following reports:

- Board of Director's report

Voting result as follows:

Approve:	420,827,714 votes	100% of all attending and voting shareholders
Disapprove:	0 votes	0 % of all attending and voting shareholders
Abstain:	0 votes	0% of all attending and voting shareholders

Therefore, the Board of Director's report was approved with 100% of the total votes of shareholders attending voting in favor.

- Board of Management's report

Voting result as follows:

Approve:	420,827,714 votes	100% of all attending and voting shareholders
Disapprove:	0 votes	0 % of all attending and voting shareholders
Abstain:	0 votes	0% of all attending and voting shareholders

Therefore, the Board of Management's report was approved with 100% of the total votes of shareholders attending voting in favor.

- Supervisory board's report

Voting result as follows:

Approve:	420,827,714 votes	100% of all attending and voting shareholders
Disapprove:	0 votes	0 % of all attending and voting shareholders
Abstain:	0 votes	0% of all attending and voting shareholders

Therefore, the Supervisory board's report was approved with 100% of the total votes of shareholders attending voting in favor.

13.2. Approval of the Parent company financial statements and the Consolidated financial statements audited by Deloitte Vietnam Audit Company Limited, and main targets of production, business and investment in 2024 as follows:

Items	Unit	2024 Plan	2024 Actual	Actual/ Plan %
1. Profit before tax				
+ The Corporation (Consolidated Financial Statements)	VND bln	1.110	1.630	147%
+ The Parent Company (Separate Financial Statements)	VND bln	1.100	1.481	135%
2. Revenue				
+ The Corporation (Consolidated Financial Statements)	VND bln	13.353	11.906	89%
+ The Parent Company (Separate Financial Statements)	VND bln	4.939	3.935	80%
3. Investment of the Parent Company	VND bln	2.880	2.022	70%

Items	Unit	2024 Plan	2024 Actual	Actual/ Plan %
4. Charter capital of Viglacera Corporation - JSC	VND bln	4,483,5	4,483,5	100%
5. Cash dividend (% of Charter capital VND 4,483,5 bln)	%	20%	22%	110%

Voting result as follows:

Approve:	420,827,714 votes	100% of all attending and voting shareholders
Disapprove:	0 votes	0 % of all attending and voting shareholders
Abstain:	0 votes	0% of all attending and voting shareholders

Therefore, the the Parent company financial statements and the Consolidated financial statements, main targets of production, business and investment in 2024 was approved with 100% of the total votes of shareholders attending voting in favor.

13.3. Approval of the Production, business and investment plan for 2025 with its main target:

Items	Unit	2024 Actual	2025 Plan	2025 Plan/ 2024 Actual %
1. Profit before tax				
+ The Corporation (Consolidated Financial Statements)	VND bln	1.630	1.743	107%
+ The Parent Company (Separate Financial Statements)	VND bln	1.481	1.423	96%
2. Revenue				
+ The Corporation (Consolidated Financial Statements)	VND bln	11.906	14.437	121%
+ The Parent Company (Separate Financial Statements)	VND bln	3.935	5.579	142%
3. Investment of the Parent Company		2.022	1.850	91%
+ <i>Urban housing</i>	VND bln	300	580	
+ <i>Industrial park</i>	VND bln	1.677	1.237	
+ <i>Building materials,</i>	VND bln	45	33	
4. Charter capital	VND bln	4,483,5	4,483,5	100%
5. Cash dividend (% of Charter capital VND 4,483,5 bln)	%	22%	22%	100%

The GMS delegates the authority to the BOD: By the end of the 3th Quarter of the year 2025, based on the assessment of the production and business results of 9 months of the year 2025 and the expectation of the execution of the 2025 plan, to consider and ratify/approve the adjustment of the 2025 production, business and investment plan, while ensuring at least the minimum dividend rate as planned above by the GMS (if the BOD deems necessary). In case of deciding to approve the adjustment of the 2025 plan, the BOD is responsible for disclosing information in accordance with the law and reporting the adjustment of the 2025 plan at the next General Meeting of Shareholders of the Corporation.

Voting result as follows:

Approve:	419,632,014 votes	99.716% of all attending and voting shareholders
Disapprove:	1,195,700 votes	0.284 % of all attending and voting shareholders
Abstain:	0 votes	0% of all attending and voting shareholders

Therefore, the Production, business and investment plan for 2025 with its main target was approved with 99.716% of the total votes of shareholders attending voting in favor.

13.4. Approval of the 2025 Investment and Development plan

Deploy investment in transitional projects, new projects and investment preparation projects in 2025, specifically as follows:

13.4.1. Building materials

a. Transitional projects and annual in-depth, additional investment plan:

- Develop, increase output and diversify product lines of energy-saving glass, high-end mirrors, high-quality post-glass processing products; supplement processing technology to diversify flat glass products in line with market trends.

- Innovate shaping technology at ceramic production subsidiary, invest in medium and high pressure pouring systems based on the evaluation of investment results of My Xuan Ceramic Company, increase quality and reduce costs.

- Deploy in-depth investment, supplement subsidiaries/factories in technological and technical solutions, improve the level of automation, recovery rate, reduce costs (enamel spraying robots, fuel conversion ...).

- Invest in R&D of product features/designs; develop distinguished, noteworthy products to meet the needs of high-end markets, products for export and import, with high added value and productivity.

- Invest in development and design to provide solutions for building materials set collection (glass, sanitary ware, tile, AAC) of the Corporation.

b. Investment preparation and new project investments:

- Research, invest in developing/upgrading glass production technology and glass processing with high added value: Fireproof glass, solar glass with TCO coating, smart glass, anti-reflective glass, 2-layer silver energy-saving glass, etc.; processed glass products such as interior decorative glass, art glass, and glass combined with other materials such as metal and wood;

- At the Corporation: Implement procedures to convert the purpose of using land plots at factories of Viglacera Float Glass Company and Viglacera Binh Duong Porcelain Company to invest in housing projects in accordance with the development planning of Binh Duong province according to Resolution No. 171/2024/QH15 dated November 30, 2024 of the National Assembly regarding Commercial Housing development based... and Decree No. 75/2025/ND-CP dated April 1, 2025 regarding implementation of Resolution No. 171/2024/QH15 and relevant current legal regulations.

- At the member Companies of the Corporation: Research and implement procedures to convert the land use purpose of some member company of the Corporation in accordance with local planning, according to the above Resolution and relevant current legal regulations.

- Expand the distribution channels in commercial activities, brand development strategy of the Corporation; Develop branding and marketing for sintered stone slabs, grain tiles.

c. Continue to research and invest in projects already approved by the 2024 GMS of the Corporation in Resolution No 02/TCT-NQDHDCD dated May 20, 2024.

13.4.2. Real estates

a. Industrial parks:

- Continue to invest in concurrent technical infrastructures/services at the IP under development, approved at the 2024 GMS of the Corporation, including the ground breaking at Song Cong II IP - Thai Nguyen (296,24 ha), Doc Da Trang IP - Khanh Hoa (~ 288 ha).

- Survey, prepare documents applying for investment policies approval, investment project approval to develop new IP in localities with advantageous locations in terms of infrastructure, investment attraction and business capacity; establish new legal entities to implement:

- + Phu Ninh IP (~400ha), Bac Son IP (~ 200 ha) in Phu Tho; Dong Mai expansion IP (~ 150 ha) in Quang Ninh; West Pho Yen IP (~ 500 ha) in Thai Nguyen; Hung Yen No.1 IP (~ 230 ha); Tien Hai expansion IP (~ 240 ha) in Thai Binh; Hoa Lac IP (~ 223 ha), Huu Lung IP (~ 500 ha) in Lang Son; Luong Tai project (~ 500 ha) in Bac Ninh;

- + Others IP in Bac Ninh, Quang Ninh, Tuyen Quang, Lao Cai, Hung Yen... others IP in the South and others localities.

- Search/Cooperate with partners with sufficient financial capacity, with business advantage capable of investing in component projects in industrial parks to increase utilities, promoting the brand and reputation of the Corporation's IP and maximize the efficiency of the land banks (Factory, warehouse for rent, others infrastructure services).

- Invest in additional utility projects, operational digital transformation, improve environmental quality, integrate smart technology in IP activities to enhance competitiveness and attract investment; gradually develop into a green, smart industrial park; towards integrated industrial city with an ecological urban area.

b. Urban and housing area:

Social housing, workers' housing:

- Continue to develop social housing/workers' housing projects in concurrent with the development of IP in Dong Van IV, Phu Ha, Dong Mai, Yen Phong...; Social housing in Kim Chung (CT3, CT5). Implement investment preparation for social housing/workers' housing projects in Tien Hai-Thai Binh IP (5.2ha), Phu Ha-Phu Tho IP (8.4ha). Continue to apply as investors of the Social Housing Project in Tien Duong - Hanoi (in form of a Joint venture or new Legal entity with majority ownership of the Corporation). Implement these projects in accordance with the approval process.

- Survey and develop new land banks to prepare for investment, invest in social housing/workers' housing in localities with suitable conditions according to local regulation.

Commercial housing and related services:

- Continue to invest in residential areas and commercial service areas in the Corporation's existing urban areas: Housing project HH1, HH2, CC1 in Dang Xa 2 and CC1, CC2 in Dang Xa 1 Urban Area - Hanoi;

- + Continue to prepare for investment in the Thang Long No1 Residential Area Project Phase 3 (Hanoi); New Commercial housing project in Bac Ninh (22ha);

- + Continue to research and implement according to the investment law on the plan to convert the purpose of land to invest in housing and service areas at the 12.5ha land of Dap Cau Glass Factory (Dap Cau Glass Joint Stock Company), land of VFG in Bac Ninh City.

- Implement investment preparation, bidding process for Commercial housing project in Phu

Tho, Bac Ninh, Yen bai and others localities. Carry out new commercial housing project, urban areas with suitable condition after investors or bidding approval.

- Survey, search and develop new land banks for investment preparation, new urban/housing project.

Resort: Continue to implement the Van Hai luxury eco-tourism phase 1 (villa); implement investment preparation for phase 2 with an area of ~40ha (Viglacera Van Hai JSC).

c. Invest in additional machinery, equipment/assets in order to improve the construction capacity and business activities of units; invest in digital transformation systems to improve management capacity in investment and business activities of the units under the Real estate department.

13.4.3. Foreign investment

Continue to implement investment projects approved by the 2024 GMS in Resolution No 02/TCT-NQDHDHCD dated May 29, 2024.

13.4.4. Research, development and training

Continue to implement these task:

- Invest in scientific, technological research to improve productivity and quality of building materials products; Cooperate with domestic and foreign organization and individuals to develop new technologies and products; Consult for investment projects in building materials production.

- Research and invest in high pressured pouring system for ceramic sanitary ware; R&D investment (design, mold...) to innovate management process and digitalize; Investment in production automation of My Xuan Viglacera Ceramic Company.

- Research to improve the quality of coatings, diversify Low-e glass products and develop new products at the Energy-saving Glass Factory.

- Review and invest in management system (ERP, data digitization...). Implement to integrate financial reporting management system, weekly/monthly production and operation activity reports of the Corporation.

- Continue to invest in R&D Centers of Viglacera Research and Development Institute; invest in laboratory equipments in product groups/fields (Glass, Porcelain, Tiles, etc.) for research, testing and quality control certification; invest in human resource, facilities, equipment for Viglacera Research and Development Institute, Viglacera College and members companies; Continue to apply for "Green product" certification for several products of the Corporation; Develop regulations criteria for implementing the "Greenhouse gas emission reduction" program

- Research, deploy investment in others projects in accordance with the regulation and operational situation of the Corporation.

Voting result as follows:

Approve:	417,851,234 votes	99.293% of all attending and voting shareholders
Disapprove:	2,976,480 votes	0.707% of all attending and voting shareholders
Abstain:	0 votes	0% of all attending and voting shareholders

Therefore, the 2025 Investment and Development plan was approved with 99.293% of the total votes of shareholders attending voting in favor.

13.5. Approval of enterprise restructure and transformation for the year 2025

13.5.1. Continue to Carry out task related to divestment of State capital at Viglacera Corporation - JSC according to Decision No. 1479/QĐ-TTg dated November 29, 2022 (regarding the approval of the plan to restructure State-owned enterprises and enterprises with State capital for the period 2022-2025) and Decision No. 158/TTg-DNDN dated March 2, 2024 (regarding the adjustment of the plan to divest State capital at Viglacera) of the Prime Minister; direction of the Ministry of Construction and related amendments and supplements. Implementation period: in the period 2024-2025.

13.5.2 Continue to implement the roadmap for capital contribution, capital increase, capital divestment, and restructure the Corporation's capital ownership in member companies approved by the previous years General Meeting of Shareholders. Specifically:

- Continue to carry out and complete the establishment, capital contribution, capital increase of the following companies: Vimariel - JSC, Viglacera Hung Yen JSC, Viglacera Thai Nguyen JSC, Viglacera Phu Tho JSC;

- Continue to implement the procedures for establishment and capital contribution of Viglacera Lang Son JSC, capital increase procedures of Viglacera Investment and Import-Export JSC;

- Complete the procedures for acquisition of the remaining capital contributors of Vietnam Float Glass Company Limited (VFG) to increase Viglacera's ownership ratio to 100%;

- Based on the operational result, divest capital at subsidiaries and affiliated companies that are operating ineffectively or are not in line with the development strategy of the Corporation.

13.5.3 Approve the capital contribution, capital increase, and restructure of member companies in 2025:

a/ Policy of establishing new branches, new legal entities (with the Corporation's capital ownership ratio of at least 51%) to implement investment projects in Industrial Park, Urban housing and other housing projects;

b/ Temporarily suspend the implementation of the policy of capital contribution to increase charter capital of PFG from VND 886 billion to VND 1,500 billion;

c/ Cease the establishment of new entity of the Corporation for the Yen Bai project, instead assign the Viglacera Mechanical Construction Company - Branch of Viglacera Corporation - JSC to be responsible for implementing the project of Tran Yen IP in Yen Bai and others project in Yen Bai.

Voting result as follows:

Approve:	417,851,234 votes	99.293% of all attending and voting shareholders
Disapprove:	2,976,480 votes	0.707% of all attending and voting shareholders
Abstain:	0 votes	0% of all attending and voting shareholders

Therefore, the 2025 Corporate restructure and transformation was approved with 99.293% of the total votes of shareholders attending voting in favor.

13.6. Approval of the Corporation's strategic development orientation in the new period

13.6.1 Approve the strategic development orientation of the Corporation in the new phase

(hereinafter referred to as "*Development Strategy*") based on the Report of the Strategic consulting firm, with the following main contents:

(1) Vision and development objectives

Viglacera aims to become the leading corporation in Vietnam and the region in the field of Building materials and integrated Real estate development, with lean and specialized operational management, strong innovation capacity, modern digital transformation and commitment to sustainable development.

With the above vision, Viglacera Corporation - JSC identifies key strategic goals in the next development phase:

- Build Viglacera into a leading Corporation in both fields: Building materials and Real estate.
- Transform and streamline operational management towards specialization in groups and industries, ensuring efficiency and autonomy in each field, while enhancing the role of strategic planning and effective control at each management level.
- Foster innovation capacity, focusing on improving R&D, modernize production technology, and shorten the product life cycle, in order to respond faster to consumer demand and technology trends.
- Strengthen and spread the Viglacera brand as a symbol of quality and prestige domestically, while promoting the brand to the international market through a high-standard products - services ecosystem.
- Promote comprehensive digital transformation, including digitization of the entire value chain from production, internal management to sales and real estate operations, forming an integrated database to improve operational efficiency and real-time decision making, to optimize products and services for customers.
- Pioneer in sustainable development with a portfolio of environmentally friendly products, energy-saving operations, and an industrial park model integrating urban services - logistics - social utilities to create long-term added value for investors and the community.

(2) Key tasks

To achieved the development orientation and goals in the next phase, Viglacera Corporation - JSC will focus on implementing the following key tasks:

- Implement development strategies in the fields (building materials and real estate);
- Innovate and streamline the way of organizing operations;
- Improve R&D, marketing and sales;
- Promote digital transformation in production and operation;
- Invest in depth to improve production efficiency;
- Human resources development.

(3) Details of the implementation of task "Innovation and streamlining of operation model" by restructuring capital ownership and management methods of the Corporation

(3.1) Implementation principles:

- Based on the operational performance, development capacity, financial contribution and according to the strategic orientation of the Corporation to implement: (i) Reorganize and optimize the corporate governance, management and operation methods, ensuring the principle of autonomy - self-responsibility for production and operational results; (ii) Implement a clear and transparent decentralization and delegation of authority between the Corporation and its member companies; (iii) Improve and strengthen the role of strategic planning and effective management, control at the Corporation level and each members selected as the core of each segments.
- Optimize ownership structure, minimize management costs, transaction costs arising during implementation.
- Comply with relevant current legal regulations.

(3.2) Implementation orientations:

- Divest or dissolve ineffective units or units that are not part of the long-term strategy when appropriate conditions arise.

- Maintain legal entity or legal branch and consider streamlining the corporate governance when the appropriate conditions present for units that are not part of the long-term strategy but have the potential to covert land use purposes.

- Maintain units in fields with development potential, healthy financial capacity, high operational efficiency; restructure the capital ownership (including considering selecting 1 company as the core of each field group) and transform the management and operation methods at each company to optimize management based on specific strategic needs and its operational efficiency.

Accordingly, the solution for implementation can be as follows: via a merger, consolidation, dissolution, sale - transfer, ... in compliance to current legal regulations.

13.6.2 The GMS assign the authority to the BOD of the Corporation to approve and implement the detailed Plan, necessary work steps for each stage in accordance with the approved Development Strategy orientation of the Corporation as stated above; the implementation process must ensure compliance with the provisions of law, the Charter and internal regulations of Viglacera Corporation - JSC and ensure the set goals and effectiveness.

Voting result as follows:

Approve:	420,827,714 votes	100% of all attending and voting shareholders
Disapprove:	0 votes	0% of all attending and voting shareholders
Abstain:	0 votes	0% of all attending and voting shareholders

Therefore, the Corporation's strategic development orientation in the new phase was approved with 100% of the total votes of shareholders attending voting in favor.

13.7. Approval of the remuneration payment in the year 2024 for the Board of Directors and the Supervisory board; remuneration plan for the year 2025

13.7.1 Realised in 2024

a. Remuneration of the Board of Directors and the Supervisory board

Payment of remuneration/salary to the Board of Directors and the Supervisory board in 2024 based on the approved 2024 GMS Resolution number 02/TCT- DHDCD dated May 29, 2024, specifically:

- Board of Directors (05 person): 108 million VND/person/month;
- Supervisory board (03 person):
- + Head of the Supervisory board: 92,67 million VND/month;
- + Member of the Supervisory board: 69,5 million VND/month.

b. Performance based compensation for the Board of Directors, the Supervisory board and others managerial personnel:

In 2024, the Parent company of the Corporation achieved a pre-tax profit of VND 1,481 billion/the target of VND 1,100 billion assigned by the GMS (reaching 135%). Therefore, the Corporation's executives, including: the Board of Directors, Supervisory Board, Board of Management (General Directors, Chief Accountant) are expected to receive a bonus of 1.5 months of average remuneration/salary.

13.7.2 Remuneration plan for the year 2025

The expected average remuneration/salary plan in 2025:

Items	Unit	2024		Plan 2025
		Plan	Realized	
1. Board of Directors (05 person)	million VND/ person/month	108	108	108
2. Supervisory Board (03 person)				
- Head of the Supervisory Board		92,67	92,67	92,67
- Member of the Supervisory Board		69,50	69,50	69,50

In case the Parent Company's realized profit achieve the index planned for the year 2025, the Corporation's executives, including: the Board of Directors, Supervisory Board, Board of Management (General Directors, Chief Accountant) will receive a bonus of 1.5 months of average remuneration/salary.

Income, others benefits and expenses in 2025 of the Board of Directors, the Supervisory board will comply with the internal regulations and rules of the Corporation.

Voting result as follows:

Approve:	420,827,714 votes	100% of all attending and voting shareholders
Disapprove:	0 votes	0% of all attending and voting shareholders
Abstain:	0 votes	0% of all attending and voting shareholders

Therefore, the remuneration payment in the year 2024 for the Board of Directors and the Supervisory board; remuneration plan for the year 2025 was approved with 100% of the total votes of shareholders attending voting in favor.

13.8. Approve the Profit allocation in 2024 and Plan for 2025

13.8.1. Profit allocation in 2024

1) Profit before tax, before allocation to the Science and Technology Development fund: 1,521,432,413,743 VND

- Allocation to Science and technology development fund: 40,000,000,000 VND

2) Profit before tax, after allocation to the Science and technology development fund: 1,481,432,413,743 VND

3) Net profit after Corporate's tax: 1,192,879,090,875 VND

4) Net profit after Corporate's tax for allocation (NPAT): 1,192,879,090,875 VND

Fund allocation, including:

- Performance based remuneration fund for executives (1.5 months executive salary): 2,010,547,876 VND

- Bonus and welfare fund (4,2% NPAT): 50,000,000,000 VND

- Investment and development fund (13,0% NPAT): 154,498,542,999 VND

5) Net profit remaining:	986,370,000,000 VND
6) Dividend payment:	
Charter's capital:	4,483,500,000,000 VND
Cash dividend payment (22% of Charter's capital):	986,370,000,000 VND

Voting result as follows:

Approve:	420,827,714 votes	100% of all attending and voting shareholders
Disapprove:	0 votes	0% of all attending and voting shareholders
Abstain:	0 votes	0% of all attending and voting shareholders

Therefore, the Profit allocation in 2024 was approved with 100% of the total votes of shareholders attending voting in favor.

13.8.2 Profit allocation plan in 2025:

When net profit before tax of the Parent company exceeds the index planned, the Corporation will consider allocating to the Science and technology development fund (up to 10% of taxable income in 2025) and others fund in compliance to regulations.

Planned dividend payout ratio is 22%/Charter's capital.

GMS delegates to the BOD to consider, decide on all matters/items related to the advanced payment of cash dividends, one time or multiple times, ensuring compliance with legal regulations and the actual operation of the Corporation.

Voting result as follows:

Approve:	420,827,714 votes	100% of all attending and voting shareholders
Disapprove:	0 votes	0% of all attending and voting shareholders
Abstain:	0 votes	0% of all attending and voting shareholders

Therefore, the Profit allocation in plan for 2025 was approved with 100% of the total votes of shareholders attending voting in favor.

13.9. Approve the funds expenditure plan in 2025

13.9.1 Investment and development fund expenditure plan in 2025

- The net profit after tax allocation to the Investment and development fund in 2024 is VND 154,498,542,999.

- Expenditure plan: To implement the Corporation's investment development projects such as new construction projects, investment preparation according to the 2025 investment and development plan; contribute to Capital increase at members companies to implement investment projects, new IP, commercial housing in localities (Phu Tho, Thai Nguyen, Hung Yen, Yen Bai...) and others projects.

Voting result as follows:

Approve:	420,827,714 votes	100% of all attending and voting shareholders
Disapprove:	0 votes	0% of all attending and voting shareholders
Abstain:	0 votes	0% of all attending and voting shareholders

Therefore, Investment and development fund expenditure plan in 2025 was approved with 100% of the total votes of shareholders attending voting in favor.

13.9.2 Science and technology development fund (S&T) expenditure in 2024 and expenditure

plan in 2025:

- a. S&T fund balanced as at 01/01/2024: VND 404,055,737,641
- b. Fund usage in 2024:
 - + *Services consulting contract with Aosibo:* VND 3,641,759,699
 - + *Raw materials and end products quality inspection activities:* VND 4,627,171,867
 - + *Education and training:* VND 8,892,486,400
- c. Addition allocation in 2024: VND 40,000,000,000
- d. S&T fund balanced as at 31/12/2024: VND 426,894,319,675

e. S&T fund expenditure plan in 2025:

+ Research topic implemented by Viglacera R&D Institute, Viglacera College.

+ Contract for technology consulting services, research and development with Aosibo.

Purchase of laboratory equipment; Research and implement solutions to control and evaluate inspection activities of raw materials and end products by Viglacera R&D Institute.

+ Invest in additional equipment to innovate and improve productivity of the low pressure casting - PVD coating of Viglacera Sanfi Company.

+ New product R&D as a set collection of bathroom equipment products targeting mid-high end segment, exclusively design for the Sanitary ware division of the Corporation;

+ Research, implement investment to automatize, synchronize production line at Viglacera My Xuan Porcelain Factory for all production stages such as pressure belt (shaping), enamel spraying (robot), product inspection, automatic transportation between stages... thereby increasing labor productivity, product quality, reducing production costs/overall costs.

+ Continue to invest in R&D of energy-saving glass product lines, smart glass, self-cleaning glass, solar glass...

+ Research and invest in other machinery and equipment at the Corporation's subsidiaries.

+ Research and deploy management systems (ERP systems, data digitization...) at the Corporation and its member units.

+ Training activities; Other R&D activities and topics.

The detailed plan for using the Science and Technology Development Fund is delegated to the Corporation's Board of Directors to consider and approve.

Voting result as follows:

Approve:	420,827,714 votes	100% of all attending and voting shareholders
Disapprove:	0 votes	0% of all attending and voting shareholders
Abstain:	0 votes	0% of all attending and voting shareholders

Therefore, the S&T funds expenditure plan in 2025 was approved with 100% of the total votes of shareholders attending voting in favor.

13.10. Approval of the Selection of Independent auditor for the 2025 fiscal year and related matters

GMS delegates to the Corporation's BOD to select among 05 Independent auditors: PWC, EY, KPMG, Deloitte, AASC to Audit the 2025 financial statements based on the proposal of the Corporation's Supervisory board; Decide on the shortlist of Independent auditors to perform others auditing activities in compliance to legal regulations, based on the proposal of the Corporation's Supervisory board.

Voting result as follows:

Approve:	414,594,620 votes	98.519% of all attending and voting shareholders
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Disapprove:	0 votes	0% of all attending and voting shareholders
Abstain:	6,233,094 votes	1.481% of all attending and voting shareholders

Therefore, the Selection of Independent auditor for the 2025 fiscal year and related matters was approved with 98.519% of the total votes of shareholders attending voting in favor.

13.11. Approval to amend, supplement business lines of the Corporation and to amend, supplement the Corporation's charter

Currently, the Corporation is focusing on implementing and managing many industrial park, urban area and housing projects in the provinces. In order to expand the scope of the Corporation's production and business activities, propose for approval of the GMS:

- Supplement 10 business lines (as attached Appendix).

- Amend Clause 2 Article 3 of the Charter on Organization and Operation of Viglacera Corporation - JSC to reflect the business lines/activities supplement above.

The GMS delegates to the Legal representative of the Corporation to: issue the Charter amending and supplementing Clause 2 Article 3 of the Charter on Organization and Operation of Viglacera Corporation - JSC; carry out necessary procedures in compliance to the provisions of law to apply to change the Business registration of the Corporation.

Voting result as follows:

Approve:	417,851,234 votes	99.293% of all attending and voting shareholders
Disapprove:	2,976,480 votes	0.707% of all attending and voting shareholders
Abstain:	0 votes	0% of all attending and voting shareholders

Therefore, the proposal to amend, supplement business lines, activities of the Corporation and to amend, supplement the Corporation's charter was approved with 99.293% of the total votes of shareholders attending voting in favor.

13.12. Approval of transactions with related parties in 2025

- Approve the signing and execution of contracts and transactions with main objectives to serve the production, operation and investment activities of the Corporation in building materials and real estate in 2025 between Viglacera Corporation - JSC and related parties, under the authority of the General Meeting of shareholders as prescribed in the Charter of the Corporation, Article 167 of the Enterprise Law 2020, Article 293 of Decree 155/2020/ND-CP on details implementation of the Securities law (except for contracts prohibited from implementation according to the provisions of law, if any).

- GMS assigns/authorizes the Board of Directors of the Corporation to resolve contents of transactions and contracts; direct the signing and implementation of above contracts and transactions to ensure compliance with provisions of law, the charter and internal regulations of Viglacera Corporation - JSC.

Voting result as follows:

Approve:	404,328,540 votes	96.079% of all attending and voting shareholders
Disapprove:	3,001,480 votes	0.713% of all attending and voting shareholders
Abstain:	13,497,694 votes	3.208% of all attending and voting shareholders

Therefore, the proposal to amend, supplement business lines of the Corporation and to amend, supplement the Corporation's charter was approved with 96.079% of the total votes of shareholders attending voting in favor.

III. APPROVAL OF THE MINUTE OF GMS AND CLOSING OF THE GMS

This minute of the 2025 GMS were fully and honestly recorded by the Secretaries and drafter on June 10, 2025 after the 2025 GMS of the Viglacera Corporation - JSC ended its agenda.

Mrs. Ngo Thi Thu Linh - on behalf of the Meeting secretaries presents the Draft minute and Resolution of the 2025 GMS of Viglacera Corporation - JSC.

The GMS votes to approve the content of the GMS Minute.

Voting result as follows:

Approve:	420,827,714 votes	100% of all attending and voting shareholders
Disapprove:	0 votes	0% of all attending and voting shareholders
Abstain:	0 votes	0% of all attending and voting shareholders

Therefore, the GMS Minute was approved with 100% of the total votes of shareholders attending voting in favor.

The GMS votes to approve the content of the GMS Resolution.

Voting result as follows:

Approve:	420,827,714 votes	100% of all attending and voting shareholders
Disapprove:	0 votes	0% of all attending and voting shareholders
Abstain:	0 votes	0% of all attending and voting shareholders

Therefore, the GMS Resolution was approved with 100% of the total votes of shareholders attending voting in favor.

The Meeting ended at 12h28 on the same day./.

MEETING SECRETARY

Mrs. Ngo Thi Thu Linh *(signed)*

Mrs. Dinh Thi Tinh *(signed)*

**GMS CHAIR
CHAIRMAN OF THE BOD**

(signed)

Nguyen Van Tuan

Annex:

SUPPLEMENT BUSINESS ACTIVITIES
VIGLACERA CORPORATION - JSC

ID	Activities	Code
1	<p>Technical inspection and analysis Details: Analysis and appraisal of various types of resources, minerals, chemicals, raw materials, finished products, and environmental treatment substances; provision of services including consulting, supervision, environmental impact assessment, and environmental treatment technologies.</p>	7120
2	<p>Scientific research and technological development in science, engineering and technology Details: - Conducting scientific research on environmental treatment technologies; implementing and applying technical advancements, including basic research, applied research, and pilot production to develop technologies, products, materials, and design and manufacture equipment for environmental treatment and other economic sectors. Participating in bidding and selection for the implementation of scientific and technological tasks assigned by the State, ministries, sectors, and enterprises. - Pollution treatment in various environmental sectors within industrial zones. - Environmental quality analysis and environmental treatment activities both domestically and internationally.</p>	7212
3	Drainage and wastewater treatment	3700
4	Waste treatment and disposal	3821
5	Waste recycling	3830
6	Pollution treatment and other waste management activities	3900
7	<p>Site preparation Details: - Site investigation and assessment for construction; - Land leveling and site clearance services; - Excavation and earth-moving services; - Site preparation services for mining operations (excluding services such as sale of materials from demolition and dismantling, mine detection, blasting and similar activities, and operations related to the extraction of minerals, oil and gas, and soil decontamination).</p>	4312
8	<p>Water exploitation, treatment and supply Details: Extraction, treatment, and trading of clean water for domestic use, industrial production, and other purposes.</p>	3600
9	Concrete production and products from concrete, cement and plaster	2395
10	<p>Other support services related to transportation Details: Freight forwarding and agency services; logistics services; other transportation support services not elsewhere classified.</p>	5229

QUESTION AND ANSWERS

(Attached to the 2025 Annual General Meeting of Shareholders Minute
of Viglacera Corporation - JSC)

VGC 4722	<ul style="list-style-type: none"> - Total remaining Industrial Park land bank available for leases? Impact of international tariff policy on the Corporation's production and business? Occupancy rate and estimation of revenue? - Legal process Doc Da Trang, Song Cong 2, Tran Yen IP? When can these IP be put into operation? - Did Phu My Glass Float (PFG) operating at 100% capacity? Are there any operational difficulty? Share more about the 2nd phase? and expected timeline to be put into operation? - Social housing: 2025 VGC main project implementation? Kim Chung project: current stage, when is it expected to open for sale? - State capital divestment? Any implementation issue, form of divestment? 	<p>Industrial Real estate:</p> <p><u>Tariff impact:</u> The US temporary tariff of 10% from April 5, 2025 will certainly have an impact. Accordingly, traditional customers from Korea, Japan, Taiwan are all carefully consider before investing. The Corporation has also been closely monitoring the negotiation process of the two governments, with the assessment that the expected tariff is at 20-25%. The Corporation has also proactively met with investors to discuss, grasp the situation and find solutions to remove difficulties with investors.</p> <p><u>2025 business situation:</u> Despite disadvantages and difficulties due to the impact of tariffs, there are also common and specific advantages from the industrial parks of the Corporation. Accordingly, the common advantages are considered from the review of the supply chain, goods originating from Vietnam to the US will benefit from the trend of shifting the supply chain away from China, so some businesses can still invest in expanding production; at the same time, attracting other companies who are less affected when exporting to the US market such as Production companies for the VN market and other markets (outside the US).</p> <p>The characteristics of Viglacera IP have their own advantages such as having a clean available land bank of more than 600 hectares, with synchronously invested infrastructure and utilities, plus a one-stop service policy, providing maximum support for investors (customers) to be able to deploy investment and quickly move to production. On the other hand, VGC IP have available worker housing/social housing areas, conveniently meeting needs of investors' employees. By improving quality, developing smart green Industrial Parks, and digitizing in operation management, it can be the opportunity to attract investment.</p> <p><u>2025 solutions:</u> The Corporation will also continue to monitor and closely follow the tariff policy situation and have appropriate and effective solutions; maintain IP rental prices, along with improving the quality of IP operation/infrastructure services; with rising investment costs due to increased material prices, gross profit may decrease compared to 2024, but the goal is to maximize exploitation capacity and efficiency.</p> <p>In the first 5 months of the year, the Corporation has signed a lease contract for about 51-52 hectares, and</p>
VGC4689	<ul style="list-style-type: none"> - For current and upcoming IP of the Corporation - Land use fees is paid annually or for the entire 50 year cycle? If paid annually is the cost transfer to the tenants? - Upcoming IP ownership ratio? - Due to tariff there's a backlog of land that can be lease, how many hectare is available for leases and revenue forecast for the next 3 quarters? - Explanation for the Gross profit margin decline in 2025 compared to 2024? - Note Audited FS 2024: Difference between notes on cost of land rental and infrastructure development? - Pilot policy of Commercial housing project on non-residential land in Binh Duong - share more details of project, low rise or high rise, how much area, expected time to record revenue or profit. - State capital divestment – current phase, expected time to complete? 	
VGC 4248	<ul style="list-style-type: none"> - Plan for 2025: Plan Consolidated revenue up 21%, Profit up 7%, what's the reason for lower increase? 	

	<ul style="list-style-type: none"> - Solutions to promote the IP leasing sector when Vietnam is facing tariff policies uncertainty. - BOM Assessment of Building material sectors? Glass division? - Plan to convert land usage at some member companies? How many hectares, how many in short term? Position for which housing segments? 	<p>is currently in contact with a number of large investors in the high-tech sector, not yet affected by the US tariff policy; negotiating to continue leasing about 50-60 hectares, so the 2025 plan to lease 120 hectares (2024 ~ 150 hectares) is well-founded and feasible; the customers that the Corporation is currently negotiating with and targeting are also the customers that the Corporation has contacted, marketed and outreached for investment for many years.</p>
VGC 4385	<ul style="list-style-type: none"> - Plan 2024, Realised revenue 90% plan, Profit growth ~50% plan. Plan 2025 revenue up 21%, Profit up only 7%, explanation. - Plan 2025 Parent company revenue up 42% vs Consolidated 21%. 2024, Parent revenue reached 80% plan, Corporation reached 89% plan, so the Parent company increased more than the Corporation. - Any difficulty or opportunity due to the tariff situation and strategy to cope? 	<p><u>Ownership structure of our IP:</u> Currently, with the capacity and reputation of the Corporation in the field of IP development, the Corporation is also invited to invest by many localities. The Corporation will develop industrial park projects in localities with favorable conditions and business advantages on the basis of maintaining the controlling capital ownership, preparing to invest in the best industrial parks for the future.</p> <p>Social housing: Currently, the Government has also had policies to remove obstacles (such as expanding the buyers criterias, investment procedures, etc.), creating conditions for enterprises to invest and develop social housing and workers housing. The Corporation grasps these favorable conditions to focus on developing social housing and workers housing projects concurrent to the Corporation's IP projects; it is expected that in 2025, more than 2,000 apartments will be put into use, meeting the needs of investors 'employees in IP, thereby increasing the attractiveness of the Corporation's IP real estate. With the Kim Chung Housing Project (CT3 Building): currently being promoted by the Corporation according to schedule, expected to be completed by the end of the year and eligible for sale according to regulations.</p> <p>Commercial housing: In parallel with the development of social housing projects, the Corporation has been conducting surveys to develop feasible and effective commercial housing projects. With pilot commercial housing projects policy under Resolution 171/2024/QH15 of the National Assembly and Decree 75/2025/ND-CP of the Government: The Corporation is currently proposing documents to localities for 7-8 projects located at factories in Bac Ninh, Quang Ninh, Binh Duong and Hanoi. Accordingly, the Corporation is working with consultants to develop project plans to ensure feasibility and best business efficiency. These projects usually take 5 years to implement, of which about 2 years are needed for procedures and investment preparation; Therefore, in 25-26, investment</p>
VGC0167	<ul style="list-style-type: none"> - Business situation of PFG, Building materials in a fierce competition due to Chinese imports and Toto's strategy of reducing prices by 30%, what strategy does VGC have to prevent the construction materials segment from declining in 2025? - What percentage of revenue and expected profit margin does industrial real estate account for in 2025? - Update on the progress and plan of Thang Long No1 Phase 3 project. - Commercial real estate revenue in 2025? - Social housing has low profit margin, not really attractive. - State capital divestment progress, any plan for major shareholder GELEX Infrastructure to participate in increasing capital ownership at VGC? or keeping current ownership level and find another investors. 	

procedures will be completed, and it is expected to be start effectively exploited from 2027 (from the 2030 term). However, during implementation process the Corporation will try to accelerate the progress to the maximum to effectively exploit these projects as soon as possible.

Similarly, some projects in localities such as Bac Ninh and Phu Tho are also in the stages of survey, research, proposal, investment preparation... and will be later reported to shareholders specifically.

Regarding the Profit growth is not compatible with the Revenue growth:

IP Real Estate: In the structure, the overall profit from leasing IP contributes the most. However, currently, the investment cost of IP is increasing (sand, iron and steel, ...) and is affected by US tariffs (investors in IP are still in consider to invest). Therefore, revenue from the IP segment will decrease compared to 2024 (about 400 billion), investment costs increase so profits will be lower than in 2024.

Residential Real Estate: is currently developing well; the social housing sector is being supported by the Government with easing policies (expanding customer criteria, creating conditions for designating investors/contractors,...), creating conditions to promote investment and business progress in this sector.

Materials sector: 2024 is the most difficult year for building materials; However, in the first 5 months of 2025, the performance in this sector is gradually improving; profitable. However, the profit margin is lower than that of the industrial park real estate sector. The decrease in IP revenue and increase in construction materials revenue have reduced the Corporation's gross profit margin. Therefore, the Corporation is considering adjusting the Production and Business Plan accordingly, including:

- Focusing on implementing industrial park projects with advantages: Song Cong, Doc Da Trang ... investing to anticipate the coming years.
- Focusing on restructuring the construction materials group to increase profit margins. Focusing on in-depth investment in the ceramic, glass, and brick sectors to increase efficiency; developing new materials: post-glass processing (self-cleaning glass, anti-reflective glass, electricity-generating glass on walls, ...).

PFG:

- Operating at 100% capacity; profitable immediately after completing the investment and putting it into operation. However, from 2024 to now, the selling price has tended to decrease (although currently all types of construction materials have increased in

price). The main reason is competition from imported goods (unfair competition) and difficult export due to barriers in these countries (while importing into Vietnam is easy due to loose barriers). Currently, several businesses have filed anti-dumping lawsuits and the competent authority has accepted the documents. Therefore, phase 2 is temporarily suspended and will be considered again after the issue of unfair trade competition from imported goods is resolved.

Contingency plan for the tariff situation:

This is a macro issue that affects all economic sectors in the country. For the Corporation, the target solution is to deploy investment in developing housing projects (social housing, commercial housing) that are showing good development trends (for example, currently participating in a joint venture with a controlling stake to bid for investors in the social housing project in Tien Duong - Hanoi ~ 40ha), deploy surveys, prepare for investment in developing other housing projects. At the same time, continue to develop industrial park real estate investment projects (the Corporation has advantages and is effective).

State capital divestment:

MOC is appraising and providing much support for divestment.

GELEX Infrastructure Company shareholders: also coordinate with the Corporation to work with many suitable investors looking to become strategic shareholders, but investors are also considering due to the impact of tariffs and stock valuation issues.

On the side of GELEX Group: already a controlling level of capital and no need to increase further.

During this AGM, the Corporation submitted to the the AGM the comprehensive restructuring of VGC to ensure development and more effective operations in the future.

This period also has certain difficulties, real estate is cyclical, the Corporation proactively adapts and transforms accordingly. The Corporation has prepared short-term strategies, maintaining the Corporation's development as presented by the General Director.

For the 3 new IP:

- Song Cong Industrial Park has started construction, cleared about 80ha of land, by June will clear about 120/300ha of land and had investors.

- Doc Da Trang Industrial Park: Groundbreaking has been carried out, cleared about 70ha of land; the Industrial Park is currently attracting many investors due to its favorable location, in Van Phong economic zone.

		<p>- Tran Yen Industrial Park: This is an Industrial Park with a favorable geographical location for logistics; the land clearance work also has favorable conditions; It is expected to start construction on August 19 and is being promoted to attract investment into the IP.</p> <p>In implementing these IP, the Corporation strictly complies with the prescribed legal procedures.</p> <p>Thang Long No 1 Project: The Corporation is working with the Consultant to research, design, and calculate the proposed plan to ensure optimal efficiency and feasibility. It is expected to strive to complete the plan in 2025 to propose to Hanoi City for approval of adjustments and complete procedures to start the project in the following year.</p> <p>Financial statements notes 2024 P56-57: differences between notes of Costs:</p> <p>The investment progress of IP projects is often long-term. Therefore, the Corporation annually reviews the total investment/cost of the projects and allocates the costs, thus affecting the cost of goods sold when leasing.</p> <p>Accordingly, the Corporation's Financial Statements and the note in the Financial reports clearly state: The rental cost has taken into account the impact from the adjustment of the total investment amount of the Yen Phong expansion projects, Phu Ha, Dong Van, ... and its consolidated entries.</p> <p>On the other hand, in general, the Corporation's IP projects have been implemented with a reduced value of investment costs compared to the expected total investment, so the potential profit/efficiency from the project will increase.</p>
VGC3763	<p>Shares some suggestion for the BOD for sustainable long term development:</p> <ul style="list-style-type: none"> - Expanding the development of green and smart IP, increasing the area and occupancy rate of existing IP, expanding in IP in key economic regions, etc. - Construction materials: promoting green/high-end building materials products, reducing energy consumption, developing new product lines, diversifying product portfolios. - Expanding exports and internationalization: to Asia, EU, Middle East, US and North America, etc. - Investing in digital technology, technological management; investing in smart factories, optimizing operations. 	<p>Thank the shareholders for contributions. Regarding the contents contributed by shareholders, the Corporation has regularly implemented and has specific goals and strategies for each field in the long/short term.</p>

	<ul style="list-style-type: none"> - Financial restructuring: improving corporate credit rating, reducing debt/equity ratio, stabilizing stock prices, continuing to divest state capital according to the roadmap, etc. - Developing high-quality human resources, building successor personnel. 	
VGC4501	<ul style="list-style-type: none"> - Kim Chung Social Housing: the expected price is about 18.5 million/m²; as shared by the Board of Directors, the construction materials are on the rise, will the sale price increase or remain at the expected level due to the impact of construction materials prices? - Tien Duong Social Housing: when will construction start, completion time, expected price? - Dap Cau Glass Joint Stock Company - a subsidiaries of the Corporation: late payment 94 months Bac Ninh Social Insurance 1.67 billion VND - what is the Board of Directors' opinion on this content? 	<p>Kim Chung Project: Currently, the price of construction materials has increased sharply; however, the Corporation will implement solutions to limit this impact, trying to maintain the listed selling price. At the time of opening for sale, it will be reviewed and set according to state regulations, investment costs will be updated according to reality, in case the profit margin is affected, selling price will be considered and ensured according to regulations.</p> <p>Tien Duong Project: Currently, the project is still in the bidding stage to select investors, currently there is 1 investor submitting an interest profile (a joint venture of the Corporation with 2 partners). The announcement of information must comply with regulations; the information that is made public according to regulations has been posted as announced by the locality. This is a project that the Corporation has researched for many years and strives to achieve and complete the set goals.</p> <p>Dap Cau Glass Company: The first glass factory in Vietnam, supported by the (former) Soviet Union for investment, due to outdated technology and low quality, production has been stopped and is currently carrying out housing investment procedures, the Corporation has submitted a pilot project dossier according to Resolution 171 of the National Assembly and Decree 75 of the Government. After the conversion, with cash flow, all related procedures will be carried out.</p>
VGC 4640	<ul style="list-style-type: none"> - Share the possibility for the Corporation to use e-commerce platforms to advertise, increase market outreach. - Propose that the Corporation focus more on its strength. Share the possibility of some potential real estate. 	<p>Thank to the shareholders. Assign Mr. Thuan - Deputy GD of the Corporation to contact the shareholders to consider cooperation opportunities.</p>

LIST OF SHAREHOLDERS, REPRESENTATIVE AS OF 10H00

TT	Code	Name	Shares
1	VGC0614		7000
2	VGC0082		112087500
3	VGC0083		564500
4	VGC0138		3825800
5	VGC0081		112552840
6	VGC0086		8000
7	VGC4790		2000
8	VGC0096		3000
9	VGC0097		1000
10	VGC0099		600
11	VGC0093		100
12	VGC0094		100
13	VGC4797		112552840
14	VGC4722		1538800
15	VGC4798		60897762
16	VGC2727		500
17	VGC0159		102000
18	VGC0088		5000
19	VGC1046		3000
20	VGC0701		5700
21	VGC0724		5400
22	VGC0036		7000
23	VGC4720		1195700
24	VGC4786		6300
25	VGC3558		200
26	VGC4679		76800
27	VGC4746		764600
28	VGC4682		5948094
29	VGC4747		474850
30	VGC4784		30
31	VGC4680		13500
32	VGC4783		260000
33	VGC4782		451000
34	VGC4752		25000
35	VGC0531		9000
36	VGC4248		100
37	VGC4158		100
38	VGC4353		20
39	VGC3296		300
40	VGC3019		400
41	VGC4362		20
42	VGC1284		2100
43	VGC4508		5
44	VGC4647		1
45	VGC0249		27800
46	VGC1426		2000
47	VGC4601		1
48	VGC4501		5
49	VGC0964		3600
50	VGC4267		70
51	VGC4652		1
52	VGC4185		100
53	VGC0054		80000
54	VGC0055		30000
55	VGC2722		500
56	VGC4689		7289600
57	VGC4551		2
58	VGC3763		100
59	VGC4597		1
60	VGC4165		100
61	VGC1396		2000
62	VGC0167		84800
63	VGC4640		1
64	VGC4538		2

LIST+A2:F48 OF SHAREHOLDERS, REPRESENTATIVE AS OF 11H50

TT	Code	Name	Shares
1	VGC0036		7000
2	VGC0054		80000
3	VGC0055		30000
4	VGC0081		112552840
5	VGC0082		112087500
6	VGC0083		564500
7	VGC0086		8000
8	VGC0088		5000
9	VGC0093		100
10	VGC0094		100
11	VGC0096		3000
12	VGC0101		500
13	VGC0138		3825800
14	VGC0159		102000
15	VGC0249		27800
16	VGC0531		9000
17	VGC0614		7000
18	VGC0701		5700
19	VGC0724		5400
20	VGC1046		3000
21	VGC1284		2100
22	VGC1396		2000
23	VGC2722		500
24	VGC2727		500
25	VGC3019		400
26	VGC3296		300
27	VGC3558		200
28	VGC3763		100
29	VGC4158		100
30	VGC4165		100
31	VGC4185		100
32	VGC4248		100
33	VGC4267		70
34	VGC4385		15
35	VGC4501		5
36	VGC4508		5
37	VGC4601		1
38	VGC4640		1
39	VGC4652		1
40	VGC4679		76800
41	VGC4680		13500
42	VGC4682		5948094
43	VGC4689		7289600
44	VGC4720		1195700
45	VGC4722		1538800
46	VGC4746		764600
47	VGC4747		474850
48	VGC4752		25000
49	VGC4782		451000
50	VGC4783		260000
51	VGC4784		30
52	VGC4786		6300
53	VGC4790		2000
54	VGC4797		112552840
55	VGC4798		60897762