



Dear Shareholders!

The Board of Management of Viglacera Ha Long Joint Stock Company (the “Company”) respectfully presents to the Annual General Meeting of Shareholders (GMS) the results of the Company’s production and business performance in 2025, as well as the operational orientation and production and business plan for 2026, with the following key contents:

PART I REVIEW OF THE IMPLEMENTATION OF THE 2025 PRODUCTION, BUSINESS AND INVESTMENT PLAN

I. General Assessment

The year 2025 marked a period of modest recovery for Vietnam’s building materials industry. After reaching a downturn in 2023–2024, the market showed positive developments thanks to supportive macroeconomic policies. The implementation of newly enacted laws (the Land Law, the Housing Law, and the Law on Real Estate Business) from early 2025 removed legal bottlenecks, enabling many social housing and residential projects to resume, thereby stimulating demand for building materials.

Across the entire production system, member units proactively and flexibly adjusted production scale, capacity and product mix in line with market demand and consumer preferences, fundamentally meeting the requirements of the sales and distribution arm – Viglacera Ha Long Trading One Member Co., Ltd. (VTH).

Production activities were maintained at stable productivity and product quality levels. Performance results met or exceeded assigned targets, and all technical specifications complied with announced standards.

Sales activities were significantly strengthened and improved in terms of procedures and policies, with more flexible mechanisms for distributors and sales staff. Advertising, brand promotion and communication were enhanced through multi-channel and multimedia platforms. Selling prices of various products were adjusted flexibly in accordance with market conditions at different times, contributing to revenue and profit growth across units.

II. 2025 Production and Business Performance

In 2025, subsidiaries and affiliated companies made substantial efforts; therefore, most business targets met or exceeded the plan approved by the General Meeting of Shareholders.

1. Profit Before Tax Target

Unit: VND million

Item	2025 Plan	2025 Actual	Variance
Consolidated PBT	1,550	34,839	+33,289
Separate Financial Statements:			
Viglacera Ha Long JSC (Parent)	3,618	18,940	+15,323
Viglacera Clinker JSC (Subsidiary)	5,996	19,611	+13,616
Viglacera Ha Long Trading Co., Ltd. (Subsidiary)	0	452	+452
Viglacera Dong Trieu JSC (Associate)	(14,994)	(22,362)	(7,368)
Viglacera Ha Long II JSC (Associate)	(5,166)	3,642	+8,808

In 2025, most units achieved or exceeded their profit targets. Only Viglacera Dong Trieu JSC (DTC) failed to meet its assigned profit target.



2. Sales Revenue

Viglacera Ha Long Trading One Member Co., Ltd. (VTH), a subsidiary of Viglacera Ha Long JSC, acts as the exclusive distributor of products from the parent company, subsidiaries and associates. However, in 2025, operational adjustments were made to better align with market conditions: From Q2/2025, Viglacera Ha Long II JSC (VHL-II) became self-managed in sales. From Q4/2025, Viglacera Dong Trieu JSC (DTC) partially self-managed sales of common brick products. As a result, consolidated and individual revenues fluctuated slightly.

Unit: VND million

No	Item	2025 Plan	2025 Actual	% Achieved
1	Combined Revenue	1,249,191	1,195,940	95.7%
2	Consolidated Revenue	1,249,191	1,109,243	88.8%
3	Revenue in the separate financial statements of each entity			
-	Viglacera Ha Long Joint Stock Company (VHL)	508,139	500,600	98.5%
-	Viglacera Clinker Joint Stock Company (VTC)	347,223	380,089	109.5%
-	Viglacera Ha Long Trading Company (VTH)	1,249,191	1,049,249	84%
-	Viglacera Dong Trieu Joint Stock Company (DTC)	184,607	147,923	80.1%
-	Viglacera Ha Long II Joint Stock Company (VHLII)	89,748	89,340	99.5%

III. Review of Operational Activities in 2025

1. Production Activities

1.1 Production Value

The total production value of goods in 2025 across the entire system reached VND 1,087.063 billion, an increase of VND 165.303 billion compared to the 2024 actual figure (VND 921.76 billion), equivalent to a 17.9% increase. However, compared to the 2025 plan, the production value of goods fell short by VND 82.452 billion, representing a 7.1% decrease against the planned figure (VND 1,169.515 billion).

The shortfall was mainly attributable to DTC (an associate company). According to the plan, DTC was expected to operate two kilns; however, it was not until July 2025 that DTC restarted the second kiln to produce building bricks and to prepare for the restructuring of its product mix and fuel sources.

1.2 Production Output at Subsidiaries and Affiliated Entities

At the production units, product lines have been segregated, and the production mix has been aligned with market demand and flexibly adjusted from time to time. This approach has enabled the Company to leverage the brand reputation of its products at each unit within the parent company, as well as at its subsidiaries and associates.

Specifically, 22 tiles/m² roofing tiles and “So Co” tiles have been prioritized for production at Tieu Giao Tile Factory; 16 tiles/m² roofing tiles and other decorative products have been prioritized at Tieu Giao 1 Factory (formerly Hoanh Bo Plant). At the Cotto GD Plant, production has been intensified for high-value export products such as wall cladding panels and floor tiles, while standard products have been manufactured in line with actual consumption during the period. At VTC (a subsidiary), the Company has capitalized on its strength in the production of glazed roofing tiles. At associate companies, production has focused on products in



which each entity has competitive advantages, ensuring no internal conflict or competition within the Group's system.

1.3 Product Quality

In 2025, the units generally maintained the quality of their manufactured products (including the end-to-end recovery rate – AB/M and the quality ratio – A1/AB). The implemented quality ratio fluctuated slightly, with both increases and decreases compared with the same period and the planned targets.

Regarding the inspection of physical and mechanical properties, production units proactively conducted quality checks on a per-shift basis. In addition, on a monthly basis, product samples were sent to the Viglacera Research and Development Institute and/or the Vietnam Institute for Building Materials for testing, inspection, and certification of the physical and mechanical performance indicators of products manufactured during the period.

1.4 Finished Goods Inventory Value

Across the entire system (parent company, subsidiaries, and associates), the closing balance of finished goods inventory as at 31 December 2025 amounted to VND 146.529 billion, equivalent to 124.1% of the same period in 2024. The finished goods inventory value at facilities applying tunnel kiln technology (Tieu Giao, Tieu Giao 1, and VHL II Company) remained at a very low level. Meanwhile, inventory levels at facilities utilizing cotto production technology were at a moderate to relatively high level. In terms of production time equivalent, the inventory level corresponded to approximately 1.6 months of production.

1.5 New Product Development

Product development has always been a key focus of the Company. In 2025, several new products were manufactured and introduced to the market, including U-shaped heat-resistant bricks, decorative bricks with two square holes, Korean Pado wall panels, square wave panels, and Mediterranean roof tiles. In addition, the Company has basically been able to meet the production and supply of new products upon customer request (large-size products, irregular surface designs, and customized products tailored to specific architectural projects).

2. Sales Activities

The Company has directed and coordinated with Viglacera Ha Long Trading Company (a subsidiary) to continue implementing promotional activities and developing the Viglacera Ha Long brand across various regional markets. During the year, three additional domestic marketing staff and one export market officer were recruited to provide technical support and product usage guidance to customers.

The Company reviewed and terminated eight underperforming Tier-1 distributors; signed new contracts with four Tier-1 distributors in both domestic and international markets; and expanded its network by appointing an additional 93 Tier-2 distributors nationwide, primarily at the district level in various provinces.

A total of 247 new or replacement advertising signboards were installed for distributors, along with 1,575 roof tile display racks. The Company also produced promotional video clips and advertised the Viglacera Ha Long brand across multimedia platforms, including radio broadcasts (VOV and local FM stations) and social media platforms (Facebook, TikTok, and YouTube). In addition, the Company revamped its website, produced corporate and product promotional films, and sponsored dedicated sections in online newspapers.

The Company continued to enhance coordination and customer care activities, organized conferences for outstanding customers, and arranged domestic and overseas market study tours for high-performing distributors. These initiatives aimed to motivate and strengthen customer cooperation in distributing the Company's products, while also communicating the Company's policies and business directions.



Regarding export activities, the Trading Company continued to seek new customers and promote trade in markets such as the United States, the United Kingdom, India, Japan, and Singapore, offering both traditional products and new product lines (including wall cladding panels, roof tiles, and floor tiles). The Company also supported agents in India and South Korea in opening new showrooms.

3. Investment Activities

In 2025, Viglacera Ha Long Joint Stock Company did not undertake any new investment projects. At Viglacera Clinker Joint Stock Company, the Company continued the investment in a raw material warehouse, with a total investment capital of VND 14.99 billion. The relocation of the warehouse was required due to the impact of the riverside road project connecting the Ha Long – Hai Phong Expressway to Dong Trieu, which passes through the site of the former raw material warehouse.

4. Corporate Governance and Operational Management

The Company has strictly complied with reporting and information disclosure requirements regarding its production and business activities to Viglacera Corporation (the parent entity), the State Securities Commission of Vietnam, and relevant local regulatory authorities on a periodic basis and/or upon request.

The parent company and its subsidiaries have amended, supplemented, and newly issued internal management documents in accordance with recommendations from the Supervisory Board of Viglacera Corporation. At the same time, the Company has continued to coordinate and work closely with its own Supervisory Board to review and assess the implementation results of these recommendations.

In addition, the Company has effectively fulfilled all assigned tasks, thereby further enhancing the transparency of its production and business operations, preventing potential risks, improving operational efficiency, and achieving the established objectives.

4.1 Cost Management

The Company has implemented a procurement process under which key raw materials and production input services are sourced through competitive quotation procedures. The Price Appraisal Team, together with relevant departments, conducts supplier capability assessments, evaluates quoted prices, and proposes the selection of suppliers offering the most competitive pricing and adequate capacity.

During the implementation of the 2025 production and business plan, the Company's Appraisal Team conducted market price surveys for materials, raw materials, tools and equipment serving production activities. The Team also engaged in meetings and negotiations with existing suppliers, sought new suppliers to enhance competition, and identified opportunities to minimize input costs.

In addition, production units across the system continued to implement various cost-saving measures, including machinery and equipment rearrangement and optimization, improvements in technological processes and operational procedures, and enhancements in production organization. These efforts helped offset increases in production costs resulting from rising input prices.

The Company has maintained regular product quality assessments while proposing corrective measures to promptly address shortcomings arising during production and business operations. It also reviewed, updated, and supplemented material consumption norms and cost allocation mechanisms to align with the production technologies of different product lines.

4.2 Employee Welfare and Corporate Social Activities

The Company has fully implemented policies and regimes applicable to employees. All employees across the Company participate in and make full contributions to social insurance (SI)

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and health insurance (HI) in accordance with applicable laws and within the prescribed timelines with the relevant state authorities. Salaries are paid to employees on schedule, with no outstanding wage arrears.

5. Key Tasks Implemented in 2025

5.1 At Viglacera Ha Long Joint Stock Company

Successfully organized the 2025 Annual General Meeting of Shareholders (held on 23 March 2025) in a safe and cost-efficient manner, in full compliance with applicable legal regulations and procedures.

Developed, submitted for approval, and implemented the plan to terminate the operations of the Life Services Enterprise, completed in May 2025.

Executed and completed the liquidation of fully depreciated fixed assets that were no longer in use and no longer reusable, in strict compliance with prevailing legal regulations and internal management policies.

Reviewed and prepared a restructuring plan for the organizational structure and staffing levels, submitted it to the Company's Board of Directors for approval, and completed implementation in December 2025.

Conducted a review, adjustment, and rebalancing of the product structure between Tieu Giao Tile Factory and Tieu Giao 1 Tile Factory; oriented the production product structure between Gieng Day Cotto Factory and Viglacera Clinker Joint Stock Company, as well as the production orientation at affiliated companies. Through these measures, the operational efficiency of each unit has been improved, internal competition has been reduced, inventory levels have been lowered, and sales activities have been facilitated.

5.2 At Subsidiaries and Associate Companies

At Viglacera Clinker Joint Stock Company:

Proactively carried out the procedures for the investment project to expand the raw material warehouse. Coordinated with local authorities to identify solutions to resolve outstanding issues related to the Kim Son – Dong Trieu collective housing project. Registered for the pilot conversion of the collective housing project into a commercial housing project in accordance with Resolution No. 171/2024/QH15.

At Viglacera Dong Trieu Company:

Completed the procedures for adjusting the investment policy of the Trang An raw material quarry, including land lease procedures, execution of the land lease agreement, issuance of the Land Use Rights Certificate, on-site land handover, and commencement of raw material extraction from October 2025. Restarted Kiln No. 3 in July 2025 and converted the firing fuel from gasified coal to FO oil; adjusted the stacking configuration from primarily 22 tiles/m² roofing tiles to a mixed stacking structure. Assumed autonomy in sales of two-hole building bricks from October 2025, with the objective of taking full responsibility for sales of all products manufactured by the Company from 2026 onward.

At Viglacera Ha Long II Company:

Established a new business department and assumed autonomy in sales of products manufactured by the Company (April 2025). Restarted Kiln No. 2 (February 2025) to balance production loads and flexibly adjust the product mix. Updated the brand identity by changing the product logo from "Viglacera HL II" to "Viglacera Ha Long II," while improving the quality of decorative products, thereby enhancing production and business performance and overall operational efficiency.

IV. Conclusion

In 2025, despite facing numerous challenges, with the attention and support of the leadership of Viglacera Corporation, the close direction of the Board of Directors, and the



dedicated efforts of all employees, the Company gradually overcame difficulties and successfully fulfilled the revenue and profit before tax targets as assigned by the Annual General Meeting of Shareholders.

PART II
OPERATIONAL ORIENTATION AND PRODUCTION & BUSINESS
PLAN FOR 2026

Based on the results achieved in 2025, the Company has assessed the market situation and available resources, as well as evaluated opportunities and challenges, and accordingly formulated the objectives, orientations, and production and business plan for 2026 as follows:

I. Key Targets.

Item	Unit	Actual 2025	Plan 2026	% Plan 2026 / Actual 2025
CONSOLIDATED	VND million			
Consolidated Revenue		1,109,243	1,103,699	99.5
Profit Before Tax		34,839	32,686	93.8
VHL Company	VND million			
Revenue		500,600	502,752	100.4
Profit Before Tax (incl. JVs & Associates)		15,344	16,754	109.2
Profit Before Tax (Standalone)		18,940	15,298	—
VTC Company	VND million			
Revenue		380,089	369,253	97.1
Profit Before Tax		19,611	15,932	81.2
VTH Company	VND million			
Revenue		1,049,249	1,103,699	105.2
Profit Before Tax		452	—	—
DTC Company	VND million			
Revenue (Tiles + Bricks)		147,923	195,762	132.3
Profit Before Tax		(22,362)	1,437	—
VHL II Company	VND million			
Revenue		89,340	97,120	108.7
Profit Before Tax		3,642	2,203	60.5

II. Objectives

To fulfill the 2026 production and business targets and development investment plan as committed, specifically:

- (1) Control costs, optimize production costs, enhance operational efficiency, and flexibly adjust production in line with market conditions, ensuring that inventory levels do not exceed the prescribed norms.



- (2) Strictly comply with regulations on occupational safety, fire prevention and fighting (FPF), and environmental protection.
- (3) Fully comply with current State regulations and policies applicable to employees; ensure absolute compliance with occupational safety and hygiene (OSH) and fire prevention and fighting regulations; and take responsibility for the legality of invoices and supporting documents.
- (4) Continue implementing the restructuring plan in terms of organizational structure and development strategy to optimize operational efficiency at affiliated units in accordance with the established objectives, plans, and roadmap.
- (5) Organize production in accordance with the approved plan, with flexible adjustments based on actual conditions and in line with inventory norms.
- (6) Control production costs and closely monitor factors that are difficult to control, such as market conditions, selling prices of finished goods, and input costs including fuel (coal) and petroleum; develop timely response measures to ensure operational efficiency is not adversely affected.
- (7) Ensure that the recovery rate meets the planned targets and that product quality meets or exceeds the Company's internal standards (TCCS) and Vietnamese standards.
- (8) New product development: Conduct research and development (R&D) of new products (NPs) to reduce competitive pressure from existing products in the market and enhance operational efficiency; complete water resistance/leakage testing of new products; promote communication on the superior features of Viglacera roof tiles and guide market consumption trends.
- (9) Export activities: Maintain and build upon the export growth momentum achieved in 2025, explore new markets, and increase market share in existing markets.

III. Implementation Solutions

1. Production Solutions Group

- (1) Continue the practice of (i) placing orders from the sales division to the production division on a monthly and quarterly basis to enable production to proactively meet demand; (ii) assigning output targets and evaluating performance on a monthly basis; and (iii) flexibly adjusting plans in line with market developments, newly arising orders, and inventory norms.
- (2) Control inventory norms: For standard products, production and finished goods inventory are permitted within the prescribed norms (N). In cases where inventory exceeds the norms, other products must be produced. Where most products approach the upper inventory limit, production plans or sales clearance plans must be revised. The total inventory value must not exceed two months of average production. For made-to-order products, excess production output must not exceed 1% for tunnel kiln products and 1.5% for cotto products.
- (3) Expand production scale; monitor and evaluate the market's absorption capacity for products; and develop plans to expand production output in line with consumption capacity and available resources.
- (4) Strictly control product quality; quality control (QC) personnel shall expand the scope of their activities. Instead of only inspecting products prior to market release, QC staff must monitor and evaluate the entire production process, starting from input materials. At the same time, product quality shall be regularly reviewed against internal standards, with a firm commitment to prioritizing quality above all else.
- (5) Restructure the tunnel product mix in line with market trends, increasing products with competitive advantages and strong market demand, while gradually reducing products with slowing consumer demand. Product restructuring measures shall include adjusting stacking configurations and developing new products.



- (6) Maximize the production of decorative products using semi-automatic pressing machines instead of manual pressing machines in tunnel kiln operations in order to increase productivity per production shift.
- (7) Provide skills training for employees to ensure they are capable of performing multiple production stages, thereby enabling flexible workforce arrangement in accordance with production characteristics at different times during the planning period.
- (8) Promote initiatives for innovation and improvement, research, and reorganization of machinery and equipment; upgrade equipment to enhance labor productivity, reduce production costs, maximize product diversification, and improve overall production and business efficiency.
- (9) Implement cost control through cost allocation mechanisms; assign norms for raw material consumption and manufacturing overheads, and set product quality targets for production. Approve the settlement of production costs, conduct cost analysis, clearly identify subjective and objective causes as well as individual responsibilities, and carry out these activities on a monthly basis; at the same time, seek solutions to offset costs or implement appropriate response measures.
- (10) Establish a reward and penalty mechanism whereby collectives or individuals contributing improvement initiatives that enhance production and business efficiency and reduce costs are rewarded; conversely, underperformance or violations shall result in financial accountability where applicable.

2. Sales Solutions Group

- (11) On a quarterly basis, the Executive Board of the production units shall coordinate with the sales unit (Viglacera Ha Long Trading Company) to conduct market visits in order to better understand market conditions and adopt appropriate management solutions, thereby maximizing the effectiveness between production and sales activities.
- (12) Flexibly adjust product selling prices in accordance with market conditions at each point in time, ensuring that such adjustments do not adversely affect the assigned profit targets.
- (13) Effectively exploit key existing export markets such as South Korea, India, Cambodia & Laos, Singapore & Malaysia, Thailand, Taiwan, as well as smaller customers in the United Kingdom, the United States, the Middle East, and Africa. Given the different characteristics and consumer preferences of each market, the sales unit shall develop tailored sales plans for each market, while further strengthening control over product quality, pricing policies, product diversity, delivery schedules, product designs, brand promotion/recognition, and after-sales services.
- (14) Continue developing new markets, with a focus on Africa and Australia, and expanding the Middle East market through measures such as participating in major and well-established international building materials exhibitions that attract large global customers (e.g., Big5, Canton Fair); and deploying online marketing and sales channels via e-commerce and digital business platforms.

3. New Product Solutions Group

- (15) Improve the features of existing products; upgrade the “Longevity Screen” product to synchronize with other decorative products; and produce antique-style ceramic-colored products.
- (16) Finalize the production processes for new products (NPs), including: “La Nem” tiles; Mediterranean roof tiles (Type 1 & 2); develop new products such as 16 tiles/m² concave-wave roof tiles (Type 1); 14 concave-wave roof tiles; heavy-duty interlocking and permeable paving tiles; 16 tiles/m² convex-wave roof tiles; and Clinker E3 paving tiles.

4. Management and Administration Solutions Group

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- (17) Continue implementing the restructuring plan in terms of organizational structure and development strategy to optimize operational efficiency at affiliated units in accordance with the established objectives, plans, and roadmap, at an appropriate time.
- (18) Continue reviewing and assessing fully depreciated fixed assets that are no longer in use, and submit proposals to the Company's Board of Directors for approval of liquidation.
- (19) Review all existing sunk costs of the Company, classify them, and implement optimal handling solutions based on the specific characteristics of each item.
- (20) Continue implementing the current sales policy of "payment before delivery" in order to control trade receivables; for other receivables, the Company shall regularly monitor credit limits, reconcile outstanding balances, assess recoverability, and carry out debt collection activities.
- (21) Strictly comply with prevailing laws and regulations of the State regarding tax policies and financial obligations; fully implement policies and regimes applicable to employees in respect of wages, social insurance (SI), and health insurance (HI) in accordance with legal requirements and within the prescribed timelines with the relevant state authorities; ensure timely salary payments to employees with no wage arrears.

The above is the report on the 2025 production and business results and the 2026 production and business orientations and tasks of the Board of Management, respectfully submitted to the General Meeting of Shareholders.

Viglacera Ha Long Joint Stock Company



TỔNG GIÁM ĐỐC
Trần Thành

Ha Long, March 06, 2026

REPORT OF THE BOARD OF SUPERVISORS
VIGLACERA HA LONG JOINT STOCK COMPANY
(At the 2026 Annual General Meeting of Shareholders)

Dear Shareholders!

- Pursuant to the functions and duties of the Board of Supervisors as stipulated in the Law on Enterprises and the Charter on Organization and Operation of Viglacera Ha Long Joint Stock Company;

- Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders;

- Based on the results of monitoring, inspection, and supervision of the production and business activities as well as the management and executive operations of Viglacera Ha Long Joint Stock Company in 2025.

The Board of Supervisors (BOS) respectfully reports to the General Meeting of Shareholders on the implementation of supervisory activities at Viglacera Ha Long Joint Stock Company in 2025 as follows:

I. Activities of the Board of Supervisors

In 2025, the Board of Supervisors maintained regular operations and attended all meetings of the Board of Directors and the Executive Board, including monthly and quarterly briefings as well as extraordinary meetings related to the Company's activities, in order to keep abreast of the actual production and business situation and to contribute opinions regarding the implementation of objectives and plans approved by the General Meeting of Shareholders.

The Board of Supervisors carried out inspection and supervisory activities in coordination with the Company's functional departments, thereby contributing to risk management and enhancing the quality of corporate governance. The main activities included:

- Supervising the implementation of the Resolution of the 2025 Annual General Meeting of Shareholders; supervising compliance with State laws, the Company's Charter, and the implementation of Resolutions and Decisions of the Board of Directors.

- Supervising the compliance with and implementation of the Company's internal regulations and procedures by functional departments.

- Supervising the implementation of the 2025 production and business plan and the Company's financial situation.

- Proposing the selection of an independent auditing firm; reviewing the Company's 2025 annual financial statements and the six-month financial statements; and discussing with the auditors matters related to the audit of the financial statements.

- Performing other duties in accordance with the provisions of law and the Company's Charter.

In 2025, the Board of Supervisors organized regular meetings and other meetings with the full participation of its members to agree on several operational matters of the Board of Supervisors, evaluate the Company's activities, discuss arising issues, and exchange professional matters with the full participation of all members of the Board of Supervisors. The details of the regular meetings of the Board of Supervisors in 2025 are as follows:

No	Number of Attending Members	Main Contents
1	3/3	- Meeting to assign duties to members of the Board of Supervisors.
2	3/3	- Formulation of the 2025 operational plan. - Review and evaluation of the dossiers of independent auditing firms and proposal for the selection of the auditing firm to audit the Company's 2025 financial statements.
3	3/3	- Meeting to report the results of the review of export activities and sales discount policies at Viglacera Ha Long Trading One Member Limited Liability Company during the first five months of 2025.
4	3/3	- Review of the Company's 2025 semi-annual financial statements. - Evaluation of the Company's operating results for the first six months of 2025.
5	3/3	- Evaluation of the operating results for the third quarter of 2025 and formulation of the operational plan for the fourth quarter of 2025.
6	3/3	- Evaluation of the operating results for the fourth quarter of 2025 and formulation of the operational plan for the first quarter of 2026.

During the performance of its supervisory duties on behalf of the shareholders, the Board of Supervisors received full cooperation and favorable conditions from the Board of Directors and the Executive Board of the Company to fulfill its responsibilities. There were no pressures or obstacles that adversely affected the performance of its assigned duties.

II. Supervisory Results of the Board of Supervisors

1. Supervision of the implementation of the Resolution of the 2025 Annual General Meeting of Shareholders

1.1 Production and business performance in 2025

The results of the Company's key indicators in 2025, based on the audited financial statements for 2025, are as follows:

No	Indicators	Unit	Plan	Actual
1	Profit before tax			
	Consolidated profit before tax	VND million	1,550	34,839
	Parent company profit before tax	VND million	-4,446	15,334
2	Total revenue			

	Consolidated revenue	VND million	1,249,191	1,109,243
	Parent company revenue	VND million	508,139	500,600
3	Investment implementation of the Parent Company	VND million	-	-

The Company achieved positive production and business results in 2025, exceeding the consolidated profit before tax target by 22 times. Contributing to this result, the Board of Supervisors identified three main factors as follows:

- The Company performed well in its sales activities, regularly updating market developments and ensuring the planned sales targets. Although consolidated revenue in the financial statements reached only 89% of the annual plan, the reason is that from Q2/2025, Viglacera Ha Long II Joint Stock Company independently conducted its sales activities, and from Q4/2025, Viglacera Dong Trieu Joint Stock Company partially conducted independent sales (for common brick products). As a result, this portion was not included in the consolidated revenue in the financial statements. For the remaining product structure, selling prices and product volumes generally followed the plan, focusing mainly on 22-tile roofing products and decorative roof tiles, which have high gross profit margins, while minimizing floor tile products with lower profit margins.

- The factories allocated production lines in accordance with their respective strengths while ensuring consistent product quality. During the year, the factories also actively implemented various initiatives and improvements to increase labor productivity and proactively reduce general costs, thereby contributing to lowering product costs.

- Except for white clay, whose purchase price increased, most other input materials showed a downward trend (notably, the coal price in 2025 decreased by approximately 3% compared to the plan and 9% compared to 2024).

1.2 Distribution of profit for 2024

The Company did not carry out the distribution of profit after tax for 2024 (no dividend payment and no appropriation to funds from the undistributed after-tax profit of 2024), in compliance with the Resolution of the 2025 Annual General Meeting of Shareholders

1.3 Payment of remuneration to the Board of Directors and the Board of Supervisors

The Company did not make any remuneration payments to the Board of Directors (BOD) and the Board of Supervisors (BOS), in compliance with the Resolution of the 2025 Annual General Meeting of Shareholders.

1.4 Amendment of the Company's Charter

In accordance with the approval under the Resolution of the 2025 Annual General Meeting of Shareholders, on March 23, 2025, the Company's Director signed and promulgated the amended Charter of the Company, updating and revising the contents that had been approved by the General Meeting of Shareholders.

2. Supervision of Financial Situation

The Board of Supervisors reviewed the six-month and full-year 2025 financial statements based on the audit results reported by the independent auditor, Deloitte Vietnam Company Limited. The 2025 financial statements were prepared and presented fairly, in accordance with Vietnamese Accounting Standards and current regulations, and faithfully reflect the Company's financial position and its production and business performance.

During the 2025 financial year, the Company consistently applied the accounting policies and principles for determining accounting estimates from the previous financial year. The application of these accounting policies and principles was assessed as appropriate to the Company's operational characteristics.

The Board of Supervisors did not detect any material misstatements, fraud, or potential risks of fraud in the financial statements.

The financial position of the Parent Company as of December 31, 2025 is summarized as follows:

- Total assets of the Parent Company amounted to VND 592 billion, an increase of VND 23 billion (equivalent to 4%) compared to the beginning of the year. Of which, current assets were VND 343 billion, an increase of VND 48 billion, mainly due to an increase in inventories (VND 17 billion) and short-term deposits (VND 37 billion). Non-current assets were VND 248 billion, a decrease of VND 25 billion, mainly due to depreciation of fixed assets during the period and the provision for long-term financial investments (additional provision for the investment in Viglacera Dong Trieu Joint Stock Company due to its loss-making business results).

- Total liabilities of the Parent Company were VND 135 billion, an increase of VND 7 billion (equivalent to 5%) compared to the beginning of the year, mainly due to an increase in the balance payable to employees.

- Equity of the Parent Company amounted to VND 456 billion, an increase of VND 15 billion (equivalent to 3%) compared to the end of the previous year, as the Company recorded a profit in the current year. Thus, in 2025, the Company preserved and effectively utilized its capital while reducing accumulated losses from previous years.

- The debt ratio was 0.3; the overall solvency ratio was 4.4, and the short-term solvency ratio was 2.9, all at safe levels. The quick ratio was 1.3, and the Company still maintained the ability to mobilize cash flow from commercial bank loans; therefore, the Board of Supervisors assesses that the liquidity risk is not significant. Liabilities were fully monitored and strictly managed in accordance with current State regulations; they were reconciled and confirmed, with no outstanding issues raised by customers or suppliers. Provisions were fully made and reasonably estimated.

3. Supervisory Results Regarding the Activities of the Board of Directors, the Executive Board, and Shareholders

3.1 For the Board of Directors

The Board of Directors of the Company has seriously implemented the contents approved by the 2025 Annual General Meeting of Shareholders, in compliance with the provisions of law as well as the Charter on the organization and operation of the Company. Meetings and activities

of the Board of Directors were conducted in accordance with the Company's Charter and current regulations, with a high level of consensus among its members. In 2025, the Board of Directors organized regular and extraordinary meetings and issued 27 minutes and resolutions. These resolutions were consistent with the functions and authority prescribed by law and the Company's Charter, while ensuring timely directives for the Company's production and business activities during the year.

3.2 For the Executive Board

The Executive Board has seriously, fully, and promptly implemented the decisions and resolutions of the Board of Directors regarding the implementation of production and business plans, investment activities, and other operational aspects of the Company. In addition, the Executive Board closely and decisively directed the Company's production and business operations: proactively adjusting policies in line with market demand to ensure effective sales activities, while flexibly implementing timely measures to minimize negative impacts on the Company's production and business activities. For member units, the Executive Board issued detailed and timely directives, and conducted evaluations and supervision through capital representatives to ensure the achievement of the set performance targets. In the fourth quarter of 2025, the Executive Board completed the organizational restructuring and staffing alignment at the Company, including the merger of functional departments, staffing adjustments within the office division, and management positions at affiliated factories, in accordance with the Resolution of the Board of Directors.

3.3 Compliance with Laws, Regulations, and Internal Governance Policies

In 2025, the Company's operations, management levels, departments, individuals, and related units complied with the provisions of law, the Company's Charter, as well as internal governance regulations and procedures. The Company's information disclosure activities were carried out seriously and fully in accordance with regulations applicable to listed companies.

3.4 For Shareholders

In 2025, the Board of Supervisors did not receive any petitions or requests for inspection from shareholders or employees regarding the activities of the Board of Directors, the Executive Board, or the Company's management personnel.

III. Work Plan of the Board of Supervisors for 2026

The Board of Supervisors performs its duties on behalf of shareholders to supervise all business, governance, and management activities of the Company. The Board will further strengthen internal inspection and control across the entire system to monitor the implementation of the Company's operating regulations and enhance the assurance of financial safety.

In 2026, the Board of Supervisors will maintain regular and quarterly supervisory activities in accordance with the Company's Charter and relevant legal regulations, ensuring that the Company's operations comply with the Law on Enterprises and the Law on Securities.

IV. Recommendations and Proposals of the Board of Supervisors

The year 2025 showed that the building materials market has recovered and demonstrated positive developments. Entering 2026, the Board of Supervisors proposes the following recommendations to the Board of Directors and the Executive Board of the Company:

- Continue to closely monitor market developments as well as State policies and regulations in order to make timely and flexible management decisions and directions, ensuring that the Company maintains stable operations, achieves the targets assigned by the General Meeting of Shareholders, and safeguards employee benefits.

- Proactively and flexibly implement sales and dealership policies to strengthen sales activities and enhance the Company's export capacity.

- In the context where demand for traditional products shows signs of slowing down and competition is increasing, the Company should focus on developing new products to create competitive advantages in the market.

- Ensure product quality in accordance with customer requirements. At the same time, proactively seek sources of raw materials and fuel (particularly coal and white clay) to ensure adequate reserves for production and business operations.

- Continue implementing cost-saving measures and strictly control the consumption of raw materials and fuel in accordance with established norms, thereby optimizing factory production costs.

The above constitutes the full report of the Board of Supervisors on the implementation of supervisory activities in 2025, respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Sincerely thank you!

ON BEHALF OF THE BOARD OF
SUPERVISORS HEAD OF THE BOARD

Recipients:

- Board of Directors of the Company
- Shareholders of the Company
- Filed at the Board of Supervisors



Nguyen Quang Hai

Viet Hung, 05 /03/2026

REPORT

OF THE BOARD OF DIRECTORS ON THE COMPANY'S PERFORMANCE IN 2025
AND THE ORIENTATION AND PLAN FOR 2026

((Presented at the 2026 Annual General Meeting of Shareholders))

Dear Shareholders,

The Board of Directors (the "BOD") of Công ty Cổ phần Viglacera Hạ Long respectfully submits to the General Meeting of Shareholders the report on the BOD's performance in 2025, as well as the plan and operational orientation of the BOD for 2026, as follows:

PART I:

REPORT ON PERFORMANCE IN 2025

1- General Overview

- The building materials industry showed signs of recovery. In the final months of 2025, demand increased significantly, contributing to faster inventory turnover and a reduction in stock levels.

- Subsidiaries and affiliated units within the system maintained reasonable production pace, scale, capacity, and product mix, closely aligning with actual market demand and consumer preferences, thereby creating favorable conditions for the sales activities of Viglacera Ha Long Trading One Member Limited Liability Company.

- Product quality, technical specifications, and parameters of goods were ensured in compliance with the announced standards.

- The orientations, policies, and directives of the Board of Directors were promptly implemented by the Executive Board in a manner consistent with practical conditions, delivering positive and effective results.

- Many units within the system proactively and decisively implemented improvement measures, restructuring initiatives, and transformations in production and business methods, resulting in clear progress and growth exceeding the set targets.

2- Report on the Activities of the Board of Directors in 2025

a) Consolidation of the Board of Directors and Capital Representatives at Subsidiaries and Associates of Viglacera Ha Long Joint Stock Company (VHL)

In Q1/2025, the Board of Directors (BOD) convened meetings, discussed, and implemented measures to consolidate the BOD structure with the aim of streamlining the organization and further enhancing accountability and efficiency in strategic orientation, supervision, and decision-making. Specifically:

+ Submitted to the General Meeting of Shareholders (GMS) for approval amendments to the Charter to adjust the number of BOD members from 7 to 5 members, including 1 independent member in compliance with applicable regulations;

+ Implemented the dismissal of a BOD member (upon resignation request) and elected an additional BOD member in accordance with regulations, which was duly approved by the Annual General Meeting of Shareholders (AGM);

+ Reassigned responsibilities among BOD members, focusing on key business areas to improve production and business efficiency, promote technical innovation, develop new products, restructure the organizational model, and optimize workforce allocation in line with the Company's scale and actual conditions.

The BOD coordinated with Capital Representatives, the Boards of Directors/Members' Councils, and the Executive Management of companies in which VHL holds equity to arrange and restructure Capital Representative personnel as follows:

+ At Viglacera Dong Trieu Joint Stock Company (associate company): Appointed Mr. Tran Van Thang as Capital Representative to replace Mr. Vuong Van Sang, who submitted his resignation effective March 2025.

+ At Viglacera Clinker Brick Joint Stock Company (subsidiary): Ceased the appointments of Mr. Tran Hong Quang, Mr. Doan Tue Minh, Mr. Tran Duy Hung, and Ms. Dinh Thi Thu Hang as Capital Representatives; Appointed Mr. Ngo Thanh Tung as an additional Capital Representative effective April 2025.

+ At Viglacera Ha Long II Joint Stock Company (associate company): Appointed Mr. Bui Tan Phat as Capital Representative concurrently serving as Chief Executive Officer to replace Mr. Nguyen Dan Que, who submitted his resignation effective August 2025.

b) Organization of the General Meeting of Shareholders (GMS)

- At VHL: The Board of Directors (BOD) coordinated with the Capital Representative of the Corporation to seek opinions and approval on matters to be submitted for voting at the Annual General Meeting of Shareholders (AGM), including the restructuring of the BOD, amendments to the Charter, and the 2025 production and business targets and operational orientations. Upon receiving approval from the Corporation, the BOD directed the Executive Board and relevant departments to successfully organize the Annual GMS on March 23, 2025. All matters submitted for voting at the Meeting, including the Charter amendments, BOD restructuring, and 2025 production and business objectives and plans, were approved with a 100% affirmative vote. All procedures, documentation, and formalities of the Meeting were conducted in full compliance with applicable regulations. Information disclosure was carried out in a timely manner in accordance with the regulations of the State Securities Commission and the Hanoi Stock Exchange.

- At joint stock companies in which VHL holds equity:

Prior to organizing their Annual GMS, VHL's Capital Representatives at such companies submitted written reports to the BOD to seek opinions regarding the organization plan, agenda items for voting, and the 2025 business targets and plans. The BOD convened meetings and issued formal responses to each company to ensure that the Annual GMS of companies with VHL's capital contribution was conducted in line with the approved plans, orientations, and overall objectives. The organization of the Annual GMS at these companies complied with applicable regulations, adhered to the BOD's directives, and received unanimous support and approval from shareholders. The results of the Annual GMS were duly reported to the BOD by VHL's Capital Representatives immediately after the conclusion of each Meeting.

c) Activities of the Independent Member of the Board of Directors

Participated in meetings to evaluate the business performance of VTH Company;

Discussed and provided opinions on sales policies, sales strategies, and market development plans of VTH.

d) Supervision of the Executive Board:

- The Chairman of the BOD directly participated in monthly briefing meetings with the Executive Board, functional departments, key management personnel, and member companies. Business results and planned targets were specifically analyzed and evaluated, and timely solutions were proposed to address any difficulties or obstacles (if any). Monthly production and business targets were developed based on actual conditions and the sales performance of VTH, with objectives set higher than those assigned by the GMS.

- Coordination in providing information and reporting data among the Executive Board, the BOD, and the Supervisory Board was effectively maintained in compliance with the internal regulations issued by the

- Continued appointment of Deloitte Vietnam Co., Ltd. as the independent auditor (as proposed by the Supervisory Board). The Company coordinated with Deloitte to conduct periodic inventory counts (semi-annual and annual), review and audit the semi-annual financial statements and the financial statements as at December 31, 2025

e) Supervision of Investment Activities:

In 2025, the Company did not carry out any investment activities.

f) Corporate Restructuring, Reorganization, and Measures to Improve Production and Business Efficiency

- The BOD issued (on a provisional basis) product production norms to serve as a basis for the Executive Board, functional departments, and production units to implement, monitor, and evaluate efficiency for each product category. This provided orientation for production planning and the resolution of inventory backlogs.

- The BOD approved in principle the assignment of the Executive Board, in coordination with relevant departments and consulting units, to carry out the liquidation of

fully depreciated fixed assets that were no longer usable (5 phases, within the value threshold and scope subject to the BOD's approval authority). The liquidation process was conducted in full compliance with applicable procedures and documentation requirements. Proceeds from the liquidation were allocated to supplement working capital for production and business activities.

- Approved the policy for autonomous business operations of associate companies, including: Viglacera Ha Long II Joint Stock Company; Viglacera Dong Trieu Joint Stock Company. The operating results of these companies showed clear improvement. Viglacera Ha Long II recorded continuous profits starting from Q2/2025, while Viglacera Dong Trieu achieved strong revenue growth from Q4/2025.

- Implementation of restructuring activities:

+ Dissolution of the Life Services Enterprise in May 2025. This unit had operated inefficiently for many consecutive years, and its functions and duties were no longer aligned with the Company's long-term production and business development objectives and strategy.

+ Organizational restructuring and workforce streamlining at the parent company: The BOD approved the policy authorizing the Executive Board to implement restructuring and reorganization of functional (indirect) departments, workshops, and production teams to streamline personnel, rationalize production, and enhance management efficiency. As a result, the restructuring of indirect divisions significantly reduced organizational layers and work units. The workforce was rearranged toward a leaner and more simplified structure, improving procedural efficiency and responsiveness to operational and governance requirements.

Overall Assessment: In 2025, the BOD closely coordinated with the Executive Board to jointly implement the tasks and objectives approved by the General Meeting of Shareholders. The BOD issued timely resolutions and decisions to approve policies and measures supporting the Executive Board in managing production and business activities, addressing difficulties, and ensuring alignment with assigned objectives and higher-level directives.

The BOD strictly complied with the Company's Charter, the BOD's internal regulations, as well as the regulations of the State Securities Commission, the Stock Exchange, and other applicable legal provisions.

In 2025, the Company's overall production and business results significantly exceeded the approved targets. In particular, audited profit before tax reached VND 34.8 billion, exceeding the target assigned by the General Meeting of Shareholders by VND 33.3 billion.

3- Meetings of the Board of Directors in 2025

No.	Resolution / Minutes	Date	Meeting Content
1	Resolution	Jan 6, 2025	Arrangement and restructuring of VHL's Capital Representative at Viglacera Clinker Brick Joint Stock Company
2	Resolution	Mar 4, 2025	Approval of response to VHL's Capital Representative at Viglacera Dong Trieu Joint Stock Company for voting at the 2025 Annual GMS
3	Resolution	Mar 4, 2025	Approval of response to VHL's Capital Representative at Viglacera Ha Long II Joint Stock Company for voting at the 2025 Annual GMS
4	Resolution	Mar 11, 2025	Appointment and arrangement of personnel holding the position of Chairman of the BOD of Viglacera Ha Long JSC
5	Minutes	Mar 14, 2025	Supplementation of agenda and contents of the 2025 Annual GMS of Viglacera Ha Long JSC
6	Resolution	Mar 20, 2025	Approval of matters to be voted at the 2025 Annual GMS and list of nominees for election to the BOD
7	Resolution	Mar 27, 2025	Election of Vice Chairman of the BOD of Viglacera Ha Long JSC
8	Resolution	Apr 3, 2025	Review of April 2025 business performance; orientation, tasks, and targets for May 2025
9	Resolution	Apr 10, 2025	Dissolution of the Service & Welfare Enterprise under Viglacera Ha Long JSC
10	Resolution	Apr 10, 2025	Assignment of responsibilities to members of the BOD
11	Resolution	May 5, 2025	Issuance (provisional) of product production norms
12	Resolution	Jul 4, 2025	Selection of audit firm for semi-annual review and 2025 annual financial statements audit
13	Resolution	Aug 5, 2025	Liquidation of fixed assets – Phase 1 (2025)

No.	Resolution / Minutes	Date	Meeting Content
14	Resolution	Aug 5, 2025	Lease of farm land area at Bang Sam Hamlet, Le Loi Commune, Ha Long City
15	Resolution	Aug 5, 2025	Approval of reviewed separate and consolidated mid-year 2025 financial statements
16	Resolution	Aug 6, 2025	Restructuring of VHL's Capital Representative at Viglacera Ha Long II JSC
17	Resolution	Sep 11, 2025	Appointment of the person in charge of corporate governance
18	Resolution	Sep 11, 2025	Liquidation of fixed assets – Phase 2 (2025)
19	Resolution	Oct 2, 2025	Response to Mao Khe Ward People's Committee (Quang Ninh) regarding land donation within the boundary managed by Viglacera Dong Trieu JSC (associate company) for expansion of the access road to Phuc Nghiem Pagoda
20	Resolution	Oct 15, 2025	Thanh lý TSCĐ đợt 3 – năm 2025 tại Công ty cổ phần Viglacera Hạ Long
21	Resolution	Oct 15, 2025	Borrowing and mortgage of assets at banks/credit institutions to support production and business activities
22	Resolution	Oct 15, 2025	Review of Q3/2025 business performance; orientation, tasks, and business plan for October 2025 and Q4/2025
23	Resolution	Nov 5, 2025	Liquidation of fixed assets – Phase 4 (2025)
24	Resolution	Nov 13, 2025	Liquidation of fixed assets – Phase 5 (2025)
25	Resolution	Nov 21, 2025	Approval of the organizational restructuring and workforce plan at factories and office divisions
26	Minutes	Dec 30, 2025	Approval in principle and share transfer agreement for VHL's shares in Viglacera Trading JSC to Viglacera Sanitary Ware Equipment Co., Ltd.

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No.	Resolution / Minutes	Date	Meeting Content
27	Resolution	Dec 30, 2025	Response to VHL's Capital Representative at Viglacera Dong Trieu JSC regarding autonomous sales and product distribution activities

4- Changes in the Board of Directors

4.1. Members Dismissed at the 2025 Annual General Meeting of Shareholders

No.	Full Name	Position	Notes
1	Mr. Tran Hong Quang	Chairman of the BOD	
2	Mr. Nham Sy Tien	Vice Chairman of the BOD	Independent Member
3	Mr. Nguyen Huu Gam	Member of the BOD	
4	Mr. Ngo Thanh Tung	Member of the BOD	
5	Mr. Tran Thanh	Member of the BOD (concurrently General Director)	

4.2. Additional Members Elected at the 2025 Annual General Meeting of Shareholders

No.	Full Name	Position	Notes
1	Mr. Quach Huu Thuan	Vice Chairman of the BOD	
2	Mr. Dang Minh Tam	Member of the BOD	
3	Mr. Le Duc Tai	Member of the BOD	Independent Member

4.2. Current Members of the Board of Directors

No.	BOD Member	Position	Notes
1	Mr. Nguyen Duc Luyen	Chairman of the BOD	
2	Mr. Dinh Quang Huy	Member of the BOD	
3	Mr. Quach Huu Thuan	Vice Chairman of the BOD	Submitted resignation as BOD Member on December 1, 2025
4	Mr. Dang Minh Tam	Member of the BOD	
5	Mr. Le Duc Tai	Member of the BOD	Independent Member

5- Remuneration of the Board of Directors in 2025

No remuneration was paid to members of the Board of Directors in 2025.

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PART II:
OPERATIONAL PLAN OF THE BOARD OF DIRECTORS FOR 2026

1- Key Targets of the 2026 Production and Business Plan

No.	Indicator	Unit	2025 Actual	2026 Plan
1	Consolidated Revenue	VND million	1,109,243	1,103,699
2	Consolidated Profit Before Tax	VND million	34,839	32,686

2- General Objectives and Strategic Orientation

(1) Continue consolidating and streamlining the BOD structure to enhance efficiency and further strengthen its role in strategic orientation and long-term development direction.

(2) Implement Phase II of the organizational and workforce restructuring program.

(3) Promote research and development of new and differentiated products to create distinct competitive advantages compared to industry peers; expand market share and increase export revenue.

(4) Accelerate digital transformation to further enhance governance and management efficiency.

(5) Strengthen control and supervision over all operational aspects, ensuring strict compliance with applicable laws, as well as local policies and regulations in areas where the Company operates.

Conclusion

The above constitutes the report on the performance evaluation of the Board of Directors in 2025 and the operational orientation and tasks for 2026. During implementation, the BOD will closely coordinate with relevant stakeholders to develop appropriate production and business plans, and will promptly adopt solutions to address difficulties, ensuring strict adherence to the targets, plans, and assignments approved by the General Meeting of Shareholders and higher authorities.

We sincerely thank you !

On behalf of the Board of Directors

Chairman

Nguyễn Đức Luyen



VIGLACERA HA LONG JOINT STOCK COMPANY

Address : Ha Khau 2 Quarter, An Tiem Street, Viet Hung Ward, Quang Ninh Province, Vietnam
Tel: : 0203-3840560 Fax: 0203-3846577
Website : www.viglacerahalong.vn Enterprise Registration No: 5700101147

Quang Ninh, March 6, 2026

NOTICE OF INVITATION 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

To: Esteemed Shareholders of Viglacera Ha Long Joint Stock Company

The Board of Directors of Viglacera Ha Long Joint Stock Company hereby respectfully notifies and cordially invites our esteemed Shareholders to attend the 2026 Annual General Meeting of Shareholders (AGM) with the following details:

1. Venue: Head Office of Viglacera Ha Long Joint Stock Company
Ha Khau 2 Quarter, An Tiem Street, Viet Hung Ward, Quang Ninh Province, Vietnam
(Former address: Area 2, An Tiem Street, Ha Khau Ward, Ha Long City, Quang Ninh Province)
2. Time: Monday, March 30, 2026

(Reception, registration procedures, and distribution of meeting documents to Shareholders will commence at 8:00 a.m. on March 30, 2026 at the meeting venue.)

3. Eligibility for Attendance: All shareholders holding shares of Viglacera Ha Long Joint Stock Company whose names appear on the list finalized by the Vietnam Securities Depository and Clearing Corporation (VSD) as of February 26, 2026 shall be entitled to attend the Meeting (or may authorize a lawful proxy to attend on their behalf).

4. To ensure timely and attentive reception of shareholders and to facilitate the organization of the General Meeting in accordance with the planned schedule and in compliance with legal procedures and regulations, shareholders are kindly requested to send the Confirmation Letter (attached to the Meeting Invitation) to Viglacera Ha Long Joint Stock Company before 10:00 AM on March 26, 2026 (Thursday), either by direct submission or by express postal delivery to the following address:

Office of Viglacera Ha Long Joint Stock Company: Ha Khau 2 Residential Area, An Tiem Street, Viet Hung Ward, Quang Ninh Province, Vietnam

(former address: Area 2, An Tiem Street, Ha Khau Ward, Ha Long City, Quang Ninh Province, Vietnam).

5. Shareholders attending the General Meeting are kindly requested to bring the Invitation Letter and their Passport/Identity Card (Citizen Identification Card).

6. Proposed Meeting Agenda:

- Verification of shareholders' eligibility and declaration of the quorum for the Meeting.
- Opening remarks; introduction of delegates and invited guests.
- Election of the Presidium, the Secretariat, and the Vote Counting Committee.
- Approval of the Meeting agenda and the Working Regulations of the General Meeting.
- Presentation of reports by the Board of Directors, the Management Board, the Supervisory Board, and submission of proposals for approval at the Meeting.
- Dismissal of a Member of the Board of Directors and Election of an Additional Member to the Board of Directors.
- Discussion; shareholders' comments and responses to shareholders' inquiries and proposals.
- Voting on matters submitted to the General Meeting.
- Adoption of the Resolution and closing of the Meeting.

7. The meeting agenda, voting ballots and related documents of the meeting are available at the Company's website: www.viglacerahalong.vn (Investor Relations section).

8. For further information regarding the General Meeting, please contact:

Office of Viglacera Ha Long Joint Stock Company

Ha Khau 2 Quarter, An Tiem Street, Viet Hung Ward, Quang Ninh Province, Vietnam

Tel: 0203.3840560 – 0983.625003

Fax: 0203.3846577


(Voting cards will be distributed directly to Shareholders upon registration at the Meeting venue.)



Viglacera Ha Long Joint Stock Company respectfully requests the presence of our esteemed Shareholders to ensure the success of the General Meeting.


Respectfully yours.!

Recipients:

- As stated above; 
- Website: www.viglacerahalong.vn;
- Archived at the Company's Office.

ON BEHALF OF THE BOARD OF
DIRECTORS CHAIRMAN




Nguyen Duc Luyen



Quang Ninh, 05/03/2026

PROPOSAL

TO THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS VIGLACERA HA LONG JOINT STOCK COMPANY

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;

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

Pursuant to the current Charter on organization and operation of Viglacera Ha Long Joint Stock Company;

The Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval the following matters:

1. To approve the reports of the Board of Directors, the Management Board, and the Supervisory Board.

2. To approve the 2025 business performance results and the audited Financial Statements for 2025 as audited by Deloitte Vietnam Company Limited, with the following key indicators:

No.	Item	Unit	2025 Plan	2025 Actual
1	Consolidated Revenue	VND billion	1,249	1,109
2	Consolidated Profit Before Tax	VND billion	1.55	34.83

3. To approve the plan for distribution of after-tax profit for 2025 (Parent Company).

The Board of Directors submits to the General Meeting of Shareholders for approval the proposal not to distribute the after-tax profit of the Parent Company for 2025, specifically as follows:

+ Dividend payment and appropriation to funds: Not implemented.

+ Remuneration payment to the Board of Directors and the Supervisory Board: Not implemented.

4. Approval of the 2026 Business and Production Plan

Based on the objectives, tasks, and plan assigned by Viglacera Corporation – JSC, the Board of Directors submits to the Annual General Meeting of Shareholders for approval the 2026 business and production plan of Viglacera Ha Long Joint Stock Company with the following key targets:

- Consolidated Revenue: VND 1,103.7 billion

- Consolidated Profit Before Tax: VND 32.68 billion

- Remuneration of the Board of Directors and the Supervisory Board, and the dividend rate for 2026:

To be determined based on the actual performance results of the 2026 business plan. The Board of Directors will report to the General Meeting of Shareholders for consideration and decision.



5. The Board of Directors reports to and submits for approval by the General Meeting of Shareholders the results of implementation of contracts and transactions in 2025, and the policy for entering into contracts and transactions for the purchase and sale of products, materials, goods, and services between the Company and its subsidiaries, affiliated companies, and units under Viglacera Corporation in 2026, specifically as follows:

- To approve the performance results of product sale and distribution contracts in 2025 with Viglacera Ha Long Trading One Member Limited Liability Company (a subsidiary), with a total contract value of VND 440.6 billion (exclusive of VAT).

- To approve in principle the continued execution of contracts and transactions for the sale and distribution of products with Viglacera Ha Long Trading One Member Limited Liability Company (a subsidiary) in 2026, in line with the objectives and orientation of the 2026 business plan assigned by Viglacera Corporation; and to approve other contracts and transactions for the purchase and sale of materials, goods, and services between the Company and its subsidiaries, affiliated companies, and member units under Viglacera Corporation in 2026.

6. Approval of the Dismissal of a Member of the Board of Directors

The Board of Directors submits to the Annual General Meeting of Shareholders for consideration and approval the dismissal of Mr. Quach Huu Thuan from his position as a member of the Board of Directors (resignation letter submitted).

7. Additional Election of a Member of the Board of Directors (Term 2022–2027)

In order to ensure compliance with applicable laws and the Company's Charter, as well as to maintain effective corporate governance and management of business operations at Viglacera Ha Long Joint Stock Company, the Board of Directors respectfully submits to the Annual General Meeting of Shareholders for consideration and approval the additional election of a member of the Board of Directors, as follows:

7.1. Personnel and Candidates

The specific nominee(s) shall be appointed by Viglacera Corporation as the representative(s) of its contributed capital to participate in the Board of Directors, and/or nominated or self-nominated by other shareholders (if any), in accordance with the Company's Charter and applicable laws and regulations.

7.2. Election Procedure

The additional election of a member of the Board of Directors shall be conducted in accordance with the Election Regulations approved by the Annual General Meeting of Shareholders and in compliance with applicable laws and regulations (details are provided in the Election Regulations enclosed with the meeting documents sent to Shareholders).

8. Divestment at Affiliated Companies

The Board of Directors submits to the Annual General Meeting of Shareholders for approval the policy of fully divesting the Company's equity interests in affiliated companies that are operating inefficiently and have accumulated losses resulting in negative equity, specifically as follows:

8.1. Full divestment of the Company's ownership interest in Viglacera Dong Trieu Joint Stock Company (Viglacera Ha Long Joint Stock Company currently holds 40% of its charter capital).

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8.2. Full divestment of the Company's ownership interest in Viglacera Ha Long II Joint Stock Company (Viglacera Ha Long Joint Stock Company currently holds 40% of its charter capital).

8.3. Implementation: The Board of Directors requests the General Meeting of Shareholders to authorize the Board of Directors to determine the appropriate timing for the divestment, based on the Company's business conditions and market circumstances; and to coordinate with the Boards of Directors and Management Boards of the affiliated companies to review and complete all legal documentation to ensure transparency, compliance with proper procedures, adherence to applicable laws and regulations, and to safeguard the efficiency and best interests of Viglacera Ha Long Joint Stock Company.

9. Selection of the Auditor for the 2026 Financial Statements

To approve the authorization for the Board of Directors to select the auditing firm for the 2026 financial statements from among the auditing companies approved by the State Securities Commission of Vietnam (based on the proposal of the Supervisory Board).

The above constitutes the Proposal of the Board of Directors regarding matters submitted for voting at the Meeting. The Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval.

Recipients: *✓*

- 2026 Annual General Meeting of Shareholders;
- Members of the Board of Directors and the Board of Management (General Director);
- Members of the Supervisory Board;
- Filed at the Office and Company Secretary.

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



Nguyen Duc Luyen



VIGLACERA HA LONG JOINT STOCK COMPANY

Address: Ha Khau 2 Quarter, An Tiem Street, Viet Hung Ward, Quang Ninh Province, Vietnam
Tel: (+84) 203 384 0560 – Fax: (+84) 203 384 6577 **** Website: www.viglacerahalong.vn

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_____, 2026

CONFIRMATION LETTER

FOR ATTENDANCE AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

To: VIGLACERA HA LONG JOINT STOCK COMPANY

Name of Shareholder/Organization: _____

ID Card/Passport/Enterprise Registration Certificate No: _____ Date of Issue: _____

Place of Issue: _____

Address: _____

Contact Telephone Number: _____

Number of Shares Held: _____ Ownership Ratio (%): _____

Based on the plan for organization and the contents of the Notice of Invitation to the 2026 Annual General Meeting of Shareholders of Viglacera Ha Long Joint Stock Company, I/We hereby confirm our attendance at the Meeting as follows (please mark “X” in the appropriate box):

Attend the Meeting in person:

Or Authorize the person named below to attend on my/our behalf:

Mr./Ms: _____ ID Card/Passport No.: _____

Date of Issue: _____ Place of Issue: _____

Address: _____

Telephone: _____

To represent me/us in attending and voting on all matters within the scope of the shares owned by me/us at the 2026 Annual General Meeting of Shareholders.

I/We shall be fully responsible for the above information and hereby undertake that all information provided to Viglacera Ha Long Joint Stock Company is true and accurate.

Sincerely thank you!

SHAREHOLDER
(Signature and full name; affix seal if any)

AUTHORIZED REPRESENTATIVE (*)
(Signature and full name)

() To be signed only in case the Shareholder does not attend the Meeting in person and authorizes a representative to attend on his/her/its behalf.*

Shareholders are kindly requested to send this Confirmation Letter to the Office of Viglacera Ha Long Joint Stock Company no later than 10:00 a.m. on March 26, 2026 (Thursday) by fax to 0203-3846577, or by express mail/postal service, or by direct submission to the following address: Office of Viglacera Ha Long Joint Stock Company

Ha Khau 2 Quarter, An Tiem Street, Viet Hung Ward, Quang Ninh Province, Vietnam.

**AGENDA OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VIGLACERA HA LONG JOINT STOCK COMPANY**

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Time: 8:00 a.m., Monday, March 30, 2026
Venue: Head Office of Viglacera Ha Long Joint Stock Company
Ha Khau 2 Quarter, An Tiem Street, Viet Hung Ward, Quang Ninh
Province, Vietnam

TIME	AGENDA	RESPONSIBLE PERSON(S)
8:00 – 8:45	Reception of delegates and shareholders; verification of shareholders' eligibility	Organizing Committee
8:45 – 9:00	Opening; election of the Presidium, the Secretariat and the Vote Counting Committee	
	<ul style="list-style-type: none"> • Announcement of the results of verification of shareholders' eligibility and quorum for the Meeting • Opening remarks; election of the Presidium, the Secretariat and the Vote Counting Committee 	Organizing Committee
9:00 – 9:30	Approval of the Meeting Agenda and Working Regulations; presentation of reports	Presidium
	<ul style="list-style-type: none"> • Presentation and approval of the Meeting Agenda and Working Regulations • Presentation of reports by the Board of Directors, the Management Board and the Supervisory Board 	
9:30 – 9:40	Presentation of proposals for approval at the Meeting	Chairman of the Board of Directors
9:40 – 9:45	Removal of Members of the Board of Directors and the Supervisory Board (based on submitted resignation letters)	Presidium
9:45 – 10:00	Election of Additional Members of the Board of Directors and the Supervisory Board for the 2022–2027 Term	Vote Counting Committee
	<ul style="list-style-type: none"> • Approval of the Election Regulations • Approval of the number, structure, and list of self-nominated and nominated candidates for the additional election of members to the Board of Directors and the Supervisory Board (Term 2022–2027) • Election of Additional Members to the Board of Directors and the Supervisory Board (Term 2022–2027) 	
10:00 – 10:45	Discussion and responses to shareholders' opinions	
10:45 – 11:00	Voting on other matters submitted to the Meeting	
	<ul style="list-style-type: none"> • Reports of the Board of Directors, the Management Board and the Supervisory Board • 2025 business performance results and audited financial statements (audited by Deloitte Vietnam) • 2025 after-tax profit distribution plan – Parent Company • 2026 business plan • Divestment at affiliated companies • Selection of the auditor for the 2026 financial statements • Contracts and transactions with subsidiaries, affiliated companies and member units under Viglacera Corporation 	Presidium
11:00-11:10	Announcement of the Results of the Additional Election of Members of the Board of Directors and the Supervisory Board	Vote Counting Committee
11:10-11:20	Closing of the Meeting	

TIME	AGENDA	RESPONSIBLE PERSON(S)
	<ul style="list-style-type: none"> • Presentation of the draft Minutes and draft Resolution of the Meeting 	Meeting Secretary
	<ul style="list-style-type: none"> • Voting to approve the Minutes and the Resolution of the Meeting 	Presidium
	<ul style="list-style-type: none"> • Closing remarks 	Organizing Committee

WORKING REGULATIONS
OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VIGLACERA HA LONG JOINT STOCK COMPANY

In order to facilitate the organization and conduct of the 2026 Annual General Meeting of Shareholders (the “GMS”) of Viglacera Ha Long Joint Stock Company, and to provide guidance to Shareholders attending the Meeting and exercising their voting rights either in person or through duly authorized representatives, Viglacera Ha Long Joint Stock Company respectfully submits to the GMS for approval the Working Regulations of the Meeting as follows:

I. MEETING REGISTRATION PROCEDURES

At the Meeting venue, the Company shall arrange an Organizing Committee to receive and guide Shareholders in completing registration procedures, receiving meeting documents, and taking their seats in accordance with the regulations.

II. MEETING RULES AND ORDER:

- 1.** Shareholders and/or their Representatives entering the Meeting hall must sit in the seats or areas designated by the Organizing Committee.
 - 2.** Smoking is prohibited inside the Meeting hall.
 - 3.** Private conversations and the use of mobile phones during the Meeting are not permitted. All mobile phones must be turned off or set to silent/vibration mode.
- III.** In the event that a Shareholder leaves the Meeting without notifying the Chairperson/Secretary of the Meeting regarding matters subject to voting, such Shareholder’s voting rights shall be deemed as having no opinion on the matters to be voted upon at the Meeting.

IV. VOTING ON MATTERS AT THE GENERAL MEETING:

1. Principles:

- All matters included in the Meeting agenda must be discussed and voted on publicly by the General Meeting of Shareholders through Voting Cards by all attending Shareholders and/or their duly authorized Representatives.
- Voting Cards shall be printed, affixed with the Company’s seal, and distributed directly to Shareholders at the Meeting. Each Shareholder shall be issued one (01) Voting Card. The Voting Card shall clearly state the Shareholder Code (), ID/Passport/Enterprise Registration Certificate No., Full Name, and the number of voting rights of such Shareholder.

2. Voting Method:

- Shareholders and/or their authorized Representatives shall vote (Agree, Disagree, or No Opinion) on each matter by direct voting at the Meeting.

- When conducting voting at the Meeting, Shareholders voting in favor shall raise their Voting Cards. Members of the Vote Counting Committee shall record the Shareholder Code and the corresponding number of voting rights of each approving Shareholder. Similarly, under the direction of the Chairperson, Shareholders voting “Disagree” or “No Opinion” shall raise their Voting Cards accordingly.

(Shareholders voting “Disagree” or “No Opinion” may register to speak immediately after raising their Voting Cards to further clarify their opinions. Shareholders wishing to speak must register through the Organizing Committee of the Meeting.)

- The voting results for each matter shall be announced immediately at the Meeting.

3. Voting Rules:

3.1. One (01) voting right shall be equivalent to one (01) vote.

As of the record date (February 26, 2026), the total number of shares of the Company is 25,000,000 (twenty-five million) shares, equivalent to 25,000,000 (twenty-five million) voting rights.

3.2. Matters submitted to the Meeting shall be approved when shareholders representing more than 50% of the total voting rights of all attending shareholders vote in favor (in accordance with the current Law on Enterprises), including: Reports of the Board of Directors, the Management Board, and the Supervisory Board; 2025 business performance results and audited 2025 Financial Statements; the 2025 after-tax profit distribution plan (Parent Company); the 2026 business plan; dismissal of a member of the Board of Directors; divestment at affiliated companies; selection of the auditor for the 2025 Financial Statements; and other matters of the Meeting.

4. Additional Election of a Member of the Board of

The additional election of a member of the Board of Directors at the Meeting shall be conducted in accordance with the Election Regulations approved by the General Meeting of Shareholders, in compliance with the Company’s Charter and applicable laws and regulations.

V. SPEECHES AT THE GENERAL MEETING

- 1. Principle:** Shareholders attending the Meeting who wish to express opinions or participate in discussions must register the content of their speech using the Speech Registration Form (included in the meeting document package provided upon registration at the Meeting venue) and submit it to the Meeting Secretariat’s desk. Shareholders may speak only upon approval of the Chairperson.
- 2. Method of Speaking:** Shareholders shall present their opinions briefly and focus on the key matters relevant to the approved Meeting agenda. The Chairperson shall arrange for shareholders to speak in the order of registration and shall address shareholders’ questions and comments.

VI. RESPONSIBILITIES OF THE CHAIRPERSON

- 1.** To preside over the Meeting in accordance with the approved agenda, rules, and regulations of the Meeting. The Chairperson shall act under the principle of democratic centralism and decisions shall be made by majority vote.
- 2.** To guide the Meeting in discussing and voting on matters included in the Meeting agenda and other relevant issues arising during the Meeting.

3. To resolve issues arising throughout the course of the Meeting.

VII. RESPONSIBILITIES OF THE SECRETARIAT

1. To fully and accurately record all proceedings of the Meeting and all matters approved or noted by Shareholders in the Minutes of the Meeting.
2. To draft Resolutions on matters approved by the General Meeting of Shareholders.

VIII. RESPONSIBILITIES OF THE VOTE COUNTING

1. To accurately determine the voting results for each matter submitted for approval at the Meeting.
2. To promptly report the voting results to the Secretariat;
3. To review and report to the Meeting any violations of the voting procedures or complaints regarding voting results.

IX. RESOLUTION OF THE GENERAL MEETING OF SHAREHOLDERS

The Resolution of the General Meeting of Shareholders must be read and approved prior to the closing of the Meeting.

The above constitutes the full Working Regulations of the 2026 Annual General Meeting of Shareholders of Viglacera Ha Long Joint Stock Company, respectfully submitted to the General Meeting of Shareholders for consideration and approval.

VIGLACERA HA LONG JOINT STOCK COMPANY

Address: Ha Khau 2 Quarter, An Tiem Street, Viet Hung Ward, Quang Ninh Province, Vietnam

Tel: (+84) 203 3840560 *** Fax: (+84) 203 3846577 *** Website: www.viglacerahalong.vn

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VOTING BALLOT AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

Shareholder/Organization : _____
Name

Contact Address : _____

Number of Shares Owned : _____ Shares

Number of Shares : _____ Shares

Authorized (by Proxy)

Total Number of Voting : _____ Shares
Shares

After reviewing and considering the matters discussed in the Proposal submitted by the Board of Directors of Viglacera Ha Long Joint Stock Company to the 2026 Annual General Meeting of Shareholders, I/We hereby vote on the following matters as follows:

No.	Voting Items	Voting OpinioN		
		In Favor	Against	Abstention
1	Approval of the reports including: Report of the Board of Directors, Report of the Executive Board, and Report of the Supervisory Board	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2	Approval of the 2025 business performance results and the 2025 audited Financial Statements audited by Deloitte Vietnam Company Limited	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3	Approval of the plan for distribution of after-tax profits for 2025 (Parent Company)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4	Approval of the 2026 business and production plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5	Approval of the results of contracts and transactions executed in 2025 and approval in principle for entering into contracts and transactions for products, materials, goods and other services with subsidiaries, affiliated companies and units under Viglacera Corporation – JSC in 2026	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6	Approval of the removal of Mr. Quách Hữu Thuận from the Board of Directors, following his submitted resignation, and the removal of Ms. Phạm Thị Hiền from the Supervisory Board, following her submitted resignation.			
7	Approval of divestment from affiliated companies operating inefficiently and having accumulated losses resulting in negative equity			
8	Approval of the selection of the auditing firm for the 2026 Financial Statements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Shareholders are kindly requested to mark "X" in only one box corresponding to their voting opinion: "In Favor", "Against", or "Abstention".

SHAREHOLDER'S CONFIRMATION

(Signature and full name; seal if any)

**REGULATION ON THE ELECTION
OF AN ADDITIONAL MEMBER OF THE BOARD OF DIRECTORS
OF VIGLACERA HA LONG JOINT STOCK COMPANY
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

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

ARTICLE 1. PRINCIPLES OF ELECTION

1.1. General Principles

In compliance with applicable laws and the Charter of Viglacera Ha Long Joint Stock Company.

Method of implementation: Voting by secret ballot conducted directly at the General Meeting using the cumulative voting method.

According to the Company's Charter, the number of members of the Board of Directors (term 2022–2027) is five (05), and the number of members of the Supervisory Board (term 2022–2027) is three (03).

At the 2026 Annual General Meeting of Shareholders, the Board of Directors submits to the General Meeting for consideration the removal of one (01) member of the Board of Directors (resignation submitted) and one (01) member of the Supervisory Board (resignation submitted). Upon approval by the General Meeting of Shareholders, the remaining number of Board of Directors members will be four (4/5) members (including at least one-third independent members as required), and the remaining number of Supervisory Board members will be two (2/3) members. Accordingly, one (01) additional member of the Board of Directors and one (01) additional member of the Supervisory Board shall be elected.

Election results shall be calculated based on the total number of voting shares held by shareholders attending the Meeting.

For each election, each shareholder representative may use only one ballot corresponding to a specific election item (ballots are issued by the Organizing Committee of the General Meeting; ballots for the election of Board of Directors members are YELLOW, ballots for the election of Supervisory Board members are BLUE, bearing the seal of Viglacera Ha Long Joint Stock Company affixed at the upper left corner).

The composition of the Vote Counting Committee must be approved by the General Meeting. Members of the Vote Counting Committee must not be included in the list of nominees or candidates.

The list of candidates shall be arranged in alphabetical order (A–Z), and each candidate's full name shall be clearly stated on the ballot.

1.2. Nomination, Self-nomination and Eligibility Criteria

a. Criteria, nomination and self-nomination of Board of Directors members:

- The nomination and self-nomination of members of the Board of Directors shall comply with Article 25 of the Company's Charter.

- The eligibility criteria for members of the Board of Directors are stipulated in Article 26 of the Company's Charter and Article 155 of the Law on Enterprises 2020.

Details are provided in Appendix 02 of this Regulation.

b. Shareholders or groups of shareholders nominating or self-nominating candidates for the additional election to the Board of Directors and the Supervisory Board must submit the following documents:

- Nomination Form/Self-nomination Form (in the prescribed template);
- Curriculum Vitae declared by the candidate;
- Copies of: Citizen Identity Card (or passport in case of overseas Vietnamese or foreigners); diplomas and certificates evidencing professional qualifications and educational background; written commitment of the nominated/self-nominated candidate; written nomination from the shareholder/group of shareholders (if not using the Company's prescribed template).

c. Submission of candidate dossiers Candidate dossiers must be sent to the Organizing Committee at: Office of Viglacera Ha Long Joint Stock Company Ha Khau 2 Residential Area, An Tiem Street, Viet Hung Ward, Quang Ninh Province(former address: Group 2, An Tiem Street, Ha Khau Ward, Ha Long City, Quang Ninh Province)Tel: 033.3840560 Fax: 033.3846577 In other cases, the Board of Directors shall review, report and seek approval from the General Meeting for decision.

ARTICLE 2. METHOD OF ELECTION

2.1. The additional election of members to the Board of Directors and the Supervisory Board shall be conducted by secret ballot directly at the General Meeting using the cumulative voting method. Accordingly, each shareholder (or proxy authorized by a shareholder with voting rights) shall have a total number of votes equal to the number of voting shares owned (or represented by proxy) multiplied by (X) — the number of members to be elected to the Board of Directors/Supervisory Board, specifically as follows:

Number of votes for the Board of Directors election:

$$\text{Total maximum votes} = \text{Total number of voting shares} \times \text{Number of additional members of the Board of Directors to be elected: 01}$$

Number of votes for the Supervisory Board election:

$$\text{Total maximum votes} = \text{Total number of voting shares} \times \text{Number of additional members of the Supervisory Board to be elected: 01}$$

2.2. A shareholder (or a proxy duly authorized by a shareholder with voting rights), hereinafter referred to as the “shareholder,” may allocate all of his/her votes to one candidate or distribute the votes among the selected candidates. The number of candidates selected by the shareholder shall not exceed the number of additional members of the Board of Directors or the Supervisory Board to be elected (for the 2022–2027 term).

Example: *The General Meeting approved that the number of additional members of the Board of Directors to be elected is one (01) out of a total of three (03) nominated/self-nominated candidates (as listed in the Board of Directors election list). Shareholder A holds a total of 100 voting shares (including both owned shares and shares represented by proxy). Accordingly, Shareholder A shall have a maximum of 100 votes (= 100 shares × 01 Board member to be elected). Shareholder A may allocate all 100 votes to one candidate or distribute the votes among candidates on the election list, provided that the total number of votes does not exceed 100 (≤ 100 votes) and the number of candidates selected by Shareholder A does not exceed one (01) candidate*

ARTICLE 3. PROCEDURES FOR CONDUCTING THE ELECTION

3.1. BALLOT:

Each shareholder shall be provided with two (02) BALLOTS (one (01) ballot for the election of Board of Directors members and one (01) ballot for the election of Supervisory Board members), which state the ballot code, the shareholder’s name, the total number of voting shares, and the maximum number of votes (equal to the total number of voting shares multiplied by the number of additional members to be elected to the Board of Directors / Supervisory Board).

Ballot for the election of Board of Directors members: YELLOW ballot.

Ballot for the election of Supervisory Board members: BLUE ballot.

Ballots are printed on paper and bear the seal of Viglacera Ha Long Joint Stock Company (specimen ballots for the election of Board of Directors members and Supervisory Board members are attached to this Regulation).

Shareholders, upon receiving the ballots, must verify the information printed on them. In case of any error or discrepancy, shareholders must immediately notify the Vote Counting Committee to have the ballot replaced.

3.2 Regulations on the Ballot for Election of Board Members

a. Valid ballot: A ballot shall be considered valid if it satisfies all of the following conditions:

- Issued by the Organizing Committee of the General Meeting;
- Affixed with the Company's stamp;
- Clearly stating the shareholder's name.
- Clearly stating the "Total number of voting shares" and "Total maximum number of votes";
- Not torn, erased, amended, scratched or supplemented with any additional content;
- The total votes allocated to candidates do not exceed the total maximum number of votes.

b. Invalid ballot A ballot shall be considered invalid in any of the following cases::

- Not issued by the Organizing Committee;
- Not affixed with the Company's stamp;
- Not stating the shareholder's name;
- Torn, crossed out, erased, amended, containing additional candidates not included in the list approved by the General Meeting of Shareholders, or containing additional content or symbols;
- The total votes allocated exceed the maximum number of votes the shareholder is entitled to;
- Submitted to the Vote Counting Committee after the voting has ended and the BALLOT BOX has been sealed.

c. Instructions for completing the ballot :

- When voting for a candidate, the shareholder shall write the number of votes in the box on the same line as the candidate's name.
- If not voting for a candidate, the shareholder shall cross out or write "0" in the box corresponding to that candidate's name.
- A shareholder may allocate all votes to one or several candidates, or may choose not to vote for any candidate listed.

If a shareholder makes a mistake while completing the ballot but has not yet deposited it into the BALLOT BOX, the shareholder may directly contact the Head of the Vote Counting Committee to request a replacement ballot.

3.3 Principles of Voting for Board Members:

- a. The Vote Counting Committee shall prepare one (01) BALLOT BOX for the election of Board members. The ballot box shall be inspected prior to voting in the presence of shareholders.
- b. Voting shall commence upon the announcement "Voting begins" by the Head of the Vote Counting Committee and shall end upon the announcement "Voting ends". Shareholders shall deposit their ballots into the ballot box.

c. Vote counting shall be conducted immediately after the voting ends.

3.4 Regulations on vote counting:

a. The Vote Counting Committee shall work in a separate area under the supervision of shareholder representatives and shall conduct vote counting in the following steps:

- Verify the validity of ballots;
- Review and record the results of each ballot (the Committee may use technical equipment and supporting personnel for assistance);
- Seal all ballots and hand them over to the Chairman of the General Meeting.

b. Preparation and announcement of the ballot counting minutes:

- Upon completion of vote counting, the Vote Counting Committee shall prepare the Minutes of Vote Counting.
- The Minutes shall include, inter alia:
 - + Time and venue of vote counting;
 - + Members of the Vote Counting Committee;
 - + Total number of attending shareholders;
 - + Total number of shareholders participating in voting.
 - + Number and percentage of valid and invalid ballots.
 - + Number and percentage of votes received by each candidate.
 - + List of elected members of the Board of Directors;
 - + The Minutes of Vote Counting must bear the signatures of all members of the Vote Counting Committee and confirmation by the shareholder representatives supervising the vote counting process.

ARTICLE 4. PRINCIPLES FOR DETERMINING ELECTED MEMBERS OF THE BOARD OF DIRECTORS:

4.1. Candidates shall be elected as members of the Board of Directors in descending order of votes received, starting from the candidate with the highest number of votes until the required number of members has been filled.

4.2 In the event that two (02) or more candidates receive an equal number of votes for the final seat of the Board of Directors, the candidate holding a greater number of shares shall be selected. If the candidates hold an equal number of shares, the General Meeting shall conduct a re-election among those candidates with equal votes. The candidate receiving the higher number of votes in the re-election shall be elected.

ARTICLE 5. COMPLAINTS REGARDING THE ELECTION AND VOTE COUNTING:

5.1. After the announcement of the election results, if a shareholder files a complaint or requests a recount and such complaint or request is deemed to have reasonable grounds, the Chairman of the Meeting shall require shareholder representatives to directly re-examine the results. If intentional errors or fraudulent acts in the vote counting process are detected, the Vote Counting Committee shall bear full responsibility.

5.2. All complaints relating to the election and vote counting shall be resolved by the Chairman of the Meeting and recorded in the Minutes of the General Meeting of Shareholders.

ARTICLE 6. EFFECTIVENESS OF THE REGULATION:

Attached to this Regulation are appendices providing guidance on cumulative voting, eligibility criteria and conditions for candidates to the Board of Directors, and templates for nomination and self-nomination forms.

This Regulation shall take effect upon approval by the General Meeting of Shareholders and shall apply solely to the additional election of members of the Board of Directors and the Supervisory Board (Term 2022–2027) at the 2026 Annual General Meeting of Shareholders of Viglacera Ha Long Joint Stock Company.

APPENDIX 1

GUIDELINES FOR THE ADDITIONAL ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD BY CUMULATIVE VOTING METHOD

Ballot-marking principles:

The General Meeting of Shareholders of Viglacera Ha Long Joint Stock Company will conduct an additional election of 01 member of the Board of Directors (BOD) from among 03 candidates, and 01 member of the Supervisory Board (SB) from among 03 candidates.

Example

Shareholder Nguyen Van A (Shareholder ID: 40) owns 100 shares.

Số phiếu bầu tối đa của cổ đông A:

For the BOD member: $(100 \times 1) = 100$ votes

For the SB member: $(100 \times 1) = 100$ votes

Example for the election of a BOD member:

Shareholder Nguyen Van A may allocate cumulative votes according to one of the following options:

Option 1: Distribute the 100 votes equally among the 03 BOD candidates (*each candidate receives one-third of the total votes*).

BALLOT

Additional Election of a Member of the Board of Directors for the 2022–2027 Term

Shareholder: Nguyen Van A (Shareholder ID: 40)

Total number of voting shares: 100 shares

Maximum number of votes (Total shares \times 1): 100 votes

List of candidates for the Board of Directors:

No.	Full name of candidate	Votes
1	Candidate No. 1	33
2	Candidate No. 2	33
3	Candidate No. 3	33
	Total	99

Option 2: Allocate the 100 votes among the 03 candidates with unequal numbers of votes.

List of candidates for the Board of Directors:

No.	Full name of candidate	Votes
1	Candidate No. 1	20
2	Candidate No. 2	50
3	Candidate No. 3	30
	Total	100

Option 3: Allocate all 100 votes to one or several candidates.

List of candidates for the Board of Directors:

No.	Full name of candidate	Votes
1	Candidate No. 1	0
2	Candidate No. 2	60
3	Candidate No. 3	40
	Total	100

Option 4: Allocate all 100 votes to only one candidate.

List of candidates for the Board of Directors:

No.	Full name of candidate	Votes
1	Candidate No. 1	0
2	Candidate No. 2	100
3	Candidate No. 3	0
	Total	100

* The ballot of Shareholder A shall be deemed invalid in the following cases:

- The ballot is not in the form prescribed by the Company or does not bear the Company's seal.
- The total number of votes cast by Shareholder Nguyen Van A for the candidates exceeds 100 votes.
- The ballot contains special markings; is erased or crossed out; has candidates' names struck through; or includes names not on the official candidate list.
- Other cases as stipulated in this Regulation.

* The election of members of the Supervisory Board shall be conducted in the same manner as the election of members of the Board of Directors.

Appendix 2

Conditions and Criteria for Nominating Candidates for Additional Election to the Board of Directors / Supervisory Board Viglacera Ha Long Joint Stock Company (Term 2022–2027) (At the 2026 Annual General Meeting of Shareholders)

I. Conditions for Nomination of Candidates

1.1. For candidates to the Board of Directors

Pursuant to Article 25 of the Company Charter, shareholders or groups of shareholders meeting the following conditions may nominate candidates to the Board of Directors for the 2022–2027 term:

- Shareholders holding ordinary shares may aggregate their voting rights to nominate candidates to the Board of Directors. A shareholder or group of shareholders holding from 5% to less than 10% of the total voting shares may nominate one (01) candidate; from 10% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates; from 60% to less than 70% may nominate up to six (06) candidates; from 70% to

80% may nominate up to seven (07) candidates; and from 80% to less than 90% may nominate up to eight (08) candidates.

- In case the number of candidates nominated or self-nominated to the Board of Directors is still insufficient, the incumbent Board of Directors may nominate additional candidates. Such nomination must be clear, transparent, and approved by the General Meeting of Shareholders before the shareholders vote to elect members of the Board of Directors in accordance with the law.

1.2. For candidates to the Supervisory Board

Shareholders or groups of shareholders meeting the following conditions may nominate candidates to the Supervisory Board for the 2022–2027 term:

- Shareholders may aggregate their voting rights to nominate candidates to the Supervisory Board. A shareholder or group of shareholders holding from 5% to less than 10% of the total voting shares may nominate one (01) candidate; from 10% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates.

- In case the number of candidates nominated or self-nominated to the Supervisory Board is still insufficient, the incumbent Supervisory Board may nominate additional candidates or organize nominations in accordance with the mechanism specified in the Company's Internal Corporate Governance Regulations. Such mechanism must be clearly disclosed and approved by the General Meeting of Shareholders prior to nomination.

II. Standards and Conditions for Members of the Board of Directors and Supervisory Board

A- Standards and Conditions for Members of the Board of Directors

1. General standards and conditions:

a) Not falling under the prohibited subjects specified in Clause 2, Article 17 of the Law on Enterprises 2020;

b) Having professional qualifications and experience in business administration or in the Company's business lines; not necessarily required to be a shareholder, unless otherwise stipulated in the Company Charter;

c) A member of the Board of Directors may concurrently serve as a member of the board of another company;

d) For state-owned enterprises as prescribed in Point b, Clause 1, Article 88 of the Law on Enterprises 2020 and subsidiaries thereof, a Board member must not be a family member of the Director/General Director or other managers of the company; or of managers or persons authorized to appoint managers of the parent company.

2. Independent Board Member (unless otherwise provided by securities laws):

a) Not currently working for the company, its parent company, or its subsidiaries; and must not have worked for them for at least the preceding three (03) years;

b) Not receiving salary or remuneration from the company, except allowances payable to Board members as prescribed;

- c) Not having a spouse, biological/adoptive parent, or sibling who is a major shareholder or a manager of the company or its subsidiaries;
- d) Not directly or indirectly owning at least 1% of the company's total voting shares;
- đ) Not having served as a member of the Board of Directors or Supervisory Board of the company for at least the preceding five (05) consecutive years, except where reappointed for two consecutive terms.

Shareholders are requested to refer to Article 155 of the Law on Enterprises 2020 for detailed provisions.

B- Standards and Conditions for Members of the Supervisory Board

1. A Supervisor must meet the following standards and conditions:

- a) Not falling under the prohibited subjects specified in Clause 2, Article 17 of the Law on Enterprises 2020;
- b) Having education in economics, finance, accounting, auditing, law, business administration, or a discipline relevant to the company's business;
- c) Not being a family member of any member of the Board of Directors, the Director/General Director, or other managers;
- d) Not being a manager of the company; not necessarily required to be a shareholder or employee unless otherwise stipulated in the Company Charter;
- đ) More than half of the Supervisory Board members must reside in Vietnam;
- e) Not working in the company's accounting or finance department;
- f) Not being a member or employee of the independent auditing firm that has audited the company's financial statements in the preceding three (03) consecutive years.
- g) Meeting other standards and conditions as prescribed by relevant laws and the Company Charter.

2. In addition to the standards and conditions specified above, a Supervisor of a public company or a state-owned enterprise (as prescribed at Point b, Clause 1, Article 88 of the Law on Enterprises 2020) must not be a family member of the company's managers or those of its parent company; the enterprise's capital representative; or the state capital representative at the parent company or at the company.

Shareholders are requested to refer to Article 169 of the Law on Enterprises 2020 and Article 37 of the Company Charter for detailed provisions.

APPENDIX 3 SAMPLE BALLOT

ANNUAL GENERAL MEETING OF
 SHAREHOLDERS
**VIGLACERA HA LONG JOINT STOCK
 COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
 Independence – Freedom – Happiness

Viet Hung,, 2026

BALLOT

**ADDITIONAL ELECTION OF A MEMBER OF
 THE BOARD OF DIRECTORS FOR THE 2022–2027 TERM**

I. SHAREHOLDER INFORMATION

- 1.1 Name of Shareholder : _____
- 1.2 Shareholder Code : _____
- 1.3 Number of Voting Shares : _____
- 1.4 Number of Additional BOD Members to be Elected: : 01 Members
- 1.5 Total Maximum Votes (No. of Shares × ...): : _____

**II. LIST OF CANDIDATES FOR THE ADDITIONAL ELECTION OF A MEMBER OF
 THE BOARD OF DIRECTORS FOR THE 2022–2027 TERM**

No.	Full Name	Votes
1	Candidate 1: _____	
2	Candidate 2: _____	
3	Candidate 3: _____	
...	...	
	Total Votes (*)	

(*) The total number of votes must not exceed the maximum number of votes specified in Item 7, Section I: Shareholder Information.

ANNUAL GENERAL MEETING OF
 SHAREHOLDERS
**VIGLACERA HA LONG JOINT STOCK
 COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
 Independence – Freedom – Happiness

Viet Hung,, 2026

BALLOT
**ADDITIONAL ELECTION OF A MEMBER OF THE SUPERVISORY BOARD FOR
 THE 2022–2027 TERM**

I. SHAREHOLDER INFORMATION

- 1. Shareholder ID : _____
- 2. Full name : _____
- 3. Number of voting shares owned : _____
- 4. Number of shares authorized : _____
- 5. Total number of voting shares (3+4) : _____
- 6. Number of Supervisory Board members to be elected : 01 person
- 7. Maximum number of votes (5×6) : _____

II. LIST OF CANDIDATES FOR THE ADDITIONAL ELECTION OF A MEMBER OF THE SUPERVISORY BOARD FOR THE 2022–2027 TERM

No.	Full Name	Votes
1	Candidate 1: _____	
2	Candidate 2: _____	
	Total Votes (*)	

() The total number of votes must not exceed the maximum number of votes specified in Item 7, Section I: Shareholder Information.*

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_____ , _____ 2026

**NOMINATION FORM (TEMPLATE)
FOR CANDIDATES FOR ADDITIONAL ELECTION TO THE BOARD OF DIRECTORS /
SUPERVISORY BOARD (*)
OF VIGLACERA HA LONG JOINT STOCK COMPANY (TERM 2022–2027)**

To: The 2026 Annual General Meeting of Shareholders of Viglacera Ha Long Joint Stock Company

We, being shareholder(s)/a group of shareholders of Viglacera Ha Long Joint Stock Company, including the following individuals:

No	Shareholder's Full Name	Address & Contact Phone Number	ID/Passport No. – Date & Place of Issue	Shares Held		Shareholder's signature
				No. of Shares	%	
...	...					
...	...					
	Total:		 shares %	

Hereby respectfully nominate the following person(s):

1. Mr./Ms : Year of Birth :
Address : Phone Number : Email :
ID/Passport No : Date of Issue : Place of :
Issue
Education Level : Major :
Mr./Ms : Year of Birth :
2.
Address : Phone Number : Email :
ID/Passport No : Date of Issue : Place of :
Issue
Education Level : Major :
3. ...

As a candidate for the additional election to the Board of Directors / Supervisory Board (*) of Viglacera Ha Long Joint Stock Company at the 2026 Annual General Meeting of Shareholders.

I/We hereby certify that the above-nominated person(s) fully satisfy the conditions and eligibility requirements to stand for election as a member of the Board of Directors / Supervisory Board (*) of the Company.

We take full responsibility for the accuracy of the above information and commit to complying strictly with the provisions of the Company's Charter and the Election Regulations of the General Meeting of Shareholders of Viglacera Ha Long Joint Stock Company.

Sincerely thank you!

**REPRESENTATIVE OF
SHAREHOLDER(S)/GROUP OF
SHAREHOLDERS**
(Signature and Full Name)

Notes:

(*): Please clearly specify the position for which the candidate is nominated, i.e., "BOARD OF DIRECTORS" or "SUPERVISORY BOARD."

- The dossier of the nominated candidate must include: Nomination Form (in this template); Certified copy of ID Card/Passport and academic/professional qualifications; Curriculum Vitae (self-declared) of the nominee; Written commitment of the nominee.

- The complete dossier must be sent to Viglacera Ha Long Joint Stock Company before the date of the General Meeting (based on postmark date) at the following address:

Office of Viglacera Ha Long Joint Stock Company, Ha Khau 2 Residential Area, An Tiem Street, Viet Hung Ward, Quang Ninh Province (former address: Area 2, An Tiem Street, Ha Khau Ward, Ha Long City, Quang Ninh Province). The envelope should clearly state: "Nomination Dossier for Board of Directors Member/Supervisory Board".

- In cases where shareholders use another nomination form, it shall still be considered valid provided that it contains all required information and criteria as in this template, ensuring clarity and transparency, and is accompanied by all required supporting documents of the nominee.

- For further information, please contact:

+ *Company Office*: +84 203 3840560

+ *AGM Supporting Team*: • *Mr. Bui Van Quang* – *Tel: +84 989 116 857* ; *Mr. Nguyen Tuan Ninh* – *Tel: +84 983 625 003*

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_____ , _____ 2026

Sample

**NOMINATION FORM
FOR CANDIDATES FOR ADDITIONAL ELECTION TO SERVE ON THE BOARD OF
DIRECTORS / SUPERVISORY BOARD (*)
OF VIGLACERA HA LONG JOINT STOCK COMPANY (TERM 2022–2027)**

To: The 2026 Annual General Meeting of Shareholders of Viglacera Ha Long Joint Stock Company

Pursuant to the provisions of the Company’s Charter, we are a shareholder of Viglacera Ha Long Joint Stock Company with the following information:

- Name of Organization
- Enterprise Registration Certificate No: Place of Issue: Date of Issue:
- Contact Address: Telephone:.....
- Legal Representative : Title:
- Number of shares held: shares, representing

We hereby respectfully nominate the following person(s):

1. Mr./Ms : Year of Birth :
Address : Phone Number : Email :
ID Card/Citizen : Date of Issue : Place of Issue :
ID/Passport No :
Education Level : Major :
Mr./Ms : Year of Birth :
2. Address : Phone Number : Email :
ID Card/Citizen : Date of Issue : Place of Issue :
ID/Passport No :
Education Level : Major :
3. ...

As a candidate for the additional election to serve as a member of the Board of Directors / Supervisory Board (*) of Viglacera Ha Long Joint Stock Company at the 2026 Annual General Meeting of Shareholders.

We hereby certify that the above-nominated person fully satisfies the conditions and eligibility requirements to stand for election as a member of the Board of Directors / Supervisory Board (*) of the Company.

We take full responsibility for the accuracy of the above information and commit to strictly complying with the provisions of the Company’s Charter and the Election Regulations of the General Meeting of Shareholders of Viglacera Ha Long Joint Stock Company.

Sincerely yours!

REPRESENTATIVE OF THE SHAREHOLDER

(Signature, Full Name and Seal)

Notes:

(*): Please clearly specify the position for which the candidate is nominated, i.e., “BOARD OF DIRECTORS” or “SUPERVISORY BOARD.”

- The nominee’s dossier must include: Nomination Form (in this template); Certified copy of ID Card/Citizen ID/Passport and academic/professional qualifications; Self-declared Curriculum Vitae of the nominee; Written commitment of the nominee.

- The complete dossier must be sent to Viglacera Ha Long Joint Stock Company prior to the date of the General Meeting (based on postmark date) to the following address:

Office of Viglacera Ha Long Joint Stock Company, Ha Khau 2 Residential Area, An Tiem Street, Viet Hung Ward, Quang Ninh Province (former address: Area 2, An Tiem Street, Ha Khau Ward, Ha Long City, Quang Ninh Province). The envelope should clearly state: "Nomination Dossier for Board of Directors Member/Supervisory Board".

- Other nomination forms shall still be considered valid provided that they contain all required information and criteria as in this template, ensure transparency and clarity, and are accompanied by all required supporting documents of the nominee.

- For further information, please contact:

Company Office: +84 203 3840560

AGM Supporting Team:

- *Mr. Bui Van Quang – Tel: +84 989 116 857*
- *Mr. Nguyen Tuan Ninh – Tel: +84 983 625 003*

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_____, ____ 2026

**SELF-NOMINATION FORM
FOR ADDITIONAL ELECTION TO THE BOARD OF DIRECTORS/ SUPERVISORY BOARD (*)
VIGLACERA HA LONG JOINT STOCK COMPANY (TERM 2022–2027)**

To: The 2026 Annual General Meeting of Shareholders of Viglacera Ha Long Joint Stock Company

Full Name : _____ Year of Birth: _____ Gender: _____

ID Card/Citizen ID/Passport No: _____ Date of Issue: _____ Place of Issue: _____

Contact Address: _____ Telephone: _____

Education Level: _____ Professional Qualification: _____

Pursuant to the Law on Enterprises and the Company’s Charter, I hereby submit my self-nomination for election as a member of the Board of Directors/ Supervisory Board (*) of Viglacera Ha Long Joint Stock Company at the 2026 Annual General Meeting of Shareholders.

I hereby certify that I fully satisfy all criteria and conditions required to stand for election as a member of the Board of Directors/Supervisory Board (*) of the Company. I undertake full responsibility for the accuracy and truthfulness of the contents of this form and the accompanying documents, and I commit to strictly complying with the provisions of the Company’s Charter and the Election Regulations of the 2026 Annual General Meeting of Shareholders of Viglacera Ha Long Joint Stock Company.

With sincere thanks!

SELF-NOMINATED CANDIDATE

(Signature and Full Name)

Notes:

(*): Please clearly specify the position you are self-nominated for: “BOARD OF DIRECTORS” or “SUPERVISORY BOARD”.

- The dossier of the nominated candidate must include: Nomination Form (in this template); Certified copy of ID Card/Passport and academic/professional qualifications; Curriculum Vitae (self-declared) of the nominee; Written commitment of the nominee.

- The complete dossier must be sent to Viglacera Ha Long Joint Stock Company before the date of the General Meeting (based on postmark date) at the following address:

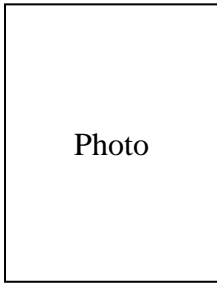
Office of Viglacera Ha Long Joint Stock Company, Ha Khau 2 Residential Area, An Tiem Street, Viet Hung Ward, Quang Ninh Province (former address: Area 2, An Tiem Street, Ha Khau Ward, Ha Long City, Quang Ninh Province). The envelope should clearly state: “Nomination Dossier for Board of Directors Member/ Supervisory Board (*)”.

- In cases where shareholders use another nomination form, it shall still be considered valid provided that it contains all required information and criteria as in this template, ensuring clarity and transparency, and is accompanied by all required supporting documents of the nominee.

- For further information, please contact:

+ *Company Office*: +84 203 3840560

+ *AGM Supporting Team*: • *Mr. Bui Van Quang* – Tel: +84 989 116 857 ;*Mr. Nguyen Tuan Ninh* – Tel: +84 983 625 003



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**CURRICULUM VITAE OF CANDIDATE
FOR ADDITIONAL ELECTION TO THE BOARD
OF DIRECTORS/SUPERVISORY BOARD (*)
VIGLACERA HA LONG JOINT STOCK COMPANY
(AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS)**

- 1. Full Name:..... Gender: Male Female
- 2. Date of Birth:.....
- 3. Permanent Residential Address:
- 4. Contact Address:..... Telephone:
- 5. Citizen ID/Passport No: ; Date of Issue:; Place of Issue:
- 6. Nationality:.....
- 7. Educational and Professional Qualifications:
- 8. Employment History:
-
- 9. Current Position(s) held at Viglacera Ha Long Joint Stock Company (if any):
- 10. Number of VHL shares personally held shares,
representing (%):
- 11. Positions held at other organizations/enterprises:.....
- 12. Related Persons holding VHL shares (biological parents; spouse; children; siblings):

No.	Name of Related Person	Relationship	ID No			Shares held at VHL	(%)
			No.	Date of Issue	Place of Issue		
...	...						

- 13. Related interests in Viglacera Ha Long Joint Stock Company:.....
-
-
- 14. Name of nominating shareholder/organization (if any):

No.	Name of Shareholder/Organization	Contact Address & Phone	Shares held at VHL	(%)
...	...			

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

Declarant
(Signature and Full Name)

(*) Please specify the position for additional election as “BOARD OF DIRECTORS” or “SUPERVISORY BOARD”.

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**UNDERTAKING
OF CANDIDATE FOR ADDITIONAL ELECTION TO THE BOARD OF DIRECTORS/
SUPERVISORY BOARD (*)
VIGLACERA HA LONG JOINT STOCK COMPANY (TERM 2022–2027)**

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

Full Name: _____ Year of Birth: _____ Gender: _____

ID Card/Citizen ID/Passport No: _____ Date of Issue: _____ Place of Issue: _____

Contact Address: _____ Telephone: _____

Education Level: _____ Professional Qualification: _____

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

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

_____, ____ 2026

Candidate's Signature

(Signature and Full Name)

(*): Please clearly specify the position you are nominated for: “BOARD OF DIRECTORS” or “SUPERVISORY BOARD”.