

No: 6/VIT-HDQT

Bac Ninh, January 23, 2026

**RESOLUTION OF THE BOARD OF DIRECTORS  
VIGLACERA TIEN SON JOINT STOCK COMPANY**  
*“Regarding approval of 2025 production and business results and the Q1/2026  
production and business plan”*

- Pursuant to the Enterprise Law No. 50/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of Organization and Operation of Viglacera Tien Son Joint Stock Company;
- Pursuant to the production and business plans for 2025 and 2026;
- Pursuant to the Board of Directors Meeting Minutes No.5/VIT-HDQT dated January 23, 2026, regarding the approval of 2025 production and business results and the Q1/2026 production and business plan;

**HEREBY RESOLVES**

**Article 1.** To approve the 2025 production and business results and the Q1/2026 production and business plan as follows:

**1. To approve the production and business indicators for 2025:**

Indicators	Unit	2025 Plan	2025 Actual	Act/Plan (%)
Net Revenue	Million VND	2,389,903	2,307,297	97%
Profit Before Tax	Million VND	90,056	92,286	102%
Depreciation of FA	Million VND	167,092	163,620	98%
Average Income	Mil. VND/person/month	16.0	16.7	104%

**Evaluation of 2025 Production and Business Results:**

**1.1. Regarding Business:**

- Net revenue in 2025: 2,307,297 million VND, reaching 97% of the plan.

**1.2. Regarding Finance:**

- Profit before tax indicator in 2025: 92,286 million VND, reaching 102% of the plan.
- Fixed asset depreciation indicator in 2025: 163,620 million VND, reaching 98% of the plan.

**1.3. Regarding Production:**

- Thai Binh Factory and My Duc Factory maintained operations at ~100% capacity.
- EuroTile Factory operated at ~62% capacity.
- Tien Son Factory operated at ~63% capacity.



## 2. Orientation for Production and Business Tasks in Q1/2026:

The Board of Directors assigns the Executive Board the production and business plan for Q1/2026 with the following key indicators:

Indicators Jan	Unit Feb	2025 Actual Mar	2026 Plan Total	Q1/2026 Plan			
				Jan	Feb	Mar	Total
Net Revenue	Mil. VND	2,307,297	4,634,080	259,083	110,000	380,954	750,037
Profit Before Tax	Mil. VND	92,286	177,158	-703	-16,764	10,393	-7,073
Depreciation of FA	Mil. VND	163,620	252,129	12,595	12,595	12,895	38,086
Average Income	Mil. VND/p/m	16.70	19.50	18.00	18.00	18.00	18.00

### Implementation Measures:

#### 2.1. Regarding Production and Product Quality:

- Factories to inspect and perform major maintenance and repairs on machinery and equipment to ensure stable production; strictly control input raw materials to ensure product quality meets standards.

- Achieve the planned targets.
- Raw Material Reserve: Focus on stockpiling raw materials.
- Regarding Product Quality: Ensure compliance with Internal Standard TCCS GRA 03:2013 issued by Viglacera Corporation.
- Recovery Rate at Factories: Strive to achieve over 96%.

#### 2.2. Cost Control and Reduction:

- Continue negotiating with suppliers to reduce prices of input raw materials and supplies.
- Search for alternative raw material sources with suitable quality and lower costs.
- Strengthen quality control of input supplies and raw materials to reduce wastage at each stage.
- Implement cost allocation to departments; review weekly, monthly, and quarterly to ensure targets regarding output, quality, and recovery rates.

#### 2.3. Business Operations:

- **System Channel:** Sign contracts and assign revenue targets for 2026 to Agents.
- **Project Channel:** Focus on exploiting commercial housing projects, hotels, resorts, social housing, and public investment projects.
- **Export Channel:** Build and finalize pricing policies for export customers.
- Participate in the Coverings 2026 exhibition.
- **Marketing:** Organize a nationwide customer meeting.
- Deploy market survey and market research plans.
- Standardize the website and Company Capability Profile.

#### 2.4. Financial Operations:

- Seek capital sources with low interest rates to reduce financial costs for the company.

- Ensure capital for production, business activities, and investment.
- Stick closely to the profit targets set out.

#### **2.5. Investment Activities:**

- Factories to prepare well for detailed repair and maintenance work for each stage during the 2026 Lunar New Year holiday.

#### **2.6. Other Activities:**

- Authorize the Company Director to continue reviewing and liquidating assets at two factories to clear the site for project implementation and capital recovery, based on compliance with the Financial Management Regulation and the Company Charter, ensuring production and business results as planned.

**Article 2: Assign the Company Director and the Executive Board to implement the contents of the Resolution in accordance with the Charter, internal processes of the Company, and legal regulations.**

**Article 3: The Company Director and relevant departments, branches, and individuals are responsible for the implementation of this Resolution.**

Recipients: W

- BOD Members;
- Supervisory Board;
- Mr./Ms. (as per Article 3);
- Archived: BOD, Office.

**CHAIRMAN OF THE BOARD OF DIRECTORS**



**CHỦ TỊCH H.Đ.Q.T**

*Đoàn Hải Mậu*

