

Hanoi, January 21, 2025

COMPANY GOVERNANCE REPORT
(Year of 2024)

To: - State Securities Commission
- Hanoi Stock Exchange

Listed company name: VICOSTONE JOINT STOCK COMPANY

Head office address: Hoa Lac High-Tech Park, Thach Hoa Commune, Thach That District, Hanoi, Vietnam

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Charter capital: 1,600,000,000,000 VND (One thousand six hundred billion VND)

Stock code: VCS

Company governance model: General Meeting of Shareholders, Board of Directors, General Director and Audit Committee under the Board of Directors.

Regarding the implementation of internal audit function: Implemented

I. Activities of the General Meeting of Shareholders

Annual General Meeting of Shareholders 2024

On April 12, 2024, Vicostone JSC successfully organized the 2024 Annual General Meeting of Shareholders (GMS), reached an agreement on Resolution No. 01/2024 NQ/VCS-ĐHĐCD with the following contents:

- Adoption of Report of BOD in 2023 and term 2019 – 2024;
- Adoption of the Audit Committee's Report on internal audit activities;
- Adoption of the 2023 production and business results and the 2024 production and business plan;
- Adoption of the 2023 audited financial statements, selecting the unit to audit the 2024 financial statements;
- Adoption of the 2023 Profit Distribution Plan, 2024 Profit Distribution and Dividend Payment Plan; Approving the BOD remuneration payment plan for 2024;
- Adoption of authorizing the BOD to review and approve investment projects under the authority of the GMS, transactions and contracts signed between Vicostone JSC and related parties, ensuring the rights of shareholders;

- Adoption of the direction of receiving the transfer of the Project "Investment in building a factory to produce UV - and weather-resistant unsaturated polyester resins that can be used in the production of quartz-based artificial stone and other composite materials";
- Electing members of the BOD for the 2024 - 2029 term;

II. Board of Directors activities (2024 report):

1. Information about Board of Directors (BOD) members

No.	BOD Member	Title	Time of election/dismissal as BOD members/ independent member	
			Time of election	Time of dismissal
1	Mr. Ho Xuan Nang	Chairman of BOD	12/04/2024	
2	Mr. Pham Tri Dung	Member of BOD	12/04/2024	
3	Ms. Le Thi Minh Thao	Member of BOD	12/04/2024	
4	Ms. Tran Lan Phuong	Member of BOD	12/04/2024	
5	Mr. Nguyen Quang Hung	Member of BOD	12/04/2024	
6	Mr. Pham Anh Tuan	Member of BOD	12/04/2019	12/04/2024

The composition of the company's Board of Directors ensures diversity in several key aspects: gender diversity (with female Board members); diversity in professional expertise; compliance with regulations regarding the number of independent Board members and the presence of both executive and non-executive members in the Board.

2. Board of Directors Meetings

In 2024, the Board of Directors (BOD) held 21 meetings to approve important decisions for the Company. Vicostone's BOD meetings are scheduled and conducted in accordance with regulations on meeting organization. The content of the meetings is fully and thoroughly discussed and evaluated by the BOD members to provide the best directions and solutions for the Company. For meetings that are particularly important and require input from the Board of Management (BOM), the BOD always invites the BOM to attend and provide their opinions.

BOD members are responsible for attending all meetings held during the year. In 2024, the meeting attendance rate of the BOD members was as follows:

No.	BOD member	Titles	Number of BOD meetings attend	Attending rate	Reason of absence
1	Mr. Ho Xuan Nang	Chairman of the BOD	21	100%	
2	Mr. Pham Tri Dung	Member of BOD	21	100%	

3	Ms. Le Thi Minh Thao	Member of BOD	14	100%	Attend all meetings after being appointed on April 12, 2024
4	Ms. Tran Lan Phuong	Member of BOD	21	100%	
5	Mr. Nguyen Quang Hung	Independent member of BOD	21	100%	
6	Mr. Pham Anh Tuan	Member of BOD	7	100%	No longer attend meetings after being dismissed on April 12, 2024

The BOD meetings focused on resolving key issues related to directing the implementation of the 2024 GSM's Resolutions; Developing and implementing production and business plans for 2024 as approved by the GSM; directing the implementation of the business plan, implementing key tasks and the Resolutions of the 2024 GSM, etc. The Resolutions agreed upon by the BOD at the meetings are the important directions to help the BOM and relevant departments effectively carry out the Company's business tasks, stabilizing the general difficult situation given the market instability increases in many countries.

3. Supervisory activities of the Board of Directors over the Board of Management:

a- Supervision methods:

The Board of Directors' supervision of the Board of Management is carried out in accordance with the provisions of law, the Company's Charter and internal governance regulations.

Accordingly, the Board of Directors carries out supervision according to the annual plan and according to the unscheduled supervision sessions, the Board of Directors conducts supervision through the following forms:

- **Through meetings and discussions between the BOD members and the BOM or the BOM members being supervised:** The BOD conducts regular supervision of the BOM through quarterly or adhoc meetings, emails, other electronic communication methods and telephone discussions on the implementation of production and business strategies, goals, contents and plans approved by the GMS on April 12, 2024 and the implementation of the BOD' Resolutions, quarterly production and business results;
- **Through the reporting system of the BOM:** The BOM also reports regularly to the BOD on the progress and results of implementing planned tasks and difficulties in the implementation to promptly seek the BOD's opinions about the most effective solution. The Chairman and members of the BOD shall review the BOM's reports within the scope of BOM's assigned supervision work.

b- Results of the Board of Directors' supervision of the Board of Directors

Through the supervision and control of the Company's activities in 2024, the Board of Directors (BOD) reached a consensus that the Board of Management (BOM) successfully fulfilled its role

in operating production and business in accordance with the Resolutions of the General Meeting of Shareholders and the BOD. The BOM implemented programs aligned with Vicostone's strategic goals, following the planned roadmap, and made necessary adjustments to adapt promptly to macroeconomic conditions and competition in the domestic and international construction materials industry. The details are as follows:

❖ **Business activities**

- Directing production and business activities, improving service quality, optimizing costs to increase competitiveness in the context of escalating prices;
- Directing the increase in sales through restructuring the VICOSTONE® product distribution system in key markets, enhancing the position of the VICOSTONE® brand in existing markets, continuing to search for and expand the distribution system to potential markets, increasing Vicostone's coverage in the global market;
- Directing the development and creation of value-added products/services to help increase sustainable revenue growth and enhance customer experience;
- Directing the continued implementation of the strategy of localizing raw materials according to international standards, increasing the Company's internal strength, controlling and improving product quality, ensuring continuous production, minimizing the risk of dependence on raw material suppliers and increasing competitive advantages;
- Directing the development of new products, creating unique artistic product lines capable of leading the market;
- Directing the production management, inventory management and sales management solutions aimed at optimizing production planning and accelerating inventory turnover;
- Directing the promotion of a Kaizen culture of continuous improvement, aiming to minimize waste in production, reduce labor time, and enhance overall operational efficiency.

❖ **In brand promotion in domestic and international markets**

In 2024, the BOD directed continued efforts to strengthen the VICOSTONE® brand strategy and expand the presence both domestically and internationally. Key initiatives include:

- *Domestic market:* Building and implementing the Integrated Marketing Communications (IMC) Plan for 2024; participating in Interior and Construction Exhibitions; attending events, accompanying Design Awards etc.;
- *International market:* Continuously enhancing Prosite, the go-to platform for professionals, to offer a wider range of valuable features, comprehensive product information, and expert consultation, thereby fostering deeper engagement with the VICOSTONE® brand among both existing and potential customers; Participating in many prestigious international interior furniture exhibitions in North America to introduce the company's latest product collections to the market, etc.;
- Implementing flexible marketing campaigns that adapt to the unique characteristics and dynamic nature of each market

❖ **In human resources and corporate culture development**

- Directing succession planning resources, promoting training programs, and enhancing personnel capacity at the strategic level to meet the requirements of the Company's production and business goals.
- Directing the continued building of a positive, happy working environment based on the Company's core values, aimed at inspiring employees and strengthening their engagement with one another and the Company.

❖ **Business governance**

- Closely directing the innovation of working methods, research and development of new technologies and products, and automation of production processes;
- Directing the promotion of technological innovation and investment in IT infrastructure, ensuring its comprehensive deployment to proactively adapt to economic and market fluctuations, enhance business performance, increase labor productivity, and optimize operational efficiency;
- Directing the development and implementation of plans to respond to both domestic and foreign market conditions, as well as action plans to address signs of unfair competition;
- Directing the integration of risk management procedures into operations and management, including but not limited to production, sales, and investment, among other Company activities. This includes identifying and assessing potential risks at each business step, using these assessments to develop risk response plans, set target results, and evaluate the effectiveness of risk management in business operations;
- Directing the development and issuance of Information Security (IS) Regulations, establishing the IS Project Management Board to ensure strict management and synchronized implementation of security measures, and raising awareness of IS among all employees;
- Promoting the practice of Environment, Society, and Governance (ESG) principles across all aspects of production and business activities to create sustainable development value for the Company, the environment, and society.

❖ **Shareholder relationship**

- On April 12, 2024, the BOD directed and organized the 2024 Annual General Meeting of Shareholders successfully;
- Directed the Board of Investor Relations to release the Company's Annual Report and Sustainable Development Report of 2023, which provide information to Shareholders and Investors about the Company's operations;
- Directed the payment of cash dividends for the first time in June 2024 and the second time in December 2024;
- Directed the Board of Investor Relations to release disclosing information promptly, transparently, and in accordance with current regulations.

4. Activities of sub-divisions of the BOD:

Sub-divisions have been established to support the BOD in implementing specific tasks and undertaking its supervision responsibilities. Activities of the sub-divisions in 2024 include:

a. General Affairs Sub-Division

In 2024, the General Affairs Sub-Division carried out the following important tasks:

- Monitor and analyze market fluctuations; act as the focal point to synthesize and provide information on the Company's production and business situation to the BOD;
- Coordination with other departments and divisions in the provision of legal consultancy related to the corporate governance, Law on Enterprise and Law on Securities and other legal documents related to the Company's activities to the BOD and BOM;
- Coordination with the Board of Investor Relations and Legal Department to organize the GMS, publish information, collect investors' feedback, and produce reports according to the stock market law;
- Organizing BOD and BOM meetings;
- Carry out other tasks.

b. Audit Committee

The Audit Committee, under the Board of Directors (BOD), is responsible for overseeing financial reports, risk management, and implementing other internal control measures within the Company to ensure transparency, integrity, and accountability in business operations. In 2024, the Company's Audit Committee performed the following key functions:

- **Monitoring activities over the BOD and Board of Management (BOM):** The Audit Committee monitored strategy planning, management, and operations of the BOD and BOM to ensure compliance with the law, the Company's Charter, and Governance Regulations. This included ensuring that there were no conflicts of interest among the members of the BOD or BOM in relation to the Company's interests. The Committee also reviewed and updated the internal regulation system to ensure compliance with Vietnamese regulations, international standards, and best practices. Additionally, it evaluated the internal control system and risk management processes, providing advice on improving these systems.
- **Other activities:** The Audit Committee analyzed the market context, as well as domestic and international economic and political situations, to identify key risks to the Company's production and business activities and provide relevant advice to the BOD and BOM. The Committee conducted independent and objective assessments on the compliance, economic efficiency, effectiveness, and overall efficiency of the internal control system and risk management. Furthermore, it inspected, monitored, and advised on improving the Company's management and operational processes, ensuring that the Company's operations complied with all legal provisions.

5. Resolutions of the Board of Directors

- Resolutions of the Board of Directors are passed at meetings of the Board of Directors;
- The list of main contents passed at meetings of the Board of Directors is attached in Appendix 01 of this Report.

III. Audit Committee

1. Information about the members of the Audit Committee (AC)

No.	Audit Committee Member	Title	Date of starting/no longer being a member of the AC	Professional qualifications
1	Mr. Nguyen Quang Hung	Chairman of the AC	Appointed on April 12,2024	Master of Economics
2	Ms. Tran Lan Phuong	Member of the AC	Appointed on April 12,2024	Master of Business Administration

2. Audit Committee Meetings:

No.	Audit Committee Member	Number of meetings attended	Attending rate	Voting ratio	Reason for not attending the meeting
1	Mr. Nguyen Quang Hung	04	100%	100%	
2	Ms. Tran Lan Phuong	04	100%	100%	

3. Supervisory activities of the Audit Committee towards the Board of Directors, Board of Management and shareholders:

- Supervise the strategic planning, management and operation of the Board of Directors and the Board of Management to ensure compliance with the provisions of law, the Charter and the Company's governance regulations;
- Evaluate, control and ensure that there are no conflicts of interest between members of the Board of Directors, members of the Board of Management with each other and with the interests of the Company;
- Review and update the system of internal regulations to ensure compliance with Vietnamese regulations, in accordance with international standards and practices;
- Evaluate the internal control system, risk management system and advise on the completion of the internal control system, risk management system of the Company;
- Supervise to ensure that the salaries and bonuses of members of the Board of Directors (Executive and Non-Executive Members) at the Company are paid in accordance with the labor contract and salary regulations issued by the Company's Board of Directors; remuneration received is in accordance with the level approved by the General Meeting of Shareholders;

4. Coordination of activities between the Audit Committee and the activities of the Board of Directors, Board of Management and other managers:

- During the audit process, the Board of Directors and the Board of Management always proactively coordinate closely with the Audit Committee by providing complete and

timely procedures, documents and reports related to the Company's management and operations;

- The AC participated in all important meetings of the Board of Directors and the Board of Management and provided important advice to the Board of Directors and the Board of Management in developing and adjusting strategic goals and implementing business and production plans.
- In addition, in 2024, members of the Audit Committee conducted an audit of the entire content of the 2023 Sustainable Development Report and re-evaluated some key contents of the Company's reports and documents before publishing them.

5. Other activities of the Audit Committee:

Risk Management:

- Timely analyze the market context, domestic and international economic and political situation in the context of many global fluctuations such as high inflation in many countries, geopolitical conflicts, etc., thereby identifying a list of key risks to the Company's production and business activities and advising the Board of Directors and the Board of Management in developing production and business plans, in order to proactively respond to risks and adverse developments in the market.
- Provide independent and objective assessments of the compliance, economic viability, effectiveness and efficiency of the internal control system and risk management;
- Inspect, monitor and advise on the completion and improvement of the Company's operating, management and operational processes;
- Ensure that the Company's operations comply with legal regulations.

IV. Board of Management

No.	Member of Board of Management	Title	Date of Birth (dd/mm/yyyy)	Professional qualifications	Date of appointment/dismissal
1	Mr. Pham Tri Dzung	General Director	18/10/1971	Mechanical Engineer, Master of Business Administration	Appointed on 27/02/2023
2	Mr. Nguyen Chi Cong	Vice General Director	16/08/1981	Control engineer	Reappointed on 04/08/2023
3	Mr. Luu Cong An	Vice General Director	15/07/1965	Dynamics Engineer	Reappointed on 22/06/2023
4	Mr. Dong Quang Thuc	Vice General Director	02/02/1985	Master of Chemistry, Master of Business Administration	Reappointed on 07/05/2024

No.	Member of Board of Management	Title	Date of Birth (dd/mm/yyyy)	Professional qualifications	Date of appointment/dismissal
5	Mr. Nguyen Quang Anh	Vice General Director	29/06/1976	Construction and loading machinery engineer	Appointed on 22/06/2023
6	Ms. Tran Thi Thu Huong	Vice General Director	01/12/1990	Master of Business Administration	Appointed on 25/09/2024

V. Chief Accountant

Full name	Date of Birth (dd/mm/yyyy)	Professional qualifications	Date of appointment/dismissal
Ms. Nguyen Phuong Anh	10/10/1986	Bachelor of Economics, major in Accounting	Appointed on 30/08/2022

VI. Corporate governance training:

Decree 71/2017/ND-CP dated June 6, 2017 of the Government guiding the governance applicable to public companies, effective from August 1, 2017, has removed the regulation on participation in corporate governance training courses for target groups. However, most members of the Board of Directors, the Board of Management, and the Audit Committee have fully participated in corporate governance training courses according to the regulations on corporate governance.

All members of the Company's Board of Directors hold a Master's Degree in Business Administration and possess in-depth professional knowledge in operating and supervising business activities.

VII. List of related persons of public companies and transactions of related persons of the Company with the company itself:

1. List of related persons of the company:

(Attached List - Appendix 2)

2. Transactions between a company and its related persons; or between the company and major shareholders, internal persons, or related persons of internal persons:

(Attached List - Appendix 3)

3. Transactions between company internal persons, related parties of internal persons and subsidiaries, companies controlled by the company

4. Transactions between the company and other entities

4.1. Transactions between the company and companies in which members of the Board of Directors, members of the Audit Committee, General Director and other managers have been and are founding members or members of the Board of Directors, General Director within the past three (03) years (calculated at the time of reporting):

(Attached List - Appendix 3)

4.2. Transactions between the company and companies in which related persons of members of the Board of Directors, members of the Audit Committee, General Director and other managers are members of the Board of Directors, General Director

4.3. Other corporate transactions that may bring material or immaterial benefits to members of the Board of Directors, members of the Audit Committee, the General Director and other managers.

VIII. Stock transactions of internal persons and related parties of internal persons

1. List of internal persons and related people of internal persons:

(Attached List - Appendix 4)

2. Internal persons and related persons transactions on company stocks

VI. Other issues

Recipient:

- SSC, HNX
- Save at: VT, QHCD

**CHAIRMAN OF THE BOD** *gmb*
**CÔNG TY
CỔ PHẦN
VICOSTONE**
HO XUAN NANG

APPENDIX 1: LIST OF SOME MAIN CONTENTS APPROVED AT THE BOARD OF DIRECTORS MEETINGS IN 2024

No.	Date (dd/mm/yyyy)	Resolution No.	Meeting Content	Voting approval rate
01	11/01/2024	01/2024 NQ/VCS-HDQT	Approving goods/service transactions between the Company and related parties in 2024	100%
02	17/01/2024	02/2024 NQ/VCS-HDQT	Adopting the changes in the information about the capital contributor's representatives and changes in the members of the Member's BOD of Phenikaa Hue	100%
03	19/02/2024	03/2024 NQ/VCS-HDQT	Convening the 2024 GMS	100%
04	21/03/2024	04/2024 NQ/VCS-HDQT	Approving the 2024 production and business plan	100%
05	22/03/2024	05/2024 NQ/VCS-HDQT	Approving the time and documents of the 2024 General Meeting of Shareholders	100%
06	29/03/2024	06/2024 NQ/VCS-HDQT	Approving the loan transaction between Vicostone JSC and Phenikaa Hue Mineral Investment and Processing Company Limited	100%
07	12/04/2024	07/2024 NQ/VCS-HDQT	Electing the Chairman of the BOD	100%
08	07/06/2024	08/2024 NQ/VCS-HDQT	The first cash dividend in 2024	100%
09	09/07/2024	09/2024 NQ/VCS-HDQT	Selecting the unit to review the semi-annual financial statements and audit the 2024 financial statements of the Company	100%
10	18/07/2024	10/2024 NQ/VCS-HDQT	Issuing the Training Regulations	100%
11	09/06/2024	15/2024 NQ/VCS-HDQT	Appointing the Company's key personnel	100%
12	12/03/2024	16/2024 NQ/VCS-HDQT	The second cash dividend in 2024	100%
13	18/12/2024	17/2024 NQ/VCS-HDQT	Approving the change of the Company's stamp	100%

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APPENDIX 2: LIST OF RELATED PERSONS OF VICOSTONE JOINT STOCK COMPANY AS OF DECEMBER 31, 2024

No.	Name of Entity/Individual	Securities trading account (if any)	The starting time of being related to the Company	The time of no longer being related to the Company	Reason	Relationship with the Company
1	Hồ Xuân Năng	044C348589	12/04/2024		Elected to the Board of Directors on April 12, 2024	Chairman of the Board
1.1	Phạm Thị Thu Hằng					
1.2	Hồ Hoàng Anh					
1.3	Hồ Yến Anh					
1.4	Hồ Xuân Nhật Minh					
1.5	Hồ Thị Hệ					
1.6	Hồ Thị Hồng Nờ					
1.7	Hồ Ngọc Tài					
1.8	Hồ Ngọc Dân					
1.9	Hồ Thị Mận					
1.10	Hồ Thị Mơ					
1.11	Trương Đức Quý					
1.12	Phùng Mạnh Hiếu					
1.13	Nguyễn Văn Chúc					
1.14	Nguyễn Văn Thanh					
1.15	Hà Thị Ngân					
1.16	Phạm Thị Lan					
1.17	Nguyễn Thị Vân					
2	Lê Thị Minh Thảo		12/04/2024		Elected to the Board of Directors on April 12, 2024	Member of the Board of Directors
2.1	Vũ Gia Tâm		12/04/2024			
2.2	Vũ Tất Đạt		12/04/2024			
2.3	Bùi Ngọc Hân		12/04/2024			
2.4	Vũ Lê Minh		12/04/2024			
2.5	Lê Thị Hiền		12/04/2024			
2.6	Lê Huy Nhã		12/04/2024			
2.7	Lê Thị Thanh Hòa		12/04/2024			
2.8	Lê Tuấn Trung		12/04/2024			
2.9	Lê Thị Hồng Hạnh		12/04/2024			
2.10	Trần Xuân Trường		12/04/2024			
2.11	Lê Thị Hồng Phúc		12/04/2024			
2.12	Nguyễn Đăng Sâm		12/04/2024			
2.13	Lê Thị Duyên		12/04/2024			
2.14	Nguyễn Hồng Đạo		12/04/2024			
3	Trần Thị Thu Hương		25/09/2024		Appointed Deputy General Director of the Company on September 29, 2024	Deputy General Director
3.1	Phùng Đình Nam		25/09/2024			
3.2	Phùng Đình Nhật Minh		25/09/2024			
3.3	Phùng Minh Anh		25/09/2024			
3.4	Trần Đại Lượng		25/09/2024			
3.5	Phùng Thị Tề		25/09/2024			
3.6	Trần Thị Phương		25/09/2024			
3.7	Bùi Anh Vân		25/09/2024			
3.8	Trần Thị Lan		25/09/2024			
3.9	Nguyễn Ngọc Toàn		25/09/2024			
4	Trần Lan Phương	044C041088	12/04/2024		Elected to the Board of Directors on April 12, 2024	Member of the Board of Directors
4.1	Nguyễn Văn Đăng					
4.2	Nguyễn Nhật Ánh					
4.3	Nguyễn Hoàng Bách					
4.4	Trần Công Huy					
4.5	Nguyễn Thị Thu Giang					
4.6	Nguyễn Thị Cấn					
4.7	Nguyễn Văn Dũng					
5	Nguyễn Quang Hưng		12/04/2024		Elected to the Board of Directors on April 12, 2024	Member of the Board of Directors
5.1	Trần Anh Thư					
5.2	Nguyễn Trần Gia Linh					
5.3	Nguyễn Quý Đức					
5.4	Nguyễn Văn Khang					
5.5	Lê Thu Thủy					
5.6	Nguyễn Quang Huy					
5.7	Nguyễn Thu Hiền					
5.8	Nguyễn Thế Tân					
5.9	Đỗ Minh Quang					
6	Nguyễn Phương Anh		30/08/2022		Appointed as Chief Accountant on August 30, 2022	Chief Accountant
6.1	Nguyễn Trọng Nghĩa					
6.2	Bùi Bích Vân					
6.3	Cao Thanh Sơn					
6.4	Cao Diệu Linh					
6.5	Cao Thủy Dương					
6.6	Cao Ánh Dương					
6.7	Nguyễn Hoàng Anh					
6.8	Cao Thanh Hà					

No.	Name of Entity/Individual	Securities trading account (if any)	The starting time of being related to the Company	The time of no longer being related to the Company	Reason	Relationship with the Company
6.9	Hoàng Thị Hương					
7	Đông Quang Thức					Deputy General Director
7.1	Đông Văn Địch					
7.2	Lê Thị Từ					
7.3	Trần Thị Trung Thu					
7.4	Đông Quang Tiến					
7.5	Tô Thị Lan Hương					
7.6	Đông Nguyên Khánh					
7.7	Đông Quang Bảo					
7.8	Đông Hương Huyền Anh					
8	Lưu Công An	044C004236				Deputy General Director
8.1	Nguyễn Thị Hải Hà					
8.2	Lưu Hà My					
8.3	Lưu Công Minh					
8.4	Lưu Thị Thủy					
8.5	Lưu Thị Kim Khánh					
8.6	Lưu Công Bằng					
8.7	Đỗ Tấn Bình					
8.8	Chu Tam Quang					
8.9	Nguyễn Thị Đan					
9	Phạm Trí Dũng	044C084007	12/04/2024		Elected to the Board of Directors on April 12, 2024	Member of the Board of Directors, General Director
9.1	Chu Thị Vân Thương					
9.2	Phạm Chu Ngọc Mai					
9.3	Phạm Chu Tuấn Minh					
9.4	Vũ Thị Lợi					
9.5	Phạm Thủy Quỳnh					
9.6	Phạm Đức Trọng					
9.7	Nguyễn Văn Môn					
9.8	Đoàn Thanh Hằng					
9.9	Cao Thị Cảnh					
10	Nguyễn Chí Công					Deputy General Director
10.1	Nguyễn Thị Thắm					
10.2	Nguyễn Tú Khuê					
10.3	Nguyễn Kiều Anh					
10.4	Nguyễn Tuấn Anh					
10.5	Nguyễn Thị Châm					
10.6	Nguyễn Xuân Lộc					
10.7	Nguyễn Thị Nhi					
10.8	Nguyễn Thị Lộc					
10.9	Nguyễn Thị Linh					
10.10	Nguyễn Thị Mùi					
10.11	Lê Văn Thứ					
10.12	Vũ Khắc Khương					
10.13	Trịnh Văn Doanh					
10.14	Trần Văn Lập					
10.15	Nguyễn Văn Nhân					
11	Nguyễn Quang Anh		22/06/2023		Appointed as Deputy General Director	Deputy General Director
11.1	Nguyễn Thị Thu		22/06/2023			
11.2	Nguyễn Thị Ngọc Diệp		22/06/2023			
11.3	Nguyễn Quang Tùng		22/06/2023			
11.4	Nguyễn Quang Khởi		22/06/2023			
11.5	Lê Thị Tơ		22/06/2023			
11.6	Nguyễn Quang Tiến		22/06/2023			
11.7	Nguyễn Thị Dung		22/06/2023			
11.8	Nguyễn Thị Loan		22/06/2023			
11.9	Nguyễn Thị Phương		22/06/2023			
11.10	Lê Văn Lực		22/06/2023			
11.11	Lê Huy Luyện		22/06/2023			
11.12	Lê Văn Sơn		22/06/2023			
11.13	Nguyễn Thị Nụ		22/06/2023			
12	Công ty cổ phần Tập đoàn Phượng Hoàng Xanh A&A					Mother Company
12.1	Hồ Xuân Năng	044C348589				
12.2	Phạm Thị Thu Hằng					
12.3	Lưu Công An	044C004236				
12.4	Nguyễn Thanh Hải		22/09/2023		Elected to the Board of Directors of A&A Green Phoenix Group JSC	
12.5	Phạm Trí Dũng	044C084007				
12.6	Trần Lan Phương	044C041088				
12.7	Lê Thị Minh Thảo					
12.8	Nguyễn Thị Phương Anh					
12.9	Trần Thu Hà		01/08/2023		Appointed as Deputy General Director of A&A Green Phoenix Group JSC	
12.10	Đặng Ngọc Lương					
12.11	Nguyễn Văn Đăng					

No.	Name of Entity/Individual	Securities trading account (if any)	The starting time of being related to the Company	The time of no longer being related to the Company	Reason	Relationship with the Company
12.12	Lê Anh Sơn					
12.13	Lương Xuân Mẫn					
13	Công ty cổ phần Style Stone					Subsidiary of A&A Green Phoenix Group JSC
14	Công ty cổ phần Chế tác đá Việt Nam					Subsidiary of A&A Green Phoenix Group JSC
15	Công ty cổ phần Tư vấn quản lý dự án VPM Hà Nội					Subsidiary of A&A Green Phoenix Group JSC
16	Công ty cổ phần Trung tâm Séc G3					Subsidiary of A&A Green Phoenix Group JSC
17	Công ty TNHH MTV Đầu tư và chế biến khoáng sản Phenikaa Huế					Subsidiary of Vicostone JSC
17.1	Nguyễn Quang Anh					
17.2	Nguyễn Hữu Chương					
17.3	Phạm Trí Dũng	044C084007				
17.4	Hoàng Anh Trung Sơn					
17.5	Đoàn Quốc					
18	Trường Đại học Phenikaa					Subsidiary of A&A Green Phoenix Group JSC
19	Công ty cổ phần Công nghiệp Trần Long					Subsidiary of Vietnam Stone Work – top Fabrication JSC
20	Công ty cổ phần Đầu tư giáo dục Phenikaa					Subsidiary of A&A Green Phoenix Group JSC
21	Công ty cổ phần Yersin Việt Nam					Subsidiary of A&A Green Phoenix Group JSC
22	Viện Nghiên cứu và Công nghệ Phenikaa					Subsidiary of A&A Green Phoenix Group JSC
23	Công ty Cổ phần Công nghệ Phenikaa Maas					Subsidiary of A&A Green Phoenix Group JSC
24	Công ty Cổ phần điện tử Phenikaa					Subsidiary of A&A Green Phoenix Group JSC
25	Công ty TNHH Hóa chất Phenikaa					Subsidiary of A&A Green Phoenix Group JSC
26	Công ty Cổ phần thương mại và chuyển giao công nghệ Phenikaa					Subsidiary of Phenikaa University
27	Công ty Cổ phần Phenikaa X					Subsidiary of Phenikaa University
28	Công ty cổ phần Nam Hưng					Subsidiary of A&A Green Phoenix Group JSC
29	CTCP Nghiên cứu và kiểm nghiệm thuốc AQP					Subsidiary of A&A Green Phoenix Group JSC
30	Công ty cổ phần Y học Vinh Thiện					Subsidiary of A&A Green Phoenix Group JSC
31	Công ty CP Công nghệ và giải pháp chiếu sáng Phenikaa		08/04/2022			Subsidiary of A&A Green Phoenix Group JSC
32	Công ty cổ phần Bảo Toàn A		01/07/2022			Subsidiary of A&A Green Phoenix Group JSC
33	Công ty cổ phần Vi mạch Phenikaa		14/12/2023			Subsidiary of A&A Green Phoenix Group JSC
34	Công ty cổ phần Y học Rạng Đông		18/10/2024			Subsidiary of A&A Green Phoenix Group JSC
35	Stylenquaza LLC					Subsidiary of Style Stone JSC
36	Bena Surfaces Llc					Subsidiary of Style Stone JSC




Appendix 3: Transactions between the Company and related parties of the Company in 2024

No.	Name of Entity	Relationship with the Company	ID Number, date and place of issue	Head office address	Time of transaction with the Company	Number of Resolutions Approved by the Board of Directors	Number and percentage of shares held after transaction	Notes (Transaction Content)
1	A&A Green Phoenix Group JSC	Mother company	0104961939 dated 20/10/2010 at Hanoi Department of Planning and Investment	No. 167 Hoang Ngan, Trung Hoa Ward, Cau Giay District, Hanoi	In 2024	Resolution No. 01/2024 NQ/VCS – HDQT	134,647,082 shares, representing 84.15% of outstanding voting shares	Trading in quartz-based artificial stone products
								Providing services of manufacturing, processing, installation and construction of quartz-based artificial stone products and providing accompanying goods and services.
								Trading of chemicals, raw materials and supplies
2	Style Stone JSC	Subsidiary of A&A Green Phoenix Group JSC	0500570960 dated 17/10/2007 at Hanoi Department of Planning and Investment	High-Tech Industrial Park II, Hoa Lac High-Tech Park, Thach Hoa Commune, Thach That District, Hanoi	In 2024	Resolution No. 01/2024 NQ/VCS – HDQT	0 share	Trading in quartz-based artificial stone products
								Providing services of manufacturing, processing, installation and construction of quartz-based artificial stone products and providing accompanying goods and services.
								Trading of chemicals, raw materials and supplies
3	Vietnam Stone Work top Fabrication JSC	Subsidiary of A&A Green Phoenix Group JSC	0500555916 dated 13/02/2007 at Hanoi Department of Planning and Investment	High-Tech Industrial Park, Hoa Lac High-Tech Park, Thach Hoa Commune, Thach That District, Hanoi	In 2024	Resolution No. 01/2024 NQ/VCS – HDQT	0 share	Trading in quartz-based artificial stone products
								Providing services of manufacturing, processing, installation and construction of quartz-based artificial stone products and providing accompanying goods and services.
								Trading of materials
4	Tran Long Industry JSC	Công ty con của CTCP Chế tác đá Việt Nam	3602398753 dated 03/11/2010 tại at Dong Nai Department of Planning and Investment	Road No. 8, Nhon Trach 3 Industrial Park, Hiep Phuoc Commune, Nhon Trach District, Dong Nai Province, Vietnam	In 2024	Resolution No. 01/2024 NQ/VCS – HDQT	0 share	Trading in quartz-based artificial stone products
								Providing services of manufacturing, processing, installation and construction of quartz-based artificial stone products and providing accompanying goods and services.
								Trading of materials
								Trading in finished products/processed quartz-based artificial stone products

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No.	Name of Entity	Relationship with the Company	ID Number, date and place of issue	Head office address	Time of transaction with the Company	Number of Resolutions Approved by the Board of Directors	Number and percentage of shares held after transaction	Notes (Transaction Content)
5	Phenikaa University	Subsidiary of A&A Green Phoenix Group JSC		Yen Nghia Ward - Ha Dong District - Hanoi.	In 2024	Resolution No. 01/2024 NQ/VCS – HDQT	0 share	Trading in quartz-based artificial stone products Providing services of manufacturing, processing, installation and construction of quartz-based artificial stone products and providing accompanying goods and services.
6	Sec G3 Center JSC	Subsidiary of A&A Green Phoenix Group JSC	0102048184 dated 11/10/2006 at Hanoi Department of Planning and Investment	Service Center No. 1, Trung Hoa-Nhan Chinh Urban Area, Trung Hoa Ward, Cau Giay District, Hanoi	In 2024	Resolution No. 01/2024 NQ/VCS – HDQT	0 share	Transactions in buying and selling stationery, food, industrial cleaning products, personal protective equipment, supplies, spare parts, and equipment serving the operations of both parties.
7	Phenikaa Hue Mineral Processing and Investment One Member Co., Ltd.	Subsidiary of Vicostone JSC	3301601070 dated 20/12/2016 at the Business Registration Office of Thua Thien-Hue province	Lot CN15, Area B, Phong Dien Industrial Park, Phong Hoa Commune, Phong Dien District, Thua Thien Hue Province, Vietnam	In 2024	Resolution No. 01/2024 NQ/VCS – HDQT	0 share	Trading in Cristobalite and Quartz products crushed into grains for production
8	Vinh Thien Medical Joint Stock Company	Subsidiary of A&A Green Phoenix Group JSC	0108052589 dated 08/11/2017 at Hanoi Department of Planning and Investment	C18 My Dinh 1 Urban Area, Cau Dien Ward, Nam Tu Liem District, Hanoi City, Vietnam	In 2024	Resolution No. 01/2024 NQ/VCS – HDQT	0 share	Trading in quartz-based artificial stone products Providing services of manufacturing, processing, installation and construction of quartz-based artificial stone products and providing accompanying goods and services.
9	Stylenquaza LLC	Subsidiary of Style Stone JSC		11620 Goodnight Lane, Suite 100, Dallas TX 75529 US	In 2024	Resolution No. 01/2024 NQ/VCS – HDQT	0 share	Transactions selling quartz-based artificial stone products manufactured and distributed by Vicostone

APPENDIX 4: LIST OF INSIDERS AND RELATED PERSONS OF INSIDERS AS OF DECEMBER 31, 2024

No.	Name of Entity/Individual	Securities trading account (if any)	Position at the Company (if any)	Number of shares owned at the end of the period	End-of-period shareholding ratio based on outstanding shares	Note
1	Hồ Xuân Năng	044C348589	Chairman of the Board	5,983,581	3.74%	Elected to the Board of Directors on April 12, 2024
1.1	Phạm Thị Thu Hằng			-	0.00%	
1.2	Hồ Hoàng Anh			-	0.00%	
1.3	Hồ Yên Anh			-	0.00%	
1.4	Hồ Xuân Nhật Minh			-	0.00%	
1.5	Hồ Thị Hê			-	0.00%	
1.6	Hồ Thị Hồng Nờ			-	0.00%	
1.7	Hồ Ngọc Tài			-	0.00%	
1.8	Hồ Ngọc Dân			-	0.00%	
1.9	Hồ Thị Mân			-	0.00%	
1.10	Hồ Thị Mơ			-	0.00%	
1.11	Trương Đức Quý			-	0.00%	
1.12	Phùng Mạnh Hiếu			-	0.00%	
1.13	Nguyễn Văn Chúc			-	0.00%	
1.14	Nguyễn Văn Thanh			-	0.00%	
1.15	Hà Thị Ngân			-	0.00%	
1.16	Phạm Thị Lan			-	0.00%	
1.17	Nguyễn Thị Vân			-	0.00%	
2	Lê Thị Minh Thảo		Member of the Board of Directors	-	0.00%	Elected to the Board of Directors on April 12, 2024
2.1	Vũ Gia Tâm			-	0.00%	
2.2	Vũ Tất Đạt			-	0.00%	
2.3	Bùi Ngọc Hân			-	0.00%	
2.4	Vũ Lê Minh			-	0.00%	
2.5	Lê Thị Hiền			-	0.00%	
2.6	Lê Huy Nhã			-	0.00%	
2.7	Lê Thị Thanh Hòa			-	0.00%	
2.8	Lê Tuấn Trung			-	0.00%	
2.9	Lê Thị Hồng Hạnh			-	0.00%	
2.10	Trần Xuân Trường			-	0.00%	
2.11	Lê Thị Hồng Phúc			-	0.00%	
2.12	Nguyễn Đăng Sâm			-	0.00%	
2.13	Lê Thị Duyên			-	0.00%	
2.14	Nguyễn Hồng Đạo			-	0.00%	
3	Trần Thị Thu Hương		Deputy General Director	-	0.00%	Appointed Deputy General Director of the Company on September 29, 2024
3.1	Phùng Đình Nam			-	0.00%	
3.2	Phùng Đình Nhật Minh			-	0.00%	
3.3	Phùng Minh Anh			-	0.00%	
3.4	Trần Đại Lượng			-	0.00%	
3.5	Phùng Thị Tê			-	0.00%	
3.6	Trần Thị Phương			-	0.00%	
3.7	Bùi Anh Văn			-	0.00%	
3.8	Trần Thị Lan			-	0.00%	
3.9	Nguyễn Ngọc Toàn			-	0.00%	
4	Trần Lan Phương	044C041088	Member of the Board of Directors	-	0.00%	Elected to the Board of Directors on April 12, 2024
4.1	Nguyễn Văn Đăng			-	0.00%	
4.2	Nguyễn Nhật Ánh			-	0.00%	
4.3	Nguyễn Hoàng Bách			-	0.00%	
4.4	Trần Công Huy			-	0.00%	
4.5	Nguyễn Thị Thu Giang			-	0.00%	
4.6	Nguyễn Thị Cấn			-	0.00%	
4.7	Nguyễn Văn Dung			-	0.00%	
5	Nguyễn Quang Hưng		Member of the Board of Directors	-	0.00%	Elected to the Board of Directors on April 12, 2024
5.1	Trần Anh Thư			-	0.00%	
5.2	Nguyễn Trần Gia Linh			-	0.00%	
5.3	Nguyễn Quý Đức			-	0.00%	
5.4	Nguyễn Văn Khang			-	0.00%	
5.5	Lê Thu Thủy			-	0.00%	
5.6	Nguyễn Quang Huy			-	0.00%	
5.7	Nguyễn Thu Hiền			-	0.00%	
5.8	Nguyễn Thế Tân			-	0.00%	
5.9	Đỗ Minh Quang			-	0.00%	

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No.	Name of Entity/Individual	Securities trading account (if any)	Position at the Company (if any)	Number of shares owned at the end of the period	End-of-period shareholding ratio based on outstanding shares	Note
6	Nguyễn Phương Anh		Chief Accountant	-	0.00%	Appointed as Chief Accountant on August 30, 2022
6.1	Nguyễn Trọng Nghĩa			-	0.00%	
6.2	Bùi Bích Vân			-	0.00%	
6.3	Cao Thanh Sơn			-	0.00%	
6.4	Cao Diệu Linh			-	0.00%	
6.5	Cao Thùy Dương			-	0.00%	
6.6	Cao Ánh Dương			-	0.00%	
6.7	Nguyễn Hoàng Anh			-	0.00%	
6.8	Cao Thanh Hà			-	0.00%	
6.9	Hoàng Thị Hương			-	0.00%	
7	Đông Quang Thức		Deputy General Director	10	0.00%	
7.1	Đông Văn Đích			-	0.00%	
7.2	Lê Thị Từ			-	0.00%	
7.3	Trần Thị Trung Thu			-	0.00%	
7.4	Đông Quang Tiến			-	0.00%	
7.5	Tô Thị Lan Hương			-	0.00%	
7.6	Đông Nguyễn Khánh			-	0.00%	
7.7	Đông Quang Bảo			-	0.00%	
7.8	Đông Hương Huyền Anh			-	0.00%	
8	Lưu Công An	044C004236	Deputy General Director	206,261	0.13%	
8.1	Nguyễn Thị Hải Hà			-	0.00%	
8.2	Lưu Hà My			-	0.00%	
8.3	Lưu Công Minh			-	0.00%	
8.4	Lưu Thị Thúy			-	0.00%	
8.5	Lưu Thị Kim Khánh			-	0.00%	
8.6	Lưu Công Bằng			-	0.00%	
8.7	Đỗ Tất Bình			-	0.00%	
8.8	Chu Tam Quang			-	0.00%	
8.9	Nguyễn Thị Đan			-	0.00%	
9	Phạm Trí Dũng	044C084007	Member of the Board of Directors, General Director	353,391	0.22%	Elected to the Board of Directors on April 12, 2024
9.1	Chu Thị Vân Thương			-	0.00%	
9.2	Phạm Chu Ngọc Mai			-	0.00%	
9.3	Phạm Chu Tuấn Minh			-	0.00%	
9.4	Vũ Thị Lợi			-	0.00%	
9.5	Phạm Thúy Quỳnh			-	0.00%	
9.6	Phạm Đức Trọng			-	0.00%	
9.7	Nguyễn Văn Môn			-	0.00%	
9.8	Đoàn Thanh Hằng			-	0.00%	
9.9	Cao Thị Cảnh			-	0.00%	
10	Nguyễn Chí Công		Deputy General Director	8,975	0.01%	
10.1	Nguyễn Thị Thắm			-	0.00%	
10.2	Nguyễn Tú Khuê			-	0.00%	
10.3	Nguyễn Kiều Anh			-	0.00%	
10.4	Nguyễn Tuấn Anh			-	0.00%	
10.5	Nguyễn Thị Châm			-	0.00%	
10.6	Nguyễn Xuân Lộng			-	0.00%	
10.7	Nguyễn Thị Nhi			-	0.00%	
10.8	Nguyễn Thị Lộc			-	0.00%	
10.9	Nguyễn Thị Linh			-	0.00%	
10.10	Nguyễn Thị Mùi			-	0.00%	
10.11	Lê Văn Thứ			-	0.00%	
10.12	Vũ Khắc Khương			-	0.00%	
10.13	Trịnh Văn Doanh			-	0.00%	
10.14	Trần Văn Lập			-	0.00%	
10.15	Nguyễn Văn Nhân			-	0.00%	
11	Nguyễn Quang Anh		Deputy General Director	51	0.00%	Appointed as Deputy General Director
11.1	Nguyễn Thị Thu			-	0.00%	
11.2	Nguyễn Thị Ngọc Diệp			-	0.00%	
11.3	Nguyễn Quang Tùng			-	0.00%	
11.4	Nguyễn Quang Khôi			-	0.00%	
11.5	Lê Thị Tơ			-	0.00%	
11.6	Nguyễn Quang Tiến			-	0.00%	
11.7	Nguyễn Thị Dung			-	0.00%	
11.8	Nguyễn Thị Loan			-	0.00%	

No.	Name of Entity/Individual	Securities trading account (if any)	Position at the Company (if any)	Number of shares owned at the end of the period	End-of-period shareholding ratio based on outstanding shares	Note
11.90	Nguyễn Thị Phương			-	0.00%	
11.10	Lê Văn Lực			-	0.00%	
11.11	Lê Huy Luyện			-	0.00%	
11.12	Lê Văn Sơn			-	0.00%	
11.13	Nguyễn Thị Nụ			-	0.00%	
12	Công ty cổ phần Tập đoàn Phương Hoàng Xanh A&A			134,647,082	84.15%	
12.1	Hồ Xuân Năng					<i>Đã nêu tại mục 1</i>
12.2	Phạm Thị Thu Hằng					<i>Đã nêu tại mục 1.1</i>
12.3	Lưu Công An	044C004236				<i>Đã nêu tại mục 8</i>
12.4	Nguyễn Thanh Hồi			-	0.00%	Elected to the Board of Directors of A&A Green Phoenix Group JSC
12.5	Phạm Trí Dũng	044C084007				<i>Đã nêu tại mục 9</i>
12.6	Trần Lan Phương	044C041088				<i>Đã nêu tại mục 5</i>
12.7	Lê Thị Minh Thảo					<i>Đã nêu tại mục 2</i>
12.8	Nguyễn Thị Phương Anh			-	0.00%	
12.9	Trần Thu Hà			-	0.00%	Appointed as Deputy General Director of A&A Green Phoenix Group JSC
12.10	Đặng Ngọc Lương			-	0.00%	
12.11	Nguyễn Văn Đăng			-	0.00%	
12.12	Lê Anh Sơn			-	0.00%	
12.13	Lương Xuân Mẫn			53,995	0.03%	
13	Công ty cổ phần Style Stone			-	0.00%	
14	Công ty cổ phần Chế tác đá Việt Nam			-	0.00%	
15	Công ty cổ phần Tư vấn quản lý dự án VPM Hà Nội			-	0.00%	
16	Công ty cổ phần Trung tâm Séc G3			-	0.00%	
17	Công ty TNHH MTV Đầu tư và chế biến khoáng sản Phenikaa Huế			-	0.00%	
17.1	Nguyễn Quang Anh					<i>Đã nêu tại mục 11</i>
17.2	Nguyễn Hữu Chương					<i>Đã nêu tại mục 12.2</i>
17.3	Phạm Trí Dũng	044C084007				<i>Đã nêu tại mục 9</i>
17.4	Hoàng Anh Trung Sơn			-	0.00%	
17.5	Đoàn Quốc			-	0.00%	
18	Trường Đại học Phenikaa			-	0.00%	
19	Công ty cổ phần Công nghiệp Trần Long			-	0.00%	
20	Công ty cổ phần Đầu tư giáo dục Phenikaa			-	0.00%	
21	Công ty cổ phần Versin Việt Nam			-	0.00%	
22	Viện Nghiên cứu và Công nghệ Phenikaa			-	0.00%	
23	Công ty Cổ phần Công nghệ Phenikaa Maas			-	0.00%	
24	Công ty Cổ phần điện tử Phenikaa			-	0.00%	
25	Công ty TNHH Hóa chất Phenikaa			-	0.00%	
26	Công ty Cổ phần thương mại và chuyển giao công nghệ Phenikaa			-	0.00%	
27	Công ty Cổ phần Phenikaa X			-	0.00%	
28	Công ty cổ phần Nam Hưng			-	0.00%	
29	CTCP Nghiên cứu và kiểm nghiệm thuốc AQP			-	0.00%	
30	Công ty cổ phần Y học Vĩnh Thiện			-	0.00%	
31	Công ty CP Công nghệ và giải pháp chiếu sáng Phenikaa			-	0.00%	
32	Công ty cổ phần Bảo Toàn A			-	0.00%	

No.	Name of Entity/Individual	Securities trading account (if any)	Position at the Company (if any)	Number of shares owned at the end of the period	End-of-period shareholding ratio based on outstanding shares	Note
33	Công ty cổ phần Vi mạch Phenikaa			-	0.00%	
34	Công ty cổ phần Y học Rạng Đông			-	0.00%	
35	Stylenquaza LLC			-	0.00%	
36	Bena Surfaces Llc			-	0.00%	

JW

JW

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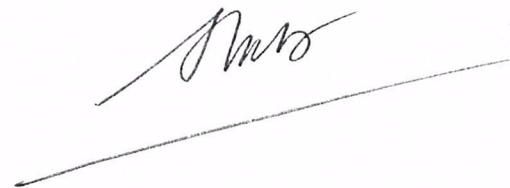
INFORMATION SUBMISSION ON VICOSTONE JSC'S GOVERNANCE

Reporting period: 2024

No.		Question	Answer
1	General information	Stock code	VCS
2		State shareholder ownership ratio (%)	0%
3		Company model (1 or 2) - 1: According to point a, clause 1, Article 137 of the Enterprise Law 2020 - 2: According to point b, clause 1, Article 137 of the Enterprise Law 2020	2
4		Number of legal representatives of the company?	1
5		Amended Charter under Enterprise Law 2020 (Yes/No)?	Yes
6		The Company has issued Internal Regulations on Corporate Governance in accordance with the Enterprise Law 2020 and Decree No. 155/2020/ND-CP dated December 31, 2020.	Yes
7	General Meeting of Shareholders (During the reporting period)	Annual General Meeting Date	12/4/2024
8		Date of posting annual shareholders' meeting documents on the company's website	22/03/2024
9		Date of announcement of information and documents of the Annual General Meeting of Shareholders for the Stock Exchange	22/03/2024
10		Date of announcement of Resolution and Minutes of Annual General Meeting of Shareholders with the Stock Exchange	12/4/2024
11		At which times has the company successfully held its annual general meeting of shareholders (1/2/3)?	1
12		Does the company include the remuneration of each member of the Board of Directors as a separate item in the company's Annual Financial Report (Yes/No)?	Yes
13		Does the company report the remuneration of each member of the Board of Directors at the Annual General Meeting of Shareholders (Yes/No)?	Yes
14		Does the company include the salary of the General Director (Director) and other managers as a separate item in the company's Annual Financial Report (Yes/No)?	Yes
15		Does the company report the salaries of the General Director (Director) and other managers at the Annual General Meeting of Shareholders (Yes/No)?	Yes
16		Does the company invite a representative of an approved auditing organization to audit the company's annual financial statements to attend the annual shareholders' meeting in case the audit report of the company's annual financial statements contains material exceptions, rejections, or contradictions?	The auditor has a full approval opinion
17		Has the company been sued regarding the organization of the Annual General Meeting of Shareholders and the Resolution of the Annual General Meeting of Shareholders?	No
18		Date of Extraordinary General Meeting of Shareholders	
19		Date of posting documents of extraordinary shareholders' meeting on the company's website	
20		Date of announcement of information on documents of extraordinary shareholders' meeting for the Stock Exchange	
21		Date of announcement of Resolution and Minutes of Extraordinary General Meeting of Shareholders with the Stock Exchange	
22		At which times has the company successfully held an extraordinary general meeting of shareholders (1/2/3)?	
23		Has the company been sued for organizing the General Meeting of Shareholders or the Resolution of the Extraordinary General Meeting of Shareholders?	No
24		Number of times the Stock Exchange reminded and noted regarding the organization and disclosure of information about the General Meeting of Shareholders	0
25		Number of times the State Securities Commission reminded and noted regarding the organization and disclosure of information about the General Meeting of Shareholders	0

26	Board of Directors	Number of Board Members	5
27		Number of independent Board members	1
28		Chairman of the Board of Directors concurrently holds the position of General Director/Director (Yes/No)	No
29		Number of Board of Directors meetings during the reporting period	21
30		Subcommittee under the Board of Directors (Yes/No)	Yes
31		Names of subcommittees under the Board of Directors	Audit Committee Secretariat Subcommittee
32		The company has appointed a person in charge of corporate governance.	Yes
33	Board of Supervisors	Does the Head of the Board of Supervisors work full-time at the company? (Question for companies operating under model 1)	
34		Number of members of the Board of Supervisors (Question for companies operating under model 1)	
35		Number of supervisors who are related persons of Board Members, Director/General Director and other managers <i>(List names of supervisors who are related persons, if any)</i> (Question for companies operating under model 1)	
36		Number of supervisors holding management positions <i>(List and position, if any)</i> (Question for companies operating under model 1)	
37		Number of supervisors who are people in the financial accounting department or employees of the auditing company who have audited the company within 3 years before being elected to the board of supervisors (Yes/No) (Question for companies operating under model 1)	
38	Number of Supervisory Board meetings (Question for companies operating under model 1)		
39	Audit Committee	Audit committee under the Board of Directors? (Question for companies operating under model 2)	Yes
40		Number of Audit Committee members (Question for companies operating under model 2)	2
41		Number of Audit Committee Meetings (Question for companies operating under model 2)	4
42	Others	Does the company's website provide full information to shareholders as required (Yes/No)?	Yes
43		The company pays dividends within 6 months from the end date of the Annual General Meeting of Shareholders in the reporting period (Yes/No)	Yes
44		Has the company been reminded or noted by the Stock Exchange or the State Securities Commission about transactions with related parties (Yes/No)?	No
45		Has the company implemented internal audit function (Implemented/Not implemented)?	Implemented

Hanoi, January 21, 2025
LEGAL REPRESENTATIVE



No: 08 /2025 CV/VCS - QHCD

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Hanoi, January 21 2025

LIST OF STATE SHAREHOLDERS, MAJOR SHAREHOLDERS**To: Hanoi Stock Exchange**

Stock code: VCS

Record date: December 13, 2024 (Based on the list of shareholders receiving cash dividends, closing date December 13, 2024)

No.	Name of individual/organization (representative)	Shareholder classification		ID card /Business registration certificate number	Date of issue (dd/mm/yyyy)	Number of shares held	Ratio of shares held/outstanding shares (%)	Note
		State shareholder	Major shareholder					
1	A&A Green Phoenix Group Joint Stock Company		X	0104961939	20/10/2010	134,647,082	84.15%	Number of VCS shares in circulation is 160,000,000 shares

Recipient:

- Hanoi Stock Exchange
- State Securities Commission
- Saved at VT, QHCD

VICOSTONE JOINT STOCK COMPANY

CHAIRMAN OF BOARD OF DIRECTORS



HO XUAN NANG