

No.: 07 /2026 BC/VCS - QHCD

Hanoi, Jan 27, 2026

**COMPANY GOVERNANCE REPORT**  
**(Year of 2025)**

**To:** - State Securities Commission  
- Hanoi Stock Exchange

**Listed company name: VICOSTONE JOINT STOCK COMPANY**

**Head office address:** Hoa Lac High-Tech Park, Hoa Lac Commune, Hanoi, Vietnam

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**Email:** quanhecodong@vicostone.com

**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 2025**

On April 10, 2025, Vicostone JSC successfully organized the 2025 Annual General Meeting of Shareholders (GMS), reached an agreement on Resolution No. 01/2025 NQ/VCS-ĐHĐCD with the following contents:

- Adoption of Report of BOD in 2024;
- Adoption of the Audit Committee's Report on internal audit activities;
- Adoption of the 2024 production and business results and the 2025 production and business plan;
- Adoption of the 2024 audited financial statements, selecting the unit to audit the 2025 financial statements;
- Adoption of the 2024 Profit Distribution Plan, 2025 Profit Distribution and Dividend Payment Plan; Approving the BOD remuneration payment plan for 2025;
- 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";

- Adoption of amendment and supplement of business lines;

## II. Board of Directors activities (Report for 2025):

### 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	Independent member of BOD	12/04/2024	

The composition of the company's Board of Directors ensures diversity in several key aspects: gender diversity (2/5 Board members are female); 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 2025, the Board of Directors (BOD) held 19 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 2025, the meeting attendance rate of the BOD members was as follows:

No.	BOD member	Title	Number of BOD meetings attend	Attending rate	Reason of absence
1	Mr. Ho Xuan Nang	Chairman of the BOD	19	100%	
2	Mr. Pham Tri Dung	Member of BOD	19	100%	
3	Ms. Le Thi Minh Thao	Member of BOD	19	100%	
4	Ms. Tran Lan Phuong	Member of BOD	19	100%	
5	Mr. Nguyen Quang Hung	Independent member of BOD	19	100%	

The BOD meetings focused on resolving key issues related to directing the implementation of the 2025 GSM's Resolutions; Developing and implementing production and business plans for 2025 as approved by the GSM; directing the implementation of the business plan, implementing key tasks and the Resolutions of the 2025 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 10, 2025 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 Management**

Through the supervision and control of the Company's activities in 2025, 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 the stabilization of business operations in key markets and promoting the development of some potential markets. In addition to focusing on developing direct distribution channels in the markets, the Company strengthens measures to support agents/partners in distribution, sales, and brand development.
- Directing the implementation of cost optimization programs, proactively managing the supply chain of input materials to increase competitive advantages in the context

that many businesses in the same industry are facing difficulties due to high costs and inflation.

- Directing the development of new products, creating unique artistic product lines, investing in research and production of new materials to replace traditional materials to create environmentally friendly, high-quality products and continue to lead the market in unique and sophisticated designs;
- Directing the production management, inventory management and sales management solutions aimed at optimizing production planning and accelerating inventory turnover;

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

In 2025, 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 2025; 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 Australia, Canada etc. to introduce the company's latest product collections to the market;
- 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.

#### ❖ **Bussiness governance**

- Directing the development and implementation of strategic action plans to effectively respond to fluctuations in the international trade environment, particularly tariff policies in key export markets. The response scenarios were designed to be flexible, with a focus on safeguarding the Company's interests against signs of unfair competition and potential cost increases arising from tariff barriers.
- In light of information that the U.S. Government was considering adjustments to its tariff policies on imported goods from Vietnam - including quartz-based products - the Board of Directors promptly instructed the Management Board to formulate

appropriate response plans. These included reviewing the supply chain, optimizing cost structures, and proactively engaging with business partners and international legal advisors to protect corporate interests. Thanks to this early and comprehensive preparation, the Company was able to maintain stable business operations and strong relationships with strategic customers in the U.S. market - a key contributor to Vicostone's export revenue

- Closely directing the innovation of working methods, research and development of new technologies and products, and automation of production processes;
- 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 implementation of a flexible and proactive risk management system, with a comprehensive risk management strategy deeply integrated into all business operations, from supply chain management, production, marketing, sales, finance to investment. Each process is equipped with strict control mechanisms to effectively detect and prevent risks, ensuring stable and sustainable business operations;
- Directing the Information Security (IS) Project Management Board to strictly monitor the implementation of IS Regulations, ensure strict management and synchronized implementation of security measures, and raising awareness of information security among all employees;
- Directing the improvement and implementation of the ESG system, in line with the goals of increasing revenue, profit and expanding the market. Directing the implementation and achieving two international certifications ISO 14064 & ISO 14067 on greenhouse gas inventory and carbon footprint tracking on products, contributing to the systematic management and reduction of greenhouse gas emissions, aiming for carbon neutrality with a transparent and effective NetZero 2050 roadmap.

#### ❖ Shareholder relationship

- On April 10, 2025, the BOD directed and organized the 2025 Annual General Meeting of Shareholders successfully;
- Directed the Board of Investor Relations to release the Company's Annual Report and Sustainable Development Report of 2024, which provide information to Shareholders and Investors about the Company's operations;
- Directed the payment of cash dividends for the first time in June 2025 and second time in December 2025;
- 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 2025 include:

**a. General Affairs Sub-Division**

In 2025, 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 first 6 months of 2025, 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:

In the performance of its duties, the Board of Directors and the Board of Management consistently provided favorable conditions, support, and proactive coordination with the Audit Committee. Specifically:

- The Board of Directors and the Board of Management provided complete and timely processes, documents, and reports related to the Company's governance and executive management, thereby facilitating the Audit Committee's audit and supervisory functions;
- The Audit Committee regularly participated in key meetings of the Board of Directors and the Board of Management, through which it provided important advisory input into the formulation and adjustment of strategic objectives, as well as the organization and implementation of the Company's business and production plans;
- In 2025, members of the Audit Committee conducted the audit of the 2024 Sustainability Report and reviewed a number of material contents in the Company's reports and documents prior to public disclosure, thereby contributing to enhanced transparency and reliability of disclosed information.

## 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

No.	Member of Board of Management	Title	Date of Birth (dd/mm/yyyy)	Professional qualifications	Date of appointment/dismissal
3	<b>Mr. Luu Cong An</b>	Vice General Director	15/07/1965	Dynamics Engineer	Reappointed on 22/06/2023
4	<b>Mr. Dong Quang Thuc</b>	Vice General Director	02/02/1985	Master of Chemistry, Master of Business Administration	Reappointed on 07/05/2024
5	<b>Mr. Nguyen Quang Anh</b>	Vice General Director	29/06/1976	Construction and loading machinery engineer	Appointed on 22/06/2023
6	<b>Ms. Tran Thi Thu Huong</b>	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	Reappointed on 30/08/2025

## VI. Corporate governance training:

The Board of Directors organized training programs and capacity-building sessions on corporate governance and essential professional skills for members of the Board of Directors, the Board of Management, the officer in charge of corporate governance, and other key management personnel of the Company.

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.

In February 2025, Vicostone conducted training on ESG General Awareness, ESG Sustainability Framework and Reporting for all members of the Board of Directors, the Board of Management and key personnel of the company.

## 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: Mr. H

- *SSC, HNX*
- *Save at: VT, OHCD*



HO XUAN NANG

**APPENDIX 1: LIST OF SOME MAIN CONTENTS APPROVED AT THE BOARD OF DIRECTORS  
MEETINGS IN 2025**

No.	Date (dd/mm/yyyy)	Resolution No.	Meeting Content	Voting approval rate
01	11/01/2025	01/2025 NQ/VCS-HDQT	Approving goods/service transactions between the Company and related parties in 2025	100%
02	12/01/2025	02/2025 NQ/VCS-HDQT	Approval of salary distribution plan for 2025	100%
03	15/01/2025	02A/2025 NQ/VCS-HDQT	Adjustment and amendment of Appendix 1 - Fixed salary scale in Salary regulations of the Company	100%
04	21/01/2025	03/2025 NQ/VCS-HDQT	Approving the 2025 production and business plan	100%
05	18/02/2025	04/2025 NQ/VCS-HDQT	Convening the 2025 GMS	100%
06	17/03/2025	05/2025 NQ/VCS-HDQT	Approving the time and documents of the 2025 General Meeting of Shareholders	100%
07	01/04/2025	06/2025 NQ/VCS-HDQT	Establishing ESG Department	100%
08	06/05/2025	07/2025 NQ/VCS-HDQT	Approval of additional transactions on the purchase and sale of goods/services between Vicostone Joint Stock Company and PHX Education Technology Services and Solutions Joint Stock Company in 2025	100%
09	09/06/2025	08/2025 NQ/VCS-HDQT	Selection of a firm to review the semi-annual financial statements and audit the 2025 annual financial statements of the Company.	100%
10	25/06/2025	08A/2025 NQ/VCS-HDQT	The first cash dividend in 2025	100%
11	02/07/2025	09/2025 NQ/VCS-HDQT	Approval of additional transactions involving the purchase and sale of goods/services between Vicostone Joint Stock Company and Vicostone Australia	100%
12	27/08/2025	10/2025 NQ/VCS-HDQT	Reappointing key personnel of the Company	100%
13	04/12/2025	11/2025 NQ/VCS-HDQT	The second cash dividend in 2025	100%

**APPENDIX 2: LIST OF RELATED PERSONS OF VICOSTONE JOINT STOCK COMPANY AS OF DECEMBER 31, 2025**

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 Nắng	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 Yên Anh					
1.4	Hồ Xuân Nhật Minh					
1.5	Hồ Thị Hè					
1.6	Hồ Thị Hồng Nở					
1.7	Hồ Ngọc Tài					
1.8	Hồ Ngọc Dàn					
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 Thành					
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 25, 2024	Deputy General Director
3.1	Phùng Định Nam		25/09/2024			
3.2	Phùng Định Nhật Minh		25/09/2024			
3.3	Phùng Minh Anh		25/09/2024			
3.4	Trần Đại Lương		25/09/2024			
3.5	Phùng Thị Tè		25/09/2024			
3.6	Trần Thị Phương		25/09/2024			
3.7	Bùi Anh Văn		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

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
4.1	Nguyễn Văn Đặng					
4.2	Nguyễn Nhật Anh					
4.3	Nguyễn Hoàng Bách					
4.4	Trần Công Huy					
4.5	Nguyễn Thị Thu Giang					
4.6	Nguyễn Thị Cẩn					
4.7	Nguyễn Văn Dung					
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 Thùy					
5.6	Nguyễn Quang Huy					
5.7	Nguyễn Thu Hiền					
5.8	Nguyễn Thủ 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 Thùy Dương					
6.6	Cao Ánh Dương					
6.7	Nguyễn Hoàng Anh					
6.8	Hoàng Thị Hường					
7	Đồng Quang Thức					Deputy General Director
7.1	Đồng Văn Dịch					
7.2	Lê Thị Từ					
7.3	Trần Thị Trung Thu					
7.4	Đồng Quang Tiên					
7.5	Tô Thị Lan Hương					
7.6	Đồng Nguyễn Khánh					
7.7	Đồng Quang Bảo					
7.8	Đồng 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 Thùy					
8.5	Lưu Thị Kim Khánh					
8.6	Lưu Công Bằng					
8.7	Đỗ Tất Bình					
8.8	Chu Tam Quang					
8.9	Nguyễn Thị Đan					
9	Phạm Tri 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 Văn Thương					
9.2	Phạm Chu Ngọc Mai					

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
9.3	Phạm Chu Tuấn Minh					
9.4	Vũ Thị Lợi					
9.5	Phạm Thúy 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 Lòng					
10.7	Nguyễn Thị Nhí					
10.8	Nguyễn Thị Lộc					
10.9	Nguyễn Thị Linh					
10.10	Nguyễn Thị Mùi					
10.11	Lê Văn Thủ					
10.12	Vũ Khắc Khương					
10.13	Trịnh Văn Doanh					
10.14	Trần Văn Lập					
10.15	Nguyễn Văn Nhán					
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 Khôi		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			
11.90	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 Nú		22/06/2023			
12	A&A Green Phoenix Group JSC					Mother Company
12.1	Hồ Xuân Năng	044C348589				
12.2	Phạm Thị Thu Hằng					
12.3	Lưu Công Án	044C004236				
12.4	Nguyễn Thanh Hồi		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 Dũng					

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					
13	Style Stone JSC					Subsidiary of A&A Green Phoenix Group JSC
14	Vietnam Stone Work – top Fabrication JSC					Subsidiary of A&A Green Phoenix Group JSC
15	Hanoi - VPM Project Management Consultancy JSC					Subsidiary of A&A Green Phoenix Group JSC
16	Sec G3 Center JSC					Subsidiary of A&A Green Phoenix Group JSC
17	Phenikaa Hue Mineral Processing and Investment One Member Co., Ltd.					Subsidiary of Vicostone JSC
17.1	Nguyễn Quang Anh					
17.2	Phạm Trí Dũng	044C084007				
17.3	Hoàng Anh Trung Sơn					
17.4	Đoàn Quốc					
18	Phenikaa University					Subsidiary of A&A Green Phoenix Group JSC
19	Tran Long Industry JSC					Subsidiary of Vietnam Stone Work – top Fabrication JSC
20	Phenikaa Education Invesment JSC					Subsidiary of A&A Green Phoenix Group JSC
21	Yersin Vietnam JSC					Subsidiary of A&A Green Phoenix Group JSC
22	Phenikaa Research and Technology Institute					Subsidiary of A&A Green Phoenix Group JSC
23	Phenikaa Maas Technology Joint Stock Company					Subsidiary of A&A Green Phoenix Group JSC
24	Phenikaa Electronics Joint Stock Company					Subsidiary of A&A Green Phoenix Group JSC
25	Phenikaa Chemical Company Limited					Subsidiary of A&A Green Phoenix Group JSC
26	Phenikaa Technology Transfer and Trading Joint Stock Company					Subsidiary of Phenikaa University
27	Phenikaa X JSC					Subsidiary of Phenikaa University
28	Nam Hung JSC					Subsidiary of A&A Green Phoenix Group JSC
29	AQP Research and Control Pharmaceuticals JSC					Subsidiary of A&A Green Phoenix Group JSC
30	Vinh Thien Medical Joint Stock Company					Subsidiary of A&A Green Phoenix Group JSC
31	Phenikaa Lighting Technologies and Solutions JSC		08/04/2022			Subsidiary of A&A Green Phoenix Group JSC
32	Bao Toan A Joint Stock Company		01/07/2022			Subsidiary of A&A Green Phoenix Group JSC
33	Phenikaa Semiconductor JSC		14/12/2023			Subsidiary of A&A Green Phoenix Group JSC
34	Rang Dong Medical Joint Stock Company		18/10/2024			Subsidiary of A&A Green Phoenix Group JSC
35	GIA PHAT Investment and Business Developement JSC					Subsidiary of A&A Green Phoenix Group JSC
36	Stylenquaza LLC					Affiliated Company of A&A Green Phoenix Group JSC
37	Benaa Surfaces Llc					Affiliated Company of A&A Green Phoenix Group JSC
38	AAM Surfaces Llc					Subsidiary of A&A Green Phoenix Group JSC
39	Vicostone Australia Pty Ltd					Subsidiary of A&A Green Phoenix Group JSC

**Appendix 3: Transactions between the Company and related parties of the Company in 2025**

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	<b>A&amp;A Green Phoenix Group JSC</b>	Mother company	0104961939 dated 20/10/2010 at Hanoi Department of Planning and Investment	No. 167 Hoang Ngan, Yen Hoa Ward, Hanoi	In 2025	Resolution No. 01/2025 NQ/NCS – 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. Buy and sell lighting products and electronic equipment manufactured and distributed by Phenikaa
2	<b>Style Stone JSC</b>	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, Hoa Lac Commune, Hanoi	In 2025	Resolution No. 01/2025 NQ/NCS – 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	<b>Vietnam Stone Work – top Fabrication JSC</b>	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, Hoa Lac Commune, Hanoi	In 2025	Resolution No. 01/2025 NQ/NCS – 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 Trading of goods accompanying the construction and installation of artificial stone products Trading of materials for product marketing Trading in finished products/processed quartz-based artificial stone products

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)
4	Tran Long Industry JSC	Công ty con cua CTCP Ché tác đá Việt Nam	3602398753 dated 03/11/2010 tai at Dong Nai Department of Planning and Investment	Road No. 8, Nhon Trach 3 Industrial Park, Nhon Trach Commune, Dong Nai Province, Vietnam	In 2025	Resolution No. 01/2025 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 Trading of goods accompanying the construction and installation of artificial stone products Trading in finished products/processed quartz-based artificial stone products
5	Phenikaa University	Subsidiary of A&A Green Phoenix Group JSC	0102048184 dated 11/10/2006 at Hanoi Department of Planning and Investment	Duong Noi Ward - Hanoi.	In 2025	Resolution No. 01/2025 NQ/VCS – HDQT	0 share	Using and providing educational services, training, consulting services, transfer services and other related services
6	Sec G3 Center JSC	Subsidiary of A&A Green Phoenix Group JSC	Service Center No. 1, Trung Hoa-Nhan Chinh Urban Area, Yen Hoa, Hanoi	Service Center No. 1, Trung Hoa-Nhan Chinh Urban Area, Yen Hoa, Hanoi	In 2025	Resolution No. 01/2025 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 Dinh Commune, Hue City, Vietnam	In 2025	Resolution No. 01/2025 NQ/VCS – HDQT	0 share	Trading in Cristobalite and Quartz products crushed into grains for production
8	Nam Hung Joint Stock Company	Subsidiary of A&A Green Phoenix Group JSC	0100760981, issued on January 12, 2004 at Hanoi Department of Planning and Investment	No. 266 Vo Chi Cong Street, Tay Ho Ward, Hanoi City, Vietnam	In 2025	Resolution No. 01/2025 NQ/VCS – HDQT	0 share	Trading of chemicals, raw materials and supplies 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.

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)
9	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	8th Floor, Building A, Phenikaa University Hospital, Group 5 Hoa Thi, Xuan Phuong Ward, Hanoi City, Vietnam	In 2025	Resolution No. 01/2025 NQ/NCS – HDQT	0 share	Trading in quartz-based artificial stone products
10	Phenikaa Chemical Company Limited	Subsidiary of A&A Green Phoenix Group JSC	0109522131, dated 05/02/2021 at Hanoi Department of Planning and Investment	No. 167 Hoang Ngan, Yen Hoa Ward, Hanoi	In 2025	Resolution No. 01/2025 NQ/NCS – HDQT	0 share	Providing services of manufacturing, processing, installation and construction of quartz-based artificial stone products and providing accompanying goods and services.
11	Stylenquaza LLC	Affiliated company of A&A Green Phoenix Group JSC		11620 Goodnight Lane, Suite 100, Dallas TX 75529 US	In 2025	Resolution No. 01/2025 NQ/NCS – HDQT	0 share	Purchasing and supplying goods and services related to the healthcare sector.
12	Phenikaa - X Joint Stock Company	Subsidiary of A&A Green Phoenix Group JSC	0109377406, dated 15/10/2020 at Hanoi Department of Planning and Investment	Building A1, Phenikaa University, Nguyen Trac Street, Duong Noi Ward, Hanoi City, Vietnam	In 2025	Resolution No. 01/2025 NQ/NCS – HDQT	0 share	Transactions selling quartz-based artificial stone products manufactured and distributed by Vicostone
13	PHX Education Technology Services and Solutions JSC	Subsidiary of A&A Green Phoenix Group JSC	0109426678, dated 24/11/2020 at Hanoi Department of Planning and Investment	Building A1, Phenikaa University, Nguyen Trac Street, Duong Noi Ward, Hanoi City, Vietnam	In 2025	Resolution No. 01/2025/NQ/NCS – HDQT and 07/2025/NQ/NCS – HDQT	0 share	Buying and selling lifting and loading equipment and other services provided by Phenikaa-X JSC
14	Benaa Surfaces LLC	Affiliated company of A&A Green Phoenix Group JSC		8610 S 212th St, Suite 300 Kent 98031 US	In 2025	Resolution No. 01/2025 NQ/NCS – HDQT	0 share	Buying and selling robots manufactured and distributed by Phenikaa-X JSC
								Using of sports services, football field rental
								Buying and selling goods and services provided by PHX Education Technology Solutions and Services Joint Stock Company
								Buying and selling goods and products; providing/ renting/ leasing other related services to serve production, business and according to the needs of both parties
								Transactions selling quartz-based artificial stone products manufactured and distributed by Vicostone

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)
15	Vicostone Australia Pty Ltd	Subsidiary of Style Stone JSC		17-21 Babbage Drive, Dandenong South, VIC 3175, Australia	In 2025	Resolution No. 09/2025 NQ/VCS - HDQT	0 share	Transactions selling quartz-based artificial stone products manufactured and distributed by Vicostone



*Ho Xuan Vang*  
Ho Xuan Vang  
CHAIRMAN - C.E.O

**APPENDIX 4: LIST OF INSIDERS AND RELATED PERSONS OF INSIDERS AS OF DECEMBER 31, 2025**

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 Hè			-	0.00%	
1.6	Hồ Thị Hồng Nở			-	0.00%	
1.7	Hồ Ngọc Tài			-	0.00%	
1.8	Hồ Ngọc Dần			-	0.00%	
1.9	Hồ Thị Mận			-	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 Văn			-	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 Tám			3	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 25, 2024
3.1	Phùng Định Nam			-	0.00%	
3.2	Phùng Định Nhật Minh			-	0.00%	
3.3	Phùng Minh Anh			-	0.00%	
3.4	Trần Đại Lương			-	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
3.5	Phùng Thị Tè			-	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 Toán			-	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 Đặng			-	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 Cẩm			-	0.00%	
4.7	Nguyễn Văn Dũng			-	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 Thùy			-	0.00%	
5.6	Nguyễn Quang Huy			-	0.00%	
5.7	Nguyễn Thu Hiền			-	0.00%	
5.8	Nguyễn Thủ Tân			-	0.00%	
5.9	Đỗ Minh Quang			-	0.00%	
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 Văn			-	0.00%	
6.3	Cao Thanh Sơn			-	0.00%	
6.4	Cao Diệu Linh			-	0.00%	
6.5	Cao Thúy Dương			-	0.00%	
6.6	Cao Ánh Dương			-	0.00%	
6.7	Nguyễn Hoàng Anh			-	0.00%	
6.8	Hoàng Thị Hường			-	0.00%	
7	Đồng Quang Thức		Deputy General Director	10	0.00%	
7.1	Đồng Văn Địch			-	0.00%	
7.2	Lê Thị Từ			-	0.00%	
7.3	Trần Thị Trung Thu			-	0.00%	
7.4	Đồng Quang Tiến			-	0.00%	
7.5	Tô Thị Lan Hương			-	0.00%	
7.6	Đồng Nguyễn Khánh			-	0.00%	
7.7	Đồng Quang Bảo			-	0.00%	
7.8	Đồng Hương Huyền Anh			-	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
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 Lộn			-	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 Thủ			-	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 Nhàn			-	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%	

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
11.4	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%	
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	A&A Green Phoenix Group JSC			134,647,082	84.15%	
12.1	Hồ Xuân Nâng			<i>As stated in item 1</i>		
12.2	Phạm Thị Thu Hằng			<i>As stated in item 1.1</i>		
12.3	Lưu Công An	044C004236		<i>As stated in item 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 Tri Dũng	044C084007		<i>As stated in item 9</i>		
12.6	Trần Lan Phương	044C041088		<i>As stated in item 5</i>		
12.7	Lê Thị Minh Thảo			<i>As stated in item 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 Đặng			-	0.00%	
12.12	Lê Anh Sơn			-	0.00%	
13	Style Stone JSC			-	0.00%	
14	Vietnam Stone Work – top Fabrication JSC			-	0.00%	
15	Hanoi - VPM Project Management Consultancy JSC			-	0.00%	
16	Sec G3 Center JSC			-	0.00%	
17	Phenikaa Hue Mineral Processing and Investment One Member Co., Ltd.			-	0.00%	
17.1	Nguyễn Quang Anh			<i>As stated in item 11</i>		
17.2	Phạm Tri Dũng	044C084007		<i>As stated in item 9</i>		
17.3	Hoàng Anh Trung Sơn			-	0.00%	
17.4	Đoàn Quốc			-	0.00%	
18	Phenikaa University			-	0.00%	
19	Tran Long Industry JSC			-	0.00%	
20	Phenikaa Education Invesment JSC			-	0.00%	
21	Yersin Vietnam JSC			-	0.00%	
22	Phenikaa Research and Technology Institute			-	0.00%	
23	Phenikaa Maas Technology Joint Stock Company			-	0.00%	
24	Phenikaa Electronics Joint Stock Company			-	0.00%	
25	Phenikaa Chemical Company Limited			-	0.00%	
26	Phenikaa Technology Transfer and Trading Joint Stock Company			-	0.00%	
27	Phenikaa X JSC			-	0.00%	
28	Nam Hung JSC			-	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
29	AQP Research and Control Pharmaceuticals JSC			-	0.00%	
30	Vinh Thien Medical Joint Stock Company			-	0.00%	
31	Phenikaa Lighting Technologies and Solutions JSC			-	0.00%	
32	Bao Toan A Joint Stock Company			-	0.00%	
33	Phenikaa Semiconductor JSC			-	0.00%	
34	Rang Dong Medical Joint Stock Company			-	0.00%	
35	GIA PHAT Investment and Business Developement JSC			-	0.00%	
36	Stylenquaiza LLC			-	0.00%	
37	Benaa Surfaces Llc			-	0.00%	
38	AAM Surfaces Llc			-	0.00%	
39	Vicostone Australia Pty Ltd			-	0.00%	



Hanoi, January 27, 2026

## LIST OF STATE SHAREHOLDERS, MAJOR SHAREHOLDERS

To: Hanoi Stock Exchange

Stock code: VCS

**Record date:** December 17, 2025 (Based on the list of shareholders receiving cash dividends, closing date December 17, 2025)

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



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