



TRANSFORM AND ADAPT

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THE THEME OF THE REPORT

The year 2025 marks a period of significant global economic volatility, as geopolitical factors, shifting trade policies, consumer trends, and technological advancements continue to reshape the business landscape. In this context, Vicostone has adopted “**Transform and Adapt**” as the guiding principle for action, reflecting the Company’s strategic mindset, management capability, and proactive spirit in the face of rapid global transformations.

“Transformation and Adaptation” represent more than the ability to identify and assess risks; it also reflects the readiness to respond proactively and adjust in a timely and effective manner to market fluctuations and challenges, driven by a spirit of “daring to think and daring to act.” This includes flexibility in strategic planning and operations, the continuous refinement of the management model, and ongoing improvements in research and development (R&D), technology, and production capabilities. Through ongoing innovation, the Company strengthens its internal capabilities, maintains stable production and supply chains, and reinforces its pioneering position and long-term competitiveness through sustainable development aligned with ESG standards.

Beyond being the theme of this year’s report, “Transformation and Adaptation” also embodies the core spirit of Vicostone’s development strategy. It reflects resilience, readiness to transform amid volatility, steadfastness in the face of challenges, and proactiveness in seizing opportunities to create harmonious value for all stakeholders while contributing to the nation’s development in a new era.

FORWARD-LOOKING STATEMENTS

Vicostone's Annual Report 2025 ("the Report") is developed in accordance with Appendix IV of Circular 96/2020/TT-BTC dated November 16, 2020, issued by the Ministry of Finance guiding the disclosure of information on the securities market and references to corporate sustainability governance standards including GRI, CSI100, etc.

The analyses and forecasts in the Report reflect the Company's current assessments and may differ from actual figures due to unexpected events, thus certain statements in the Report may be adjusted without prior notice. Vicostone will extend its utmost effort but undertakes no obligations to update, amend or supplement the Report, as well as to inform any institutional or individual recipients of the Report of any changes or inaccuracies regarding the stated assessment, views, or recommendations.

Vicostone's 2025 Annual Report contains the information and data obtained from construction-material and engineered stone industry surveys, issued by third-party organizations comprising research data, assessments or concepts developed independently based on multiple sources, including manufacturers' financial statements; countries' statistical reports; press releases and industry magazines. These sources of information are highly reliable; however, Vicostone cannot attest to the accuracy, veracity, or completeness of the information provided by the third parties as it has neither verified nor had sufficient resources to cross-check the following data:

- The overview of the global & Vietnam's economy;
- The overview of the market and demand for quartz;
- The competitiveness of VICOSTONE® products in international and local markets;
- The development of production technologies and material substitutes;
- The challenges and requirements from markets;
- The financial indicators forecasted for 2026, etc.

Any optimistic or risk forecast of the market or of the Company's performance contained in the Report should not be considered as the Company's guarantee of its future business performance. Actual performance in 2026 may differ from the forecast due to the adverse impacts of risks and uncertainties the Company cannot foresee and control.

With the above disclaimer, Vicostone recommends investors consider the information and forecasts in the Report as a reference for their investment decisions. They should not be taken as a proposal, suggestion, or solicitation of an offer to purchase shares in the Company. Investors are solely and wholly responsible for their investment decisions.

MESSAGE FROM THE CHAIRMAN OF THE BOARD

Dear Esteemed Shareholders, Customers, and Partners,

In 2025, the global economy remained highly volatile, and the construction materials industry operated within this challenging context. International organizations forecast global growth in the range of 2.8% (UN) to 3.3% (IMF), a slower and uneven recovery across regions, alongside a global outlook shaped by heightened underlying risks. Prolonged geopolitical tensions, rapid and unpredictable shifts in trade policy, persistent inflation and rising input costs, evolving consumption patterns, and mounting technological, financial, and climate-related shocks are placing businesses under an urgent imperative: not only to safeguard stability, but to proactively **TRANSFORM and ADAPT** in order to remain resilient and achieve sustainable growth.

At Vicostone, we recognize that volatility constitutes a significant challenge to the Company's executive capability and long-term competitiveness, while also serving as a powerful catalyst for growth. In response, we have adopted a flexible and proactive stance, strengthening risk management, anticipating early signals of change, assessing their multidimensional impacts, and recalibrating our strategy, managerial approach, and resource allocation to reinforce the foundations for the next phase of development. In 2025, we are focusing our resources on a set of strategic priorities, including closely monitoring market dynamics, implementing prudent financial policies, and maintaining rigorous cost controls—while further leveraging and optimizing our raw materials supply chain—to mitigate cost risks, accelerate research and development (R&D), enhance product quality, deepen our differentiated value proposition, and meet increasingly stringent international standards. We are intensifying investment in **People – Systems – Technology**, the core pillars underpinning Vicostone's long-term adaptability.

Alongside our growth objectives, Vicostone remains steadfast in pursuing a sustainable development strategy, integrating ESG across all activities and upholding our responsibilities to the environment, society, and all stakeholders. We believe that rapid growth must go hand in hand with sustainability, and that true sustainability can only be driven by innovation from within, thereby enhancing the Company's ability to act proactively across all situations. Looking ahead, the business environment is expected to remain highly volatile and difficult to predict, with

opportunities and challenges intricately intertwined. This requires each companies to respond with greater proactivity, while remaining increasingly insightful and decisive in both thought and action.

On behalf of the Board of Directors, I would like to express my sincere appreciation for the trust and continued partnership of our esteemed Shareholders, Customers, Partners, and all Vicostone employees. Your unity and commitment have been, and will continue to be, the vital foundation enabling Vicostone to adapt to change and pursue sustainable development in the journey ahead.

Yours sincerely,

CHAIRMAN OF THE BOARD



HO XUAN NANG

A. OVERVIEW OF VICOSTONE

I. OVERVIEW

Vicostone is one of the top largest supplier of engineered stone countertops to the global market. The Company has set up a broad network across 50 countries, with more than 10,000 agencies and partners in all five continents, as well as secured the intellectual property right for its brand VICOSTONE® in almost 70 countries.

International name: **Vicostone Joint Stock Company**

Abbreviated name: **Vicostone**

Address: Hoa Lac Hi-Tech Park, Hoa Lac Commune, Hanoi, Vietnam

Tel: +84 24 3368 5826

Fax: +84 24 3368 6652

Email: quanhecodong@vicostone.com

Website: <https://vicostone.com>

The certificate of business registration: 0500469512 issued by the Hanoi Department of Planning and Investment on June 2, 2005, and registered for the 20th amendment on Jan 16, 2025.

Charter capital: VND **1,600,000,000,000** (One trillion six hundred billion Vietnamese dongs)

Stock name: **Share of Vicostone Joint Stock Company**

Stock code: **VCS**

Par value: **10,000 dong**

Amount of issued and listed shares: **160,000,000 shares** on the Hanoi Stock Exchange (HNX)

Amount of treasury shares: 0 shares

Amount of outstanding shares: 160,000,000 shares

Responsible for information disclosure:

Mr. Pham Tri Dung

Title: General Director of Vicostone Joint Stock Company

Tel: +84 24 3368 5826

Fax: +84 24 3368 6652

Address: Hoa Lac Hi-Tech Park, Hoa Lac Commune, Hanoi, Vietnam

Independent auditing unit

Ernst & Young Vietnam Ltd. Co.

Tel: +84 24 3831 5100

Address: 8th Floor, Cornerstone Building, 16 Phan Chu Trinh, Cua Nam Ward, Hanoi, Vietnam.

Audited VICOSTONE's separated financial statements and consolidated financial statements for 14 consecutive years from 2012 to 2025.

TOP 3 GLOBAL

Vicostone is Top 3 largest supplier of engineered stone countertops to the global market, with nearly 24 years of experience in the industry.

OPERATING IN MORE THAN 50 COUNTRIES

Vicostone has established a strong presence in demanding markets such as the U.S, Canada, Australia, and Europe.

150+ DESIGNS

Vicostone offers more than 150 nature-inspired designs distinguished by superior performance and design excellence. These products set market trends and have become widely favored by industry professionals and customers worldwide for interior design applications.

7 ADVANCED PRODUCTION LINES & PRODUCTION CAPACITY: >3.5 MILLION M²/YEAR

Vicostone products are manufactured with “Compaction by vibro-compression under vacuum” technology using machinery transferred from Breton S.p.A (Italy), combined with proprietary know-how mastered by Vicostone's engineers. As a result, the products not only meet international quality standards but are also user-friendly and safe for consumers.

NEARLY 95% SELF-SUFFICIENCY IN RAW MATERIALS

Vicostone is one of a few engineered stone companies in the world that can boast in-house production of nearly 95% of its raw materials, ensuring supply chain stability and quality control according to stringent standards.

>VND 150 BILLION PER YEAR

Investment in scientific research and technology.

II. VISION, MISSION, CORE VALUES**VISION**

Further strengthen the global positioning of the VICOSTONE® brand through continuous innovation, the adoption of advanced technologies and new materials, and the implementation of smart, sustainable manufacturing models, thereby delivering engineered stone products distinguished by high artistic value, uniqueness, and enduring inspirational appeal across diverse customer segments.

MISSION

To realize all commitments, pioneer innovations to offer top quality unique, artistic, trend-leading products, satisfy the demand of customers, and inspire individual creativity.

CORE VALUES

Reliability

Vicostone has established a proven culture of “Talk the Talk, and Walk the Walk” and “Realize all commitments” based on the following:

- High-quality human resource equipped with the knowledge, talent, responsibility, passion, creativity and can-do attitude;
- Satisfaction and trust of each employee, customer, and shareholder as Vicostone’s ultimate goals;
- Effective application and update of the latest technologies advancements in production, and corporate governance;
- Strong financial capability and advanced management technologies for good business performance and sustainable development;
- Corporate social responsibility.

Pioneership

In advanced technologies and materials to become the market trend creator and achieve eco-friendly, sustainable development.

Inspiration

Vicostone’s products are the quintessence of nature and inspire customers to confidently pursue and create personalized living space.

III. DEVELOPMENT HISTORY

2002: Founded Vinaconex Advanced Compound Stone Plant, predecessor of Vicostone Joint Stock Company;

2003: Officially launched 02 advanced compound stones production lines using cement adhesive (Terastone line) and organic resin (Bretonstone line) with a total capacity of 920,000 m² /annum;

2004: First shipment to the Australian market, beginning a period of continuous export growth for Vicostone in the following years;

2005: Vicostone was equitized and had a charter capital of VND 30 billion;

2006: Became profitable after one year of equitization, a start to rapid and sustainable growth in the following years;

2007: Listed on the Hanoi Securities Trading Center (HASTC), currently the Hanoi Stock Exchange (HNX), and officially first traded on December 17, 2007; Increased charter capital to VND 100 billion;

2008: Increased charter capital to VND 129.5 billion; Awarded the Third-class Labor Order from the State;

2009: Successfully researched and applied environmentally-friendly bio-resin engineered stone production technology; Increased charter capital to VND 150 billion;

2010: Officially applied SAP - Enterprise Resource Planning (ERP-SAP) system; Increased charter capital to VND 210.66 billion;

2011: Completed the second production line; Increased charter capital to VND 529.99 billion;

2012: Awarded the Second-class Labor Order by the State;

2013: Renamed as Vicostone Joint Stock Company;

2014: Restructured and became a subsidiary of A&A Green Phoenix JSC (currently A&A Green Phoenix Group JSC);

2015: Awarded the Government's Excellent Emulation Flag for the period 2010 - 2015; Completed the infrastructure to support and implement the risk management system; integrated the risk management system into the overall operational procedure;

2017: Awarded the First-Class Labor Order by the State; Increased charter capital to VND 800 billion;

2018: Increased charter capital to VND 1,600 billion; Received the Vietnam Value Award;

2019: Received Commendation Certificate from the Hanoi People's Committee as an excellent enterprise for significant contribution to the City's development; Announced the official acquisition of a 100% stake in Phenikaa Hue Mineral Processing and Investment Co. Ltd.;

2020: Became the third-largest global supplier of engineered stone countertops; Received the Vietnam Value Award and Hanoi's Emulation Flag;

2021: Recorded the historical highest export revenue of USD 230 million in spite of adversities caused by the COVID-19 pandemic; Recognized as “Prestigious exporter in 2020” by the Ministry of Industry and Trade;

2022: VICOSTONE® brand received the Vietnam Value Award for the 3rd consecutive season.

2023: VICOSTONE® brand has been recognized as one of Top 100 Most Valuable Brands in Vietnam for the 7th consecutive year by Brand Finance (UK). Also, for the second consecutive year, Vicostone has been honored as one of the Top 50 Corporate Sustainability Awards 2023 in the category of "Minimize Carbon footprint", organized by Nhip Cau Dau Tu Magazine.

2024: VICOSTONE® brand received the Vietnam Value Award for the 4th consecutive season. Launched NetZero campaign - promoting green, clean production, reducing greenhouse gas emissions for sustainable development goals.

2025: Strengthened the presence of the VICOSTONE® brand in the Australian and New Zealand markets through a direct distribution system; launched the ECO Surfaces collection, marking a significant milestone in the Company’s sustainable product development strategy; and was recognized for the ninth consecutive year among the Top 100 Sustainable Companies in Vietnam.

IV. AWARDS

1. **Vietnam National Brand** – Ministry of Industry and Trade of Vietnam: Recognized in 4th consecutive biennial cycles: 2018, 2020, 2022, and 2024.
2. **Top 100 Most Valuable Brands in Vietnam** – Brand Finance (United Kingdom): Recognized for the ninth consecutive year (2017–2025).
3. **Top 100 Sustainable Companies (CSI 100)** – VCCI, VBCSD and relevant ministries: Achieved for the ninth consecutive year (2017–2025).
4. **Top 100 Green ESG Companies in Vietnam** – Viet Research and Investment Review Newspaper: 2025.
5. **Top 25 Leading Listed Brands** – Forbes Vietnam: 2025.
6. **Top 10 Best Corporate Governance** – Hanoi Stock Exchange: Achieved for the fifth consecutive time (2021–2025).
7. **Top 10 Most Reputable Building Materials Companies in Vietnam** – Vietnam Report and Vietnamnet: Achieved for the tenth consecutive year (2016–2025).
8. **Top 20 Best Annual Reports (Non-Financial Sector)** – HOSE, Hanoi Stock Exchange, and Investment Review Newspaper: Achieved for the twelfth consecutive time (2014–2025).
9. **Top 500 Largest Companies in Vietnam** – Vietnam Report and Vietnamnet: Achieved for the eleventh consecutive year (2015–2025).

10. Top 50 Most Profitable Companies in Vietnam – Vietnam Report and Vietnamnet: 2025.

11. Top 500 Most Profitable Companies in Vietnam – Vietnam Report and Vietnamnet: Achieved for the ninth consecutive year (2017–2025).

12. Top 10 Best Places to Work in Vietnam 2025 – Building Materials Industry – Viet Research and Investment Review Newspaper: 2025.

Along with numerous other prestigious awards and recognitions granted by reputable domestic and international organizations.

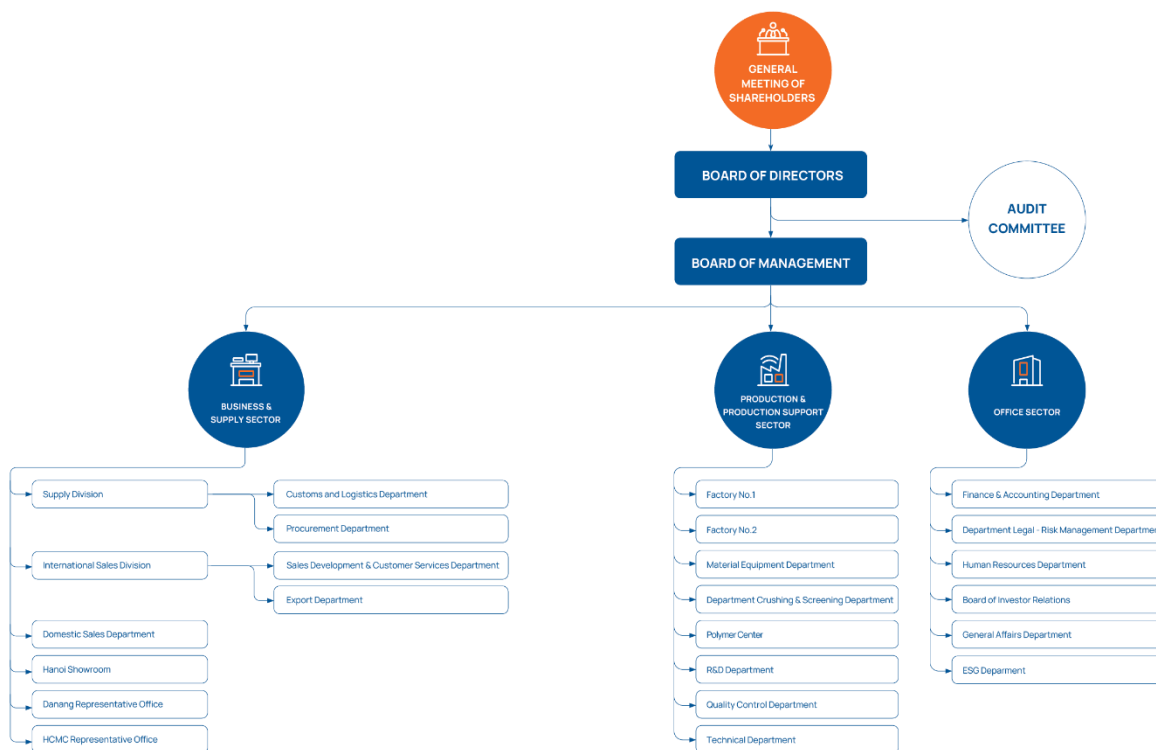
V. KEY INDICATORS FROM 2021 TO 2025

Items	Unit	2021	2022	2023	2024	2025
1. BUSINESS PERFORMANCE						
Net Revenue	VND billion	7,070.13	5,660.27	4,353.86	4,322.07	4,128.89
Cost of goods sold	VND billion	4,607.62	3,917.29	3,132.97	3,143.98	3,084.07
Gross profit	VND billion	2,462.50	1,742.97	1,220.89	1,178.09	1,044.82
Finance income	VND billion	62.08	98.16	102.57	102.49	141.64
Finance expense	VND billion	89.49	137.49	101.36	62.37	60.58
Share of profit or loss of joint ventures and associates	VND billion	-	-	-	-	-
Selling expenses	VND billion	272.15	254.62	156.49	191.65	212.73

Items	Unit	2021	2022	2023	2024	2025
General and administrative expenses	VND billion	47.35	66.81	58.71	65.92	65.37
Other income	VND billion	4.43	3.53	0.74	0.85	0.61
Other expenses	VND billion	22.64	8.53	8.19	8.16	16.05
Total profit before tax	VND billion	2,097.40	1,377.22	999.44	953.34	832.35
Current and deferred corporate income tax expenses	VND billion	325.34	228.51	153.06	146.22	137.89
Net profit after tax	VND billion	1,772.06	1,148.70	846.38	807.12	694.46
Basic earnings per shares	Dong	9,890	6,425	5,041	4,824	4,065
2. ASSESTS AND RESOURCES						
Total assets	VND billion	6,892.91	6,589.90	6,468.25	6,466.97	5,750.40
- Current assets	VND billion	5,829.10	5,541.11	5,515.84	5,473.45	4,803.94
<i>In which: Cash and cash equivalents</i>	VND billion	1,045.42	1,101.68	1,403.06	1,583.19	1,087.62
- Non-current assets	VND billion	1,063.81	1,048.79	952.41	993.52	946.46

Items	Unit	2021	2022	2023	2024	2025
Total liabilities and owner's equity		6,892.91	6,589.90	6,468.25	6,466.97	5,750.40
- Liabilities	VND billion	2,018.72	1,721.17	1,482.43	1,357.35	617.70
- Owner's equity	VND billion	4,874.20	4,868.74	4,985.82	5,109.62	5,132.69
3. OTHER FINANCIAL DATA						
Capital construction investment	VND billion	41.20	60.93	31.37	159.99	68.02
Depreciation and amortization of fixed assets	VND billion	128.14	129.49	135.81	131.81	140.85
Adjusted EBITDA	VND billion	2,252.95	1,546.04	1,134.04	1,045.03	892.13
EBITDA Margin (%)	%	31.87%	27.31%	26.05%	24.18%	21.61%

VI. GOVERNANCE STRUCTURE



VII. MANAGEMENT APPARATUS

1. Board of Directors

Mr. Ho Xuan Nang – Chairman of the Board of Directors

- *Year of birth:* 1964
- *Professional qualifications:*

Professor, Doctorate of Mechanical Engineering;

Master of Business Administration

- *Titles at other companies:*

Chairman of the Board of Directors of A&A Green Phoenix Group JSC;

Chairman of the Board of Directors of Phenikaa-X JSC;

Chairman of the Board of Directors of Vinh Thien Medical JSC;

Chairman of the Board of Trustees of Phenikaa University.

- *Professional experience:*

From June 12, 2014 – present: Chairman of the Board of Directors of Vicostone JSC;

From April 18, 2013 – December 15, 2016: General Directors of Vicostone JSC;

From April 18, 2013 – June 12, 2014: Vice Chairman of the Board of Directors of Vicostone JSC;

From April 2012 – April 2013: Chairman of the Board of Directors of Vinaconex Advanced Compound Stone JSC (now Vicostone JSC);

From March 2007 – March 2012: Chairman of the Board of Directors – General Director of Vinaconex Advanced Compound Stone JSC;

From June 2005 – March 2007: Director of Vinaconex Advanced Compound Stone JSC;

From July 2004 – May 2005: Director of Vinaconex Advanced Compound Stone Factory;

From January 1999 – July 2004: Vice Chief of Office of Vinaconex Corporation

From March 1996 – January 1999: Quality Director; Production Director of the Ford Vietnam Factory – Hai Duong;

From 1993 – March 1996: Institute of Vietnam Agricultural Electro mechanics;

From 1986 – 1993: Researcher and lecturer of Hanoi University of Science and Technology.

Ms. Le Thi Minh Thao: Member of the Board of Directors

- *Year of birth:* 1972
- *Professional qualifications:* Master of Business Administration
- *Titles at other companies:*

General Director of A&A Green Phoenix Group JSC;

Chairwoman of the Board of Trustees of Phenikaa Secondary and High School;

Chairwoman of the Board of Trustees of Phenikaa Elementary School;

Member of the Board of Trustees of Phenikaa University;

Member of the Board of Directors of Vinh Thien Medical JSC;

- *Professional experience:*

From February 2023 – present: General Director of A&A Green Phoenix Group JSC;

From December 2018 – February 2023: Vice General Director of A&A Green Phoenix Group JSC;

From June 2018 – December 2018: Head of Marketing Division of A&A Green Phoenix Group JSC;

From 2009 - 2018: Marketing Specialist– Banks and Real Estate Enterprises;

From 2007 - 2009: Marketing Specialist– T&C Investment Holding JSC;

From 1997 – 2007: Marketing Specialist in Fast-Moving Consumer Goods Companies;

From 1993 – 2003: Sales Officer – Dai Hoang Gia Company.

Mr. Pham Tri Dung: Member of the Board of Directors

- *Year of birth:* 1971

- *Professional qualification:* Master of Science, Master of Business Administration, Bachelor of Mechanical Engineering

- *Titles at other companies:*

Vice General Director – Member of the Board of Directors – A&A Green Phoenix Group JSC;

Member of the Board of Members of Phenikaa Hue Mineral Processing & Investment One Member Co. Ltd;

Member of the Board of Directors of Bao Toan A JSC.

- *Professional experience:*

From April 12, 2023 – present: Member of the Board of Directors of Vicostone JSC;

From February 27, 2023 – present: General Director of Vicostone JSC;

From March 2007 – February 27, 2023: Vice General Director of Vicostone JSC;

From March 2007 – August 4, 2015: Member of the Board of Directors of Vicostone JSC;

From February 2005 – March 2007: Vice Director of Vinaconex Advanced Compound Stone JSC;

From June 2004 – February 2005: Manager of Market Planning Department of Vinaconex Advanced Compound Stone JSC;

From August 2001 – June 2004: Vice Manager of Labor Export Department of Vinaconex Trading JSC – VINATRA

Ms. Tran Lan Phuong: Member of the Board of Directors

- *Year of birth:* 1988
- *Professional qualification:* Master of Business Administration, Bachelor of Economic Law
- *Titles at other companies:*

Vice General Director - Member of the Board of Directors A&A Green Phoenix Group JSC;

Member of the Board of Trustees of Phenikaa Elementary School, and Phenikaa Secondary and High School;

Member of the Board of Trustees of Phenikaa University;

Member of the Board of Directors of Nam Hung JSC;

Member of the Board of Directors of Vinh Thien Medical JSC.

Professional experience:

From April 12, 2019 – present: Member of the Board of Directors of Vicostone JSC;

From August 4, 2015 – April 12, 2019: Member of the Board of Supervisors of Vicostone JSC;

From October 2014 – August 2015: Assistant to General Director of Vicostone JSC;

From March 2013 – October 2014: Vice Chief of Office of Vicostone JSC;

From November 2010 – March 2013: Executive of Legal and External Relations Department of Vicostone JSC;

From March 2010 – November 2010: Consultant executive of Applied Professional Training Corporation (Aprotrain).

Mr. Nguyen Quang Hung: Member of the Board of Directors

- *Year of birth:* 1970
- *Professional qualifications:* Master of Economics
- *Titles at other companies:*

Chairman of HCH Thang Long Trade and Investment Co. Ltd

- *Professional experience:*

From May 2020 – present: Member of the Board of Directors of Vicostone JSC;

From 2016 – present: Chairman of HCH Thang Long Trade and Investment Co. Ltd.;

From 2008 – 2015: Officer of Global Petroleum Bank (GPBank);

From 2006 – 2008: Officer of Hai Duong Ship Building Company;

From 2002 – 2005: Officer of Tradevico Co. under the Ministry of Transport;

From 1998 – 2001: Officer of Vietnam Coffee Corporation.

2. The Audit Committee

Mr. Nguyen Quang Hung: Chairman of Audit Committee

(See Members of the Board of Directors)

Ms. Tran Lan Phuong: Member of Audit Committee

(See Members of the Board of Directors)

3. Board of Management, Chief Accountant

Mr. Pham Tri Dung: General Director

(See Members of the Board of Directors)

Mr. Luu Cong An: Vice General Director

- *Year of birth:* 1965
- *Professional qualifications:* Dynamics Engineer
- *Titles at other companies:*

Chairman the Board of Directors of Vietnam Stone Work-top Fabrication JSC;

Vice General Director - Member of the Board of Directors A&A Green Phoenix Group JSC;

- *Professional experience:*

From March 2007 – present: Vice General Director of Vicostone JSC;

From March 2007 – August 4, 2015: Member of the Board of Directors of Vicostone JSC;

From May 2005 – February 2007: Vice Director of Vinaconex Advanced Compound Stone JSC (now Vicostone JSC);

From December 2004 – April 2005: Manager of Bretonstone Workshop of Vinaconex Advanced Compound Stone JSC;

From October 2004 – November 2004: Manager of Technical Department of Vinaconex Advanced Compound Stone JSC;

From 2000 – October 2004: Vice Manager of Design Department of Song Cong Diesel Company.

Mr. Nguyen Chi Cong: Vice General Director

- *Year of birth:* 1981
- *Professional qualification:* Control Engineer
- *Titles at other companies:* N/A
- *Professional experience:*

From August 2017 – present: Vice General Director of Vicostone JSC;

From January 2013 – July 2017: Director of Style Stone JSC;

From June 2011 – December 2012: Director of Production Department of Style Stone JSC;

From September 2009 – May 2011: Vice Director cum Manager of Bretonstone Workshop of Style Stone JSC;

From January 2009 – August 2009: Director of Production Department of Vinaconex Advanced Compound Stone JSC (now Vicostone JSC);

From September 2004 – December 2008: Engineer of Vinaconex Advanced Compound Stone JSC.

Mr. Dong Quang Thuc: Vice General Director

- *Year of birth:* 1985
- *Qualification experience:* Doctor of Philosophy of Chemical Sciences, Master of Business Administration
- *Titles at other companies:* Director of ESG Department – A&A Green Phoenix Group JSC
- *Professional experience:*

From May 2021 – present: Vice General Director of Vicostone JSC;

From August 2015 – May 2021: Manager of R&D Department of Vicostone JSC;

From April 2014 – August 2015: Vice Manager of R&D Department of Vicostone JSC;

From August 2008 – April 2014: Engineer of R&D Department of Vicostone JSC.

Mr. Nguyen Quang Anh: Vice General Director

- *Year of birth:* 1976
- *Professional qualification:* Construction Machinery & Material Handling Equipment Engineer
- *Titles at other companies:*

Chairman of the Board of Directors of Style Stone JSC;

Chairman of the Board of Members of Phenikaa Hue Mineral Processing and Investment One – Member Co. Ltd;

Chairman of the Board of Directors of Bao Toan A JSC.

- *Professional experience:*

From June 22, 2023 - present: Vice General Director of Vicostone JSC;

From August 2017 – June 2023: Director of Style Stone JSC;

From June 2016 – August 2017: Vice General Director of Vicostone JSC;

From July 2012 – June 2016: Director of Factory No.1 of Vicostone JSC;

From September 2009 – July 2012: Director of Quality of Vicostone JSC;

From July 2005 – September 2009: Supervisor of Crushing & Screening Factory of Vicostone JSC;

From January 2004 – July 2005: Engineer of Crushing & Screening Factory of Vicostone JSC.

Ms. Tran Thi Thu Huong: Vice General Director

- *Year of birth:* 1990
- *Professional qualification:* Master of Business Administration
- *Titles at other companies:*

Head of Market Research Division – A&A Green Phoenix Group JSC

- *Professional experience:*

From September 25, 2024 - present: Vice General Director of Vicostone JSC;

From June 2023 – September 2024: Head of Market Research Division of A&A Green Phoenix Group JSC;

From January 2022 – June 2023: Vice Head of Market Research and Product Marketing Strategy Management Division of A&A Green Phoenix Group JSC;

From September 2015 – June 2017: Executive of Marketing Division of A&A Green Phoenix Group JSC;

From June 2012 – September 2015: Executive of Sales Division of Vicostone JSC

Ms. Nguyen Phuong Anh: Chief Accountant

- *Year of birth:* 1986
- *Professional qualification:* Bachelor of Accountancy
- *Titles at other companies:* N/A
- *Professional experience:*

From August 2022 – present: Chief Accountant of Vicostone JSC;

From August 2015 – August 2022: Vice Manager of Finance and Accounting Department of Vicostone JSC;

From August 2010 – August 2015: Accountant of Vicostone JSC.

4. Changes in the composition of the Board of Directors, Audit Committee, Board of Management and Chief Accountant

Board of Directors

In 2025, there was no change in the position of the Board of Directors.

Audit Committee

Mr. Nguyen Quang Hung and Ms. Tran Lan Phuong continued to hold the positions of Chairman and Member of Audit Committee of Vicostone JSC.

Board of Management

In 2025, there was no change in the position of the Board of Management.

Chief Accountant

In 2025, there was no change in the position of the Chief Accountant.

VIII. SUSTAINABLE CORPORATE GOVERNANCE – ESG

1. Governance mechanism

To implement its sustainable development strategy toward ESG and Net Zero in a synchronized and effective manner, closely aligned with the Company's long-term development objectives, Vicostone has established a three-tier sustainability governance structure. This model ensures seamless alignment and connectivity from the Phenikaa Group (Parent Company) to subsidiary levels, spanning strategic planning, coordination, and execution.

Vicostone's ESG and Sustainability Governance structure is designed to strengthen competitiveness, proactively manage long-term risks, optimize operational efficiency, and create sustainable value for shareholders and stakeholders. The structure is aligned with modern corporate governance practices and international standards

GROUP LEVEL

Strategic Orientation

Provide strategic orientation, coordinate implementation, and align subsidiaries under a unified Group-wide ESG–Net Zero strategy to achieve shared objectives; deliver independent monitoring and Group-level ESG risk assessment to ensure consistent compliance and integration across the entire system.

SUBSIDIARY LEVEL

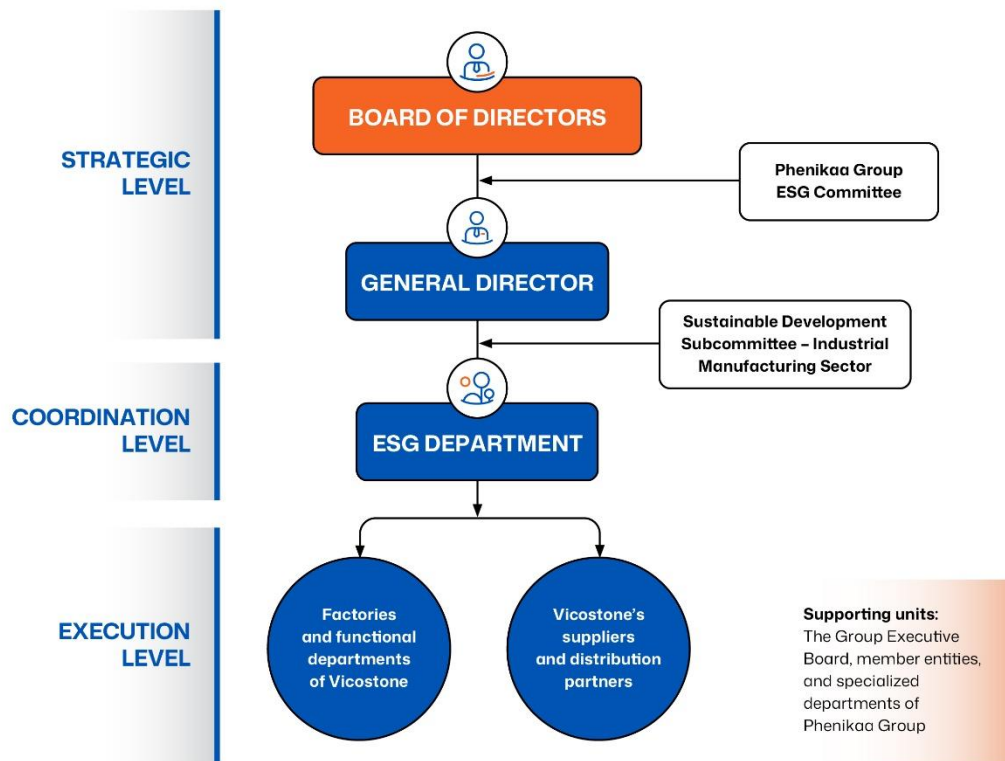
Deployed at Vicostone

Develop and approve ESG-Net Zero strategies & plans, ensuring the full integration of ESG goals into the Company's production and business strategies and long-term development orientations in alignment with Phenikaa Group's ESG direction; implement ESG-Net Zero strategies and plans comprehensively and consistently across all factories and specialized units.

SUPPLY CHAIN LEVEL

Implementation across the Supply Chain

Move toward applying ESG standards throughout the entire supply chain, prioritizing the selection of suppliers and partners who comply with ESG standards; provide advice and guidance to supply chain members to engage in ESG commitments, contributing to the development of a global green value chain.



Level 1 – Strategy

– Board of Directors (BOD)

The BOD has ultimate responsibility for Vicostone's sustainable development agenda. They set the strategic direction and approve the ESG–Net Zero strategy, ensuring the full integration of ESG objectives into Vicostone's business and operational strategies and long-term development strategy, in alignment with the ESG direction of its parent company, Phenikaa Group. The BOD oversees the implementation of these strategies, assesses risks and opportunities, and ensures compliance with legal regulations and international practices across the three ESG pillars: Environmental, Social, and Governance;

– Board of Management (BOM)

The BOM is responsible for organizing the implementation of the ESG strategy in accordance with the BOD's direction, directing execution, monitoring progress, and committing resources to achieve ESG-Net Zero goals. The BOM reviews ESG reports, evaluates implementation results, and submits them to the BOD for consideration and approval in accordance with Company regulations;

– ESG Committee and Industrial Production ESG Subcommittee

These bodies act as strategic advisors to the BOD and the BOM, coordinating the overall implementation of ESG throughout the Company. They are responsible for establishing objectives, action plans, and the overall ESG implementation roadmap for the industrial production sector, as well as aggregating, analyzing, and periodically reporting ESG performance results according to assigned responsibilities.

Level 2 – Coordination

- **The Industrial Production ESG Subcommittee of Phenikaa Group (the Parent Company) and the ESG Department at Vicostone:**
 - The coordinating unit responsible for implementing the company-wide ESG action plan and developing annual ESG action plans and targets for Vicostone in alignment with the overall ESG framework for the industrial manufacturing sector;
 - The coordinator for implementation across all units within the Company, organizing the measurement, collection, analysis, and aggregation of ESG data.
 - Main ESG topics of the Company are aggregated by the ESG Department and periodically reported to the BOD and the BOM through the internal management reporting system. This serves as the basis for monitoring, performance evaluation, and rapid, effective decision-making.

Level 3 – Implementation

– Factories and specialized departments

Integrate ESG requirements into daily operations; perform measurements, monitoring, and periodic reporting in accordance with regulations; and proactively propose improvement initiatives to enhance environmental, social, and governance performance.

– Suppliers and distribution partners

Receive guidance and advice on applying appropriate ESG standards, aiming to co-construct a green, circular, transparent, and responsible value chain, contributing to risk mitigation and long-term value creation throughout the entire supply chain.

At Vicostone, ESG is not merely a management system but has become the operational foundation and part of the corporate culture, where every individual and unit acts together for a green, happy, and prosperous future.

2. Principles of governance

Vicostone's ESG system is structured and operated in accordance with core principles that align with the Company's ESG maturity roadmap and international best practices.

– End-to-End Integration of Strategy and Operations

ESG is not treated as a standalone system but is embedded throughout the entire value chain—from strategic planning and production operations to monitoring and continuous improvement—thereby supporting long-term growth and sustainable value creation.

– **Clear Decentralization & Flexible Coordination**

Responsibilities are clearly defined across three levels: strategy - coordination, and execution while both horizontal coordination (across departments and production units within the Company) and vertical alignment (across business lines from Group level to subsidiary level) are strengthened to ensure effective and consistent implementation across the system.

– **Transparency & Measurement Standardization**

Apply quantitative KPI systems in accordance with international GRI standards; conduct periodic reporting and independent verification; and ensure data completeness, accuracy, consistency, and traceability to support effective monitoring and decision-making.

– **Data Digitalization & Real-time Decision Making**

Accelerate the adoption of digital technologies for the collection, analysis, and visualization of data related to greenhouse gas (GHG) emissions, resource utilization, and other ESG metrics; conduct ESG risk assessments and measure the effectiveness of improvement initiatives; and enhance transparency, accuracy, and timeliness in monitoring and decision-making processes.

3. Integrating ESG into the Company's risk management system

Vicostone's ESG-oriented sustainable development governance system is implemented according to a roadmap tailored to the Company's maturity level, progressively enhancing the degree of standardization, digitalization, and verification in accordance with international practices.

ESG material topics are systematically integrated annually into the corporate risk management procedure, spanning from risk identification and assessment to risk monitoring and response. This integration serves as the basis for prioritizing actions, allocating resources, and supporting strategic decision-making. It enables Vicostone to proactively manage long-term risks, strengthen internal resilience against fluctuations, and create sustainable value for shareholders and stakeholders.

IX. RELEVANT COMPANIES

1. Parent company

A&A GREEN PHOENIX GROUP JOINT STOCK COMPANY (PHENIKAA)

- International name: A&A GREEN PHOENIX GROUP JOINT STOCK COMPANY
- Abbreviated name: PHENIKAA GROUP
- Chartered capital: VND 3,000,000,000,000 (Three trillion Vietnamese dong)

- Address: No. 167, Hoang Ngan Street, Yen Hoa Ward, Hanoi, Vietnam
- Factory: Hoa Lac Hi-tech Park, Hoa Lac Commune, Hanoi, Vietnam
- Tel: +84 24 3368 5980 Fax: +84 24 3368 7095
- Email: support@phenikaa.com Website: www.phenikaa.com

1.1. Major business areas

- Industry
- Technology
- Scientific research
- Education and Training
- Healthcare and Medical Science
- Distribution, Trade and Services

1.2. Members of Phenikaa Group

Industrial production

- Vicostone JSC
- Style Stone JSC
- Vietnam Stone Work-top Fabrication JSC
- Bao Toan A JSC
- Tran Long Industry JSC

Technology

- Phenikaa - X JSC
- Phenikaa Technology Transfer and Trading JSC
- Phenikaa Semiconductor JSC

Scientific Research

- Phenikaa Research and Technology Institute

Education and Training

- Phenikaa University
- Phenikaa Secondary and High School
- Phenikaa Elementary School

Healthcare and Medical Science

- Phenikaa University Hospital (under management of Vinh Thien Medical JSC)
- GC PHENIKAA JSC
- Phenikaa Pharmaceutical JSC
- Rang Dong Medical JSC
- AQP Pharmaceutical Research JSC

Trade and Services

- Sec G3 Center JSC
- Nam Hung JSC
- Phenikaa Pharmaceutical Distribution JSC
- Stylenquaza LLC. DBA (Vicostone USA)
- Bena Surfaces LLC (U.S.)
- Vicostone Australia Pty Ltd (Australia)

2. Subsidiaries and dependents

2.1. Subsidiaries

PHENIKAA HUE MINERAL PROCESSING AND INVESTMENT ONE-MEMBER CO. LTD

- International name: Phenikaa Hue Mineral Processing & Investment One Member Company Limited
- Abbreviated name: Phenikaa Hue
- Chartered capital: VND **50,000,000,000** (Fifty billion Vietnamese dong)
- Address: Lot CN15 Section B, Phong Dien Industrial Park, Phong Dinh Ward, Hue, Vietnam
- Main business: Production of Cristobalite for advanced stone manufacturing by Phenikaa Group and its members as well as other material businesses.
- 100% equity owned by Vicostone

2.2. Dependents

- Hanoi showroom

Address: No. 51 – 53 Mac Thai To Street, Yen Hoa Ward, Hanoi, Vietnam

- Representative office of Vicostone JSC in Ho Chi Minh City

Address: B1-00.12A - B1-00.14, M2 Complex, No. 72, Nguyen Co Thach Road, An Khanh Ward, Ho Chi Minh City, Vietnam

- Representative office of Vicostone JSC in Da Nang

Address: No. 502-504, Nguyen Huu Tho Road, Cam Le Ward, Da Nang, Vietnam.

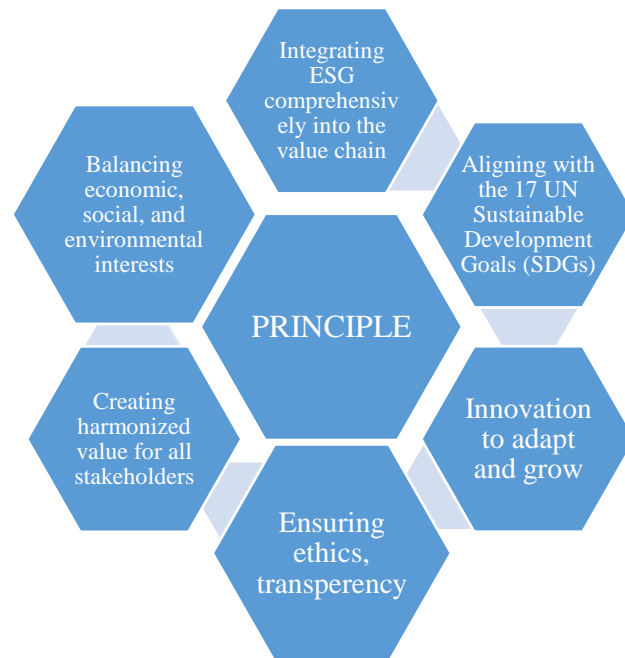
B. DEVELOPMENT STRATEGY

I. STRATEGIC ORIENTATION

Smart industrial production is positioned as the core business while eco-friendly materials and hi-tech products are the spearheads, focusing on engineered stone and advanced composite materials.

II. SUSTAINABLE DEVELOPMENT STRATEGY ALIGNED WITH ESG

1. Vicostone's sustainable development principles and philosophy



Sustainable development serves as the foundation for Vicostone to lead in the era of green transformation and digital transformation.

2. Vicostone's ESG program vision

Vicostone aims to pioneer the application of technology and innovation to drive breakthroughs in the production of green, eco-friendly, and smart materials featuring distinctive designs, optimized costs, and environmental friendliness.

Built on a foundation of transparent governance and a culture of responsibility and awareness, the Company strives to contribute to a prosperous, sustainable, and fulfilling life for employees, customers, communities, and the planet.

Vicostone's ESG program focuses on three key pillars:



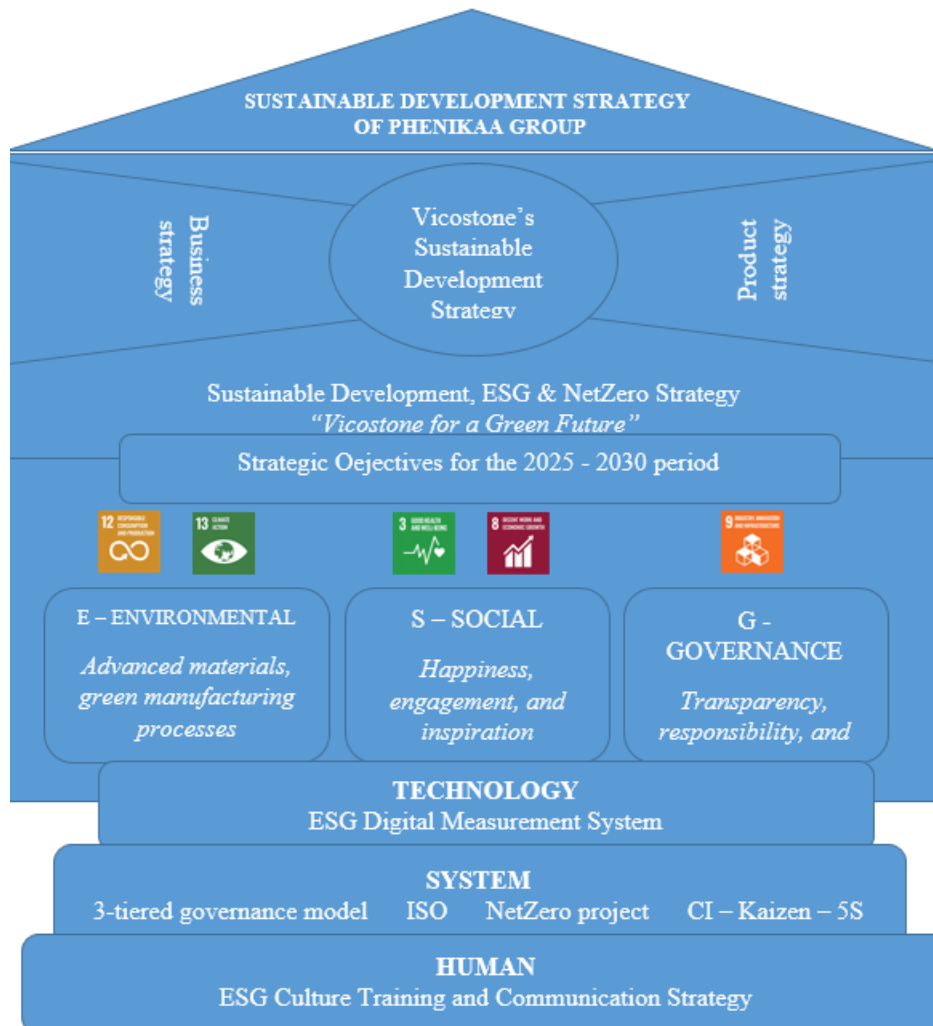
3. Vicostone's sustainable development – ESG strategy

3.1. Key focus of Vicostone's sustainable development and ESG strategy

	Contents	Key point
ESG Vision	Vicostone pioneers the research, development, and application of science, technology, and innovation to create advanced, green, and eco-friendly materials featuring unique and distinctive designs. Built on a foundation of conscious culture and transparent governance, Vicostone is committed to Net Zero and ESG standards, affirming the Vietnamese brand's position on the global green materials map for a happy life, a prosperous society, and a sustainable planet.	<ul style="list-style-type: none"> - Advanced, eco-friendly, and high-tech materials - Smart, circular, and low-emission manufacturing - System-wide integrated ESG & Net Zero - Creating sustainable value, enhancing benefits for customers and the community
ESG Mission	<p>Vicostone realizes ESG sustainable development throughout its entire value chain (materials, manufacturing, fabrication, and customers) through:</p> <ul style="list-style-type: none"> - Technology innovation and green products: Reducing emissions, developing safe and eco-friendly products, and promoting a green and circular economy. 	<ul style="list-style-type: none"> - ESG & Net Zero integrated across all operations - Safe, human-centric, and transparent manufacturing - Green materials, circular economy, and emission reduction

	Contents	Key point
	<ul style="list-style-type: none"> - Social responsibility and human capital: Creating a safe and happy working environment, fostering a culture of responsibility, and strengthening community engagement. - Transparent and sustainable governance: Controlling risks, building solid trust with stakeholders, and affirming the Vietnamese brand's footprint on the global green materials. 	<ul style="list-style-type: none"> - Elevating brand prestige & international competitiveness
Strategic ESG Orientation	<p>Directly applying ESG to smart, green, and circular manufacturing to ensure product quality and enhance brand value across 3 ESG pillars:</p> <ul style="list-style-type: none"> - E - <i>Environmental</i>: Emission reduction, renewable energy, circular economy, and green products. - S - <i>Social</i>: Occupational safety, a human-centric and happy corporate culture, and respect for individuals; ESG training, improving quality of life, and generating positive community impact. - G - <i>Governance</i>: Full integration of ESG into all business and production activities, risk management, transparency, operational digitalization, and data verification. 	<ul style="list-style-type: none"> - Fully integrated ESG operations - Smart, green, and circular manufacturing - Product quality & sustainable value - Enhanced competitiveness & global brand prestige

3.2. Strategy implementation



4. Sustainable development goals – ESG

4.1. Strategic objectives

Strategic objectives: Toward the full integration of ESG principles into production, business, research, and the entire supply chain; driving green innovation and transitioning manufacturing models to a circular economy; leading the carbon neutrality roadmap toward Net Zero by 2050; and affirming our position as a pioneering ESG-driven advanced materials manufacturer in Vietnam and the international market.

4.2. Specific targets

E ENVIRONMENTAL

- Comprehensive green transformation: Optimize resources & energy, reduce emissions, and promote a circular economy to achieve Net Zero by 2050.

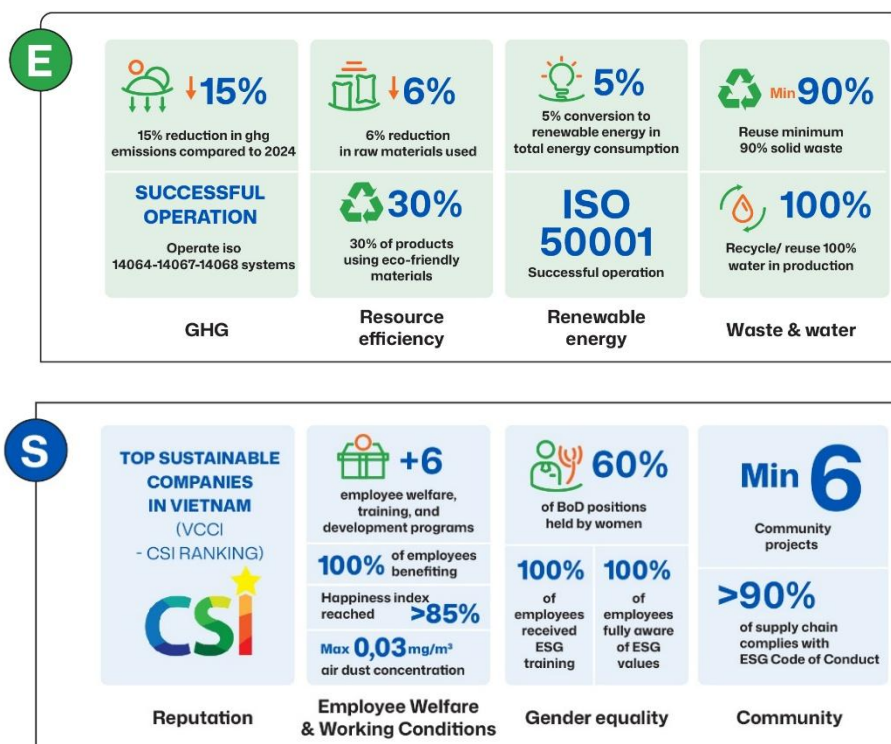
S SOCIAL

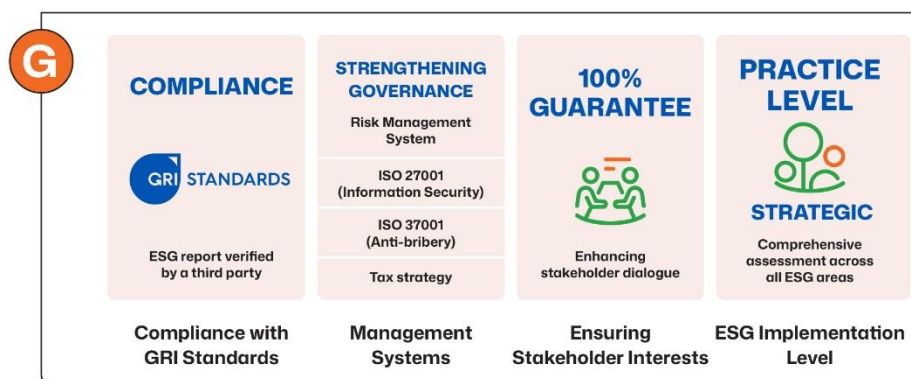
- Cultivating a happy, safe, and developing a workforce: Enhance welfare and CSR to strengthen community engagement; foster an ESG culture and deepen supply chain integration.

G GOVERNANCE

- Establishing a transparent and unified ESG & Net Zero 2050 governance framework: Strengthen risk management, integrity, transparency and compliance.

4.3. Strategy implementation





III. VICOSTONE'S STRATEGIC ORIENTATION 2025 – 2030

Guided by its vision of “continuing to enhance the global position of the VICOSTONE® brand through continuous innovation, technological advancement, and the application of new materials, delivering artistic, distinctive, and inspiring quartz stone products across diverse customer segments”, Vicostone is committed to positioning itself as a leading company in advanced materials, premium ecological materials, smart products, intelligent solutions, and smart manufacturing.

Over the years, with strong support from its parent company - Phenikaa Group, Vicostone has successfully established a fully integrated supply chain for high-end stone manufacturing. This ensures stable input material supply in both quantity and quality, enabling the Company not only to meet the most stringent product requirements and customer demands but also to mitigate risks related to global supply chain dependence and exchange rate fluctuations. As a result, Vicostone reinforces its cost competitiveness and overall market position.

The Company has defined its strategic direction for the production and business of high-quality engineered stone under the VICOSTONE® brand for the 2025-2030 period as follows:

No.	Operational area	Operational orientation for the period of 2025 - 2030
1	Sustainable development	<ul style="list-style-type: none"> - Promote the practice of ESG framework (Environmental, Social and Governance) in all aspects of production and business activities to bring sustainable development value to the company and society; - Balance the interests of all stakeholders, ensuring the rights of shareholders, investors and others, thereby

No.	Operational area	Operational orientation for the period of 2025 - 2030
		contributing to the sustainable development of the Company and the social community.
2	Products and Services	<ul style="list-style-type: none"> - Maintain our position as a "trend-setter" company in the engineered quartz stone manufacturing industry, by: <ul style="list-style-type: none"> • Leading in technological research and innovation, investing in the development of new, eco-friendly, and cost-effective materials; • Expanding R&D investments to create distinctive and artistic product lines; • Strengthen product quality control activities and standards to ensure customer rights and satisfaction; • Deliver high-quality products and dedicated customer service in all markets where VICOSTONE® is distributed.
3	Market, Customers and Distribution system	<ul style="list-style-type: none"> - Gradually increase the sales proportion by restructuring the VICOSTONE® product distribution system in key markets, strengthening the brand's position in existing market; - Continue to expand the distribution network into potential markets, enhancing VICOSTONE® 's global market presence; - Continuously innovate and develop value-added products and services to drive revenue growth and enhance customer experience.
4	Revenue and Profit	<ul style="list-style-type: none"> - Aiming for sustainable growth amid the uncertainties, challenges, and fluctuations of the global and Vietnamese economies.

No.	Operational area	Operational orientation for the period of 2025 - 2030
5	Marketing and Sales	<ul style="list-style-type: none"> - Maintain the Top 3 largest suppliers of engineered stone countertops to the global market as recognized by industry reports; - Remain the No.1 brand in Vietnam's engineered stone market, delivering the best products and services in the mid-to-high-end segment. - Enhance the effectiveness of market research activities, while strengthening information exchange with customers, in order to formulate an accurate and well-founded vision for market development and product orientation.
6	Business management system	<p>Build an effective business management system with three key tasks:</p> <ul style="list-style-type: none"> - Effective, comprehensive, and in-depth management system with core components: production and business operations management, financial management, and human resource management; - Effective internal control system, continuous improvement in risk assessment, information security and communication control; - Promote digital transformation, maximize application of information technology, big data management and artificial intelligence in corporate governance and internal control to increase efficiency and save resources.
7	Human resources and Working environment	<ul style="list-style-type: none"> - Create a happy working environment with a conscious business culture based on the Company's core values to inspire, foster positive motivation, and strengthen the connection among employees and between employees and the Company;

No.	Operational area	Operational orientation for the period of 2025 - 2030
		<ul style="list-style-type: none"> - Maintain and enhance remuneration and benefits policies, thereby improving employee satisfaction and engagement with the Company; - Continue to develop a high-quality workforce with strong professional capabilities, a determined, responsible working spirit, and a dedicated commitment, aligned with the corporate culture; - Build a desirable employer brand as a foundation for attracting top talent.
8	Technological innovation	<ul style="list-style-type: none"> - Focus on innovation and technology improvement to increase productivity and optimize production costs; - Increase the level of automation and expand the application of robotics and artificial intelligence in production operations. - Research and apply new technology solutions in developing new products, and new materials, etc. to continue to maintain the position of a trend-leading brand.
9	Corporate development culture	<ul style="list-style-type: none"> - Continue to build and spread a conscious culture with Vicostone's core values, aiming for optimal values for customers, partners, shareholders, employees and the social community; - Encourage a "culture of criticism" to create an innovative working environment, spreading the dedicated working spirit in all activities to accomplish goals.

C. 2026 OPERATIONAL PLAN

I. RISK MANAGEMENT IN VICOSTONE

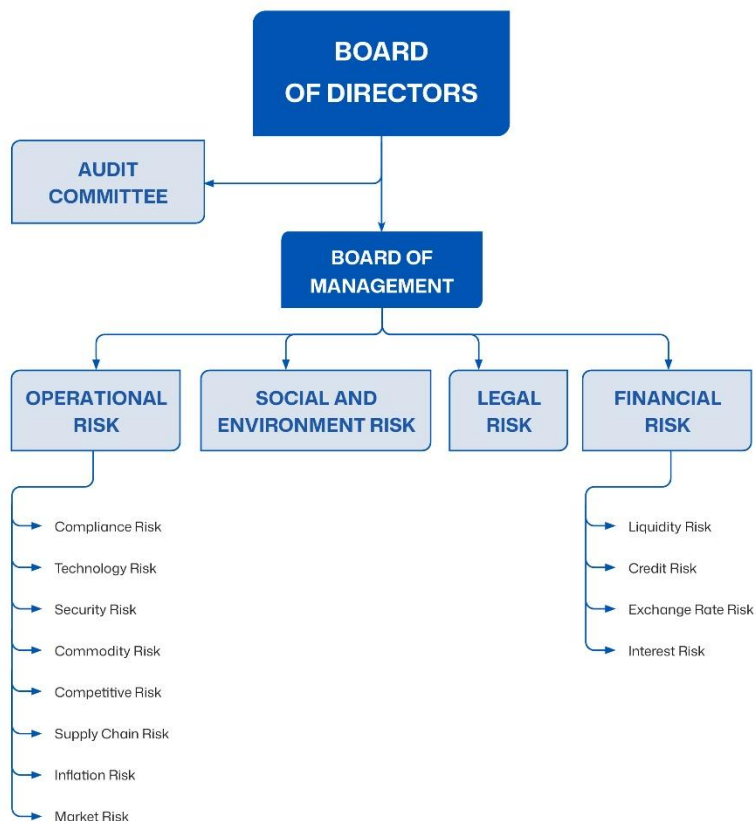
1. Risk Management objectives

Vicostone identifies risk management as a fundamental governance principle that aligns with the Company's strategy and sustainable development plans. The BOD prioritizes the implementation of various management and control measures to minimize the negative impact of both internal and external risks on Vicostone's business operations.

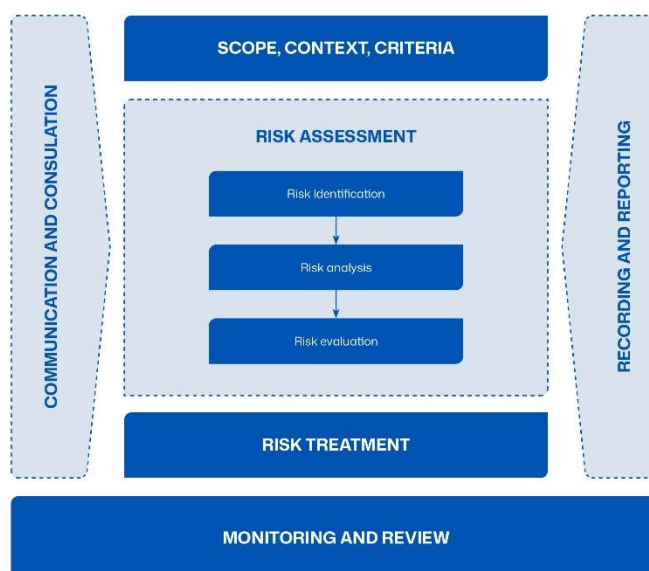
The Company's risk management efforts focus on the following objective:

1. Safeguarding VICOSTONE® brand value and realizing the Company's strategic objectives through the proactive, comprehensive, and timely identification, prevention, and control of risks; mitigating the impacts of adverse economic, environmental, and social fluctuations on the Company's operations; strengthening the management of potential risks to prevent their occurrence and minimize losses at all times;
2. Ensure the achievement of the Company's objectives by proactively and comprehensively identifying risks that may hinder the attainment of business goals and plans, thereby enhancing operational efficiency and promoting sustainable growth;
3. Ensuring compliance with regulatory requirements as the legal environment grows increasingly complex, both in Vietnam and in Vicostone's key markets. By implementing risk management based on effective compliance management mechanisms, the Company enhances regulatory adherence and facilitates the monitoring and anticipation of potential regulatory and operational changes;
4. Developing and fostering a risk management culture within the Company through clear assignment and delegation of responsibilities, ensuring that every officer and employee fully understands and is clearly aware of their individual responsibilities in risk management. This not only directly impacts individual work performance but also enhances productivity and the quality of work execution across departments and units.

2. Risk management structure



3. Risk management process



The risk management process at Vicostone is structured based on the flexible application of ISO 31000 standards and the COSO ERM framework. This approach ensures the effectiveness of the cyclical loop of risk management system establishment, operation, integration, and continuous improvement.

4. Key risk category for 2026

4.1. Risk from unpredictable global economic fluctuations

According to the December 2025 forecast by the Organisation for Economic Co-operation and Development (OECD), global GDP growth is projected to slow from 3.2% in 2025 to 2.9% in 2026, before rising to 3.1% in 2027. Real GDP growth in the U.S. is expected to decline from 2.0% in 2025 to 1.7% in 2026, followed by a slight recovery to 1.9% in 2027. In the Eurozone, real GDP growth is projected at 1.3% in 2025, decreasing to 1.2% in 2026 and increasing modestly to 1.4% in 2027¹.

In Viet Nam, following positive economic growth in 2025, the National Assembly issued Resolution No. 244/2025/QH15 on the 2026 Socio-Economic Development Plan, setting a target of GDP growth of at least 10% and a GDP per capita of USD 5,400 – 5,500².

These developments indicate that the global economic environment will continue to face significant uncertainties that may adversely affect market demand, production costs, investment activities, and overall business performance. In response, Vicostone proactively developed multiple business scenarios and operational plans early in the year to navigate potential economic. The Company prioritized resources for product R&D to meet diverse market demands and regulatory requirements; continuously to improve and modernize production lines to enhance technology, diversify products, and optimize efficiency; and expanded sales channels while implementing flexible, tailored sales policies across global markets.

4.2. Competition risks

4.2.1. Industry peer competition

In the U.S., Vicostone's key export market, competition in the engineered stone industry remains intense. Domestic production capacity in the U.S. has recently increased, and several international manufacturers have invested in or expanded their U.S. quartz-based production lines to reduce reliance on imports and respond to trade barriers. Additionally, United States International Trade Commission (USITC) data shows that India, Vietnam, Spain, Thailand, and Turkey remain major

¹ https://www.oecd.org/en/publications/oecd-economic-outlook-volume-2025-issue-2_9f653ca1-en.html

² <https://vanban.chinhphu.vn/?pageid=27160&docid=216077&classid=1&orggroupid=1>

exporters of engineered stone to the U.S., intensifying competition regarding of price, quality, and service.

Domestically, Vietnam's engineered stone manufacturing sector has grown rapidly, with numerous new entrants. Most utilize standard technology lines and target the mid-range segment, competing primarily on price. As consumer demand becomes more cautious and price-sensitive, aggressive pricing strategies are widely adopted, placing significant pressure on premium-segment companies like Vicostone.

To maintain its long-term competitive advantage, Vicostone continues R&D investments to enhance product quality, diversify designs, and increase product differentiation. Simultaneously, Vicostone is strengthening its distribution network in key markets, improving service quality and customer experience, and flexibly adjusting pricing by markets and segments. Cost optimization, prudent financial management, and stronger partnership across the construction and real estate value chain enable Vicostone to stabilize operational efficiency, maintain profit margins, and enhance market resilience.

4.2.2. Substitute product competition

Engineered stone primarily competes with natural stone in most markets, particularly Australia, Canada, and the U.S., as well as with ceramic materials, sintered stone, and porcelain in mid- to high-end residential applications. While residential kitchen installations drive demand in developed countries, consumer preference for diverse materials has grown significantly. Specifically:

For kitchen surfaces, engineered stone primarily competes with natural stone, porcelain, sintered stone, stainless steel, concrete, and recycled materials.

For bathroom applications, engineered stone competes directly with granite, especially in the U.S.

Porcelain is anticipated to remain the fastest-growing global countertop material, driven by manufacturing advances and rising consumer preference for its distinctive properties. Industry forecasts suggest that porcelain could double its market share in the surface materials market by 2028, establishing a strong presence in interior design³.

To reinforce its industry leadership, Vicostone is executing a proactive strategy to strengthen competitiveness and its unique identity in the global quartz market. The Company has intensified investment in R&D to develop innovative materials and products that meet stringent safety criteria, offer uniqueness, differentiation, environmental friendliness, and resist imitation, thereby contribute to shaping the global trends in the quartz stone market.

³ <https://www.freedoniagroup.com/blog/porcelain-countertops-a-perfect-blend-of-beauty-and-brawn>

4.3. Risk from the U.S. reciprocal tariff policies

In 2025, U.S. trade policy adjustments significantly impacted Vietnamese export activities. U.S. President Donald J. Trump signed an executive order imposing reciprocal tariffs on trading partners to address trade deficits and promote domestic manufacturing⁴, initially subjecting Vietnamese exports to tariffs up to 46%. On April 9, 2025, President Trump announced a 90-day suspension of the reciprocal tariffs for more than 75 countries, including Vietnam⁵. Subsequently, on August 1, 2025, the U.S. adjusted the tariff rate applied to Vietnam to 20%, a reduction from 46%. This adjustment aimed to facilitate dialogue toward a reciprocal trade agreement based on mutual benefit and equality⁶.

These tariff proposals generated market caution, increasing cost pressures and challenging the competitiveness of Vietnamese goods in the U.S. While recent agreements have eased short-term pressures and maintained manageable trade flows; these developments highlight the risk of sudden protectionist shifts in U.S. trade policy, including potential future tariff hikes and prioritization of domestic interests.

To navigate unpredictable policies, Vicostone proactively implemented risk management measures to mitigate potential adverse impacts on its business operations. The Company continuously monitors and updates international trade developments, assesses impacts on costs, pricing, and market demand, and promptly adjusts its business plans accordingly. Concurrently, Vicostone is accelerating export market diversification and optimizing costs to ensure long-term stability.

4.4. Risk from the U.S. trade remedy measures

4.4.1. Risk from QMAA Global Safeguard Investigation

On November 17, 2025, the United States International Trade Commission (USITC) officially initiated an investigation based on a petition filed by the Quartz Manufacturing Alliance of America (QMAA). The QMAA claimed a 73.4% surge in quartz surface imports—from 135 million square feet in 2020 to 234 million square feet in 2024—caused serious injury to the U.S. manufacturing industry⁷. The QMAA requested the application of emergency safeguard measures, asserting that significant harm is being inflicted on the U.S. engineered quartz surface

⁴ <https://trungtamwto.vn/an-pham/29279-tom-luoc-ve-thue-doi-ung-cua-hoa-ky>

⁵ <https://trungtamwto.vn/chuyen-de/29345-hoa-ky-tam-dung-thue-doi-ung-voi-hon-75-quoc-gia-trong-90-ngay>

⁶ <https://trungtamwto.vn/su-kien/30277-bo-cong-thuong-chinh-thuc-cong-bo-thue-doi-ung-my-danh-cho-viet-nam-la-20>

⁷ <https://antidumping.vn/us-initiates-global-safeguard-investigation-on-quartz-surface-products-n29551.html>

manufacturing industry. Specifically, QMAA called on the USITC to consider the following measures:

- Establishing country-specific import quotas;
- Imposing ad valorem tariffs on all imported engineered quartz surface products to address the alleged injury. If ad valorem tariffs are not applied, a specific duty based on product weight at an appropriate level was proposed.

Given the U.S. is a critical market not only for Vicostone but also Vietnam's quartz industry, this poses significant risks at scale. In response, Vicostone proactively developed appropriate response plans and engaged reputable international law firms to safeguard its rights as well as the protection of the Vietnamese quartz industry during the USITC's initiation of investigation. The Company maintains operational flexibility, closely monitors developments in the case, and adjusts its business strategies in response to changes in the international legal and trade environment, thereby minimizing impact on business performance.

4.4.2. Risk from anti-Dumping and countervailing measures

The U.S. has previously imposed anti-dumping and countervailing duties on engineered stone imports from China, India, and Turkey. In particular, the United States Department of Commerce (DOC) officially applied anti-dumping and countervailing duties on quartz surface products imported from China starting July 11, 2019, with a validity period of five years and duty rates varying by Chinese exporter⁸. While the DOC had not issued specific determinations for Vietnam as of 2025, the USITC's investigation initiated in November 2025 indicates that the risk of anti-dumping and countervailing measures against engineered stone products originating from Vietnam remains present.

The Trade Remedies Authority of Vietnam (Ministry of Industry and Trade) noted that Vietnamese exports faced 21 newly initiated foreign trade remedy investigations in 2025 across 11 markets, with the U.S. accounting for 33% (seven cases). In addition to newly initiated cases, the Vietnamese Government, industry associations, and exporting enterprises are currently handling more than 100 ongoing trade remedy investigations initiated in previous years⁹.

⁸ <https://baotintuc.vn/kinh-te/nguy-co-dieu-tra-phong-ve-thuong-mai-voi-san-pham-lien-quan-mat-da-thach-anh-20230610144922295.htm>

⁹ <https://vcci.com.vn/news/11-thi-truong-khoi-xuong-21-vu-viec-phong-ve-thuong-mai-voi-hang-viet>

4.4.3. Risk from anti-Circumvention investigations

By April 2025, 284 trade remedy investigations targeted Vietnamese exports, primarily anti-dumping (54.6%), safeguards (20.8%), and anti-circumvention (13.7%) and countervailing duty cases (10.9%). To date, the U.S. alone has initiated 22 anti-circumvention cases¹⁰.

As a major exporter to the U.S. market, Vicostone along with many other exporters faces potential risks of anti-circumvention investigations, particularly as the U.S. intensifies scrutiny of product origin, production processes, and supply chains for engineered stone products, while also strengthening trade remedy enforcement. Though assessed as low risk, Vicostone proactively manages this by maintaining a transparent, comprehensive data traceability system to ensure full readiness when required.

4.5. Risk from international trade protectionist policies

Operating in over 50 countries, Vicostone faces risks from rising trade protectionism in key markets like the U.S., Canada, the EU, and Australia. These policies often involve higher import tariffs to shield domestic industries or pressure Vietnam to balance bilateral trade.

Recognizing the potential impact on export revenue, profit margins, and the Company's competitiveness in key markets, Vicostone has proactively developed contingency plans and implemented measures to ensure rapid response and effective risk management:

- Engaging proactively with relevant authorities, industry associations, and diplomatic agencies, while closely monitoring and analyzing potential trade policy adjustments in strategic markets such as the U.S. and the European Union for timely and appropriate response.
- Expanding into new or less protectionist markets in order to reduce dependency on traditional markets and diversify export destinations over the long term;
- Developing flexible financial and operational strategies, including cost optimization, continuous operational efficiency improvements, and maintaining a lean organizational structure to adapt to adverse impacts arising from changes in tariff rates, rules of origin, or new technical barriers in importing countries.

Through systematic preparation, Vicostone aims to minimize global protectionist impacts and ensure sustainable growth.

4.6. Risk from inflation and persistent high interest rate

Global inflation is projected to reach approximately 4.2% in 2025, placing pressure on the cost of living across most economies. Entering 2026, most forecast models expect inflation to ease

¹⁰ <https://vietnamnews.vn/economy/1717926/vietnamese-firms-confront-rising-wave-of-trade-defence-measures.html>

significantly to around 3.6%¹¹, particularly in the U.S. and the European Union. This trend is largely driven by the gradual easing of monetary policies by central banks and the diminishing impact of previous energy and food price shocks, thereby reducing pressures to living costs and high borrowing rates. On December 10, 2025, the U.S. Federal Reserve (Fed) implemented its third consecutive interest rate cut, bringing the federal funds rate down to a range of 3.5% - 3.75%, the lowest level since November 2022.

In Asia, inflation in 2026 is projected at approximately 2.1%¹², partly due to early monetary tightening measures and effective price control policies in several countries across the region.

In Vietnam, experts forecast that the 12-month deposit interest rate may increase by an additional 0.5 percentage points in 2026¹³, potentially leading to a corresponding rise in lending rates.

For Vicostone, declining inflation and the easing of monetary policy in key markets, particularly the U.S., may support demand for residential renovation, construction, and commercial projects, stimulating demand for engineered quartz stone products. However, given ongoing global economy uncertainties, the Company continues to closely monitor and analyze domestic and international macroeconomic trends to develop flexible sales channel structures and appropriate revenue growth strategies. In addition, Vicostone regularly monitors global inflation trends and commodity markets, leveraging favorable pricing windows to negotiate and secure raw material purchases while closely tracking interest rate movements to effectively utilize financial instruments and carefully manage short-term local and foreign currency loans to optimize financial costs.

4.7. Revenue concentration in certain markets risk

Over 24 years, VICOSTONE® has become a premier global quartz brand, renowned for quality, safety, and aesthetic appeal, which inspires creativity in design applications. This strength has driven deep penetration into demanding markets like the U.S., Canada, and the EU, which remain primary revenue contributors. While advantageous, this concentration poses exposure risks.

To mitigate risks associated with excessive reliance on existing markets, Vicostone continues to deepen existing market shares through flexible business strategies combined with financial and non-financial policies aimed at maintaining and expanding its customer base. At the same time, the Company actively develops additional sales channels to reach revenue targets. Expanding

¹¹ <https://mediacenter.imf.org/features/imf---world-economic-outlook-july-2025/s/c7789a59-7b0e-4158-a2df-cb96b75b7bd5>

¹² <https://www.adb.org/outlook/editions/december-2025>

¹³ <https://vcci.com.vn/tin-tuc/lai-suat-tang-nhanh-tao-lap-mat-bang-moi-nam-2026>

customer networks and exploring new, high-potential markets remain one among the Company's strategic priorities for the coming years.

4.8. International legal risks

4.8.1. Evolving silica dust exposure standards

Tightening regulations in developed countries on occupational safety, worker health, and corporate social responsibility, legal standards related to silica content and silica dust exposure in stone production and fabrication are undergoing significant changes. These developments create legal and compliance risks for the global engineered stone industry.

In the U.S., effective December 29, 2023, the Temporary Emergency Silica Standard framework drafted by the California Division of Occupational Safety and Health (Cal/OSHA) was approved by the government and effective one year to engineered stone products containing more than 0.1% silica as well as natural stone products containing more than 10% silica. The framework introduces stricter requirements for fabrication facilities in the U.S. regarding technical operations, occupational safety measures, and worker training¹⁴.

In Australia, the use of engineered stone products regardless of silica content has been banned since July 2024¹⁵.

To adapt to these changes, Vicostone maintains a proactive approach to risk management by frequently updating legal regulations in export markets, reviewing and perfecting its occupational health and safety control systems, and maintaining measures to control silica dust concentration through periodic internal training and annual refreshers on the health impacts of silica dust. Simultaneously, the Company actively deploys the Kaizen-5S program to control and reduce dust concentrations, particularly in high-risk areas such as material feeding, crushing, and screening, while maintaining quarterly and annual periodic workplace environmental monitoring.

Additionally, activities to ensure safe working conditions for employees include:

- Fully equipping protective gear, especially specialized masks capable of filtering up to 94% of dust for workers in areas generating silica dust;
- Maintaining regular inspections and supervision to ensure strict compliance with occupational safety regulations;

¹⁴ <https://www.dir.ca.gov/DIRNews/2023/2023-93.html>

¹⁵ <https://www.dezeen.com/2023/12/14/australia-bans-engineered-stone-silicosis-risk-news/>

- Conducting occupational disease screenings for employees in positions with potential occupational disease risks (twice a year) and arranging suitable work to optimally ensure employee health.

The Company continues to prioritize resources for R&D, aiming for safer, more health- and eco-friendly new materials and technological solutions to adapt to the global trend of tightening legal frameworks and ensure long-term sustainable development

4.8.2. Risk of changes in legal regulations

Operating in over 50 countries and territories, Vicostone is directly affected by the differences and fluctuations in the legal systems of host markets. Changes related to tax policies, product circulation conditions, technical standards, administrative requirements, or safety and environmental regulations can arise in a short time, exceeding the standard preparation cycle of businesses.

Structural legal changes, particularly in developed markets, may require the Company to adjust technology, product design, or business model to maintain market access. The ban on engineered stone containing crystalline silica in Australia demonstrates that legal risks may extend beyond compliance costs and could fundamentally alter product strategies and investment efficiency in a specific market.

This risk can lead to business plan disruptions, transition costs, reduced asset utilization efficiency, and impacts on the ability to realize strategies in individual markets. Vicostone applies a proactive legal monitoring mechanism focused on the early identification of trending changes or draft policies with significant potential impact. International legal consulting activities and the role of the internal legal department are positioned as strategic decision-support tools, rather than just mechanisms to ensure compliance.

4.8.3. Risk of legal disputes

As global competition intensifies, Vicostone faces potential legal disputes arising from international commercial activities. These disputes may involve contractual obligations, quality standards, environmental and social responsibilities, or intellectual property rights, particularly for products with strong design and brand value.

Beyond disputes stemming from standard business operations, the Company may also face strategic litigation or unfair competition practices intended to impose cost pressures, disrupt operations, or damage brand reputation in key markets.

Even when the final outcome is favorable to the Company, legal disputes may still involve substantial legal costs, lengthy resolution processes, diversion of management resources, and potential impacts on brand image.

Vicostone considers intellectual property protection and legal dispute management as integral components of its strategy to safeguard competitive advantages. The Company proactively registers, maintains, and expands protection for its trademarks, brands, designs, and intellectual property, while implementing legal review mechanisms in international contracts and commercial activities to minimize dispute risks and protect its legitimate interests.

4.8.4. Climate change and related environmental risks

With the continuing trend of global warming, extreme weather events, such as record heatwaves, storms, and droughts, are becoming more frequent, posing significant challenges to industrial production, including Vicostone's manufacturing operations.

Vicostone recognizes increasing clear climate-related risks, ranging from supply chain disruptions, higher operating costs, and reduced labor productivity to compliance pressures from stricter environmental regulations in export markets such as the EU's Carbon Border Adjustment Mechanism (CBAM), U.S. regulatory frameworks such as OSHA/NIOSH, and green building standards such as LEED, WELL, and Environmental Product Declarations (EPD). The Company also faces market risks as customers and partners increasingly prioritize environmentally friendly products with transparent carbon emission controls, as well as financial risks from rising ESG compliance costs or the threat of exclusion from the supply chain for failing to meet climate standards.

To mitigate the impacts of climate change and maintain sustainable competitiveness, Vicostone has been implementing a range of measures:

- **Reducing greenhouse gas emissions and pursuing Net Zero targets:** Vicostone aims to reduce greenhouse gas emissions by 10% by 2028 and achieve carbon neutrality by 2050. The Company conducts periodic greenhouse gas inventories in accordance with the GHG Protocol, invests in Breton energy-efficient closed-loop production lines, and utilizes solar energy in manufacturing, reducing more than 200 tons of CO₂ emissions annually;
- **Recycling and sustainable product development:** Vicostone has implemented the "Cradle to Cradle" program, with nearly 50 products using recycled materials, generating annual revenue of approximately USD 15 - 20 million. The recycled product BQ7405 has been used in projects in the U.S. and Canada;
- **Optimizing resource use and environmental management:** The Company applies a closed-loop water treatment and recycling system to optimize resource use and minimize waste. It also manages waste and performs dust filtration at the source while improving production processes to reduce harmful emissions and dust;
- **Localizing raw materials and enhancing adaptability:** Vicostone has implemented a raw material localization strategy, achieving over 95% self-sufficiency by the end of 2024, thereby reducing reliance on imports and strengthening resilience to supply disruptions;

- **Strengthening disaster resilience:** The Company has developed disaster response scenarios and reinforced infrastructure to ensure safety and operational resilience during emergencies;
- **Ensuring compliance and transparency:** Vicostone maintains and continuously improves its environmental management system in accordance with ISO 14001:2015 to ensure regulatory compliance and elevate its commitment to sustainable development.

II. MARKET CONTEXT IN 2025 AND MARKET PROSPECTS IN 2026

1. 2025 Market Context

1.1. Global Market

In 2025, the global economy demonstrated remarkable resilience and adaptability in the face of unprecedented trade fluctuations and macroeconomic policy uncertainty. Despite a series of shocks from geopolitical tensions and a surge in tariff barriers, reaching their highest levels in over a century, global economic growth is estimated to be around 2.7%, surpassing the cautious forecasts issued at the beginning of the year.^{16 17 18} This was primarily driven by a surge in investment capital into artificial intelligence (AI), the normalization of supply chains, and vibrant trade activities resulting from front-running stock accumulation ahead of tariff adjustments, particularly in major economies such as the U.S.^{16 17 19}

The market also demonstrated flexibility in adjusting to financial pressures and energy volatility. Although average tariff rates in several key markets increased sharply, international trade flows were maintained as enterprises proactively adapted, diversified markets, and restructured supply sources^{16 19}. Simultaneously, the energy market gradually stabilized, and trade policies became more predictable toward the end of the year, contributing to improved market sentiment and easing global financial conditions compared to the previous period¹⁶.

However, the 2025 economic landscape continued to show deep disparities in living standards and recovery speeds across regions. While most developed economies have surpassed pre-pandemic income levels, about a quarter of developing countries still have lower income levels than in 2019, while facing debt-servicing burdens at their highest in 50 years^{16 18}. Capital outflows from

¹⁶ <https://www.worldbank.org/en/news/immersive-story/2025/12/16/2025-resilient-economies-smart-development-more-jobs>

¹⁷ <https://www.wsj.com/economy/global/global-economy-records-stronger-growth-but-is-on-course-for-a-weak-decade-says-world-bank-0b57300e>

¹⁸ <https://www.worldbank.org/en/news/press-release/2026/01/13/global-economic-prospects-january-2026-press-release>

¹⁹ <https://blogs.worldbank.org/en/developmenttalk/the-global-economy-in-five-charts>

developing nations for debt repayment exceeded new inflows of financing, creating significant challenges in securing resources for sustainable development goals and social welfare¹⁶.

1.2. Vietnam market

The year 2025 marked many impressive milestones for the Vietnam economy. Despite a volatile global economic context and the impact of unprecedented natural disasters, Vietnam maintained macroeconomic stability and achieved high growth. With a full-year GDP growth of 8.02%, exceeding all 15 socio-economic development targets, Vietnam was recognized by several international organizations among the top 10 fastest-growing economies in the world^{20 21}. The size of the economy is estimated at USD 514 billion, with GDP per capita reaching USD 5,026, officially making Vietnam an upper-middle-income country²⁰.

Key economic balances were maintained: inflation (CPI) was well-controlled at 3.31%, lower than the target set by the National Assembly; State budget revenues increased sharply by 29.7%, exceeding estimates and reflecting the recovery of the real economy²⁰. These results demonstrate the effectiveness of the Government's decisive and flexible management and the adaptability of the business community in the “new normal.”

1.2.1. Highlights of Vietnam's economy in 2025: Trade and industrial production

Trade and production activities continued to be vital growth drivers for the country in 2025. Total import-export value reached a record USD 930.05 billion, placing Vietnam among the top 20 largest trading nations globally²⁰. The trade balance recorded a surplus of USD 20.03 billion, contributing positively to foreign exchange reserves and exchange rate stability²⁰.

The industrial sector, particularly processing and manufacturing, continued to serve as a key pillar with a growth rate of 9.97%, the highest level recorded during 2019–2025²⁰. The value-added of the industrial and construction sectors increased by 8.95%, making a major contribution to the overall growth of the economy²⁰.

²⁰ <https://antt.nguoiduatin.vn/buc-tranh-kinh-te-viet-nam-nam-2025-va-du-bao-nam-2026-205260113172632711.htm>

²¹ <https://vov.vn/kinh-te/viet-nam-tang-truong-gdp-802-nam-2025-duoc-quoc-te-danh-gia-la-diem-sang-post1259856.vov>

1.2.2. Domestic construction and real estate market in 2025

In 2025, investment and construction activities achieved significant progress. The construction industry recorded a sectoral GDP growth of 9.62%, contributing 8.47% to the overall growth²². The primary driver was the accelerated disbursement of public investment capital, reaching a record VND 876.5 trillion (up 26.6% year-on-year), facilitating the completion of numerous strategic infrastructure projects such as 3,803 km of highways and key components of Long Thanh Airport^{20 22 23}.

The real estate market and capital markets are also recovering positively thanks to policies addressing legal bottlenecks and the return of investor confidence. The VN-Index rose by 40.9%, the highest in 8 years, while the corporate bond market saw new issuance value increase by 34.3% compared to 2024²². The number of newly established enterprises was 1.3 times higher than those exiting, bringing the total number of active enterprises to over 1 million, indicating a clear upturn in business confidence²⁰.

1.2.3. Challenges and opportunities

Despite these impressive achievements, the Vietnam economy still faces intertwined risks and challenges from both internal and external factors. Internationally, uncertainties such as geopolitical tensions, trade-technology competition, and rising protectionist trends continue to weigh on export performance and supply chains²⁰. Domestically, consumer demand recovery is not yet uniform and remains highly dependent on “policy-driven support measures, while the capacity of the domestic business sector remains limited compared to the foreign-invested sector²⁰. Furthermore, the increasingly extreme impacts of climate change, natural disasters, along with bottlenecks in management models and resource wastage, remain significant issues to be addressed to ensure sustainable development²⁰.

Nevertheless, looking ahead to 2026, Vietnam’s economic outlook is considered positive thanks to a stable macroeconomic foundation and strong institutional breakthroughs. The determination of the entire political system to improve the investment and business environment, along with the effective implementation of strategic policies, will bolster confidence among the business community and the public²⁰. Development drivers in the coming period will stem from the synergy between renewing traditional drivers and effectively exploiting new ones such as the digital

²² <https://www.nso.gov.vn/bai-top/2026/01/bao-cao-tinh-hinh-kinh-te-xa-hoi-quy-iv-va-nam-2025/>

²³ <https://vneconomy.vn/10-dau-an-noi-bat-kinh-te-xa-hoi-nam-2025.htm>

economy, green transformation, and increased labor productivity, creating a prerequisite for the economy to break through and escape the middle-income trap²⁰.

2. 2026 Market outlook

2.1. Global and Vietnam market overview

In the “Global Economic Prospects” report released in January 2026, the World Bank noted that the global economy is entering a period of slower growth after a period of strong recovery, influenced by uncertainties in trade policies and geopolitical tensions. Accordingly, global growth in 2026 is expected to decelerate to 2.6% (from an estimated 2.7% in 2025), reflecting the weakening of short-term support factors and the lagged impact of increased trade barriers^{24 25}. Echoing this view, J.P. Morgan warned of a context of “multidimensional polarization,” where the market is increasingly polarized between AI-driven and traditional sectors, while also being affected by diverging monetary policies among nations²⁶. Global inflation in 2026 is forecasted to cool to 2.6%, supporting a gradual easing of financial conditions; however, the risk of “sticky inflation” remains due to tight labor markets and unpredictable commodity price fluctuations^{25 26}.^{10 11} The greatest risk to the global economic outlook stems from the potential tariff escalation and trade fragmentation, which could force supply chains to restructure at higher costs^{25 27}.

In Vietnam, the economy is expected to maintain positive growth momentum, albeit with a slight adjustment in 2026. Both international and domestic organizations provide optimistic assessments of Vietnam’s prospects. Standard Chartered Bank forecasts GDP growth for 2026 to reach 7.2%, with a clear acceleration from 6.5% in the first half of the year to approximately 8.0% in the second half²⁸. With this growth rate, Vietnam is among the fastest-growing economies in Asia, outperforming neighbors such as Thailand and Malaysia.

The growth drivers for the economy in 2026 are forecasted to stem from the synergy of manufacturing, regulatory policies, and domestic consumption and trade demand, with the manufacturing sector continuing its role as a key pillar for FDI attraction. Although newly

²⁴ <https://thedocs.worldbank.org/en/doc/7ce50b5aa95bef66048680bba9926ec8-0050012026/related/GEP-Jan-2026-Chapter-1-Highlights.pdf>

²⁵ <https://www.moneyweb.co.za/news/international/world-bank-boosts-2026-economic-outlook-citing-notable-resilience/>

²⁶ <https://www.jpmorgan.com/insights/global-research/outlook/market-outlook>

²⁷ <https://thedocs.worldbank.org/en/doc/7ce50b5aa95bef66048680bba9926ec8-0050012026/related/GEP-Jan-2026-Regional-Highlights-EAP.pdf>

²⁸ <https://vietnamnews.vn/economy/1763693/standard-chartered-optimistic-about-viet-nam-s-economic-growth-outlook-in-2026.html>

registered capital tends to slow down due to a “wait-and-see” sentiment regarding trade negotiations, FDI disbursement continues to maintain positive growth momentum²⁸. The State Bank of Vietnam is highly regarded for its flexibility in management and commitment to maintaining stable interest rates, thereby supporting businesses in accessing capital and sustaining operations²⁸. On the demand side, domestic consumption, though flat at the end of 2025, is expected to recover more clearly in the second half of 2026; exports will continue to grow, though risks from non-tariff barriers must be closely monitored²⁸.

Taken together, the 2026 economic landscape features a mix of bright and dark spots, with several existing challenges requiring caution. The most significant risk comes from the volatile international trade environment, particularly the negotiation process between Vietnam and the U.S. regarding rules of origin and transshipment issues; the outcome of these discussions will directly impact investor sentiment and export prospects²⁸. While FDI realization remains on an upward trend, newly registered FDI shows signs of stagnation as international investors “a wait-and-see approach” amidst trade policy uncertainties^{20 28}. Furthermore, the resilience of the domestic business sector remains weak, as its export value accounts for a modest share (approximately 22.7%) and is trending downward, indicating a heavy reliance on the foreign-invested sector and underutilization of Free Trade Agreements (FTAs)²⁰.

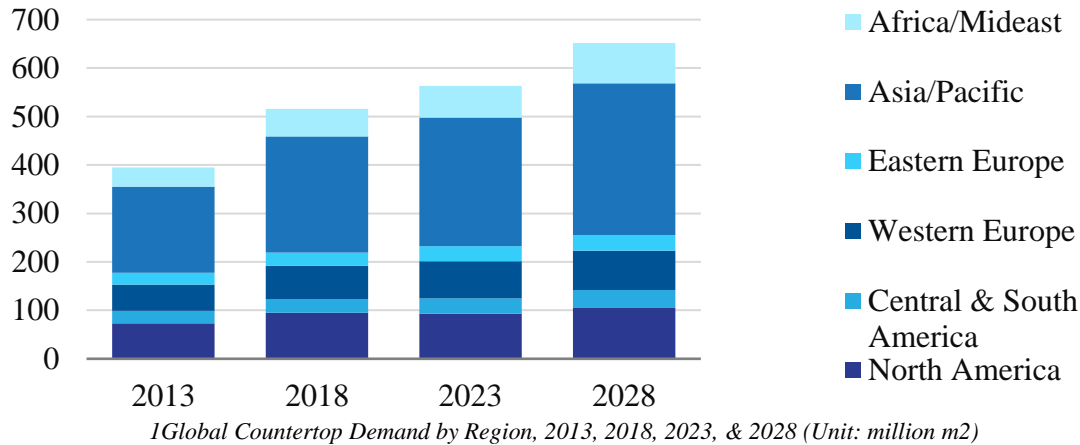
2.2. Global engineered stone market forecast for 2026

2.2.1. General market²⁹

According to the “Global Countertops” report by The Freedonia Group, the global countertop materials market continues to show stable growth. Global demand for countertop materials is expected to reach 610 million m² by 2026, representing a market value of approximately USD 45.3 billion.

²⁹ *The Freedonia Group*

In this context, the engineered stone segment continues to play a vital role, with demand projected to reach 84.8 million m² in 2026, an increase from 79.2 million m² in 2025. The primary driver of this expansion is the Asia-Pacific region, which is forecasted to grow of 7.9% per year for engineered stone demand between 2023 and 2028, fueled by rapid urbanization and infrastructure development.



However, the engineered stone industry in 2026 will still face structural challenges. Rapid growth in alternative materials such as porcelain and sintered stone is intensifying competitive pressure, capitalizing on the limitations of traditional quartz to expand market share. Concurrently, manufacturers are under significant pressure from occupational safety and environmental regulations regarding silica content in products, promoting the industry to shift toward new production technologies, develop low-silica product lines (such as HybriQ+ technology), or use recycled materials to ensure sustainable development. In term of pricing, the average price of engineered stone is expected to remain stable at approximately USD 94/m² in 2026.

2.2.2. Key markets of Vicostone

The U.S. Market

At the start of 2026, the U.S. economy shows remarkable resilience, with growth accelerating since late 2025. Real GDP growth in Q4 2025 is estimated at 5.1%, creating positive market sentiment from the start of the year³⁰. Major financial institutions forecast U.S. GDP growth for the full year 2026 to range between 2.0% and 2.4%^{31 32}. Core inflation is expected to stabilize around 2.6% – 3.0%, requiring the Federal Reserve (Fed) to remain cautious in its monetary easing path³¹.

³⁰ <https://www.atlantafed.org/cqer/research/gdpnow>

³¹ <https://corporate.vanguard.com/content/corporatesite/us/en/corp/vemo/vemo-united-states.html>

³² <https://mktgdocs.cbre.com/2299/af724164-2538-4ef6-9b03-2707c68d2ad2-315015658/2026-US-Real-Estate-Market-Out.pdf>

In the building materials market, total countertop demand in the U.S. is expected to reach 82.4 million m² in 2026, an increase from 79.6 million m² in 2025³⁰. Growth is primarily driven by the Residential Remodel segment, with demand projected to reach nearly 64 million m², while the New Residential segment is seeing slower growth, registering approximately 11.3 million m²²⁹.

Specifically for the Engineered Stone segment, North America is expected to consume approximately 29.1 million m² in 2026, continuing the upward trend from 27.2 million m² in 2025²⁹. Consumer trends in 2026 will prioritize materials with high utility value that meet sustainability criteria. Market competition is also intensifying as developers and households carefully weigh costs while interest rates remain relatively high (with the Fed expected to hold policy rates at around 3.5%). This requires suppliers to optimize costs and diversify designs to compete with alternative materials³⁰.

The Canadian Market

The Canadian economy enters 2026 on a more stable footing after a period of volatility, supported by structural trade advantages and a recovery in consumer purchasing power. Canada's real GDP growth is projected to reach approximately 1.1% – 1.6% in 2026^{33 34}. However, a notable demographic factor - a forecast of zero population growth in 2026 due to changes in immigration policy - will impact the real estate market, meaning GDP growth will rely primarily on improvements in per capita productivity³⁵.

In the countertop materials sector, the Canadian market shows a distinct shift toward the Residential Remodel segment as new construction activity stalls. According to forecasts by The Freedonia Group, total countertop demand in Canada for 2026 will reach approximately 8.4 million m²²⁹. Within this, demand from the Residential Remodel segment continues to expand to 6.1 million m², while the figure for New Residential is expected to decrease slightly to 0.86 million m² due to the direct impact of near-zero population growth²⁹.

Despite challenges in the New Residential market, demand for premium products like quartz stone remains supported by macroeconomic factors: core inflation falling to 2.2% and policy interest rates stabilizing around 2.25%, creating favorable conditions for living space upgrades³¹. Businesses, including Vicostone, must continue to strengthen their competitive edge and value differentiation as market competition intensifies: Canadian consumers become more price-sensitive and more attentive to sustainability and country of origin.

³³ <https://corporate.vanguard.com/content/corporatesite/us/en/corp/vemo/vemo-canada.html>

³⁴ <https://international.canada.ca/en/global-affairs/corporate/reports/chief-economist/quarterly/winter-2026>

³⁵ <https://www.rbc.com/en/economics/financial-markets-monthly/steady-as-she-goes-central-banks-hold-the-line-in-2026/>

III. KEY TASKS FOR 2026

1. Sustain and enhance revenue growth

Entering 2026, the global economy is expected to maintain a relatively stable trajectory, with growth gradually recovering across several major economies. Nevertheless, the outlook remains subject to notable risks stemming from geopolitical uncertainties, monetary policy adjustments, and the continuing trend toward trade protectionism.

For the engineered quartz stone industry, the outlook for 2026 presents both opportunities and challenges. While the construction materials market is showing gradual signs of recovery, the industry continues to face headwinds from tariff policies and trade remedy measures imposed by the U.S. — Vicostone’s key export market and an important determinant of the Company’s business performance. These factors may continue to exert pressure on costs, profit margins, and the Company’s ability to expand its market share.

In this context, Vicostone will maintain a prudent and proactive approach, adapting to changes in policies and the competitive landscape while selectively identifying and pursuing sustainable revenue growth opportunities in 2026. In particular, Vicostone will focus on the following key initiatives:

- R&D and unlimited creativity are always the keys to success, creating competitive advantages and differentiation, leading the market for Vicostone. In 2026, Vicostone will continue to promote R&D in combination with developing scientific and technological elements for production lines and machinery systems to ensure the quality of output products that meet requirements, the strictest requirements and regulations of each key market as well as new potential markets; complete investment in research and production of new materials to replace traditional ones, aiming to create environmentally friendly products with high quality while continuing to lead the market with unique and sophisticated designs;
- Proactively capturing domestic and international market information to analyze, evaluate, and serve the work of building a flexible sales channel structure and sales policies in accordance with the provisions of law, needs of each market;
- Expansion into other potential markets: In addition to continuing to promote sales and increase market share in existing markets such as the U.S., Canada, Europe, etc., Vicostone proactively diversifies the markets and distribution channels, expands into new potential markets, and significantly strengthens its presence in Australia and New Zealand through the implementation of a direct distribution system under the VICOSTONE® brand;
- Continuing to strengthen competitive position in key markets through improving product quality to fully meet legal standards and the needs of that market; proactively provide

necessary solutions, information and data to customers, develop product specific training/guidance programs so that customers have helpful information for processing, installing and using safely and effectively.

2. Stabilize the supply chain

Vicostone maintains its strategy of localizing input material sources, aiming to enhance autonomy in material sources. In addition, Vicostone actively seeks new suppliers in the market. This approach alleviates reliance on minor suppliers, enabling the Company to be more proactive in selecting suppliers offering better quality and more stable materials. Moreover, it ensures full compliance with legal regulations on silica dust, pneumoconiosis, and environmental permits that align with the Company's short-term and long-term business strategies.

3. Strengthening product quality management

In the context of 2026, as market demand becomes increasingly stringent in terms of technical standards, product consistency, and aesthetic value of engineered quartz stone, quality management continues to be identified by Vicostone as a fundamental and strategic priority. Improving product quality not only aims to meet the rising expectations of customers and business partners, but also plays a critical role in strengthening the Company's competitiveness and overall business efficiency.

Accordingly, Vicostone focuses on enhancing an integrated and end-to-end quality management system across the entire value chain, encompassing research and development, control of input raw materials, optimization of production processes, and inspection and evaluation of output quality. The Company continues to accelerate the application of technology, standardize quality assessment criteria, and enhance the capabilities of its specialized workforce, thereby minimizing defects, reducing costs, and increasing the proportion of products meeting quality standards.

By aligning quality management with the objectives of improving operational efficiency and product value, Vicostone aims to sustain brand credibility, reinforce market confidence, and establish a solid foundation for long-term sustainable growth.

4. Improve human resources quality and increase labour productivity

Over the years of development, productivity and labour efficiency have always been the top concerns of the Board of Directors. In 2026, human resources efforts will continue to focus on the following objectives:

- Implement continuous improvement, Kaizen-5S to increase labour productivity;
- Enhance employee training and development: promote training activities, build and develop a culture of mentoring, guidance, and transfer of experience and skills between leaders/managers

and employees;

- Create a positive working environment through increased communication, coordination at work, increased cohesion and continuous learning;
- Consolidate the employee performance evaluation system, thereby identifying problems that need to be addressed to improve and enhance labour productivity;
- Improve production processes and business processes, thereby improving labour productivity.

5. Optimize costs and operational efficiency

Competition in the global market has become increasingly intense. The impacts of global economic and geopolitical volatility, rapid technological advancements, and the growing number of industry participants pose significant challenges to Vicostone's operating activities. Effective cost management will help the Company boost revenue, gain more profits and cash flow advantages to create favorable conditions for the development of the Company's long-term strategies. Some necessary measures to improve cost efficiency are as follows:

- Enhancing the effectiveness of operational and management systems, while improving workforce productivity;
- Optimizing production processes, operations, management, raw materials, inventory... to cut down on excess costs that cause losses that affect production and business efficiency;
- Investing in and developing technology systems, and continuously improving processes and regulations to support and optimize processing time and operational efficiency of the Company;
- Continue to strengthen production optimization and inventory level optimization as a key factor to ensure long-term stable operations;
- Researching and developing new materials and product sets that are innovative and creative, overcoming weaknesses of existing products while still ensuring output efficiency and saving input costs in the Company's production, management and operation process.

6. Continue to promote risk management in the Company

Vicostone continues to implement a comprehensive risk management plan, aiming not only to minimize overall risk levels and mitigate adverse impacts but also to proactively turn challenges into opportunities, contributing to long-term sustainable growth.

The Company is developing a flexible and proactive risk management system, with a comprehensive risk management strategy deeply integrated into all business operations, including supply chain management, production, marketing, sales, finance, and investment. Each process is equipped with strict control mechanisms to effectively identify and prevent risks, ensuring business stability and sustainability.

At the same time, according to the risk management orientation, the Company will build and transmit a risk management culture within the Company, which must be instilled in each employee, through the following activities: issuing risk newsletters periodically, ad-hoc and thematic risk newsletters, with the purpose of raising awareness of risks, building a culture of risk management in each activity and recording emerging risks, contributing to helping individuals, unite in identifying and evaluating potential risks in each production, business, management, investment activities of the Company.

7. Sustainable development Environment – Social – Governance (ESG)

Environmental, Social and Governance (“ESG”) is a set of practices (policies, procedures, metrics, etc.) that companies can apply to limit negative impacts, enhance positive impacts on the environment, society and governance systems. Sustainable governance aligned with ESG principles has become an inevitable trend for companies seeking to maintain their presence and achieve long-term growth in the international market, as regulatory risks—particularly those related to silicosis—and broader sustainability requirements continue to be increasingly stringent.

Vicostone believes that applying ESG brings sustainable development values to the Company as well as fulfills Vicostone's responsibility to society, specifically:

- Improving risk management;
- Enhancing operational efficiency;
- Creating a positive impact on the environment;
- Promoting business innovation and creating greater adaptability;
- Attracting and retaining talented people;
- Enhancing regulatory compliance;
- Contributing to global sustainability goals.

Therefore, in parallel with the proposed business goals and strategies of developing revenue, profits, and scale of operations, perfecting ESG practices continues to be an essential task of Vicostone in 2026.

8. Financial targets for 2025

No.	Item	2026 Plan	Growth compared with 2025 (%)
1	Net revenue	VND 4,186 billion	1.4
2	Profit before tax	VND 744 billion	(10.6)

D. REPORT OF THE BOARD OF MANAGEMENT ON BUSINESS PERFORMANCE IN 2025

I. 2025 BUSINESS PERFORMANCE REPORT

In 2025, both the global economy and Vicostone's key markets faced numerous difficulties and challenges. These stemmed from geopolitical instability, escalating trade wars accompanied by frequently changing policies, natural disasters, and climate change. These conditions led to reduced consumer demand, curtailed investment decisions, and slower activity in new residential construction and home renovations, directly affecting profit margins for real estate investors and developers.

Amid this uncertain global macroeconomic environment, Vicostone's production and business operations were inevitably affected. The Company's actual performance in 2025 compared to its plan is detailed as follows:

1. Report on actual results compared to plan and the previous year

Unit: VND billion

No.	Items	Actual 2024	Plan 2025	Actual 2025	2025 Actual vs Plan	2025 Actual vs 2024
1	Net Revenue	4,322.07	4,719.00	4,128.89	87.50%	95.53%
2	Profit Before Tax	953.34	975.00	832.35	85.37%	87.31%

In response to evolving global market dynamics, Vicostone proactively implemented a comprehensive set of strategies in 2025 focusing on market development, product innovation, and enhanced marketing activities in key markets. These initiatives further strengthened the Company's market position and reinforced the reputation of the VICOSTONE® brand. While continuing to maintain and expand its distributor network in existing markets, Vicostone also gradually established a presence in new markets. These efforts contributed to enhancing global brand recognition and increasing the overall value of the VICOSTONE® brand worldwide.

At the same time, the Company accelerated its research and development activities and successfully launched new environmentally friendly product lines under the Vicostone Eco Surfaces portfolio. These offerings provide customers with greater diversity in design, aesthetics, and product experience, thereby supporting sales growth. Through timely, flexible, and market-responsive management measures, the Company was able to achieve positive results despite ongoing challenges in the global economic environment. Although the results did not fully meet the initial targets, they nevertheless provided a solid foundation for stabilizing production and

business operations, enabling Vicostone to continue pursuing its long-term sustainable development objectives in the years ahead.

2. Result of business operations

2.1. Key performance indicators for production and business activities

No.	Items	Unit	Actual 2024	Actual 2025	2025 vs 2024
1	Total business production value	VND Million	1,534,305	1,927,304	25.61%
2	Total import-export turnover:	USD Million	147.33	132.37	(10.15%)
	<i>Import value</i>	USD Million	18.14	22.47	(23.83%)
	<i>Export value</i>	USD Million	129.18	109.90	(14.93%)
3	Net revenue	VND Million	4,322,071	4,128,893	(4.47%)
4	Total profit before tax	VND Million	953,345	832,348	(12.69%)
5	Total profit after tax	VND Million	807,122	694,463	(13.96%)
6	State budget contributions (amount paid)	VND Million	223,122	292,301.99	31.01%
7	Depreciation of fixed assets	VND Million	131,807	140,851	6.86%

No.	Items	Unit	Actual 2024	Actual 2025	2025 vs 2024
8	Owners' equity at end of the year	VND Million	5,109,622	5,132,695	0.45%
9	Construction in progress	VND Million	159,991	68,022	(57.48%)

(Source: Audited Consolidated Financial Statements)

Faced with global economic challenges, the Company proactively implemented flexible and prudent management solutions to control risks in production and business operations while enhancing its competitive capabilities. Amid rising input material costs affecting many industry peers, the Company's timely operational measures helped mitigate adverse impacts and maintain operational efficiency.

In 2025, Vicostone achieved net revenue at 87.50% of its annual plan and 95.53% of the 2024 level. Profit before tax reached 85.37% of the plan, equivalent to 87.31% compared to 2024.

The Company fully met its obligations to the State, contributing a total of VND 292.30 billion, an increase of 31% over the previous year. This outcome demonstrates the Company's high level of compliance and responsibility, while reflecting effective financial management, stable production and business continuity, and positive contributions to socio-economic development.

The Company maintained stable income levels for employees despite unpredictable economic fluctuations, in contrast to many market participants that were compelled to scale back workforce or adjust salary policies. Risk management remained a key focus, enabling the Company to promptly identify, assess, and control emerging risks. This enhanced its ability to respond to changes in the business environment and proactively deploy flexible operational solutions that adapt quickly to market developments.

Furthermore, cost control and optimization were consistently implemented across all activities—particularly in an environment of rising price levels—to minimize adverse effects on targeted revenue and profit plans.

2.2. Key financial indicators

Items	2023	2024	2025
1. Liquidity ratios			

Items	2023	2024	2025
Current ratio			
Current Assets/ Short-term Liabilities	3.83	4.13	9.18
Quick ratio:			
(Current assets – inventories) / Current liabilities	1.99	2.76	6.14
2. Capital structure ratios			
Liabilities/ Total assets	0.23	0.21	0.11
Liabilities/ Owners' equity	0.30	0.27	0.12
3. Operating efficiency ratios			
Inventory turnover days:			
$360 \times \text{Average Inventory} / \text{Cost of Goods Sold}$	300	255	199
Receivables turnover days			
$360 \times (\text{Average Receivables} - \text{Average Advances from Customers}) / \text{Net Revenue}$	122	105	116
4. Profitability ratios			
Profit after tax/ Net revenue	0.19	0.19	0.17
Profit after tax/ Equity	0.17	0.16	0.14

Amid the ongoing uncertainties in the global macroeconomic environment, the Company has proactively managed its cash flows to mitigate risks associated with financial imbalances.

- The liquidity ratios, including the current ratio and quick ratio, reached high levels in 2025, demonstrating strong short-term debt repayment capacity and ensuring overall financial safety. The Company fully met all its debt obligations.
- The debt-to-total assets ratio and debt-to-equity ratio in 2025 declined significantly compared to prior years, reinforcing the Company's ability to pay existing debt and providing resilience against potential sharp increases in interest rates. This strengthens credibility with investors and credit organizations.
- Building on the inventory optimization plan implemented in previous years, the Company continued to improve inventory turnover in 2025, with the number of inventory days decreasing from 255 days to **199** days. This achievement resulted from the rigorous implementation of inventory management policies, thereby enhancing the efficiency of financial resource utilization.
- The receivables collection period in 2025 increased compared to the previous year, as the Company proactively expanded its market presence and adopted appropriate credit policies for certain key customers in priority markets. These measures supported revenue growth, broadened the customer base, and laid a solid foundation for sustainable development.
- In 2025, the Company's profitability ratios showed a downward trend compared to 2024, primarily due to higher market development costs and rising input expenses, amid incomplete market demand recovery. Nevertheless, the Company maintained a stable operating scale while actively adjusting production strategies, optimizing costs, and improving management efficiency. With a relatively solid financial foundation and ongoing initiatives to enhance productivity, profitability is expected to gradually recover in coming periods.

3. Financial analysis

3.1. Profitability and Liquidity

No.	Items	Unit	2021	2022	2023	2024	2025
1	Profit Before Tax / Net Revenue	%	29.67	24.33	22.96	22.06	20.16
2	Profit After Tax / Net Revenue	%	25.06	20.29	19.44	18.67	16.82
3	Profit Before Tax / Total Assets	%	30.43	20.90	15.45	14.74	14.47

No.	Items	Unit	2021	2022	2023	2024	2025
4	Profit After Tax /Average Owners' Equity (ROAE)	%	40.59	23.58	17.18	15.99	13.56
5	Profit After Tax / Average Total Assets (ROAA)	%	27.37	17.04	12.96	12.48	11.37
6	Current Ratio	Times	3.41	3.83	4.36	4.76	9.31
7	Current Liquidity Ratio	Times	3.11	3.40	3.83	4.13	9.18
8	Quick Ratio	Times	2.05	1.82	1.99	2.76	6.14
9	Basic Earnings Per Share (EPS)	VND	9,890	6,425	5,041	4,824	4,065
10	Book Value Per Share	VND/Share	30,464	30,430	31,161	31,935	32,079

In 2025, despite facing numerous difficulties and challenges, the Company's revenue and profit results reflected commendable efforts and resilience.

- Net revenue decreased by VND 193.18 billion, equivalent to a 4.47% decline, leading to a corresponding reduction in gross profit of VND 133.27 billion;
- Finance income increased by VND 39.15 billion, primarily driven by: an increase in interest income from deposits and lending of VND 38.51 billion, and a rise in foreign exchange gains of VND 0.64 billion;
- Finance expenses decreased by VND 1.79 billion, mainly due to: a reduction in foreign exchange losses of VND 13.95 billion, offset partially by an increase in loan interest expenses of VND 11.79 billion;
- Selling expenses rose by VND 21.08 billion, chiefly attributable to: an increase in materials and tools for sales of VND 20.01 billion, while outsourced services and other cash expenses decreased by VND 3.06 billion, and employee expenses increased by VND 4.26 billion.

These factors resulted in the Company's pre-tax accounting profit for 2025 decreasing by VND 121 billion and after-tax profit decreasing by VND 112.66 billion compared to 2024.

The year 2025 marked a period of gradual recovery in the global economy following earlier periods of volatility. However, the recovery process remained uneven and was fraught with risks stemming from geopolitical instability, trade tensions, and fluctuations in input costs.

In this context, the Company proactively developed strategies and implemented flexible management measures to effectively balance resources, control risks, and maintain stable production and business operations. At the same time, the Company continued to strengthen cost control, optimize working capital structure, and adjust business strategies in line with market developments. As a result, key financial indicators—particularly profitability ratios and liquidity ratios—were maintained at stable levels, reflecting a solid financial foundation, effective management, and strong adaptability to changes in the business environment.

The Profit Before Tax/ Net Revenue ratio for 2025 remained at 20.16%. This outcome demonstrates the effectiveness of sustaining production activities, expanding markets, managing risks, and optimizing costs, thereby maintaining stable profitability.

The current ratio and short-term liquidity ratio stood at high levels of 9.31 times and 9.18 times, respectively, ensuring strong certainty in meeting the Company's short-term debt obligations.

The factors affecting the Short-term Liquidity Ratio in 2025 are as follows:

Current Assets decreased by VND 669.51 billion.

Reasons:

- Cash and cash equivalents decreased by VND 495.57 billion;
- Short-term financial investments decreased by VND 82.00 billion;
- Accounts receivable increased by VND 42.41 billion;
- Deductible Value-added tax, taxes and other receivables from the State increased by VND 92.23 billion;
- Inventories decreased by VND 228.31 billion;
- Other current assets increased by VND 1.74 billion

Short-term Liabilities decreased by VND 803.10 billion.

Reasons:

- Payables to suppliers and advances from customers decreased by VND 2.13 billion;
- Short-term loans and finance lease liabilities decreased by VND 693.25 billion;
- Other payables decreased by VND 35.74 billion;

- Taxes and amounts payable to the State decreased by VND 74.39 billion;
- Payables to employees increased by VND 2.41 billion.

The Quick Ratio in 2025 reached 6.14 times, higher than in 2024, primarily due to (Current Assets – Inventories) decreasing by VND 441.20 billion while Short-term Liabilities decreased by VND 803.10 billion.

The Company's liquidity ratios continued to improve markedly in 2025. This outcome reflects a solid financial foundation amid an economy still facing numerous challenges, enabling the Company to proactively manage its capital, ensure payment capacity, and strengthen its credibility with credit institutions, investors, and business partners.

Book Value in 2025 increased by VND 23.07 billion compared to 2024. Book Value per Share in 2025 increased by VND 144.20 compared to 2024. The primary reason was the net increase in Owners' Equity, driven by the following changes:

- Profit after tax for 2025: VND 694.46 billion;
- Reduction in undistributed earnings due to dividend payments: VND 608.00 billion;
- Reduction in undistributed earnings due to appropriations to bonus and welfare funds: VND 63.39 billion.

3.2. Book value

Unit: VND

No.	Items	31/12/2021	31/12/2022	31/12/2023	31/12/2024	31/12/2025	Increase/(Decrease) 2025 vs 2024
A	ASSET						
1	Current Assets	5,829,100,412,476	5,541,110,081,466	5,515,837,061,167	5,473,448,538,482	4,803,940,768,233	(669,507,770,249)
1.1	Cash and cash equivalents	1,045,421,628,805	1,101,676,090,814	1,403,055,900,429	1,583,190,798,036	1,087,616,933,015	(495,573,865,021)
1.2	Short-term investments	60,000,000,000	-	47,700,000,000	670,000,000,000	588,000,000,000	(82,000,000,000)
1.3	Short-term receivables	2,448,451,558,208	1,750,028,465,700	1,217,001,138,364	1,328,693,368,799	1,371,102,259,035	42,408,890,236
1.4	Inventories	1,990,065,772,716	2,577,658,997,132	2,644,021,541,821	1,816,451,063,141	1,588,139,976,446	(228,311,086,695)
1.5	Other current assets	285,161,452,747	111,746,527,820	204,058,480,553	75,113,308,506	169,081,599,737	93,968,291,231
2	Non-current Assets	1,063,813,155,887	1,048,794,759,498	952,411,723,174	993,523,472,901	946,456,192,476	(47,067,280,425)
2.1	Long-term receivables	30,000,000	30,000,000	-	836,798,010	1,509,466,010	672,668,000

No.	Items	31/12/2021	31/12/2022	31/12/2023	31/12/2024	31/12/2025	Increase/(Decrease) 2025 vs 2024
2.2	Fixed assets	1,036,694,489,298	975,280,835,505	867,639,822,196	790,145,802,475	913,158,101,564	123,012,299,089
2.3	Construction in progress	9,670,832,872	54,250,937,168	67,337,480,379	184,382,312,159	10,841,981,491	(173,540,330,668)
2.4	Long-term investments	-	-	-	-	-	-
2.5	Other non-current assets	17,417,833,717	19,232,986,825	17,434,420,599	18,158,560,257	20,946,643,411	2,788,083,154
2.6	Goodwill	-	-	-	-	-	-
	TOTAL ASSETS	6,892,913,568,363	6,589,904,840,964	6,468,248,784,341	6,466,972,011,383	5,750,396,960,709	(716,575,050,674)
B	EQUITY AND LIABILITIES						
I	Liabilities	2,018,716,551,655	1,721,167,194,707	1,482,430,376,070	1,357,349,867,553	617,702,305,864	(739,647,561,689)
1.1	Current liabilities	1,872,419,253,793	1,628,068,914,249	1,440,717,987,416	1,326,641,808,599	523,542,666,175	(803,099,142,424)
1.2	Non-current liabilities	146,297,297,862	93,098,280,458	41,712,388,654	30,708,058,954	94,159,639,689	63,451,580,735
II	Equity	4,874,197,016,708	4,868,737,646,257	4,985,818,408,271	5,109,622,143,830	5,132,694,654,845	23,072,511,015

No.	Items	31/12/2021	31/12/2022	31/12/2023	31/12/2024	31/12/2025	Increase/(Decrease) 2025 vs 2024
2.1	Equity	4,874,197,016,708	4,868,737,646,257	4,985,818,408,271	5,109,622,143,830	5,132,694,654,845	23,072,511,015
2.2	Other funds and reserves	-	-	-	-	-	-
C	NON-CONTROLLING INTERESTS	-	-	-	-	-	-
	TOTAL EQUITY AND LIABILITIES	6,892,913,568,363	6,589,904,840,964	6,468,248,784,341	6,466,972,011,383	5,750,396,960,709	(716,575,050,674)

(Source: Audited Consolidated Financial Statements)

Total assets in 2025 decreased by VND 716.58 billion compared to 2024, due to short-term assets decreasing by VND 669.51 billion and long-term assets decreasing by VND 47.07 billion, specifically:

Current assets decreased by VND 669.51 billion, with the main movements as follows:

- Cash and cash equivalents decreased by VND 495.57 billion;
- Short-term financial investments decreased by VND 82.00 billion;
- Short-term receivables increased by VND 42.41 billion. Details are as follows:

Unit: VND

	Beginning balance	End balance	Movement
Short-term trade receivables from customers	1,327,073,083,688	1,370,652,902,595	43,579,818,907
Short-term advances to suppliers	19,547,116,693	13,436,563,511	(6,110,553,182)
Other short-term receivables	5,745,573,306	10,223,688,884	4,478,115,578
Provision for doubtful short-term receivables	(23,672,404,888)	(23,210,895,955)	461,508,933
Total	1,328,693,368,799	1,371,102,259,035	42,408,890,236

- Short-term trade receivables from customers increased by VND 43.58 billion, from VND 1,327.07 billion at the beginning of the year to VND 1,370.65 billion at year-end. All customers granted extended payment terms (deferred payments) are traditional/long-standing customers with strong financial capability and a consistent history of timely payments;
- Short-term advances to suppliers decreased by VND 6.11 billion, from VND 19.55 billion to VND 13.44 billion;
- Allowance for doubtful short-term receivables decreased by VND 0.46 billion.

Inventories decreased by VND 228.31 billion, comprising:

- Finished goods and merchandise: decrease of VND 161.10 billion
- Goods in transit: decrease of VND 38.31 billion
- Tools and supplies: decrease of VND 8.86 billion
- Work in progress: decrease of VND 2.63 billion

- Raw materials: increase of VND 16.02 billion

The reduction in finished goods and merchandise of VND 161.10 billion resulted from the successful implementation of the inventory optimization plan and achievement of planned sales volumes. The increase in raw materials and supplies of VND 16.02 billion was to ensure sufficient inputs for production in the early months of the following year.

Other current assets increased by VND 93.97 billion, mainly due to:

- Increase in deductible value added tax: VND 92.23 billion
- Increase in short-term prepaid expenses: VND 1.74 billion

Non-current assets decreased by VND 47.07 billion, with key changes as follows:

- Fixed assets increased by VND 123.01 billion, due to:
 - Additions from new purchases and completion of construction in progress during the period: VND 264.63 billion
 - Offset by depreciation charged during the year: VND 140.85 billion
- Construction in progress decreased by VND 173.54 billion, primarily from:
 - Reduction in construction in progress: VND 107.62 billion
 - Reduction in purchase: VND 66.19 billion
- Other non-current assets increased by VND 2.79 billion, mainly due to:
 - Increase in long-term prepaid expenses: VND 2.31 billion
 - Increase in deferred income tax assets: VND 0.48 billion

The funding sources that offset the reduction in assets are:

Liabilities decreased by VND 739.65 billion, including:

- Short-term payables to suppliers and advances from customers: decrease of VND 2.13 billion
- Long-term loans and finance lease liabilities: increase of VND 63.16 billion
- Short-term loans and finance lease liabilities: decrease of VND 693.25 billion
- Taxes and payables to the State: decrease of VND 74.39 billion
- Other short-term and long-term payables: decrease of VND 33.04 billion

Owners' equity increased by VND 23.07 billion, mainly attributable to:

- Profit after tax from business operations in 2025: VND 694.46 billion
- Reduction in undistributed earnings due to dividend payments: VND 608.00 billion
- Reduction in undistributed earnings due to appropriations to bonus and welfare funds: VND 63.39 billion

Thus, total assets decreased due to reductions in both current assets and non-current assets. The primary source offsetting this decrease in assets was the reduction in liabilities.

3.3. Selling expenses and general & administrative expenses

Unit: VND

Items	2021	2022	2023	2024	2025
Net Revenue	7,070,128,978,997	5,660,265,444,192	4,353,861,143,572	4,322,071,392,821	4,128,893,059,860
Total Selling, General & Administrative Expenses					

Items	2021	2022	2023	2024	2025
Labor costs	16,317,927,242	33,616,770,934	35,327,184,233	43,687,688,191	55,783,358,656
As % of Net Revenue	0.23%	0.59%	0.62%	1.01%	1.35%
Materials, tools and supplies expenses	40,442,518,792	32,949,097,328	29,115,432,087	37,754,664,297	56,958,364,807
As % of Net Revenue	0.57%	0.58%	0.51%	0.87%	1.38%
Depreciation expenses	8,272,131,036	8,236,480,650	8,411,968,900	6,291,175,645	4,561,529,772
As % of Net Revenue	0.12%	0.15%	0.15%	0.15%	0.11%
Taxes, fees and charges	1,327,004,069	1,257,154,206	1,398,017,247	1,470,911,670	1,459,261,303
As % of Net Revenue	0.02%	0.02%	0.02%	0.03%	0.04%
Provision, brand & goodwill expenses	3,461,989,956	12,243,520,902	3,875,917,579	5,389,100,961	(167,484,433)
As % of Net Revenue	0.05%	0.22%	0.07%	0.12%	0.0%

Items	2021	2022	2023	2024	2025
Outsourced services expenses	221,371,565,566	213,187,838,652	120,036,509,320	142,176,220,065	132,551,910,974
As % of Net Revenue	3.13%	3.77%	2.12%	3.29%	3.21%
Other expenses	28,300,847,295	19,932,989,115	17,043,920,547	20,799,525,521	26,952,296,981
As % of Net Revenue	0.40%	0.35%	0.30%	0.48%	0.65%
Total Selling, General & Administrative Expenses	319,493,983,956	321,423,851,787	215,208,949,913	257,569,286,350	278,099,238,060
As % of Net Revenue	4.52%	5.68%	4.94%	5.96%	6.74%

(Source: Audited Consolidated Financial Statements)

In 2025, the Company's selling expenses and general & administrative expenses increased by VND 20.53 billion compared to 2024, with the ratio to net revenue rising from 5.96% to 6.74%. The detailed movements are as follows:

- Employee costs increased by VND 12.10 billion, equivalent to a 27.69% rise; the ratio to net revenue increased from 1.01% to 1.35%;
- Materials and tools expenses rose by VND 19.20 billion, equivalent to a 50.86% increase. This is due to the Company's market expansion and the implementation of various marketing programs in both international and domestic markets throughout the year;

- Provision expenses decreased by VND 5.56 billion; the ratio to net revenue declined from 0.12% to 0.00%;
- Outsourced services expenses decreased by VND 9.62 billion, equivalent to a 6.77% reduction compared to the prior year; the ratio to net revenue declined from 3.29% to 3.21%;
- Other cash expenses increased by VND 6.15 billion, equivalent to a 29.58% rise; the ratio to net revenue increased from 0.48% to 0.65%.

3.4. Liabilities

Unit: VND

Items	2021	2022	2023	2024	2025	Increase/Decrease 2025 vs 2024
Short-term loans and finance lease	1,479,310,860,822	1,341,331,424,122	1,064,487,093,976	934,887,637,213	241,640,077,231	(693,247,559,982)
Other current liabilities	393,108,392,971	286,737,490,127	376,230,893,440	391,754,171,386	281,902,588,944	(109,851,582,442)
Non-current liabilities	146,297,297,862	93,098,280,458	41,712,388,654	30,708,058,954	94,159,639,689	63,451,580,735
Total Liabilities	2,018,716,551,655	1,721,167,194,707	1,482,430,376,070	1,357,349,867,553	617,702,305,864	(739,647,561,689)

Details of changes in liabilities as follows:

Short-term loans and finance lease liabilities decreased by VND 693,247,559,982 in total, comprising:

- Short-term loans decreased by VND 664,008,419,829

- Current portion of long-term liabilities decreased by VND 29,239,140,153

Other short-term liabilities decreased by VND 109,851,582,442

- Short-term payables to suppliers decreased by VND 3,929,004,266
- Advances from customers increased by VND 1,801,864,581
- Other short-term payables decreased by VND 1,763,054,252
- Bonus and welfare funds decreased by VND 33,981,652,162
- Taxes and amounts payable to the State decreased by VND 74,394,607,386
- Payables to employees increased by VND 2,414,871,043

Long-term liabilities increased by VND 63,451,580,735 due to:

- Increase in long-term loans and finance lease of VND 63,157,556,235
- Long-term provisions increased VND 294,024,500

3.5. Inventories

Unit: VND

Items	2021	2022	2023	2024	2025
Cost of Goods Sold	4,607,624,494,397	3,917,293,715,601	3,132,968,514,512	3,143,979,224,163	3,084,070,122,487
Goods in transit	55,128,619,661	168,845,760	19,169,093,749	73,988,061,550	35,680,916,983

Items	2021	2022	2023	2024	2025
Raw materials	218,885,783,716	195,522,460,766	159,948,823,810	179,882,759,533	195,898,518,673
Tools and supplies	98,503,048,680	115,368,884,645	80,299,128,106	65,718,972,224	56,859,727,439
Work in progress	30,552,469,465	48,956,930,856	25,124,948,522	48,500,707,213	45,867,687,326
Finished goods	1,594,173,380,044	2,234,594,339,125	2,377,471,552,820	1,486,035,012,243	1,324,930,791,130
Provision for devaluation of inventories	(7,177,528,850)	(16,952,464,020)	(17,992,005,186)	(37,674,449,622)	(71,097,665,105)
Total Inventories	1,990,065,772,716	2,577,658,997,132	2,644,021,541,821	1,816,451,063,141	1,588,139,976,446

(Source: Audited Consolidated Financial Statements)

The inventory balance at the end of 2025 decreased significantly by VND 228.3 billion compared to the same period in 2024. Within this change, finished goods and merchandise decreased by VND 161.1 billion, raw materials increased by VND 16.02 billion, and goods in transit decreased by VND 38.31 billion. This reduction was primarily attributable to the Company's continued implementation of measures to optimize inventory levels throughout 2025. These initiatives focused on liquidating aged inventory, ensuring more efficient utilization of resources, while maintaining sufficient stock to support uninterrupted production and sales activities.

3.6. Inventory turnover ratio

Unit: Times

Items	2021	2022	2023	2024	2025
Inventory Turnover Ratio	2.30	1.72	1.20	1.41	1.81

In 2025, the Company's inventory turnover ratio reached 1.8 times, higher than in 2024. This improvement reflects more effective inventory management and turnover, contributing to enhanced working capital efficiency and more optimal utilization of resources in the Company's production and business operations.

3.7. Changes in share capital

Unit: VND Billion

Items	2021	2022	2023	2024	2025
Share capital	1,600.00	1,600.00	1,600.00	1,600.00	1,600.00

As at 31 December 2025, the total number of outstanding shares on the market was 160,000,000 shares.

3.8. Analysis of key indicators in the income statement

3.8.1. Income statement over the years

Unit: VND

Items	2021	2022	2023	2024	2025
Revenue from sales of goods and rendering of services	7,108,211,833,610	5,679,350,995,019	4,363,038,846,159	4,345,179,877,664	4,147,639,579,100
Deductions	38,082,854,613	19,085,550,827	9,177,702,587	23,108,484,843	18,746,519,240
Net revenue from sales of goods and rendering of services	7,070,128,978,997	5,660,265,444,192	4,353,861,143,572	4,322,071,392,821	4,128,893,059,860
Cost of goods sold and services rendered	4,607,624,494,397	3,917,293,715,601	3,132,968,514,512	3,143,979,224,163	3,084,070,122,487
Gross profit from sales of goods and rendering of services	2,462,504,484,600	1,742,971,728,591	1,220,892,629,060	1,178,092,168,658	1,044,822,937,373
Finance income	62,082,451,372	98,155,802,144	102,570,373,296	102,492,688,205	141,640,610,012
Finance expenses	89,487,688,687	137,491,570,611	101,362,107,133	62,367,729,950	60,576,032,217

Items	2021	2022	2023	2024	2025
Of which: Interest expenses	56,876,350,423	50,419,208,909	56,637,446,942	34,586,850,582	46,378,603,156
Selling expenses	272,145,112,014	254,616,726,453	156,494,238,157	191,654,021,101	212,730,276,674
General and administrative expenses	47,348,871,942	66,807,125,334	58,714,711,756	65,915,265,249	65,368,961,386
Operating profit	2,115,605,263,329	1,382,212,108,337	1,006,891,945,310	960,647,840,563	847,788,277,108
Other income	4,433,747,988	3,533,428,873	738,337,805	852,244,403	605,571,938
Other expenses	22,637,976,339	8,528,561,965	8,190,303,720	8,155,515,470	16,045,906,186
Other loss	(18,204,228,351)	(4,995,133,092)	(7,451,965,915)	(7,303,271,067)	(15,440,334,248)
Profit before tax	2,097,401,034,978	1,377,216,975,245	999,439,979,395	953,344,569,496	832,347,942,860
Current corporate income tax expense	325,160,412,470	228,508,335,765	154,124,624,117	147,362,677,737	138,364,106,637
Deferred corporate income tax expense	180,758,453	6,334,929	(1,065,074,405)	(1,140,297,792)	(479,031,534)

Items	2021	2022	2023	2024	2025
Net Profit after tax	1,772,059,864,055	1,148,702,304,551	846,380,429,683	807,122,189,551	694,462,867,757
Profit after tax attributable to shareholders of the parent	1,772,059,864,055	1,148,702,304,551	846,380,429,683	807,122,189,551	694,462,867,757
Basic earnings per share (VND)	9,890	6,425	5,041	4,824	4,065

3.8.2. Other Financial Data

Unit: VND

Items	2021	2022	2023	2024	2025
1. Profit after tax (1)	1,772,059,864,055	1,148,702,304,551	846,380,429,683	807,122,189,551	694,462,867,757
2. Corporate income tax expense (current + deferred) (2)	325,341,170,923	228,514,670,694	153,059,549,712	146,222,379,945	137,885,075,103
3. Depreciation and amortization (3)	128,143,604,400	129,487,612,834	131,806,502,608	131,806,502,608	140,850,671,224

Items	2021	2022	2023	2024	2025
4. Finance expenses	89,487,688,687	137,491,570,611	101,362,107,133	62,367,729,950	60,576,032,217
Of which:					
- Interest expenses (4)	56,876,350,423	50,419,208,909	56,637,446,942	34,586,850,582	46,378,603,156
- Foreign exchange losses (realized and unrealized) (5)	32,611,338,264	87,072,361,702	44,724,660,191	27,004,407,164	13,054,343,011
- Loss on disposal of investments (6)					
- Other finance expenses (7)	-	-	-	776,472,204	1,143,086,050
5. Finance income	62,082,451,372	98,155,802,144	102,570,373,296	102,492,688,205	141,640,610,012
Of which:					
Interest income (8)	14,464,239,826	21,820,782,295	25,926,535,243	40,886,009,361	79,398,699,799
Foreign exchange gains (realized and unrealized) (9)	47,618,211,546	76,335,019,849	76,643,838,053	61,606,678,844	62,241,910,213

Items	2021	2022	2023	2024	2025
- Gains from disposal of investments (10)	-	-	-		
- Other finance income (11)	-	-	-		
6. Adjusted EBITDA = (1) + (2) + (3) + (4) + (5) + (6) + (7) – (8) – (9) – (10) – (11)	2,252,949,876,693	1,546,040,356,546	1,130,038,215,840	1,045,026,113,849	892,134,036,289
7. EBITDA Margin (%)	31.87%	27.31%	25.95%	24.18%	21.61%

3.9. Comparison of performance across periods

The table below presents the operating results as percentages of revenue across the periods:

Unit: VND billion

Items	2023		2024		2025	
	Amount	% of Net revenue	Amount	% of Net revenue	Amount	% of Net revenue
Revenue from sale of goods and rendering of services	4,363.04		4,345.18		4,147.64	

Items	2023		2024		2025	
	Amount	% of Net revenue	Amount	% of Net revenue	Amount	% of Net revenue
Deductions	9.18		23.11		18.75	
Net revenue from sale of goods and rendering of services	4,353.86		4,322.07		4,128.89	
Cost of goods sold	3,132.97		3,143.98		3,084.07	
Gross profit from sale of goods and rendering of services	1,220.89	28.04%	1,178.09	27.26%	1,044.82	25.31%
Finance income	102.57	2.36%	102.49	2.37%	141.64	3.43%
Finance expenses	101.36	2.33%	62.37	1.44%	60.58	1.47%
Of which: interest expense	56.64	1.30%	34.59	0.80%	46.38	1.12%
Selling expenses	156.49	3.59%	191.65	4.43%	212.73	5.15%

Items	2023		2024		2025	
	Amount	% of Net revenue	Amount	% of Net revenue	Amount	% of Net revenue
General administrative and expenses	58.71	1.35%	65.92	1.53%	65.37	1.58%
Profit from operating activities	1,006.89	23.13%	960.65	22.23%	847.79	20.53%
Other income	0.74	0.02%	0.85	0.02%	0.61	0.01%
Other expenses	8.19	0.19%	8.16	0.19%	16.05	0.39%
Other loss	(7.45)	(0.17%)	(7.30)	(0.17%)	(15.44)	(0.37%)
Total accounting profit before tax	999.44	22.96%	953.34	22.06%	832.35	20.16%
Current corporate income tax expense	154.12	3.54%	147.36	3.41%	138.36	3.35%
Deferred corporate income tax expense/(income)	(1.07)	(0.02%)	(1.14)	(0.03%)	(0.48)	(0.01%)

Items	2023		2024		2025	
	Amount	% of Net revenue	Amount	% of Net revenue	Amount	% of Net revenue
Net Profit after corporate income tax	846.38	19.44%	807.12	18.67%	694.46	16.82%
Net Profit after tax attributable to shareholders of the parent	846.38	19.44%	807.12	18.67%	694.46	16.82%
Basic earnings per share (VND)	5,041		4,824		4,065	

3.10. Liquidity and Capital Resources

The Company's cash flows in 2025 were primarily generated from the sale of goods and finished products, together with short-term loans obtained from credit institutions. Major cash outflows during the year were mainly allocated to funding working capital requirements, repayment of loans, settlement of trade payables to suppliers, and dividend distributions to shareholders. The Company's working capital requirements are driven by several key factors, most notably the procurement of raw materials and production inputs, investment in machinery and equipment serving manufacturing activities, transportation services, finished goods, and other operating inputs.

Building on the effectiveness of the inventory optimization plan implemented in prior years, the Company continued to maintain optimal inventory levels in 2025. This approach enabled efficient capital utilization by minimizing capital tied up in inventory while ensuring adequate and timely availability of raw materials to support uninterrupted production, without compromising product delivery schedules to customers. In the coming periods, the Company will continue to maintain this inventory management policy and further enhance its

production planning and manufacturing management processes to ensure that product quantity and quality requirements are consistently met.

Based on its current financial position, available cash resources, and committed credit facilities under existing short-term and long-term loan agreements, the Company believes that it is well positioned to meet its capital requirements for production and business operations in 2026 and subsequent years.

The table below presents the components of cash flows provided by (or used in) operating, investing, and financing activities across the respective periods:

Unit: VND

Code	Items	2021	2022	2023	2024	2025
	I. Cash flows from operating activities					
01	Profit before tax	2,097,401,034,978	1,377,216,975,245	999,439,979,395	953,344,569,496	832,347,942,860
	<i>Adjustments for:</i>					
02	Depreciation of fixed assets (including amortization of goodwill)	128,047,268,748	129,487,612,834	135,807,177,136	132,081,235,009	140,393,556,306
03	Provisions	5,842,631,586	21,961,976,815	4,781,997,662	25,016,871,297	33,255,731,050

Code	Items	2021	2022	2023	2024	2025
04	Unrealized foreign exchange (gain)/loss	10,856,954,333	24,700,782,263	2,972,492,165	11,632,281,156	(4,229,026,376)
05	(Gain)/loss from investing activities	(14,038,583,398)	(21,545,941,417)	(25,886,870,267)	(40,958,736,634)	(79,512,793,082)
06	Interest expense	56,876,350,423	50,419,208,909	56,637,446,942	34,586,850,582	46,378,603,156
08	Operating profit before changes in working capital	2,284,985,656,670	1,582,240,614,649	1,173,752,223,033	1,115,703,070,906	968,634,013,914
09	(Increase)/decrease in receivables	(648,791,983,076)	808,672,783,599	437,656,155,991	14,458,145,260	(126,345,017,920)
10	(Increase)/decrease in inventories	22,499,984,941	(597,368,159,586)	(67,402,085,855)	807,888,034,244	194,887,871,212
11	Increase/(decrease) in payables	(66,633,231,842)	(189,488,443,308)	37,617,253,121	49,215,218,611	(18,833,370,810)
12	(Increase)/decrease in prepaid expenses	979,403,959	(262,475,479)	5,328,174,439	390,719,925	(5,625,558,084)

Code	Items	2021	2022	2023	2024	2025
14	Interest paid	(56,884,970,781)	(48,515,094,701)	(57,615,551,413)	(34,572,833,234)	(47,351,034,844)
15	Corporate income tax paid	(324,841,945,403)	(250,232,121,223)	(96,085,399,056)	(155,784,046,681)	(214,710,681,844)
16	Other cash inflows from operating activities	-	-	-	-	-
17	Other cash outflows for operating activities	(116,703,598,796)	(113,240,586,975)	(103,808,815,649)	(80,722,378,295)	(97,372,008,904)
20	Net cash flows from operating activities	1,094,609,315,672	1,191,806,516,976	1,329,441,954,611	1,716,575,930,736	653,284,212,720
	II. Cash flows from investing activities					
21	Cash paid for purchase and construction of fixed assets and	(41,195,138,027)	(60,932,414,789)	(31,368,122,595)	(159,990,678,055)	(68,022,252,205)

Code	Items	2021	2022	2023	2024	2025
	other long-term assets					
22	Proceed from disposals of fixed assets	98,000,000		111,387,500	80,000,000	124,391,500
23	Loans to other entities and payments for purchase of debt instruments of other entities	(60,000,000,000)	-	(47,700,000,000)	(1,050,000,000,000)	(1,356,000,000,000)
24	Collection for loans and proceeds from sale of debt instruments and other entities	-	60,000,000,000	50,129,329	427,700,000,000	1,438,000,000,000
27	Interest received, dividends and profits distributed	14,464,239,826	21,820,782,295	25,926,535,243	37,569,880,565	75,108,318,977
30	Net cash flows from investing activities	(86,632,898,201)	20,888,367,506	(52,980,070,523)	(744,640,797,490)	89,210,458,272

Code	Items	2021	2022	2023	2024	2025
	III. Cash flows from financing activities					
31	Cash received from issuance of shares and capital contributions	527,700,000	-	-	-	-
33	Drawdown of borrowings	2,826,063,241,011	2,560,367,223,816	2,015,429,362,496	1,401,357,103,317	2,103,956,288,796
34	Repayment of borrowings	(2,935,029,359,337)	(2,752,129,420,313)	(2,350,412,789,438)	(1,552,945,944,291)	(2,734,234,049,234)
36	Dividends and profits distributed	(642,014,742,700)	(959,037,237,800)	(640,589,431,575)	(639,827,276,600)	(608,197,674,550)
40	Net cash flows from financing activities	(750,453,161,026)	(1,150,799,434,297)	(975,572,858,517)	(791,416,117,574)	(1,238,475,434,988)
50	Net increase/(decrease) in cash and cash equivalents during the year	257,523,256,445	61,895,450,185	300,889,025,571	180,519,015,672	(495,980,763,996)

Code	Items	2021	2022	2023	2024	2025
	(50 = 20 + 30 + 40)					
60	Cash and cash equivalents at the beginning of the year	790,349,857,796	1,045,421,628,805	1,101,676,090,814	1,403,055,900,429	1,583,190,798,036
61	Impact of exchange rate fluctuation	(2,451,485,436)	(5,640,988,176)	490,784,044	(384,118,065)	406,898,975
70	Cash and cash equivalents at the end of the year (70 = 50+60+61)	1,045,421,628,805	1,101,676,090,814	1,403,055,900,429	1,583,190,798,036	1,087,616,933,015

Cash flows from operating activities

Cash flows from operating activities are determined by starting with profit before tax and adjusting for depreciation and amortization of fixed assets, provisions, interest expense, unrealized foreign exchange differences, gains/losses from financial investment activities, and disposal of fixed assets (collectively referred to as non-cash items and non-operating items). In addition, cash flows from operating activities are affected by changes in receivables, payables, inventories, prepaid expenses, interest paid, and other operating expenses incurred.

Compared to 2024, net cash flows from operating activities in 2025 decreased by VND 1,063.29 billion, primarily due to:

- Profit before tax, after adjusting for non-cash and non-operating items, decreased by VND 147.07 billion (of which total accounting profit before tax decreased by VND 121 billion);

- The change in working capital decreased by billion 916.22 VND.

In 2025, net cash flows from operating activities amounted to VND 653.28 billion. This comprised accounting profit before tax of VND 832.35 billion, which, after adjustments for non-cash and non-operating items totaling VND 136.29 billion, was further adjusted for changes in working capital items with a net impact of VND 315.35 billion. The specific changes in these items were as follows:

- Increase in receivables: VND 126.35 billion;
- Decrease in inventories: VND 194.89 billion;
- Increase in payables: VND 18.83 billion;
- Increase in prepaid expenses: VND 5.63 billion;
- Interest expense paid: VND 47.35 billion;
- Corporate income tax paid: VND 214.71 billion;
- Other cash payments for operating activities: VND 97.37 billion.

Cash Flows from Investing Activities

Net cash flows from investing activities in 2025 amounted to VND 89.21 billion, mainly comprising:

- Cash paid for the purchase and construction of fixed assets and other long-term assets: VND 68.02 billion, primarily related to investments in production lines;
- Cash received from interest on loans, dividends, and profit distributions: VND 75.11 billion.

Cash Flows from Financing Activities

Net cash flows from financing activities in 2025 amounted to a net outflow of VND 1,238.48 billion, mainly comprising:

- Proceeds from short-term and long-term loans received during the year: VND 2,103.96 billion. All loans had maturities of under 9 months and were used to supplement short-term working capital to support the Company's production and business operations;

- Repayment of principal on loans during the year: VND 2,734.23 billion;
- Dividends and profits paid to owners during the year: VND 608.2 billion. This primarily consisted of dividends distributed from after-tax profit to shareholders in accordance with Resolution No. 08/2025/NQ-VCS-HĐQT dated June 09, 2025 and Resolution No. 11/2025/NQ-VCS-HĐQT dated December 04, 2025 of the Board of Directors.

II. PRODUCTS AND TECHNOLOGY IN 2025

1. Product

Over the past two decades, Vicostone has continuously invested in advanced technology, research and development, and innovative materials, enabling each product to embody distinctive creativity and craftsmanship, where technology and artistry converge to create timeless designs.

In 2025, with significant enhancements, Vicostone introduced a new generation of products reflecting its green transformation strategy, in which advanced manufacturing technology is integrated with sustainable development principles. The Company has finalized full-slab design specifications and developed tailored production process solutions for three unique products (BQ9660, BQ6981, BQ6728) and 15 new products (BQ2080, BQ2081, BQ6719, BQ8871, BQ8872, BQ6804, BQ9661, BQ9662, BQ9663, BQ6980, BQ6982, BQ6984, BQ2616, BQ6703, BQ8705).

Each newly launched product reflects Vicostone's commitment to sustainable product development, realized through a strategic restructuring of raw materials to replace traditional aggregates and increase the proportion of recycled materials, thereby meeting the most stringent international safety standards. This advancement represents a breakthrough in VICOSTONE® production's formulation.

At the same time, Vicostone remains firmly committed to its differentiation strategy by preserving aesthetic excellence and pioneering product design. These qualities continue to inspire creativity in living spaces around the world. Supported by the trust of customers and industry experts, Vicostone is increasingly strengthening the global presence of a Vietnamese brand, shaping design trends, creating premium living spaces, and promoting responsible practices that safeguard consumer health and protect the ecological environment for communities worldwide.

2. Technology

Since its inception, Vicostone has invested in state-of-the-art technology transferred from Breton (Italy). The production process utilizes hot curing at 125°C, which effectively eliminates volatile organic compounds during manufacturing (VOC levels below 6 ppm), ensuring compliance with the highest European safety standards. Advanced technology, combined with continuous engineering innovation, enables Vicostone's fully closed and environmentally friendly manufacturing process, characterized by near-zero curing emissions, no residual volatile compounds as found in conventionally produced surfacing materials, and the elimination of high-temperature sintering, thereby improving energy efficiency. Vicostone is also among the few manufacturers capable of controlling and proactively securing nearly 95% of its input materials, including the in-house production of unsaturated polyester resin and cristobalite using proprietary know-how.

Amid rapid transformation in the global construction materials market, Vicostone identified 2025 as a pivotal milestone to strengthen its industry leadership through a new generation of production technology. Beyond process improvements, the Company has undertaken a strategic upgrade of its manufacturing lines by investing in multi-axis automated robotic arm systems, enabling micron-level precision control, highly complex material blending and veining techniques to be executed with exceptional consistency and accuracy. As a result, operational productivity has been significantly enhanced while manual errors have been minimized. This capability enables Vicostone to deliver breakthrough designs and meet the increasingly stringent aesthetic standards of international markets.

In parallel with its digital transformation, Vicostone is advancing its green transformation and sustainable manufacturing by integrating technological innovation, with a focus on the synchronization of intelligent robotic production lines with new material processes, increasing the use of recycled content. Advanced robotic technology enables efficient processing of recycled materials and ecological aggregates, ensuring that products meet strict environmental safety standards while maintaining aesthetic quality.

The integration of smart manufacturing technology with environmentally friendly material development will remain a central direction in Vicostone's product strategy in the coming years. It reaffirms the Company's advanced Industry 4.0 manufacturing capability, leadership in sustainable development, and the global aspiration of a Vietnamese brand committed to creating safe living spaces and inspiring green lifestyles for consumers worldwide.

III. BUSINESS OPERATION IN MARKETS

In 2025, the global economy experiences a year of complex fluctuations as geopolitical conflicts in several regions persisted. Meanwhile, the rise of tariff barriers and trade protectionism, particularly in major economies, further intensified the fragmentation of global supply chains. Additionally, unpredictable natural disasters and climate change continued to pose significant threats to energy security, food security, and the stability of economic systems.

Against this backdrop, the global economy maintained a moderate growth momentum. Inflation showed signs of cooling in many countries, creating favorable conditions for macroeconomic policies to shift toward supporting growth. Furthermore, the rapid advancement of emerging technologies, especially Artificial Intelligence (AI), became a vital driver of innovation, enhancing labor productivity and the competitive edge of various economies.

According to forecasts from international organizations, global economic growth in 2025 showed signs of improvement compared to previous estimates, driven by loosened monetary policies and increased public spending in many major economies. The International Monetary Fund (IMF) and the European Union (EU) projected world economic growth at 3.2% and 3.1% respectively, both up by 0.2 percentage points from prior forecasts. Fitch Ratings estimated growth at 2.5% (a 0.1 percentage point upward adjustment), while the OECD maintained its forecast at 3.2%. However,

these projections remain lower than the 2024 growth rate, reflecting a global economic environment that is still subject to significant uncertainties.

The year 2025 also marked a pivotal shift in the global monetary policy cycle. Following a period of tightening to curb inflation, many major central banks transitioned toward monetary easing to bolster growth and aim for a "soft landing" scenario. In the U.S., the Federal Reserve (FED) implemented three interest rate cuts in 2025, bringing the federal funds rate down to a range of 3.5%–3.75% by December 2025. Similarly, the European Central Bank (ECB) slashed rates in the first half of the year, lowering the deposit rate to 2% from June 2025 before stabilizing. The Bank of England (BoE) also reduced rates four times throughout the year, from 4.75% to 3.75%.

Amidst these global economic volatilities, Vicostone proactively monitored market developments and flexibly adjusted its production, business, and governance solutions to maintain operational efficiency. As a result, the Company achieved positive results in 2025, with net revenue estimated at billion 4,128.89 VND.

1. Domestic market

In 2025, Vicostone clearly defined its key operations and core target groups, serving as the foundation for developing and implementing action plans in the domestic market. On this basis, resources were allocated in a focused and selective manner, enhancing implementation efficiency and creating a solid groundwork for its sustainable growth.

1.1. Engagement with the professional community

Vicostone identifies long-term investment in the professional community as a top priority. The Company continues to support the future generation of architects and designers from early stages. In 2025, Vicostone sponsored and participated in academic programs at architecture and interior design universities. Simultaneously, the Company awarded scholarships and provided practical learning opportunities regarding stone surfaces to over 1,000 students. These activities help students gain early exposure to materials, enhance their practical understanding, and shape their professional awareness of quartz-based engineered stone during their training phase, enabling them to provide accurate advice to consumers in their future careers.

In tandem with these efforts, Vicostone focused on building and strengthening ties with local architectural associations and clubs through diverse activities such as sports programs, talk shows, and professional seminars. These initiatives expanded the VICOSTONE® brand presence across the country from the Northwest region to the Mekong Delta. Through these engagements, Vicostone progressively asserted its role as a trusted material partner, accompanying experts in their professional practice.

In 2025, Vicostone organized in-person meetings and knowledge-sharing sessions with nearly 1,000 architects and designers nationwide. These sessions offered in-depth insights into stone surfacing materials, application trends, and criteria for selecting suitable materials for various projects and living spaces. Such training programs provided experts with an objective and

comprehensive perspective on VICOSTONE® as well as other surfacing materials, thereby improving the quality of consultation and material selection in real-world projects.

1.2. End-Consumer market

Vicostone implemented flexible and continuous sales promotion programs throughout the period, offering various incentives and gifts tailored to different markets. Product displays and brand activations at luxury interior showrooms were executed effectively, enhancing the customer experience for the new 2025 collection, ‘**VICOSTONE® - Above the cloud**’. These activities received a positive response from both the professional community and consumers, driving retail sales volume to approximately 125% compared to 2024.

Vicostone continued to prioritize the training and standardization of its agent network and VICOSTONE® Authorized Fabricators (VAF). Beyond technical skill enhancement, units within the system received in-depth training on occupational safety in the stone industry. This initiative contributed to superior construction quality, minimized risks, and solidified the reputation of the authorized fabrication network across more than 30 provinces in Vietnam.

In the project segment, Vicostone successfully executed numerous key projects, making a significant impact on the market. Its notable projects include: Long Thanh International Airport; Four Seasons Resort The Nam Hai, Hoi An; Lumi Hanoi (Capitaland); and FPT Plaza Da Nang Apartments, among others. Consequently, the domestic project business achieved 100% growth year-over-year, making a vital contribution to overall business results and further consolidating Vicostone’s leadership position in the premium quartz-based engineered stone segment in Vietnam.

2. Export market

As an enterprise operating in the international arena, Vicostone’s business performance is significantly influenced by the global macroeconomic landscape, particularly in key markets across North America and Europe.

In 2025, the real estate and residential construction sectors in many developed nations continued to face challenges. Persistent high property prices, coupled with rising material and labor costs, eroded consumer affordability, leading to increased caution in investment, construction, and home renovation plans. This directly impacted the demand for finishing materials, including engineered quartz stone — a premium material widely utilized in kitchen and interior spaces.

Furthermore, adjustments in trade policies imposed additional pressure on the market. In 2025, the U.S. government revised its tariff policies on imported goods, imposing a 10% base tariff on various items and increasing reciprocal duties for most countries, including Vietnam. High tariff rates (ranging from 25% to 50%) also remained in effect for furniture and kitchen cabinetry. These shifts escalated costs and commodity prices, directly affecting the U.S. construction market. Beyond macroeconomic factors, the surfacing materials industry witnessed intensifying competition as manufacturers in the Asia-Pacific region — namely India, China, Vietnam,

Malaysia, and Thailand — continued to expand production capacity and bolster their international presence. The trend of price competition, combined with increasingly stringent market requirements for quality standards, sustainability, and product provenance, presented significant challenges for enterprises within the sector.

Given this context, Vicostone proactively monitored market developments and integrated macroeconomic risk factors into its business planning from early 2025. However, the rapid volatility of the global economic and political environment continued to pose significant challenges in key markets. Although business results did not fully meet initial expectations, concerted efforts in executive management, operational optimization, and market strategy adjustments enabled the Company to maintain stability and progressively adapt to the new situation.

With support from its parent company (Phenikaa Group), Vicostone continued to solidify its position in core markets such as the U.S., Canada, and Europe, while maintaining growth momentum in other potential markets including Australia, Taiwan, Japan, and India. These achievements established a vital foundation for the Company to further expand its market footprint and enhance its competitive edge in the next period.

The U.S. Market	VICOSTONE® products reach consumers across all the U.S. states through an extensive network of distribution agents. This achievement is the direct result of the brand's distribution system restructuring plan, which has been implemented since 2024.
The Canadian Market	Driven by intensified marketing activities and sales promotion supported by the Company, the Canadian market achieved impressive growth in 2025, despite the persistent economic difficulties in the country.
The EU Market	Despite volatility from geopolitical tensions between Russia and Ukraine, as well as political crises in major nations such as Germany and France, distribution agents in Europe still achieved significant growth. This success, driven by the Company's robust support for marketing and sales activities, made a vital contribution to Vicostone's export revenue in 2025.
Other Markets	With a strategy centered on maintaining its position in existing markets while proactively penetrating new territories to increase brand coverage and drive sustainable revenue growth, Vicostone successfully expanded its presence into new markets such as Taiwan, India, and Japan. Concurrently, the Company has increased the number of distribution agents in established markets, further bolstering the global development of the VICOSTONE® brand.

In addition to implementing market-specific development policies, Vicostone continued to expand its marketing and Research and Development (R&D) activities. These efforts aimed to

continuously introduce new product lines, offering global customers a diverse range of experiences and choices in styles and designs. This product innovation strategy is a key driver in enhancing the Company's competitiveness, expanding its customer segments, and alleviating pressure on existing product lines amidst increasingly fierce market competition.

In 2025, adhering to its orientation toward eco-friendly product development, the Company intensified its R&D investment and officially launched the Vicostone ECO Surfaces line. Initially, 36 ECO products were introduced to the Australian and California markets, meeting the stringent requirement by local regulations.

Parallel to new product development, Vicostone continued to leverage its advantages in agility and adaptability. The Company proactively monitored market fluctuations to implement effective financial and administrative policies, strictly controlling production and operating costs. Furthermore, by maintaining a proactive supply chain for raw materials, Vicostone stabilized selling prices for its customers. These timely, flexible, and practical management solutions ensured stable operations and yielded positive results in 2025, establishing a solid foundation for growth in 2026.

IV. MARKETING ACTIVITIES IN 2025

1. Domestic market

1.1. Activities aimed at end consumers

In 2025, Vicostone stepped up consumer outreach through various activities: launching new collections to lead interior design trends, implementing flexible promotional programs to stimulate demand, and diversifying as well as standardizing “touchpoints” to ensure consistency throughout the customer journey. The synergy between communication and commercial activities yielded outstanding results, contributing positively to revenue growth and strengthening brand positioning.

1.1.1. Launching new collection

In 2025, Vicostone introduced its new collection, “VICOSTONE® - Above the Cloud” featuring eight products inspired by the beauty of nature: the freedom and wandering essence of clouds. These products feature veining that is sometimes soft and graceful like drifting clouds, and at other times bold and decisive like a storm. The collection offers a harmonious and impressive blend of unique aesthetics, superior physical and mechanical properties, and versatile applications, bringing a distinct touch to every customer space.

Simultaneously, the showroom display rollout for the new collection, specifically tailored for luxury interior design showrooms domestically, was effectively implemented. This enhanced customer engagement with the 2025 collection, helping retail segment volume reach approximately 125% compared to 2024.



“VICOSTONE® - Above the Cloud” collection not only empowers designers and architects in creating luxurious, expansive spaces imbued with natural beauty, but also conveys a spirit of freedom, encouraging creativity and personal expression in every space

1.1.2. Promotional programs to stimulate demand

To enhance customer value and drive growth, in 2025, Vicostone launched various consumer promotional programs to stimulate demand through diverse incentives and gifts, aligned with market cycles, for instance:

- (1) *VICOSTONE® - Above the Cloud – National Holiday Joy*: offers of up to 20% off on the occasion of the new collection launch and the April 30th Reunification Day;
- (2) *VICOSTONE® - Autumn of Independence*: offers of up to 30% off to commemorate the 80th anniversary of Vietnam’s National Independence Day (September 2nd), sharing the nation’s joy and pride during these historic autumn days;
- (3) *VICOSTONE® - Birthday Celebration – Full Appreciation*: offers of up to 20% off on the 23rd anniversary of the Company’s establishment.

Communication campaigns covered all online and offline purchasing channels as well as press outlets, reaching a total of nearly 1.5 million people.

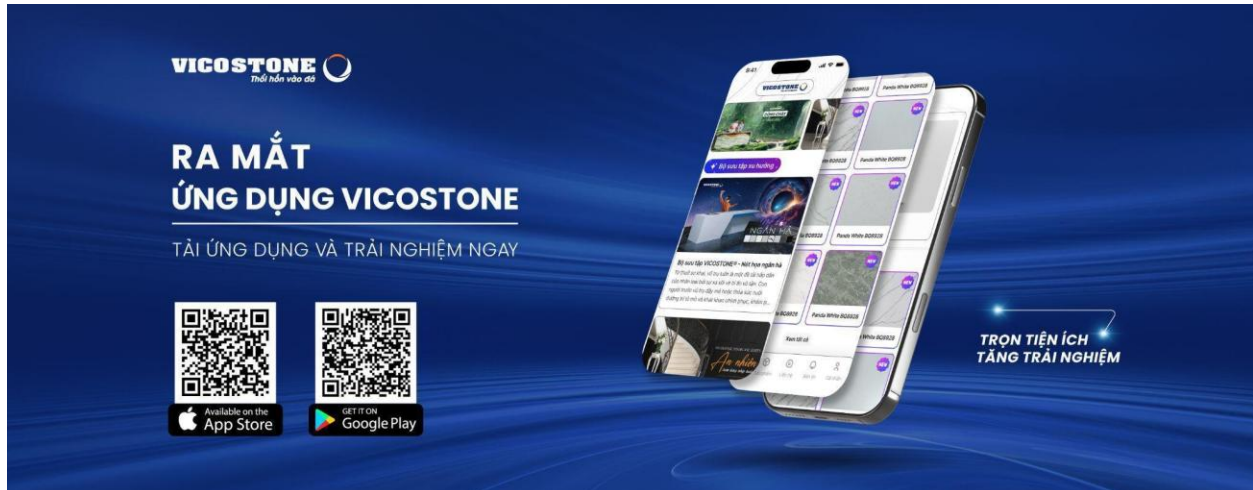


The “VICOSTONE® - Autumn of Independence” promotion offered up to 30% off on finished VICOSTONE® products fabricated by Vicostone Authorized Fabricators (VAF)

1.1.3. Optimizing touchpoints and diversifying connection channels

In 2025, Vicostone remained steadfast in its goal to elevate service quality and enhance the customer experience across the entire journey of from initial product research and brand engagement to purchasing, and after-sales service. Meanwhile, the communication strategy was deployed synchronously, actively exploring new platforms while maintaining and promoting existing channels. This synergy not only increased customer reach and connection efficiency but also solidified the brand's leading position.

The Company launched the “VICOSTONE VN” app to digitize the customer shopping journey. The app allows users to explore a library of over 150 VICOSTONE® product designs along with 3D architectural renderings, receive instant updates on sales programs, and connect directly. Notably, features such as tracking the progress of order tracking for VAF-fabricated products, electronic warranty registration, and technical support requests are integrated into the app to simplify operations and enhance convenience.



The “VICOSTONE VN” app aims to digitize the customer shopping journey

1.1.4. Mass media presence reinforcing the position as Top 3 largest suppliers of engineered stone countertops to the global market and No. 1 manufacturer in Vietnam

In 2025, Vicostone balanced its commercial focus by joining in major national celebrations, thereby strengthening consumer trust in a prestigious Vietnam Value brand.

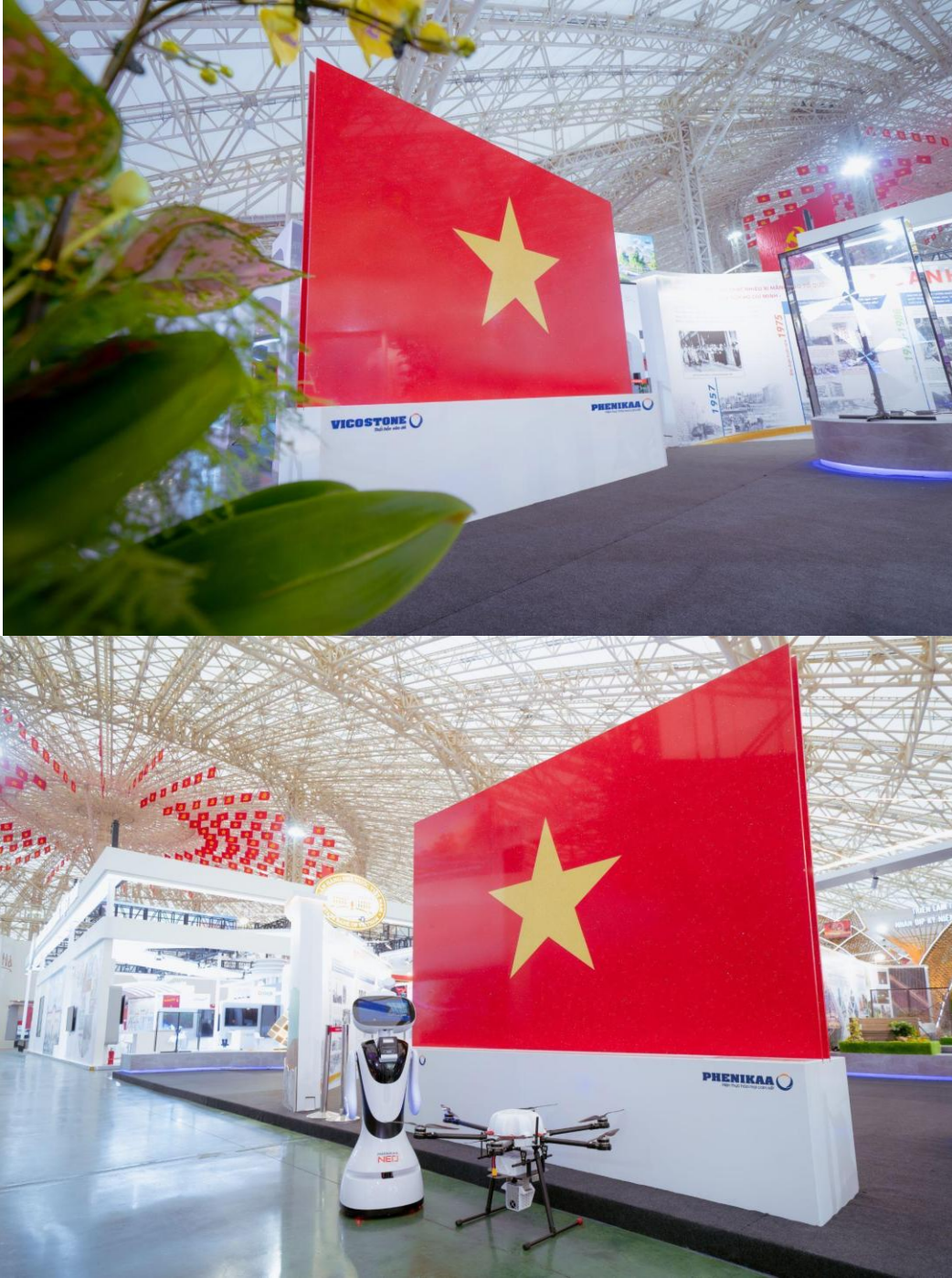
A highlight was Vicostone JSC and its parent company, Phenikaa Group, being awarded the record for “The largest Vietnam National Flag and Communist Party of Vietnam Flag made of engineered stone in Vietnam” by the Vietnam Records Organization. Notably, at the Exhibition of National Achievements - 80 Years of Independence, Freedom, and Happiness, the Vietnam National Flag made of VICOSTONE® engineered stone was selected by the Ministry of Construction for display in the building materials section, spreading national pride and reinforcing public trust in a prestigious, high-quality Vietnamese brand. Continuing this series of national pride activities, Vicostone also displayed a version of the record-breaking National Flag at the Phenikaa University campus and donated this meaningful artwork to Phenikaa School to promote patriotism among the younger generation.



Vicostone and Phenikaa Group were recognized by the Vietnam Records Organization for the “Largest Vietnam National Flag and Communist Party of Vietnam Flag made of engineered stone in Vietnam”



Vietnam National Flag made of VICOSTONE® engineered stone, a recognized Vietnam Record, was solemnly displayed at the Exhibition of National Achievements (Ministry of Construction section)



The artwork contributed to spreading national pride and reinforcing public trust in a prestigious and high-quality Vietnamese brand

Previously, in June 2025, the Company joined Phenikaa Group in sponsoring and participating in the 3rd Danang Asian Film Festival (DANAFF III). This event not only enhanced the VICOSTONE® brand image in the global market but also brought the brand closer to domestic and international audiences, further aligning the brand with artistic excellence. Additionally, Vicostone participated in major community events such as the 2025 Autumn Fair (Hanoi), providing

opportunities for consumers to directly experience the product ecosystem and receive in-depth consultations.

1.2. Engagement with industry professionals

Vicostone always values the role of professionals in connecting the brand with customers. In 2025, Vicostone stepped up engagement and partnership activities through events dedicated to architects and interior design experts. A diverse series of activities, ranging from sports tournaments to seminars and professional workshops, contributed to VICOSTONE®'s widespread presence across most provinces and cities nationwide, from the Northwest region to the Mekong Delta. Through these efforts, Vicostone continues to assert as a trusted materials partner, persistently accompanying professionals in their practice.

1.2.1. Partnering with the Vietnam Association of Architects and Young Architects Clubs in activities

- The seminar “Vietnamese Architecture – 50 Years of National Unification” organized by the Vietnam Association of Architects and the Ho Chi Minh City Association of Architects;
- The 16th National Architecture Awards (2024 – 2025);
- The workshop “AI Application in Architectural and Interior Design” in collaboration with the Can Tho Association of Architects and the Can Tho Young Architects Club;
- Sponsoring and accompanying the 10th National Young Architects Festival in the Hue City;
- The Architecture - Construction Community Football Cup CONCUP 2025;
- The 6th Hai Phong Architecture and Construction Football Cup - ACCUP;
- The charity football league TIM CUP, etc.



Vicostone attended and partnered with the Can Tho City Association of Architects for the year-end meeting and thematic workshop “AI Application in Architectural Design” 2025



Vicostone was honored to be one of the enterprises to partner with the 16th National Architect Architecture Awards (2024–2025)



*Vicostone sponsored the Architecture - Construction Community Football Cup
CONCUP 2025*



*Vicostone participated in activities within the framework of the 6th Hai Phong Architecture -
Construction Football Cup ACCUP*

1.2.2. Participating in/sponsoring activities and events of Vietnam Association For Building Materials and customers/partners involving in the interior design industry

- Hawa Expo 2025 (Ho Chi Minh Export Furniture Fair);
- Archify Live HCMC 2025 – a leading exclusive exhibition and seminar event in the Asia-Pacific region organized annually by BCI Central;
- VIBE 2025 (Vietnam Interior & Build Expo);
- Hanoi Major Industrial Products Exhibition 2025 (Hanoi MIP Fair 2025);
- Vietnam Sustainable Construction Forum (VSCF 2025);
- The Extraordinary General Meeting of the Saigon Construction & Building Material Association (SACA), Term IX (2025 – 2030);
- The 79th RILEM Annual Week – a major international academic forum on materials and structures, held for the first time in Vietnam, etc.



VICOSTONE® display space at Hawa Expo 2025



Vicostone at VIBE 2025



Vicostone representative presenting at Archify Live HCMC 2025 on the topic "Make-in-Vietnam Vision."



Vicostone attended the Extraordinary General Meeting of SACA, Term IX (2025 – 2030)

1.2.3. Connecting with architectural firms and educational institutions nationwide

Alongside large-scale events, Vicostone intensified its outreach activities through direct meetings and training for nearly 1,000 architects and designers nationwide, focusing on sharing in-depth knowledge of quartz countertop materials, application trends, and material selection criteria. These training programs provide professionals a comprehensive overview of VICOSTONE® as well as other countertop material groups, thereby enhancing the quality of consultation and material selection in real-world projects.



In-depth knowledge-sharing sessions allow architects to directly experience and evaluate VICOSTONE® samples, improving the quality of material consultations for real-world projects

The Company also proactively showcased images of feature real-world projects using VICOSTONE® product, executed by architectural firms and dealers themselves, across multiple channels. This activity not only confirms product quality through a practical lens but also contributes to honoring creative thinking and enhancing the reputation of partner entities.

Reflecting a long-term commitment to the professional community, Vicostone continues to accompany the future generation of architects and designers while during their college years. In 2025, the Company partnered with architecture and interior design universities nationwide, enabling architecture students to gain practical experience and enhance deeper understanding of engineered stone from the training stage, as well as discover premier stone product lines with unique aesthetics and superior physical and mechanical properties. Diverse collaborative activities provided practical exposure to countertop materials for more than 1,000 student nationwide, Vicostone also sponsored and actively participated in various training and academic programs at these institutions. A notable example is the Green Summer Design Studio 2025, organized by Architecture Magazine, the Vietnam Green Building Council (VGBC), and seven domestic and international universities with architecture programs.



In 2025, Vicostone provided practical exposure to countertop materials for more than 1,000 students nationwide



The annual Green Summer Design Studio event sponsored by Vicostone

1.3. Activities towards dealers and distributors

Over the past year, Vicostone continued to affirm its commitment to accompanying its partner system through network standardization and engagement activities. The strategic focus was on in-depth training and process standardization for the dealer system and Vicostone Authorized Fabricators (VAF). Beyond skill enhancement, Vicostone placed special emphasis on occupational safety training, dedicated to minimizing construction risks and solidifying the system's reputation across more than 30 provinces and cities.



Vicostone held regional summits to connect with partners across three key regions, recognizing and honoring distributors and dealers

The Company periodically organizes activities to honor outstanding real-world projects by dealers, thereby providing timely recognition for the exceptional efforts of the partner network across all three regions. Notably, the VICOSTONE PARTNER CUP was expanded to a national scale, becoming a bridge to tighten solidarity and mutual support among units within the Company's network.



In 2025, the VICOSTONE PARTNER CUP, a friendly football league among distributors and dealers, was expanded across all three regions

Professionally, Vicostone proactively organized and participated in professional exchange forums with diverse topics focused on interior material solutions, notably the series “Seminar on Materials, Solutions, and Smart Accessories for Interiors”. This activity helps the dealer and distributor system stay updated on the latest material trends and equips them with knowledge of total interior solutions, thereby enhancing their consulting capacity and market competitiveness.



Professional workshops serve as a bridge for Vicostone and its partners to discuss and update the latest material solutions

1.4. System expansion in the Vietnamese market

In 2025, Vicostone continued to expand its distribution system by putting 03 additional satellite warehouses into operation, while increasing the total number of distributors and Vicostone Authorized Fabricators (VAF) nationwide to nearly 50 partners. This expansion aims to bring unique, trend-leading VICOSTONE® products with superior quality and health safety to customers across the country, helping them save time and transportation costs.

With a growing network of authorized fabrication, along with a wide network of more than 1,000 dealers and points of sale nationwide, Vicostone continued to affirm its strong development potential and position as the number one premier engineered stone brand in Vietnam over the past 23 years.

2. International market

Building on its global expansion journey of over 23 years, in 2025, Vicostone firmly consolidated its position as one of the Top 3 largest suppliers of engineered stone countertops to the global market. The Company focused on activities to enhance brand reputation and opened several new dealer showrooms in key markets (the U.S., Canada, and Australia), ensuring proactive and sustainable customer reach.

Alongside these efforts, maintaining a presence at prestigious exhibitions and accompanying international professional activities helped Vicostone further strengthen its ties with the global architectural community and partners.

2.1. The U.S.

In 2025, Vicostone's marketing strategy in the U.S. market focused on expanding the distribution network and consolidating brand positioning through a multi-dimensional approach, specifically segmented for each target audience group.

2.1.1. Expanding the distribution system

Vicostone continued to increase its coverage in the U.S. market with many new dealer showrooms in key regions. This expansion aims to enhance the customer experience and optimize the supply chain.

2.1.2. For the architectural and design community

Vicostone affirmed its position as a trusted partner through a series of prestigious specialized events in major design centers like Chicago and Texas, including:

- Participated in NeoCon 2025 (June), the premier commercial design event, and Design Chicago (October), a leading residential design conference;
- Engaging deeply in professional training and networking activities of the American Society of Interior Designers (ASID) with prominent events such as: ASID Texas Day of CEUs (a seminar in Dallas co-organized by Vicostone USA and the ASID Texas Chapter); ASID Illinois Business Bootcamp (an event for architecture students at the Vicostone showroom in THE MART, Chicago);



Vicostone USA actively participated in series of training activities and knowledge exchange forums of construction, materials, and interior industry associations

2.1.3. For dealers and distributors

Vicostone strengthened relationships with the distribution system through active participation in events organized by partners and local fabricators, focusing resources on promoting strategic product codes by increasing presence at showrooms and key model home projects.

2.2. The Canadian market

Vicostone Canada Inc. enhanced brand promotion activities in the Canadian market by expanding the distribution system, maintaining a presence at large-scale exhibitions, and establishing deep connections with professionals, architects, designers, developers, and contractors.

2.2.1. Expanding the distribution system

In 2025, the brand continued to open new dealer showrooms to enhance the customer experience and optimize the supply chain.

2.2.2. Participating in major industry exhibitions

To reach both professionals and potential customers, Vicostone maintained a strong presence at premier exhibitions, including: The Interior Design Show (IDS) in Toronto and Vancouver, a leading North American international interior exhibition; CSC Building Expo 2025, which gathers top construction and design enterprises; and Expo Habitat, an annual exhibition organized by the Association of Construction and Housing Professionals of Quebec.



Vicostone Canada Inc. display space at IDS Toronto



Inspiring display space of Vicostone Canada Inc. at IDS Vancouver 2025

2.2.3. Connecting with professional communities, industry associations, and students

The brand increased cooperation and sponsorship for awards, sports events, and training by Canada's most prestigious organizations to strengthen relationships with architects, designers, and developers, including: The Georgie Awards (organized by the Canadian Home Builders' Association of British Columbia); the HAVAN Awards for Housing Excellence; the Design Excellence Awards Gala; the annual Golf Tournament of the National Kitchen & Bath Association (NKBA) and the Network of Executive Women in Hospitality (NEWH) in Vancouver; the annual Continuing Education Units (CEU) event of the Vancouver Society of Interior Designers (VSID); and the design competition for students at Kwantlen Polytechnic University.



Vicostone Canada Inc. sponsored the HAVAN Awards for Excellence in Housing Construction and Design

2.2.4. Vicostone Canada Inc. proactively promoted direct marketing at the distribution network to attract customers

Organizing new collection launch events at showrooms and implementing festive-themed campaigns to draw interest from both professionals and individual customers.



Vicostone Canada Inc. organized the “Vancouver Vibes” networking event, gathering nearly 100 interior designers and leading suppliers



Vicostone organized a new collection launch and design community networking event at the Calgary showroom

2.3. The Australian market

In 2025, Vicostone focused on implementing activities to boost brand awareness, expand operational capacity, and consolidate the distribution system by participating in major specialized exhibitions and investing in warehouses and showrooms in key Australian cities.

2.3.1. Participating in specialized exhibitions

In 2025, Vicostone Australia Pty Ltd, Vicostone's exclusive distributor in Australia, participated in large-scale construction and design exhibitions in Australia, contributing to increased brand awareness and expanding the network of connections with architects, designers, contractors, and industry partners, typically:

- Kitchen & Bath Show 2025 - Melbourne is the leading specialized exhibition for kitchen and bathroom design in Australia. Here, Vicostone introduced engineered stone countertop tailored to Australian market standards, while updating design trends and market demands. This activity helped solidify the Company's image as a brand for high-quality, design-oriented, and aesthetic countertop materials in Australia.



Vicostone Australia Pty Ltd booth at the Kitchen & Bath Show 2025 in Melbourne

- Sydney Build Expo 2025 is the largest construction exhibition in Australia. The event provided an opportunity for Vicostone to reach the commercial project segment and large-scale constructions, expand cooperation with partners in the construction field, and stay updated on trends in sustainable development, green materials, and technical industry standards.



Vicostone Australia Pty Ltd's booth at the Sydney Build Expo 2025

2.3.2. Expanding infrastructure in Australia

Alongside its trade promotion initiatives, Vicostone prioritized strategic investment in its operational infrastructure and distribution network to drive operational excellence across the Australian market.

- Opening a distribution showroom in Melbourne: This optimizes the supply chain, shortens delivery times, and enhances the ability to meet the needs of partners and customers in Southern Australia. Putting the warehouse into operation contributes to improved service

quality, increases proactivity in product supply, and provides a solid foundation for market expansion in the next phase.



Vicostone showroom in Melbourne, Australia

- Inaugurating a Showroom in Sydney: This marks an important development in the brand-building strategy in the Australian market. The showroom is designed as a space for product display and introduction, serving outreach and connection activities with the community of architects, designers, contractors, and partners. This is also a brand touchpoint that helps the brand more clearly convey the aesthetic value, quality, and sustainable development orientation of its products, as well as develop long-term cooperative relationships.



Vicostone showroom in Sydney, Australia

V. HUMAN RESOURCES DEVELOPMENT IN 2025

1. Labor structure 2025

In 2025, the global landscape was marked by significant volatility with rapid shifts in the global economy, geopolitics, technology, and global supply chains. Against this backdrop, Vicostone demonstrated its resilience and autonomy by proactively reshaping its development orientation. The Company focused on accelerating new product development, optimizing production costs, and enhancing operational efficiency to strengthen its competitive edge in the international market.

Entering a pivotal stage of transformation, Vicostone remains steadfast in pursuing a flexible and sustainable development strategy, placing people at the center of every decision. The Company emphasizes leveraging internal values, investing in high-quality human resources, and fostering a corporate culture that thrives on change. These efforts have established a solid foundation to navigate volatility, seize emerging opportunities, and create long-term value in a new era.

As of December 31, 2025, Vicostone had a total workforce of 650 employees. Its workforce structure reflects diversity in gender, age, geographic backgrounds, and professional qualifications, demonstrating a balanced and stable workforce aligned with the requirements of modern industrial production.

Criteria		2025	
		Quantity (person)	Ratio (%)
Qualification	Graduate Degree	24	3.7%
	Undergraduate Degree	186	28.6%
	College	84	12.9%
	Associate Degree	292	44.9%
	High School	64	9.8%
Gender	Male	524	80.6%
	Female	126	19.4%
Nature of work	Back office employees	244	37.5%
	Direct production employees	406	62.5%
Job level	Board of Directors	7	1.1%
	Managers	36	5.5%
	Employees	201	30.9%
	Workers	406	62.5%

The quality of human resources remains a standout strength of Vicostone. Statistics show that 90.2% of employees received vocational training before joining the Company, meeting the increasing technological and technical demands of the high-end materials manufacturing sector. This serves as a vital foundation for Vicostone to maintain stable operational efficiency while enhancing productivity and product quality throughout the entire production chain.

The Company's labor structure is strategically distributed according to its manufacturing requirements. The direct production workforce accounts for a significant proportion (62.5%), playing a core role in maintaining performance and product excellence. Male employees comprise 80.6% of the workforce, aligning with the job requirements that demand high endurance, technical proficiency, and a high level of discipline on the production lines.

In terms of professional qualifications, personnel with bachelor's degree or above account for 32.3%, while those with college-level, intermediate, and vocational training backgrounds, or Technician certificates make up 57.8%. This personnel structure creates a harmonious synergy between the professional-management team and the skilled labor force. It enables the effective implementation of business and production targets while ensuring the Company is ready to adapt to future technological transformation requirements.

2. Human resources development

2.1. Human resource training

In the context of green growth, Net Zero goals, and ESG standards becoming global benchmarks for manufacturing enterprises, Vicostone identifies human capacity development as critical foundation for delivering its sustainable development strategy. Accordingly, workforce training is no longer merely an operational support activity but is positioned as a strategic tool to strengthen organizational capabilities, enhance adaptability, and create long-term value in an increasing volatile environment.

Vicostone's training approach is designed to support holistic development, combining the enhancement of professional advancement, standardization of management competencies, and driving shifts in mindset and behavior toward sustainability across the organization. Accordingly, in 2025, the Company implemented various ESG and sustainable development training courses, including: general ESG awareness training, the GRI Standards framework, and the preparation of sustainability reports in accordance with GRI 2021 standards. These programs play a fundamental role in establishing foundational knowledge and fostering a shared mindset for Vicostone's sustainability management in the current phase and the years to come.

Parallel to these strategic initiatives, Vicostone focuses on developing human resource capacity based on two main pillars:

1

Professional and vocational skills training

Ensuring close alignment with production and business practices as well as operational requirements.

2

Training in soft skills and adaptability capabilities

Contributing to the development of a continuous learning culture, enabling employees to enhance adaptability, take a proactive approach to career development, and align with the Company's transformation.

In 2025, Vicostone continued to expand and effectively leverage its E-learning platform, featuring a diverse and regularly updated learning content system, enabling employees to proactively learn anytime and anywhere. The platform recorded more than 4,000 training enrollments for Vicostone in 2025, contributing to the optimization of training resources and ensuring a balance between performing professional duties and developing employees' capabilities.

The Company's training activities were implemented in a structured and in-depth manner with strong employee engagement. These initiatives helped strengthen internal connectivity, enhance the working environment, and improve overall labor productivity.

During the year, training programs focused on several key areas, including onboarding programs for new employees; occupational health and safety and fire prevention in compliance with legal regulations; professional and technical training covering production processes, system operations, ISO standards, Kaizen, and 5S practices; and role-based skill development programs such as international financial reporting, updates on import-export tax policies and customs procedures, and post-clearance audit risk management. In addition, the Company implemented Master of Business Administration (MBA) programs for senior leaders, managers, and high-potential employees to build a strong pipeline for key strategic roles in the long term.

In 2025, Vicostone successfully delivered training to 4,408 participants, totaling 27,544 training hours. These programs not only enhanced the team's professional competencies but also a culture of continuous learning, reaffirming Vicostone's strong commitment to investing in its people as a core pillar of its sustainable development strategy.

2.2. Planning and appointment

Vicostone continued to implement its succession planning program for the 2021–2025 period with a proactive and flexible approach, closely linking competency assessment, training, and individual development roadmaps. The Company periodically reviews and updates its successor list, focusing on enhancing core competencies and integrating new skill sets aligned with the requirements of transformation, innovation, and sustainable development.

Furthermore, the Company provided opportunities for high-potential personnel to participate directly in large-scale projects at both the corporate level and within its parent company - Phenikaa Group. This allows employees to gain practical experience, broaden their management mindset, and improve implementation capabilities, ensuring they are prepared to meet mid- and long-term strategic requirements.

2.3. Recruitment and talent acquisition

In 2025, Vicostone focused its recruitment efforts on strengthening procurement and sales functions (both domestically and internationally), while successfully filling positions in Research and Development (R&D) and technical departments.

Amid an increasing competitive labor market with a growing emphasis on high-quality talent, Vicostone defines recruitment as a strategic component of sustainable development. The Company has shifted from short-term demand-based hiring to long-term human resource building approach, prioritizing candidates with strong expertise, an innovative mindset, and high adaptability to a volatile business environment.

Recruitment is implemented proactively and flexibly, closely aligned with strategies for product development, market expansion, and technological advancement. Vicostone emphasizes diversifying its candidate pool by harmonizing external recruitment with internal resources within the Phenikaa Group Ecosystem. This approach not only bridges competency gaps but also ensures succession and corporate cultural alignment

Beyond professional qualifications, the Company increasingly values modern workforce competencies such as digital mindset, cross-functional collaboration, multicultural teamwork, and a commitment to continuous learning. The recruitment process has been streamlined and made more transparent, with flexible assessment methods to enhance the candidate experience while ensuring the right fit for each role.

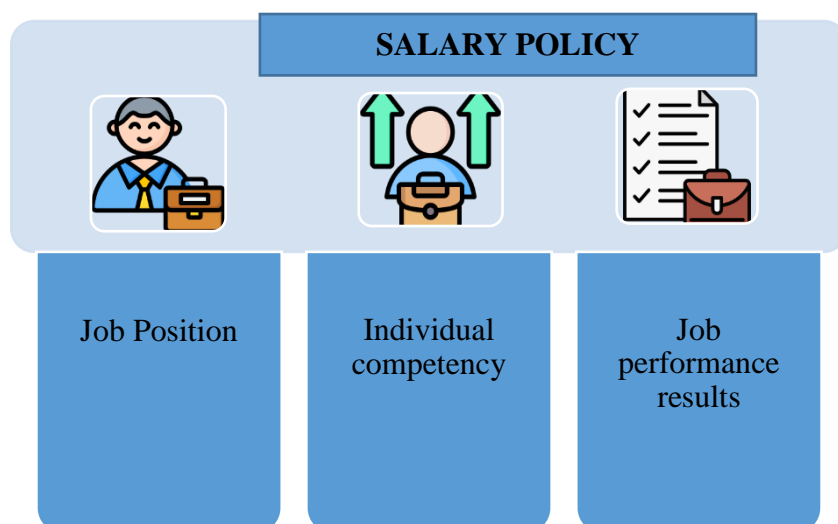
By progressively improving the quality of recruitment, Vicostone aims to build a workforce that not only meets current operational needs but is also ready to accompany the Company through long-term transformation and development, creating a robust human capital foundation for future sustainable growth.

3. Compensation and bonus policies

In 2025, Vicostone continued to position its salary, bonus, and benefits policies as a strategic management tool, contributing to resource optimization and enhancing the organization's competitive edge. The remuneration system is built on the principle of closely linking job performance and value contributions with the Company's long-term development goals, while ensuring transparency, fairness, and alignment with labor market benchmark.

This approach enables Vicostone not only to maintain workforce stability amidst a volatile labor market but also to motivate employees to continuously improve productivity, proactively innovate, and develop personal competencies. Parallel to salary policies, the Company continues to refine its multi-tiered remuneration and benefits system, harmoniously combining short-term incentive mechanisms with long-term engagement orientations. This reinforces employee commitment and their alignment with the Company's overall growth objectives.

Despite the challenges of the global economy, Vicostone proactively optimized its production and operations to ensure stable income and a sustainable working environment for its employees. The average monthly income of employees in 2025 reached million 24.14 VND, representing an increase of 22.49% compared to 2024. This growth reflects the Company's efforts to balance business efficiency with its commitment to employee well-being, while establishing a solid human capital foundation for its long-term development strategy.



4. Employee benefits and welfare

Vicostone defines its benefits system not merely as a matter of legal compliance, but as a strategic instrument to nurture engagement and reinforce long-term employee trust. Based on the Labor Law, Internal Labor Regulations, and the Collective Labor Agreement, the Company implements a comprehensive and integrated welfare policies that balance financial value and spiritual well-being, meeting the increasingly diverse needs of its workforce.

Regarding financial benefits, Vicostone ensures that 100% of its employees participate in all mandatory social and health insurance schemes. Furthermore, the Company enhances health protection through a comprehensive healthcare insurance package for all employees, including subsidized premium coverage for one family dependent. Notably, leveraging the Phenikaa Group Ecosystem, employees and their families enjoy preferential policies when using medical and healthcare services at the Phenikaa University Hospital system, Phenikaa General Clinics, and Phenikaa University Dental Clinics. These expansive insurance benefits reduce financial pressure during health issues, allowing employees and their families to maintain peace of mind and long-term commitment to the Company. Additionally, support programs for personal or family hardships, including grants for funerals, weddings, and illnesses, demonstrate timely care and strengthen the bond between the enterprise and its people.

Simultaneously, Vicostone emphasizes non-financial benefits to foster a cohesive and people-centric workplace. Programs supporting employee well-being include summer vacations, family days, employee recognition and gratitude events, intensive periodic health check-ups, and dedicated programs for employees' children.. These activities not only build internal cohesion but also promote corporate culture and solidify the partnership between employees and the Company..

By effectively combining financial and non-financial benefits, Vicostone is progressively building a comprehensive welfare ecosystem where employees are socially secured, spiritually supported, and personally recognized. This serves as the vital foundation for the Company to enhance engagement, stabilize its workforce, and achieve sustainable human resource development in the mid and long term.

VI. IMPLEMENTATION OF MAJOR PROJECTS IN 2025

Project on Enhancement of production capacity and improvement of transport infrastructure at Vicostone JSC

In 2025, Vicostone continued implementing the rest of the project on the Enhancement of production capacity and improvement of transport infrastructure at Vicostone JSC since 2021.

Total investment	VND 396.8 billion
Source of capital	Company's own capital
Investment objectives	Strengthening production capacity and improving product quality across the Company's manufacturing facilities to effectively support its business and operational requirements.
Duration	Quarter I/2021 – Quarter III/2025

Location	Vicostone JSC, Hoa Lac Hi-Tech Park, Hoa Lac Commune, Hanoi, Vietnam
Implementation progress	<ul style="list-style-type: none"> During 2025, the Company invested in the installation of a vibro-press production line at Factory No. 1. The project has completed construction, refurbishment, and installation works to support production and business activities. As of the reporting date, total project disbursement reached VND 165.95 billion. A high level of equipment localization was adopted, contributing to cost optimization and savings compared to the originally approved plan. Based on the current situation, the Company determined that certain items, such as the improvement of transport infrastructure, are not yet necessary for immediate implementation.

VII. THE ASSESSMENT OF THE BOARD OF DIRECTORS OVER THE BUSINESS OPERATION OF THE COMPANY IN 2025

In 2025, amid continued volatility in the global economy, the BOD assessed that the BOM has managed the Company's business operations in a proactive, flexible, and effective manner.

1. Business operation

- 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.

The BOD assessed that the synchronized implementation of management solutions played a significant role in maintaining stable production and business operations and strengthening the Company's foundation for sustainable development.

2. 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 Pro-site, 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.

The BOD highly appreciated the Company's implementation of flexible marketing campaigns, with timely adjustments in line with developments and specific characteristics of each market, contributing to maintaining a consistent and professional brand image on a global scale.

3. In human resources and corporate culture development

The BOD noted that human resource development continued to receive attention from the BOM and was implemented in line with the established direction

- 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.

4. Business governance

In 2025, the Company's BOD focused on directing the development and implementation of strategic action plans to respond to the complex fluctuations of the international trade environment, particularly tariff policies in key export markets.

- Response scenarios were designed with flexibility, focusing on safeguarding the Company's interests against signs of unfair competition and increasing cost risks arising from tariff barriers;

- In response to information that the U.S. Government was considering adjustments to tariff policies on imports from Vietnam, including quartz surface products, the BOD promptly instructed the BOM to develop response plans. These included reviewing the supply chain, optimizing cost structures, and proactively engaging with partners, industry associations, and international legal advisors to prepare measures to protect the Company's legitimate rights and interests;
- The BOM also closely directed the adoption of new working methods, R&D of new technologies and products, and automation of production processes. At the same time, a flexible and proactive risk management system was implemented and deeply integrated into all Company activities, from supply chain management, production, marketing, and sales to finance and investment. Each process was equipped with strict control mechanisms to effectively detect and prevent risks, ensuring stable and sustainable operations. The Board of Information Security Project strictly monitored compliance with the Information Security Regulations, ensuring rigorous management, synchronized implementation of security measures, and enhanced employee awareness.
- The ESG governance system was further strengthened. The implementation and achievement of international certifications ISO 14064 and ISO 14067 demonstrate the Company's strong commitment to greenhouse gas emissions management and to transparently and systematically pursuing the Net Zero 2050 roadmap.

5. Shareholder relationship

The BOD assessed that investor relations activities in 2025 were implemented diligently, transparently, and in full compliance with legal regulations. The 2025 Annual General Meeting of Shareholders was successfully held, ensuring the rights of shareholders and broad participation. Periodic reports, including the Annual Report and the Sustainable Report, were issued in a timely manner and received positive feedback from investors and experts, providing comprehensive information on the Company's performance to the community. The payment of dividends as planned and transparent information disclosure further strengthened shareholders' and investors' confidence in the Company's long-term development strategy.

E. CORPORATE GOVERNANCE

I. REPORT OF THE BOARD OF DIRECTORS

1. Members and structure of the Board of Directors

No.	BOD Members	Title	Time of election as BOD members	Time of dismissal as BOD members	Number of shares owned in Vicostone	Ownership ratio/ Outstanding shares (%)
1	Mr. Ho Xuan Nang	Chairman of BOD	12/04/2024	-	5,983,581	3.74%
2	Mr. Pham Tri Dung	Member of BOD – General Director	12/04/2024	-	353,391	0.22%
3	Ms. Le Thi Minh Thao	Member of BOD	12/04/2024	-	-	-
4	Ms. Tran Lan Phuong	Member of BOD	12/04/2024	-	18	-
5	Mr. Nguyen Quang Hung	Independent member of BOD	12/04/2024	-	-	-

The composition of the Company's Board of Directors (BOD) ensures diversity across multiple dimensions, including gender (with 2 out of 5 Board members being female) and professional expertise. The Board also complies with regulatory requirements regarding the number of independent directors, as well as the appropriate balance between executive and non-executive members. As of December 31, 2025, the Company's BOD had 1 independent member, thus complying with Point a, Clause 4, Article 276 of Decree No. 155/2020/NĐ-CP dated on December 31, 2020 on the ratio of independent members in a listed company.

All members of the Company's BOD have a Master degree in Business Administration (MBA) and are experts in law, finance, accounting, international trade, corporate governance, personnel administration, R&D, production administration, etc. They were responsible for discharging BOD tasks, prioritizing the interests of the Company's shareholders, as well as closely supervising activities throughout the Company.

(Detailed information on members of the Board of Directors is presented in Governance Structure)

2. The activities of BOD in 2025

In 2025, the global economic and political landscape continued to be characterized by significant risks and uncertainties. Although several major economies showed signs of recovery, the overall environment remained considerably affected by prolonged geopolitical tensions, regional conflicts, climate change, and cautious global financial conditions. For the engineered quartz stone industry, demand in key markets recovered slowly, while intensifying competition and the increasing adoption of trade defense measures and tariffs by various countries exerted substantial pressure on sales volumes, profit margins, and the ability of enterprises to expand market share.

Against this backdrop, the BOD of Vicostone reaffirmed its commitment to the strict observance of laws and regulations, ensuring full compliance with the Company's Charter, the Internal Regulations on Corporate Governance, and the Operational Regulations of the BOD. At the same time, the Board closely adhered to the objectives and strategic directions approved by the 2025 Annual General Meeting of Shareholders. On that basis, the BOD promptly provided strategic guidance and appropriate directions across all aspects of production and business operations, thereby enabling the Company to achieve relatively positive business results while continuing to maintain its orientation toward sustainable development.

The BOD's performance in 2025 is reflected in the following key areas:

2.1. Successfully organizing the 2025 GMS

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-ĐHĐCĐ 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.

2.2. Organizing periodic meetings of the BOD to evaluate the Company's performance and market situation to come up with appropriate development strategies and direction

In 2025, the 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 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 attended	Attending rate	Reason of absence
1	Mr. Ho Xuan Nang	Chairman of BOD	19	100%	
2	Mr. Pham Tri Dung	Member of BOD – General Director	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%	
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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.

2.3. Resolutions of the BOD issued in 2025

In 2025, the BOD approved the following resolutions:

No.	Resolution	Date (dd/mm/yyyy)	Content	Rate of agreement
1	01/2025 NQ/VCS-HĐQT	11/01/2025	Approving goods/service transactions between the Company and related parties in 2025	100%
2	02/2025 NQ/VCS-HĐQT	12/01/2025	Approval of salary distribution plan for 2025	100%
3	02A/2025 NQ/VCS-HĐQT	15/01/2025	Adjustment and amendment of Appendix 1 - Fixed salary scale in Salary regulations of the Company	100%
4	03/2025 NQ/VCS-HĐQT	21/01/2025	Approving the 2025 production and business plan	100%
5	04/2025 NQ/VCS-HĐQT	18/02/2025	Convening the 2025 GMS	100%

No.	Resolution	Date (dd/mm/yyyy)	Content	Rate of agreement
6	05/2025 NQ/VCS-HĐQT	17/03/2025	Approving the time and documents of the 2025 General Meeting of Shareholders	100%
7	06/2025 NQ/VCS-HĐQT	01/04/2025	Establishing ESG Department	100%
8	07/2025 NQ/VCS-HĐQT	06/05/2025	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%
9	08/2025 NQ/VCS-HĐQT	09/06/2025	Selection of a firm to review the semi-annual financial statements and audit the 2025 annual financial statements of the Company.	100%
10	08A/2025 NQ/VCS-HĐQT	25/06/2025	The first cash dividend in 2025	100%
11	09/2025 NQ/VCS-HĐQT	02/07/2025	Approval of additional transactions involving the purchase and sale of goods/services between Vicostone Joint Stock Company and Vicostone Australia	100%
12	10/2025 NQ/VCS-HĐQT	27/08/2025	Reappointing key personnel of the Company	100%
13	11/2025 NQ/VCS-HĐQT	04/12/2025	The second cash dividend in 2025	100%

2.4. Activities of BOD members

Members of the Board consistently upheld a strong sense of responsibility, transparency, and prudence in the performance of their assigned duties, while prioritizing the long-term interests of the Company and its stakeholders. Through close monitoring of market developments, timely strategic guidance, and enhanced oversight of the Board of Management, the Board of Directors made significant contributions to maintaining operational stability, strengthening adaptability, and ensuring the sustainable development of Vicostone during a period of considerable challenges.

Against the backdrop of continued volatility in the global macroeconomic environment and international markets in 2025, particularly the decline in demand in key export markets and increasingly intense competitive pressures, the Board of Directors of Vicostone effectively fulfilled its role in providing strategic direction and closely supervising the Company's operations.

Mr. Ho Xuan Nang – Chairman of the BOD

Mr. Ho Xuan Nang has been instrumental in directing and shaping the Company's development strategy since its early days of establishment, guiding VICOSTONE® to become one of the world's leading brands in engineered stone. With his strategic vision and extensive experience in the manufacturing and trading of building materials as well as corporate governance, he plays a pivotal role in defining Vicostone's long-term development strategy.

Amid fluctuations in the global market, Mr. Ho Xuan Nang continues to lead the Board of Directors in assessing macroeconomic trends, shaping market strategies, and strengthening the Company's competitive capabilities. He also works closely with the Board of Management and the Company's leadership team in implementing strategic decisions, promoting innovation in business operations, and developing the next generation of leaders, thereby contributing to Vicostone's stable and sustainable growth.

Mr. Pham Tri Dung - Member of the BOD and General Director

Mr. Pham Tri Dung has long been a key member of the Company's leadership team and has participated in managing the Company since its early and challenging stages. With many years of experience in business administration, supply chain management, market development, and brand building, he has made significant contributions to expanding markets, developing the Company's business network, and enhancing operational efficiency.

Since assuming the position of General Director in 2023, Mr. Pham Tri Dung has worked with the executive management team to implement flexible management solutions in response to market fluctuations. He has focused on strengthening business activities in key export markets while expanding the domestic market, promoting research and development of new products, optimizing

the supply chain, and improving cost control. These efforts have played an important role in maintaining the stability of the Company's production and business activities and reinforcing the foundation for Vicostone's sustainable growth.

Ms. Le Thi Minh Thao – Member of BOD

Ms. Le Thi Minh Thao has many years of experience serving in senior leadership positions at A&A Green Phoenix Group Joint Stock Company, the parent company of Vicostone.

With extensive management experience across multiple areas—particularly marketing, brand building, market research and development, and corporate governance—she has contributed valuable professional insights and strategic perspectives during discussions and decision-making processes of the Board of Directors.

In the challenging and volatile market conditions of 2025, Ms. Thao actively participated with the Board of Directors in providing direction on product development, market expansion, and improving sales effectiveness. She also promoted market research activities to promptly capture emerging trends and propose appropriate solutions. These contributions have supported the Board of Management in implementing flexible solutions and enhancing the Company's adaptability to changes in the business environment.

Ms. Tran Lan Phuong – Member of BOD

Ms. Tran Lan Phuong has extensive experience in human resource management, investor relations, and legal affairs. In her capacity as a member of the Board of Directors, she has contributed to guiding the Company's human resource development strategy and optimizing its organizational structure.

In the context of ongoing economic challenges and fluctuations in the labor market in 2025, she provided valuable input in reviewing, restructuring, and enhancing the quality of the Company's workforce, thereby ensuring that human resources are aligned with the Company's development requirements in the new phase. She also participated in supervising activities related to investor relations, information transparency, and legal compliance.

Mr. Nguyen Quang Hung – Independent member of BOD

With strong professional expertise and many years of experience in finance, accounting, and banking, Mr. Nguyen Quang Hung plays an important role in strengthening the independence and effectiveness of the Board's supervisory function.

In 2025, he actively participated in overseeing the compliance of the Board of Directors and the Board of Management with corporate governance standards, while monitoring and evaluating the Company's financial, accounting, and auditing activities. In addition, he provided advisory opinions on international governance practices and modern financial management, contributing to enhancing transparency, governance effectiveness, and Vicostone's risk management capabilities amid a volatile market environment.

3. Activities of Sub-Divisions of the BOD in 2025

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:

3.1. 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;
- Coordinate 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;
- Coordinate 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 laws;
- Organize the BOD and BOM meetings;
- Carry out other tasks.

3.2. Audit Committee

The Audit Committee, under the Board of Directors, 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 2025, the Company's Audit Committee performed the following key functions:

- Monitoring activities over the BOD and 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, etc.;

- 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.

4. Supervisory activities of the BOD over the BOM

In accordance with the Company's Charter and internal governance regulations, the BOD has supervised the BOM in managing business operations and executing the resolutions of the General Meeting of Shareholders and the BOD in 2025, specifically as follows:

4.1. Supervision methods

- 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 ad hoc 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.

4.2. Supervision contents

- Supervising the production and business planning in 2025 and implementation of profit targets in 2025 according to the plan approved by the GMS;
- Supervising the management activities of the BoM to improve the efficiency of production and business activities and hit targets;
- Reviewing and improving corporate governance, internal control and risk management activities;

- Supervising the preparation of the Company's separate financial statements, supervising the consolidation of financial statements of Vicostone with the financial reports of its subsidiaries for the quarters and fiscal year 2025 in accordance with the order, progress and current regulations;
- Supervising dividend payments to shareholders in June 2025 and December 2025.

4.3. Results of the BOD' supervision of the BOM

Through the supervision and control of the Company's activities in 2025, the BOD reached a consensus that the 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.

5. Results of implementing resolution of the 2025 General Meeting of Shareholders

5.1. Results of implementing the 2025 Business operation plan

In 2025, the global economic and political environment continued to face complex and unpredictable developments. Prolonged geopolitical tensions, particularly the Russia–Ukraine conflict, instability in the Middle East, and volatile movements in financial, monetary, and energy markets continued to exert adverse effects on the global economy. This overall context significantly affected business operations across many industries, especially in the construction sector, where demand for new construction and renovation projects in several countries recovered slowly.

For Vicostone, in its key export markets - particularly the United States - the adjustment and implementation of reciprocal tariff policies and trade defense measures continued to place considerable pressure on costs, profit margins, and overall business performance. These challenges required the Company to maintain a prudent and proactive approach in its management and operational decisions. The specific results of the company's 2025 business plan execution are as follows

Unit: VND Billion

Item	Actual in 2024	2025 Plan	Actual in 2025	2025 Actual vs Plan	Actual 2025 vs 2024
Net Revenue	4,322.07	4,719.00	4,128.89	87.50%	95.53%

Item	Actual in 2024	2025 Plan	Actual in 2025	2025 Actual vs Plan	Actual 2025 vs 2024
Total profit before tax	953.34	975.00	832.35	85.37%	87.31%

5.2. Selection of the independent auditor for auditing the 2025 financial statements

Authorized by shareholders at the AGM, the BOD contracted with Ernst & Young Vietnam Limited - one of the world's four biggest and most reputable auditing firms – to review mid-year and full-year financial statements for Vicostone alone and consolidated financial statements for Vicostone and the Company's members in 2025.

For several years, Ernst & Young Vietnam – Limited has earned the trust of the BOD to take charge of reviewing Vicostone's financial statements, assuring progress and quality as contractually required at a reasonable price. The auditing firm also gives advice to help Vicostone improve the financial management and compliance with existing regulations of the Government.

Vicostone's financial statements are consistently accurate, transparent, credible, in-line with regulations and an honest source of information. These statements provide investors and analysts with an accurate view of the Company's financial strength.

5.3. Profit distribution in 2025

In 2025, the Company distributed profits into funds according to the Resolution of the Annual General Meeting of Shareholders dated April 10, 2025, specifically:

Unit: VND

Indicators	Realized figure	Ratio %	Note
Undistributed profits of previous years	2,943,255,236,364		
Profit before tax in 2025	848,360,635,160		
Corporate income tax (CIT)	124,504,938,537		
Current CIT	124,504,938,537		

Indicators	Realized figure	Ratio %	Note
Deferred CIT	-		
Profit after tax in 2025	723,855,696,623		
First cash dividend payment in 2025	320,000,000,000	20.00%	Of the par value of VND 10,000 per share
Second cash dividend payment in 2025	288,000,000,000	18.00%	Of the par value of VND 10,000 per share
Allocation of the Awards and Welfare Fund	39,812,063,314	5.5%	Of the profit after tax
Bonus for BOD and BOM	3,619,278,483	0.5%	Of the profit after tax
Distributed profit	651,431,341,797		
Cumulative undistributed profit	3,015,679,591,190		

In 2025, the BOD approved the following dividend payments:

- June, 2025: Paid the first cash dividend of 2025 to shareholders at the rate of 20%;
- December, 2025: Paid the second cash dividend of 2025 to shareholders at the rate of 18%.

5.4. Authorization of the BOD to review, finalize investment projects, transactions, contracts signed between Vicostone and relevant parties

BOD on January 11, 2025 approved merchandise and service transactions for the year between Vicostone and relevant companies.

The details of this Resolution were publicly posted on the Company's website at: <https://vicostone.com/vi-vn/investor-news> and the portals of the Hanoi Stock Exchange and the State Securities Commission to ensure the legality and transparency.

5.5. Implementation of the plan to acquire the project “Investment in the Construction of a Manufacturing Plant for Unsaturated Polyester Resin with UV Resistance and Weather Durability for Use in the Production of Quartz-based Engineered Stone and Other Composite Materials”

Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders, the General Meeting approved the acquisition of the project titled “Investment in the Construction of a Manufacturing Plant for Unsaturated Polyester Resin with UV Resistance and Weather Durability for Use in the Production of Quartz-based Engineered Stone and Other Composite Materials.” However, the acquisition had not yet been implemented by the Board of Directors in 2025 due to pending procedures related to investment and land regulations.

6. Payment of remuneration for the BOD members in 2025

The payment of remuneration to the BOD members is based on the norms approved by the GMS, ensuring compliance with the provisions of the Company's Charter on remuneration, bonuses and operating expenses for the BOD’s members and relevant legal regulations.

In 2025, the Company paid remuneration to the BOD members according to the Resolution of the 2025 GMS. The total amount of remuneration the Company paid to the BOD members in 2025 is **VND 312,000,000**, specifically:

No.	BOD Members	Titles	Months	Remuneration (VND)
1	Mr. Ho Xuan Nang	Chairman of the BOD	12	72,000,000
2	Mr. Pham Tri Dung	Member of BOD – General Director	12	60,000,000
3	Ms. Le Thi Minh Thao	Member of BOD	12	60,000,000
4	Ms. Tran Lan Phuong	Member of BOD	12	60,000,000
5	Mr. Nguyen Quang Hung	Member of BOD	12	60,000,000
TOTAL				312,000,000

In addition to remuneration, BOD members that take charge of tasks at the Company also received their salaries in line with the Company's wage structure.

7. General assessment of the BOD performance in 2025

- In 2025, the global situation remained complex and uncertain. Despite these challenges, the BOD successfully achieved all its goals as outlined in the General Meeting of Shareholders (GMS) resolution in compliance with the law and guided the Company through a tough and demanding year. The BOD also oversaw operations and effectively managed the governance model, contributing to safeguarding shareholder interests and balancing the interests of stakeholders including the Company's customers, employees, and the community. Vicostone demonstrated strong corporate governance practices, ensuring that the Company's structure and operations comply with Vietnamese business law and the Company's charter;
- The BOD maintained quarterly meetings and ad hoc meetings to review and make timely decisions on the Company's production and business activities to ensure timely adaptation to unpredictable changes in the global economic and political situation;
- The BOD effectively directed the execution of the Resolution of the AGM, fulfilling growth targets for 2025, fully undertaking its obligations with the State budget, ensuring community interests, securing stable income, work, and health safety for employees, conducting conscious and responsible business with stakeholders;
- All BOD members were assessed to have successfully completed their tasks and actively and positively performed their assigned responsibilities. They made the best efforts to accomplish the assignments, and showed great leadership skills to drive their units to enable the Company to reach goals and implement plans. As a result of their extraordinary endeavor, the Company was able to realize earnings targets and pursue sustainable development. With years of experience in finance, international trade, corporate governance, human resources management, production technology, law and so forth, they were capable of delivering effective analyses and judgments, performed their roles with integrity and transparency, and assured and balanced the benefits of shareholders with those of stakeholders;
- Sub-divisions under the BOD contributed to assisting the BOD in risk management, internal audit, investment, and appointment of senior personnel.

8. The BOD's orientation and operational plan for 2026

The year 2026 is expected to continue witnessing complex and unpredictable developments in the global economy, alongside the ongoing restructuring of global supply chains and the increasing adoption of economic protectionist measures. Major economies such as the United States, the European Union (EU), and China are anticipated to further adjust their policies and development strategies in order to safeguard national interests and strengthen their competitive capabilities.

In this context, Vietnam is accelerating the restructuring of its production sectors and gradually affirming its role as an important link in regional and global supply chains. Nevertheless, the building materials industry in general, and the engineered quartz stone industry in particular, will continue to face numerous challenges arising from market dynamics, policy developments, and international competition.

Based on its close monitoring and assessment of market developments, the Board of Directors of Vicostone has determined that the Company's business operations in 2026 will continue to be guided by the principles of prudence and flexibility. Accordingly, the Company will proactively develop appropriate management scenarios to enhance its ability to adapt to changes in the business environment, while also seeking sustainable growth opportunities based on the core values and capabilities built over the years. In this context, a proactive mindset toward change and flexible adaptation will remain a central orientation in the Company's governance and management approach. Vicostone will therefore decisively implement a range of solutions to improve operational efficiency, focusing on the following key strategic directions:

- First, expanding the distribution network and increasing global brand coverage: continue to develop its direct distribution system for VICOSTONE® products in key markets while seeking opportunities to expand distribution channels in potential markets. Diversifying the distribution network will not only strengthen Vicostone's brand position but also enhance its ability to respond to fluctuations in international markets;
- Second, strengthening research and development to create differentiated competitive advantages: Priority will be given to investment in research and development of innovative and distinctive product lines that can stand out from similar products in the market. At the same time, the Company will promote the development of eco-friendly product lines and diversify product sizes to better meet the increasingly demanding requirements of global customers;
- Third, improving production efficiency and ensuring consistent product quality: implement comprehensive measures to enhance productivity and optimize production processes, with particular emphasis on quality control and product consistency. These factors are critical in maintaining the Company's brand reputation and meeting the increasingly stringent standards of international markets;
- Fourth, accelerating technology adoption and digital transformation in manufacturing operations: invest in and apply advanced technologies such as automation robots, artificial intelligence (AI), and smart sensor systems to improve product accuracy and reliability, while streamlining production processes and enhancing resource utilization efficiency;
- Fifth, promoting sustainable development and strengthening corporate governance: continue implementing ESG initiatives and its Net Zero roadmap to enhance sustainable development practices, aiming toward a growth model that balances business performance, social responsibility, and environmental protection. At the same time, the Company will further

improve its corporate governance in line with advanced governance practices, strengthen cost management, optimize inventory levels, and maximize the effective use of existing resources;

- Sixth, brand development: continue implementing an integrated marketing communications (IMC) strategy to maintain and expand market share in both domestic and international markets, while further enhancing the global recognition of the VICOSTONE® brand;
- Seventh, sustainable human resource development: focus on developing a high-quality workforce, ensuring stable employment and income for employees, and strengthening training programs to enhance the professional capabilities of its staff. These efforts aim to build a highly adaptable organization capable of accompanying the Company's development in the next stage.

9. Profit distribution plan in 2026

No.	Item	Unit	Excerpt/Profit after tax (%)	Note
1	Bonus and Welfare Fund	%	6.0%	Excerpt/Profit after tax
2	Bonus Fund of the Executive Board of the Company	%	1.0%	Excerpt/Profit after tax

II. REPORT OF THE AUDIT COMMITTEE

1. Member of the Audit Committee (AC)

No.	Member of the AC	Titles	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

(Details of the AC's member are displayed in Governance Structure and Management Apparatus)

2. Activities of the AC

Annually, the AC of the Vicostone JSC conducts meetings to report on the operations and implement works within the authorities and obligations in accordance with the Committee's rules of procedures. In 2025, meetings of the AC were conducted in full as planned, with 100% attendance by its members, demonstrating a strong sense of responsibility and a proactive approach in fulfilling assigned duties.

No .	Member of the AC	Titles	Number of meetings attended	Attending rate	Voting ratio	Reason for absence
1	Mr. Nguyen Quang Hung	<ul style="list-style-type: none"> – Independent BOD member; – Chairman of the AC 	4/4	100%	100%	-
2	Ms. Tran Lan Phuong	<ul style="list-style-type: none"> – Non-executive BOD member; – Member of the AC 	4/4	100%	100%	-

In addition to formal meetings, members of the AC also held a number of thematic working sessions with the participation of relevant individuals and departments throughout the course of their supervisory and audit activities, with the aim of clarifying key issues and enhancing the overall effectiveness of the AC.

2.1. Supervision toward activities of the BOD

The activities of the BOD complied with the laws, the Company's Charter and the Internal Regulation on Corporate Governance. Resolutions and decisions of the BOD were issued in a timely manner, in full compliance with prescribed procedures and authority, and ensured a sound legal basis. Specifically:

- All BOD members performed their assigned tasks in accordance with the provisions of the Company's Charter and related regulations;

- The BOD fully analyzed and evaluated the market context, the domestic and international economic and political situations, taking into account global fluctuations such as high inflation in many countries, geopolitical conflict, etc. then promptly provided solutions and strategic directions to help the Company fulfill its business goals;
- There were neither conflicts of interest among BOD members nor conflicts between BOD and the Company;
- Salaries and bonuses paid to executive BOD members were in line with their labour contracts the Company's wage structure; their remunerations were at the levels approved by the AGM;
- Remuneration for non-executive BOD members were at the levels approved by the AGM, ensuring full compliance with applicable regulations.

2.2. Supervision toward activities of the BOM

Based on its supervisory and assessment activities in 2025, the AC recorded the following observations:

- The BOM demonstrated a proactive role in the management and operation of the Company; business and production plans for the year were formulated and adjusted in a flexible manner, ensuring alignment with the strategic directions approved by the BOD and responsiveness to actual market development;
- The management and executive activities of the BOM were carried out in compliance with applicable laws and regulations, the Company's Charter, and its Internal Corporate Governance Regulations;
- Through its supervisory activities, the AC are not aware of any conflicts of interest between the BOM and the BOD, nor between the personal interests of members of the BOM and the interests of the Company;
- The payment of salaries, bonuses, and other remuneration and benefits to members of the BOM was conducted in accordance with labour contracts, relevant decisions, regulations, and the Company's internal policies.

Details of salaries, bonuses, and remuneration paid to members of the BOD and the BOM in 2025 are as follows:

No.	Full name	Titles	Income (VND) (*)
1	Mr. Ho Xuan Nang	Chairman of the BOD	72,000,000

No.	Full name	Titles	Income (VND) (*)
2	Ms. Le Thi Minh Thao	Member of the BOD	60,000,000
3	Ms. Tran Lan Phuong	Member of the BOD	60,000,000
4	Mr. Nguyen Quang Hung	Member of the BOD	60,000,000
5	Mr. Pham Tri Dung	Member of the BOD General Director	4,239,647,783
6	Mr. Nguyen Quang Anh	Vice General Director	3,222,979,664
7	Mr. Luu Cong An	Vice General Director	3,790,224,319
8	Mr. Nguyen Chi Cong	Vice General Director	2,811,947,018
9	Mr. Dong Quang Thuc	Vice General Director	2,491,392,532
10	Ms. Tran Thi Thu Huong	Vice General Director	2,296,139,703
	Total		19,104,331,019

(*) The above income represents the consolidated income for 2025 for all management and executive positions in the Company, including members of the BOD & BOM.

2.3. Results of supervision towards the financial statements, operations and financial situation of the Company

2.3.1. Financial statements

In 2025, the AC conducted quarterly reviews of the Company's Financial Statements prior to public disclosure. At the same time, the AC coordinated with the independent auditor - Ernst & Young Vietnam Co., Ltd. - in the review of the semi-annual Financial Statements and the audit of

the Financial Statements for the year ended 2025. Based on the results of these activities, the AC noted the following:

- No indications of violations relating to independence or confidentiality principles were identified with respect to the independent auditor or members of the audit engagement team during the provision of audit services to the Company;
- Economic and financial transactions arising during the year were fully and appropriately recorded and reflected in accordance with the Company’s actual business operations in 2025; no material misstatements were identified that could affect the truthfulness and fairness of the Financial Statements;
- No material misstatements were identified in relation to significant accounting estimates applied by the Company in the preparation and presentation of the 2025 Financial Statements;
- The Financial Statements for the year ended 2025 fairly and truly present, in all material respects, the Company’s financial position as at December 31 2025, as well as its operating results and cash flows for the financial year then ended, in compliance with Vietnamese Accounting Standards, the Vietnamese Accounting System, and relevant legal regulations;
- No material abnormalities or matters requiring attention were identified in relation to related-party transactions; such transactions were conducted on a market-price basis at the time of execution and did not materially differ from arm’s-length transactions;
- The preparation and disclosure of quarterly Financial Statements, semi-annual Financial Statements, and the audited Financial Statements for 2025 were carried out in compliance with regulations issued by the State Securities Commission, the Hanoi Stock Exchange, and other relevant applicable laws.

2.3.2. About the Company’s business operation

In 2025, the BOD and BOM of the Company put tremendous effort in managing and operating production and business activities. However, due to the global economic challenges, the Company's production and business performance did not reach the target set by the General Meeting of Shareholders.

2.3.3. About the Company’s financial situation

In 2025, the Company’s financial situation remained stable with high payment ratio due to effective operations and sensible capital structuring:

Item	Unit	31/12/2024	31/12/2025	Decrease/ Increase
Total asset (1)	VND Billion	6,466.97	5,750.40	(716.58)
Current assets (2)	VND Billion	5,473.45	4,803.94	(669.51)
Total capital (3)	VND Billion	6,466.97	5,750.40	(716.57)
Liabilities (4)	VND Billion	1,357.35	617.70	(739.65)
<i>Current liabilities</i> (5)	VND Billion	1,326.64	<i>523.54</i>	<i>(803.10)</i>
Current ratio (6) = (1)/(4)	Times	4.76	9.31	4.55
Liquidity ratio (7) = (2)/(5)	Times	4.13	9.18	5.05

The Company did not raise capital through bond issuances. Vicostone utilized bank loans appropriately and fulfilled all principal and interest payment obligations in a timely manner.

2.4. Internal control and risk management systems

The Company's internal control and risk management systems continued to be further enhanced, operated in a stable manner, and demonstrated their effectiveness. Based on the review of several key processes, the AC recorded the following results:

- The internal control and risk management systems were maintained in smooth and effective operation, with their overall effectiveness continuing to improve;
- Through the review process, no material weaknesses in the Company's internal control system were noted;
- The Company's units and departments highly and strictly complied with regulations and procedures; no failures and violations were found;

- Operational procedures were continuously reviewed, adjusted and updated to meet business conditions;
- Internal assessments and the accreditation of quality management systems in accordance with standards such as ISO 9001:2015, ISO 14001, etc. continued to be carried out on a regular and consistent basis.

2.5. About the Company's legal compliance

Throughout its operations, the Company has consistently and strictly complied with applicable laws and regulations in areas including tax administration, environmental protection, and the management of natural resources and minerals, etc. Based on the supervisory activities conducted, no violations of laws or regulations were identified. The Company did not incur any tax arrears and has fully and timely fulfilled all financial obligations in accordance with State regulations.

2.6. Coordination between the AC, the BOD and the BOM

In the performance of its duties, the BOD and the BOM consistently provided favorable conditions, support, and proactive coordination with the AC. Specifically:

- The BOD and the BOM provided complete and timely processes, documents, and reports related to the Company's governance and executive management, thereby facilitating the AC's audit and supervisory functions;
- The AC regularly participated in key meetings of the BOD and the BOM, 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 AC 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.

3. Recommendations of the AC

Based on the results of its monitoring and evaluation activities, the AC notes that the Company's operations - particularly in the field of engineered stone exports - are subject to various risks arising from macroeconomic volatility, weakening demand in key export markets, increasing competitive pressure, fluctuations in logistics costs, and the potential emergence of trade remedy measures. In order to proactively manage risks and enhance operational efficiency, the AC recommends that the BOD and the BOM consider and direct the implementation of the following measures:

- Strengthening market and macroeconomic risk management: intensifying market analysis, forecasting, and close monitoring of developments in export markets; developing and regularly updating response scenarios to address risks related to demand contraction, heightened competition, supply chain volatility, and changes in trade policies in target markets;
- Enhancing product quality and competitiveness: maintaining the effectiveness of the quality management system; increasing investment in research and development as well as the application of new technologies; and developing products that meet increasingly stringent requirements in terms of quality, environmental protection, and sustainable development, thereby mitigating the risk of market share erosion;
- Further improving the internal control and risk management system: regularly reviewing, updating, and enhancing internal processes; strengthening training and internal communication to raise awareness of compliance, risk management, and execution responsibilities among employees throughout the Company.

4. 2026 Major plans

Based on its functions and duties, as well as the Company's strategic orientation, in 2026 the AC will focus on implementing the following key areas of work:

- Oversight of corporate governance and executive management: monitoring and evaluating the performance of the BOD, the BOM, and individual members in their governance and executive functions, ensuring alignment with the Company's strategy, objectives, and applicable regulations;
- Oversight of the implementation of strategic objectives and business plans: monitoring and assessing operational performance and the achievement of strategic and business objectives for 2026; timely reporting and making recommendations for appropriate adjustments when necessary;
- Enhancing support for risk management implementation: coordinating with and supporting relevant units in the comprehensive and consistent implementation of risk management activities in 2026, thereby strengthening the Company's overall risk identification, assessment, and control capabilities;
- Assessing the effectiveness of governance and control systems: evaluating compliance, cost-effectiveness, efficiency, and effectiveness of the risk management framework and other key operational processes, and proposing appropriate improvements where necessary;
- Oversight of financial reporting: reviewing quarterly financial statements; coordinating with the independent auditor in the review of the semi-annual financial statements and the audit of the 2026 annual financial statements;

- Oversight of legal and regulatory compliance: monitoring and reviewing compliance with applicable laws and regulations throughout the Company, with a view to ensuring lawful business operations and minimizing legal and regulatory risks.

III. REPORT OF THE BOARD OF INVESTOR RELATIONS

1. Shareholder information

1.1. General information

- Address: Hoa Lac Hi-Tech Park, Hoa Lac Commune, Hanoi, Vietnam
- Tel: +84 2433 685 826 Fax: +84 2433 686 652
- Email: quanhecodong@vicostone.com
- Investor relation port: <https://vicostone.com/vi-vn/investor-news>

1.2. Information on stock

(As at December 18, 2025)

- Registered charter capital: VND 1,600,000,000,000 (One thousand six hundred billion Vietnamese dong)
- Total amount of issued and listed shares: 160,000,000 shares (one hundred and sixty million shares)
- Stock code: VCS, Listed on the Hanoi Stock Exchange (HNX) and officially launched the first transaction on December 17, 2007.
- Type of stock: Common stock
- Total amount of outstanding shares: 160,000,000 shares
- Total amount of free float shares: 160,000,000 shares
- Total amount of over-the-counter shares: 0
- Total amount of treasury shares: 0
- Par value: VND 10,000
- Fiscal year-end on: December 31

- Independent auditing unit: Ernst & Young Vietnam Ltd. Co.

1.3. Shareholder structure

(Upon the list of shareholders registered with Vietnam Securities Depository and Clearing Corporation as of December 17, 2025)

Type of shareholders	Number of shares	Ownership ratio (%)	Number of shareholders
By ownership ratio	160,000,000	100%	5,680
Major shareholders (owning 5% stock capital or more)	134,647,082	84.154%	1
Small shareholders	25,352,918	15.846%	5,679
By shareholder type	160,000,000	100%	5,680
Individuals	136,351,314	85.220%	47
Organizations	23,648,686	14.780%	5,633
By country and territory	160,000,000	100%	5,680
Domestic shareholders	158,048,360	98.780%	5561
Foreign shareholders	1,951,640	1.220%	119
By ownership type	160,000,000	100%	5,680
State shareholder	-	-	-
Other shareholders	160,000,000	100%	5,680

Type of shareholders	Number of shares	Ownership ratio (%)	Number of shareholders
Maximum foreign ownership ratio as per Vietnamese government regulations		49%	
Foreign ownership ratio as of final registration date of December 17, 2025		1.220%	

1.4. Ownership of major shareholder (owning 5% stock capital or more)

(Upon the list of shareholders registered with Vietnam Securities Depository and Clearing Corporation as of December 17, 2025)

No.	Name of individual/institution (representative)	Category of shareholder		ID Number/Business registration certificate	Date of issue	Amount of Owned shares	Owned shares/ Outstanding shares ratio (%)
		State shareholder	Major shareholder				
1	A&A Green Phoenix Group JSC		X	0104961939	20/10/2010	134,647,082	84.154

1.5. Ownership of insiders (members of BOD, BOM and AC)

(Upon the list of shareholders registered with Vietnam Securities Depository and Clearing Corporation as of December 17, 2025)

No.	Full name	Title and position	Amount of owned shares at the end of the year	Owned share/outstanding shares ratio (%)
1	Mr. Ho Xuan Nang	BOD Chairman	5,983,581	3.740
2	Ms. Le Thi Minh Thao	BOD Member	0	0
3	Mr. Nguyen Quang Hung	- BOD Member - Chairman of the AC	0	0
4	Ms. Tran Lan Phuong	- BOD Member - Member of the AC	18	0
5	Mr. Pham Tri Dung	- BOD Member - General Director	353,391	0.221
6	Mr. Luu Cong An	Vice General Director	206,261	0.129
7	Mr. Nguyen Chi Cong	Vice General Director	10,975	0.007
8	Mr. Dong Quang Thuc	Vice General Director	10	0
9	Mr. Nguyen Quang Anh	Vice General Director	51	0

No.	Full name	Title and position	Amount of owned shares at the end of the year	Owned share/outstanding shares ratio (%)
10	Ms. Tran Thi Thu Huong	Vice General Director	0	0
11	Ms. Nguyen Phuong Anh	Chief Accountant	0	0
	Total		6,554,287	4.096%

1.6. Shares transaction of insiders and related persons

In 2025, there were no transactions by members of the BOD, BOM and Audit Committee, Chief Accountant, major shareholders and those related to the persons above.

1.7. Share transaction of Treasury shares

In 2025, there were no transactions of treasury shares.

1.8. Investor relations policies at Vicostone

1.8.1. Ensure rights and equality of shareholders and investors

Vicostone consistently adheres to the principle of equality of all shareholders and investors throughout its corporate governance and management activities. The protection of shareholders' lawful rights and interests is the core principle for maintaining the Company's stability and sustainable development.

- The Company is committed to adopting modern corporate governance standards and strictly complying with all applicable laws and regulations, thereby fostering long-term trust and satisfaction among shareholders and investors;
- Shareholders' rights are fully and clearly stipulated in the Company's Charter, in compliance with applicable laws and international standards. On this basis, Vicostone continues the development and implementation of governance policies aimed at protecting the legitimate rights of both major and minor shareholders without distinction between domestic and international investors;

- Vicostone consistently maintained the accurate, transparent, and timely disclosure of information essential for decision-making, ensuring that all shareholders had full and equal access to the same information;
- The Shareholder Relations page on Vicostone’s official website, featuring a user-friendly and intuitive interface, was developed and managed as an effective communication channel, allowing shareholders and investors to quickly and easily access documents, reports, and key information about the Company’s operations. The website reflects Vicostone’s ongoing efforts to enhance the shareholder experience.
- Vicostone’s Board of Investor Relations served as a strong bridge between the Company and the community of shareholders and investors, handling information requests through multiple channels, including email, phone, and the website. This approach not only safeguarded shareholders’ right to information but also affirmed Vicostone’s commitment to transparency, professionalism, and long-term investor relations.

The equal treatment policy exemplified the Company’s dedication to high standards of corporate governance and reinforced its enduring commitment to cultivating trust, generating sustainable value, and promoting the collective advancement of the investor community. Vicostone has consistently enhanced its governance practices, strengthened the quality of information disclosure, and adopted the reporting standards increasingly aligned with international best practices in order to enhance transparency and support shareholders and investors in accessing comprehensive, consistent, and reliable information. The principle of equal treatment has not merely been implemented as a compliance requirement but also served as a fundamental basis for Vicostone to reinforce market confidence, support long-term value creation, and accompany the sustainable development of the investor community.

1.8.2. Ensures the compliance, transparency and the reliability of information disclosure

Ensure the legal compliance

- Vicostone consistently and strictly adhered to information disclosure regulations in accordance with Circular No. 96/2020/TT-BTC, Circular No. 18/2025/TT-BTC, and the guidelines set by the Hanoi Stock Exchange and the State Securities Commission;
- Information relating to shareholders’ rights and interests were disclosed by the Company in a timely, accurate, and consistent manner, ensuring that shareholders have full access to material information necessary for the exercise of their rights in accordance with applicable laws. Through a transparent disclosure mechanism and strict content control, the Company ensured a high level of reliability of information regarding its business and production activities,

financial position, development plans, and other material matters, thereby supporting shareholders and investors in their decision-making process.

Disclose information regarding the General Meeting of Shareholders:

- At Annual General Meetings of Shareholders, the Chairman and members of the Board of Directors attended with the highest level of responsibility, willing to listen, address all questions, and provide necessary information as requested by shareholders. This ensured that all shareholders received clear answers regarding the Company's operations.
- Additionally, representatives from Ernst & Young Vietnam Ltd., an independent auditing firm, were also present at the meeting. Their participation reinforced objectivity, transparency, and professionalism in addressing shareholder inquiries related to the financial audit. The auditors were readily available to provide further information or elaborate on issues raised by shareholders, fostering trust and consensus between the Company and investors. This was not only a demonstration of Vicostone's commitment to transparent governance but also a reflection of the respect and dedication to shareholder interests.
- Vicostone's General Meeting of Shareholders Minutes were accurately and comprehensively recorded, capturing the full content of the meetings and shareholder questions in accordance with legal requirements. These minutes, along with the General Meeting of Shareholders Resolution, were published within 24 hours of the meeting to the Hanoi Stock Exchange, the State Securities Commission, and Vicostone's official website, ensuring promptly and timely access to information for shareholders and investors.
- Before publication, all information was reviewed by the Board of Investor Relations and reported to the BOD, BOM, public relations representatives, and relevant functional divisions to ensure accuracy, transparency, and completeness. This process ensured disclosed information to comply with legal requirements and corporate governance best practices with respect to accuracy, transparency, and completeness.

Independent Audit and Internal Audit:

- With the goal of enhancing transparency and reliability in published data, Vicostone selects Ernst & Young Vietnam Ltd. as the independent auditor. The firm was responsible for reviewing Vicostone's semi-annual financial reports and auditing annual financial reports, ensuring compliance with the highest standards of accuracy and accountability. The selection of a reputable independent audit firm was made on the basis of ensuring independence, objectivity, and compliance with applicable regulations, thereby contributing to the enhancement of the quality of financial information provided to shareholders, investors, and other stakeholders.

- In addition, the Audit Committee of the Company's BOD conducted internal audits for quarterly financial reports (prepared by the Company), as well as semi-annual and annual financial reports. These audits aimed to ensure that the financial statements accurately and comprehensively reflected the Company's overall financial position. They also served to prevent irregularities, detect any notable issues related to transactions with relevant parties, and safeguard against violations of auditor independence or breaches of information confidentiality, contributing to the enhancement of the Company's internal control effectiveness and overall quality of corporate governance.

1.8.3. Implementation of multiple channels of communication for shareholders and investors

Vicostone utilized a wide range of channels to disclose information and engage with shareholders and investors in accordance with current regulations, including;

- The Company's official website;
- Mass media;
- Direct meetings with shareholders, investors, the press, and other relevant parties.

These channels were operated in an integrated manner and regularly reviewed and enhanced to improve the quality of information disclosure and the effectiveness of engagement. Through a diversified communication system, information relating to the Company's development orientation, business strategy, operation and business results, and corporate governance was updated in a timely, comprehensive, and consistent manner, while ensuring fair and equal access to information for shareholders and investors.

Vicostone remained committed to transparent and full disclosure of information, ensuring strict compliance with the law. All information was accurately and promptly updated. Additionally, the Company progressively provided dual-language (Vietnamese and English) publications on its official website, including Financial Statements, Corporate Governance Reports, Annual Report, Sustainable Development Report, General Meeting of Shareholders documents, and other disclosures.

Not only did Vicostone comply with regulations, but Vicostone also proactively shared vital information that could impact the interests of shareholders and investors. This included details on new products, insights into medium and long-term development strategies, and updates on important changes in the Company's business and sales operations.

1.9. Dividend policy and payment ratio

1.9.1. Implementation of interest-balancing, fair and consistent dividend policy

Vicostone pays dividends in strict compliance with current laws, ensuring all tax obligations are met, statutory funds are established, and financial stability is maintained. The annual dividend rate and payment methods are proposed by the Board of Directors and approved by the General Meeting of Shareholders (GMS), ensuring alignment with the Company's business performance and strategic development plans.

Vicostone's dividend policy strikes a balance between maximizing shareholder value and reinforcing financial reserves for sustainable growth. The Company employs a flexible approach, utilizing both cash and stock dividends based on annual performance, capital expenditure needs, and financial capacity, all while strictly adhering to State regulations.

Dividend payments are made based on the following principles:

- **Profitable business:** Dividends were paid only when the Company was profitable, funds were fully set, and tax and other financial obligations required by law were fulfilled.
- **Financial safety:** Upon the payment of dividends, the Company remained capable of settling debts and properties obligations due;
- **Harmonization of goals:** Ensured shareholders' interests at the same time addressed capital needs to expand business and production, serving the Company's sustainable development goals;
- **Equity according to shares:** in proportion to the number of shares they owned, ensuring transparency and fairness.

Vicostone remains a stable dividend policy that reflects our business results and market conditions. By maintaining consistent and reasonable payouts, Vicostone aims to deliver long-term value to shareholders while ensuring the financial resources necessary for future sustainability.

1.9.2. Vicostone's 2025 rate of dividend payment

Year	Dividend ratio	Provisioned value of the dividend (VND)	Settled value of the dividend (VND)	Note
2007	14%	3,354,483,463	3,284,483,463	From profit after tax in 2006

Year	Dividend ratio	Provisioned value of the dividend (VND)	Settled value of the dividend (VND)	Note
2008	20%	14,717,824,240	14,787,824,240	From profit after tax in 2007
2009	-	1,497,600,000	1,497,600,000	From profit after tax in 2008
2010	35%	53,625,000,000	53,625,000,000	20% of profit after tax in 2009 15% of profit after tax in 2010
2011	5%	9,942,391,000	10,533,300,000	From profit after tax in 2010
2012	20%	105,998,502,000	106,427,397,000	From profit after tax in 2011
2013	-	-	124,536,000	-
2014	25%	111,298,527,500	26,495,156,100	5% of profit after tax t in 2013 20% of profit after tax in 2014
2015	40%	169,597,804,000	169,571,493,275	From profit after tax in 2015
2016	40.00%	190,797,404,000	275,186,472,700	From profit after tax in 2016

Year	Dividend ratio	Provisioned value of the dividend (VND)	Settled value of the dividend (VND)	Note
	~ 13.21%	70,007,490,000	-	Issued bonus shares
2017	20.00%	120,000,000,000	120,012,199,500	From profit after tax in 2017
	~ 33.33%	200,000,000,000	-	Issued bonus shares
2018	40%	476,800,000,000	388,181,228,100	20% of profit after tax in 2017 20% of profit after tax in 2018
	100%	800,000,000,000	-	Issued bonus shares
2019	40%	627,200,000,000	713,512,226,500	40% of profit after tax in 2019
	2.04%	240,247,311,882	-	Distribution of bonus shares for shareholders using treasury shares
2020	40%	630,400,000,000	630,400,000,000	20% of profit after tax in 2019 20% of profit after tax in 2020

Year	Dividend ratio	Provisioned value of the dividend (VND)	Settled value of the dividend (VND)	Note
2021	40%	640,000,000,000	640,000,000,000	40% of profit after tax in 2021
	3.09%	292,964,708,657		Distribution of bonus shares for shareholders using treasury shares
2022	60%	960,000,000,000	960,000,000,000	60% of profit after tax in 2022
2023	40%	640,000,000,000	640,000,000,000	40% of profit after tax in 2023
2024	40%	640,000,000,000	640,000,000,000	40% of profit after tax in 2024
2025	38%	608,000,000,000	608,000,000,000	38% of profit after tax in 2025

In 2025, Vicostone made advance dividend payments to shareholders according to the dividend payment policy approved by the 2024 General Meeting of Shareholders, specifically as follows:

	1 st cash advance in 2025	2 nd cash advance in 2025
Advance dividend payment rate	20%/share (VND 2,000 per share)	18%/share (VND 1,800 per share)
Final registration date	June 20, 2025	December 17, 2025

	1 st cash advance in 2025	2 nd cash advance in 2025
Payment date	June 27, 2025	December 25, 2025

2. Investor relations activities in 2025

In 2025, Vicostone continued to implement shareholder and investor relations activities on the basis of ensuring the provision of information in a consistent, transparent, and truthful manner, in compliance with applicable laws and corporate governance best practices. Vicostone committed to uniform, transparent, and truthful disclosure of information and remained ready to address all inquiries from shareholders, investors, analysts, and other relevant parties. This was done through various channels, such as direct meetings, email contact with the Board of Investor Relations (quanhecodong@vicostone.com), or the Company's official website (www.vicostone.com).

Vicostone ensured equal treatment for all shareholders, regardless of the scale of share ownership (major or minor), form (individual or organization), or nationality (domestic or international). This reflected the Company's responsibility and commitment to transparency in corporate governance

Vicostone's Boards of Investor Relations, Public Relations and other relevant units were responsible for fully, accurately, and promptly disclosing information while closely monitoring external communications to serve shareholders and investors. The Company consistently aimed for transparency and truthfulness in all shareholder relations, strictly adhering to legal regulations, while also ensuring the best interests of shareholders and investors and reinforcing the market confidence in the Company's corporate governance practices.

The Board of Investor Relations continued to effectively fulfil its foreign relations tasks and information disclosure functions, strictly adhering to the regulations of Circular No. 96/2020/BTC and Circular No. 18/2025/TT-BTC from the Ministry of Finance, as well as those of the State Securities Commission and the Hanoi Stock Exchange. In 2025, Vicostone registered no legal violations related to information disclosure, demonstrating its compliance with the rule of law, transparency, and responsibility in corporate governance.

The Company remained committed to disclosing information related to governance, business operations, and irregular events in a timely manner, ensuring transparency, accuracy, and truthfulness. The Company's Investors Relations page (<https://vicostone.com/vi-vn/investornews>) served as the official source for important documents such as financial statements, annual reports, General Meeting of Shareholders documents, and governance reports.

By maintaining transparent information disclosure policies, Vicostone not only met the information needs of shareholders but also reaffirmed its position as a leading business with a high level of commitment to transparency and responsibility.

In 2025, Vicostone's shareholder relations activities continued to be effectively implemented, contributing to the enhancement of the Company's corporate governance capacity and enabling the Company to be recognized in numerous prestigious awards and reputable rankings, including:

- Top 05 Sustainable Businesses for "**Breakthrough Corporate Governance**" within the 2025 CSI 100 Program: This award is presented by the Vietnam Chamber of Commerce and Industry (VCCI) in collaboration with the Vietnam Business Council for Sustainable Development (VBCSD) and relevant ministries. Evaluations are based on the CSI Index with rigorous ESG criteria, requiring businesses to demonstrate governance capacity, operational efficiency, and a commitment to sustainability. The award underscores Vicostone's long-term orientation toward enhancing competitiveness, contributing to green economic trends, and recognizes our outstanding efforts in implementing international governance standards and integrating ESG factors into our development strategy.
- **Top 10 HNX-Listed Companies** for Corporate Governance (2024–2025) for the fifth consecutive year: Honored at the 2025 Annual Business Conference organized by the Hanoi Stock Exchange (HNX), this achievement is a testament to our effective governance system, stringent risk management mechanisms, and commitment to transparent, timely information disclosure. By comprehensively integrating ESG (Environmental – Social – Governance) standards into our strategy and operations, Vicostone reaffirms its commitment to long-term, responsible development for the community, environment, and stakeholders, while actively contributing to the stability and sustainability of the Vietnam stock market.
- **Top 20 Best Annual Reports** (Non-Financial corporations) at the 2025 Listed Company Awards: This achievement marks Vicostone's 12th consecutive year of excellence in corporate reporting. Centered on the theme "*Green Transformation – Responsible Business*," our 2024 Annual Report reflects a steadfast commitment to governance quality and transparency. It underscores our ability to meet the evolving sustainability benchmarks expected of leading manufacturing enterprises.
- **Top 25 Leading Listed Brands by Forbes Vietnam** (2025): This accolade serves as a testament to Vicostone's brand equity and operational resilience amid a volatile global landscape. It acts as a powerful catalyst, driving our commitment to further elevate our brand value and prestige across both domestic and international markets.

3. Investor relations plan in 2026

Vicostone's Board of Investors Relations commits to effectively fulfilling its investor–shareholder relations mission by ensuring that information related to the Company's business and production is provided in a full, transparent, accurate, truthful, and timely manner. This reflects Vicostone's responsibility toward its shareholders and investors, contributing to building trust and fostering close relationships between the parties.

On the basis of its commitment to transparency and a high level of responsibility, the Board of Investors Relations has prepared a 2026 plan of action that focuses on the following central tasks:

- Pursuant to the approved Resolution of the 2025 Annual General Meeting of Shareholders, Vicostone ensures the payment of dividends for 2026 to existing shareholders in full compliance with applicable laws, while maintaining a balanced approach between shareholders' interests and the Company's sustainable development orientation;
- Continue to expand and improve the quality of communication channels with investors and shareholders, including direct meetings, phone calls, emails, etc., to ensure the timeliness, completeness, and transparency of shareholder and investor relations;
- Continue to maintain and improve standards in information disclosure to ensure compliance, transparency, timeliness, accuracy, and reliability, contributing positively to the stable and sustainable development of Vicostone on the stock market;
- Ensure the accurate and transparent disclosure of information regarding the Company's operations on the official website, going beyond the mandatory legal requirements to include additional relevant details that support transparency and assist shareholders and investors in making informed decisions;
- Continue to maintain regular disclosure and implement the irregular disclosure of information in English, alongside Vietnamese disclosure as required by Clause 1, Article 4 of Circular 68/2024/TTBTC which amends Article 5 of Circular 96/2020/TT-BTC, ensuring that international shareholders and investors have full, accurate, and timely access to information, thereby enhancing transparency and expanding the Company's visibility in the international market;
- Continue to participate in corporate governance training programs organized by the State Securities Commission and the Hanoi Stock Exchange to stay updated on knowledge and improve governance effectiveness. Implement ESG framework training programs for all Board members, the Executive Board, and key personnel, in order to strengthen internal capabilities, fulfill commitments, and create sustainable value, aligning with green business practices under

the ESG and NetZero framework, and fostering balanced, long-term development for all stakeholders, including the community and society.

The coordinated implementation of the above tasks will not only enhance the effectiveness of Vicostone's investor relations activities but also continues to reaffirm Vicostone's commitment to modern, transparent, and sustainable corporate governance standards.

Shareholders and investors can contact Vicostone's Board of Investor Relations via email at: quanhecodong@vicostone.com.

F. SUSTAINABLE DEVELOPMENT

I. SUSTAINABLE DEVELOPMENT COMMITMENT AND ORIENTATION

1. Our commitment to sustainable development

- Abide to the law as a transparent and ethical business;
- Contribute to make better life for the community and society;
- Cost-saving, efficient use of natural resources and sustainable technologies;
- Focus on human resources development as the core strength of the business;
- Realize all commitments to the stakeholders.

Vicostone always regards “sustainable development” as the compass that guides Vicostone through all activities, including production, sales, corporate governance, research and development, and human resources development. The conscious business and benefit of humanity and society is the fundamental principle for each of the Company’s actions. The sustainable development of Vicostone is attached to customers’ satisfaction, environmental protection, occupational health and safety, and social security and stability.

2. Incorporating the sustainable development strategy with 17 sustainable development goals (SDGs) of United Nation

Vicostone’s sustainable development strategy is based on the principle of respecting its commitment to stakeholders - which closely links with 17 sustainable development goals of the United Nations - while maintaining a successful operation that delivers good values to the society.

- Creating harmonious values with stakeholders by a long-term vision;
- Developing on the foundation of ecological and social sustainability;
- Constantly striving to uphold the philosophy of "living is giving";
- Contributing to and influencing a conscious business community and a civilized, knowledge-based, sharing society for a better life.

Economics

SGD 8: Decent work and Economic growth

SDG 9: Industry, Innovation and Infrastructure

SDG 11: Sustainable cities and communities

SDG 12: Responsible consumption and production

Environment

SDG 6: Clean water and sanitation

SDG 7: Affordable and clean energy

SDG 12: Responsible consumption and production

Society

SDG 4: Quality education

SDG 5: Gender equality

SDG 8: Decent work and economic growth

SDG 10: Reduced inequalities

SDG 11: Sustainable cities and communities

Corporate governance

SDG 8: Decent work and economic growth

SDG 9: Industry, Innovation and Infrastructure

SDG 17: Partnerships for the goal

SDG 13: Climate action

SDG 14: Life below waterSDG 3: Good health and well-being

SDG 12: Responsible consumption and production

SDG 16: Peace, justice and strong institutions

SDG 17: Partnerships for the goals

II. STAKEHOLDER ENGAGEMENT

Sustainable development requires a holistic approach and close collaboration with stakeholders. Guided by this Vicostone is committed to fulfilling its promises, ensuring a balance of interests, upholding the rule of law, and fostering relationships based on respect, cooperation, understanding, and shared growth. Stakeholder feedback, concerns, and expectations play a crucial role in shaping the Company's operations, management, and both short- and long-term strategies. Vicostone is dedicated to working alongside stakeholders to create a more inspiring, civilized, and fulfilling living and working environment every day.

The stakeholders of Vicostone are as follows:

- Shareholders & Investors
- Employees
- Customers
- Partners & Suppliers

- State agencies
- Media/ Press
- Community & Society

1. Vicostone's actions toward stakeholders

Stakeholder	Major concerns	Vicostone's goal	Communicating channels	Vicostone's actions
Shareholders & Investors	<ul style="list-style-type: none"> • Efficiency of business operation; • Accurate, transparent, prompt information disclosure; • Fair treatment and rights among shareholders and investors; • Quality of corporate governance; improvement of corporate governance in accordance with global standards; • Two-way communication between shareholders, investors, and the Company. 	<ul style="list-style-type: none"> • Maintenance and development of relationships with investors and shareholders; • Compliance with transparency and information disclosure rules; • Guarantee of the rights and benefits of shareholders and investors. 	<ul style="list-style-type: none"> • Organizing of Annual/ Extraordinary General Meetings of Shareholders; Collection of written feedback; • Email address (quanhecodong@vicostone.com) and hotline – directly contact with members of the Board of Investor Relations; • Company social networking sites. 	<ul style="list-style-type: none"> • Organizing of the Annual General Meeting (AGM) of Shareholders to review business result of the past year, in addition to discussing and consolidating action plans for the future. The 2025 Vicostone AGM of Shareholders was held on April 10, 2025, with the participation of shareholders and shareholder representatives, representing 144,088,078 shares and accounting for 90.06% of total voting shares; • Collection of written feedback among shareholders;

Stakeholder	Major concerns	Vicostone's goal	Communicating channels	Vicostone's actions
				<ul style="list-style-type: none"> • Ensuring that all shareholders can exercise their rights according to the law and Company's regulations; • Providing of full, transparent, and prompt information on production and sales to shareholders and investors; • Ensuring fair treatment among shareholders; • As a listed company, Vicostone implemented and fully observed the obligations and responsibilities in accordance with the laws of securities, and promoted the brand of VICOSTONE® to the investors; • In 2025, Vicostone approved the payment of the dividends twice, 1st

Stakeholder	Major concerns	Vicostone's goal	Communicating channels	Vicostone's actions
				time in June 2025 - rate 20%; 2nd time in December 2025 - rate 18%.
Employees	<ul style="list-style-type: none"> • Safe, friendly, and discrimination-free working environment; • Fair, attractive salary and bonus policies; competitive, diverse welfare regime; • Opportunities to join training programs and develop professional competencies; • Recognition of individual achievements and contributions. 	<ul style="list-style-type: none"> • Cultivation of teamwork spirit and discipline for all employees; • Enhancement of loyalty among employees towards the Company; encourage them to prolong their careers; • Evaluation and improvement of welfare policies for the labor; • Fostering the desire for community contribution 	<ul style="list-style-type: none"> • Labor Union Conference held annually; • Suggestion mailboxes located at communal zones in the Company; • Direct conversation through the Company's Human Resources Department; • Communication with line managers; • The Company's internal communication channels and social networking sites; 	<ul style="list-style-type: none"> • Vicostone launches measures to protect the employment and income of employees. No employee was discharged due to a shortage of work during the year; • Continuous improvement of the working environment, upheld solidarity, coordination via social and sports activities; • Providing educational opportunities for employees. 100% of the Company's employees were subject to regular performance reviews so that recommendations could be made to the Boards of Directors and

Stakeholder	Major concerns	Vicostone's goal	Communicating channels	Vicostone's actions
		among employees.	<ul style="list-style-type: none"> Company email address and phone number. 	<p>Management on skill and professional improvement programs and the next generation of managers and leaders can be identified and trained;</p> <ul style="list-style-type: none"> Conduct surveys to measure the happiness levels of all employees in the Company, process feedback, and offer timely and appropriate solutions to improve the effectiveness of the administrative and sales activities of the Company.
Customers	<ul style="list-style-type: none"> Guaranteed quality of products and services; Accessibility to the information of products and services; Providing of prompt, accurate, direct 	<ul style="list-style-type: none"> Improvement of customers' satisfaction with the products and services provided by Vicostone; Enhancement of the popularity for 	<ul style="list-style-type: none"> Surveys, interviews about service quality, product quality, consumption trends...; Direct conversation through the Customer Service 	<ul style="list-style-type: none"> Frequent conducting of market surveys to understand and predict consumer trends and thus develop product lines that satisfy the tastes and needs of customers;

Stakeholder	Major concerns	Vicostone's goal	Communicating channels	Vicostone's actions
	<p>information to make decisions about purchasing the products;</p> <ul style="list-style-type: none"> • High quality of customer services; prompt response and support to customers' complaints on clear agreement terms; • Build a sustainable strategy to protect the environment. 	VICOSTONE® brands on the market	<p>Department at the showroom and online;</p> <ul style="list-style-type: none"> • Company email address and phone number; • Company social networking sites. 	<ul style="list-style-type: none"> • Expansion of the distributors' network and agencies to increase market coverage and serve customers in all regions in the fastest manner possible. Vicostone's products are now available in 63 provinces and cities nationwide; • Participate in domestic and international exhibitions to introduce and promote products to customers. In 2025, Vicostone participated in several major exhibitions such as the Interior Design Show - IDS Exhibition at Toronto, Canada; Vietnam Interior and Building Exhibition (VIBE) 2025, Vietbuild International Exhibition, Hanoi Key Industrial Products Exhibition 2025, etc.

Stakeholder	Major concerns	Vicostone's goal	Communicating channels	Vicostone's actions
				<ul style="list-style-type: none"> • To train and to develop the Customer Service Department to resolve complaints professionally and diligently; • Frequent procedures review and improvement for receiving and handling customers' complaints to increase service quality and customers' satisfaction; • Expansion of customers' feedback channels: The Customer Services Department, through emails, 24/7 hotlines, etc.; • Establishment of an online sales system and implementation of demand boosting programs in the form of promotions and helping customers easily access

Stakeholder	Major concerns	Vicostone's goal	Communicating channels	Vicostone's actions
				<p>Vicostone's products and services;</p> <ul style="list-style-type: none"> Frequent surveys of customers' levels of satisfaction to foster strengths and improve shortcomings, aiming to provide the best quality services that meet the expectations of customers.
Partners & Suppliers	<ul style="list-style-type: none"> Guarantee of fair treatment among suppliers; Guarantee of fair, transparent cooperation based on a win-win principle; Confidentiality of partners' information preserved from their competitors. 	<ul style="list-style-type: none"> Assurance of cooperation on mutual respect and win-win principles; Assurance of all stakeholders' compliance with mutual agreements and obligations; Assurance of information 	<ul style="list-style-type: none"> Periodical meetings and evaluation with partners Feedback reception through departments handling conversation and direct work with partners and suppliers; Company email address and phone number. 	<ul style="list-style-type: none"> Transparent exchange of information during partner evaluation and contract negotiations; Update partner and supplier evaluation process regularly, focusing on aspects of safe production, environmental protection, and fulfilling commitments to relevant parties;

Stakeholder	Major concerns	Vicostone's goal	Communicating channels	Vicostone's actions
		confidentiality for partners.		<ul style="list-style-type: none"> • Participate in workshops and seminars to share experiences with partners in the industry, enhance the search for new cooperation opportunities; • Receive feedback through hotlines, email, direct communication, and provide timely responses.
State Agencies	<ul style="list-style-type: none"> • Compliance to the laws and rules issued by both central and local governments; • Accomplishment of the obligations and duties regulated by the State; • Participate in activities launched by State agencies. 	<ul style="list-style-type: none"> • Cooperation to further improve the laws and regulations on the Company's activities; • Fulfillment of the obligations and duties required by the State; • Active and effective performance in 	<ul style="list-style-type: none"> • Direct conversation through business meetings, seminars, economic and sustainable development forum, etc.; • Training programs, with updating of new legal documents and regulations organized by competent agencies; 	<ul style="list-style-type: none"> • Updating of legal documents relevant to the Company's areas of operation; • Comprehensive and strict implementation of the Company's obligations and responsibilities towards the State; • Strictly abide by the regulations on tax obligations. In 2025, Vicostone contributes

Stakeholder	Major concerns	Vicostone's goal	Communicating channels	Vicostone's actions
		the campaigns launched by the State agencies.	<ul style="list-style-type: none"> • Via units and departments handling direct work with State agencies; • Email address, Company's phone number. 	<p>VND 292.3 billion to the State budget;</p> <ul style="list-style-type: none"> • Participate in programs to raise public awareness of sustainable development and environmental protection, and cooperate with the Government in activities to improve livelihood for Vietnamese people. Vicostone with its parent company Phenikaa has participated in multiple social programs such as supporting areas affected by natural disasters, building charity houses, and supporting families in need, fighting the pandemics, etc.
Media/ Press	<ul style="list-style-type: none"> • Prompt release of accurate information for the press. 	<ul style="list-style-type: none"> • Regular meetings with the press; • Via direct conversation in press 	<ul style="list-style-type: none"> • Via direct conversation in press conferences, congresses, press invited programs 	<ul style="list-style-type: none"> • Maintenance of contact with press agencies and organized press conferences for

Stakeholder	Major concerns	Vicostone's goal	Communicating channels	Vicostone's actions
		conferences, congresses, press-invited programs organized annually by the Company;	<p>organized annually by the Company;</p> <ul style="list-style-type: none"> Regular meetings with the press; Company email address and phone number. 	<p>significant events as needed;</p> <ul style="list-style-type: none"> Providing of accurate, regular, timely information on the Company's production and sales activities while ensuring transparency and cooperation; Establish and maintain a sharing culture to ensure equal right of access to information among press agencies.
Community & Society	<ul style="list-style-type: none"> No negative impact of the production on the local environment and community; Local employment conditions; Development of economy and infrastructure for the local community, 	<ul style="list-style-type: none"> Assistance to the local socio-economic development and environmental protection; Support to the local community to achieve sustainable development; 	<ul style="list-style-type: none"> Via the Office of the Labor Union - the representative unit working regularly with the locality and community and social organizations; Email address, phone number of the Company; 	<ul style="list-style-type: none"> Hiring policies suitable with local employees, contributed to the stable livelihood of people in the area, with local employees accounting for 80% of the total workforce; Response to hunger eradication, poverty reduction and education

Stakeholder	Major concerns	Vicostone's goal	Communicating channels	Vicostone's actions
	charity and voluntary activities to benefit the society such as taking care of Vietnam's heroic mothers, supporting families hit by poverty and natural disasters, etc.	<ul style="list-style-type: none"> Promotion of corporate social responsibility, especially in dealing with the issues on environmental protection and social sustainability. 	<ul style="list-style-type: none"> Company social networking sites. 	<p>development, support policy beneficiaries, environmental protection in the local areas, etc. In 2025, Vicostone kept promoting charitable events such as: organize free medical examination and distribution of drugs for veterans in Thach That province, donating light bulbs and Lunar New Year's gifts to local people, building houses of gratitude;</p> <ul style="list-style-type: none"> Constant improvement of the environmental protection systems at the Company, contributed to the maintenance of a green-clean-beautiful and sustainable environment.

2. Vicostone's code of conduct towards relevant parties

2.1. Vicostone Culture – The Conscious Business Culture

Since the inception, the sustainability development and the balance interests of stakeholders are guiding principles behind the Company's decisions and actions. Vicostone places corporate social responsibility as the core of the business that helps create, foster better values for the community and the future generations. Vicostone's system of three core values and seven cultural characteristics is at the heart of the Vicostone Culture – The culture of the conscious business:

2.2. Core Values

- **Credibility:** Dare to think – dare to act, integrity, sincerity and commitment to the interests of all stakeholders;
- **Pioneership:** Never stop learning, be innovative and lead the market trend;
- **Inspiration:** Commit to making products of best quality and design, meeting the demand of customers and the market.

2.3. Cultural qualities

- **Trust:** Trust built within Vicostone as well as between Vicostone and its stakeholders;
- **Accountability:** Clear, transparent, well-communicated about all aspects and among all stakeholders;
- **Care:** Cautious and honest conduct in the spirit of sympathy, sharing and recognition;
- **Transparency:** Clarity and accuracy of information, policies, plans, targets, etc.;
- **Integrity:** Honest, straightforward, serious, and committed to humanity;
- **Loyalty:** Commitment, dedication, and effort;
- **Equity:** Encouragement of free and open expression and two-way feedback (between employees and managers).

2.4. Code of Conduct towards relevant parties

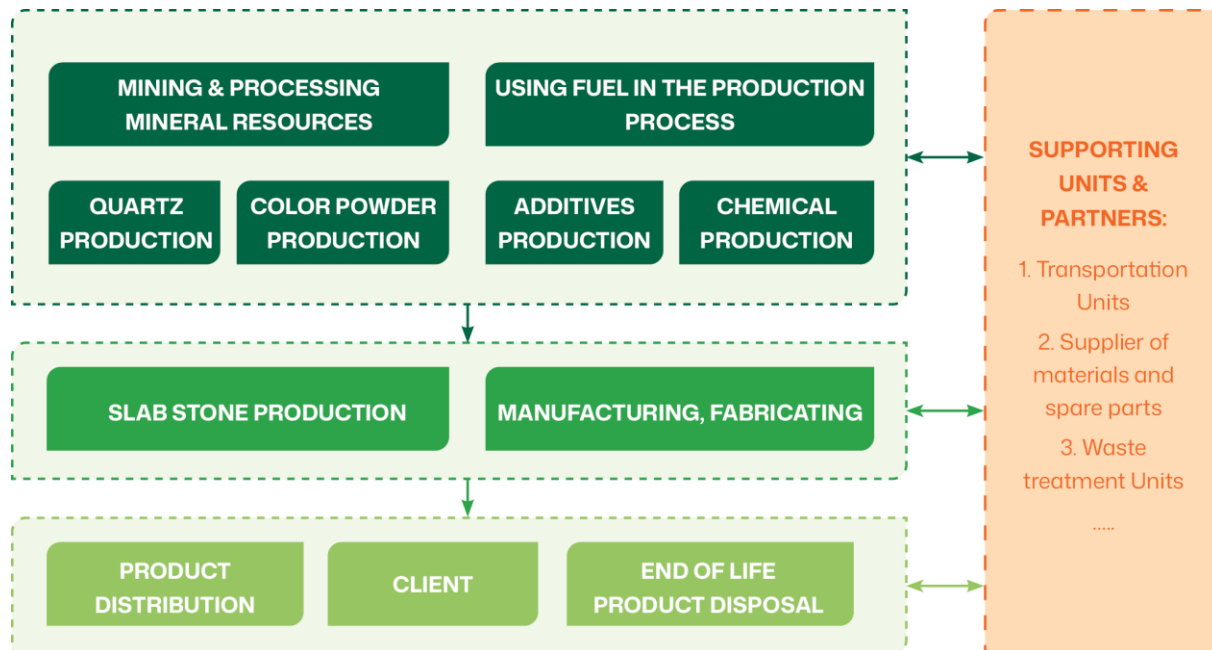
- **To the Employees:** Vicostone believes the value and success of the enterprise are built on the creativity, passion and discipline of each company member. Therefore, the Company has developed a happy, professional, friendly working environment that upholds constructive criticism and encourages individuals to freely demonstrate creativity and reach their full potential, thus making differences and contributions to the growth of the Company. In the spirit of understanding, caring and sharing, Vicostone is home to those whose dreams are nurtured and aspirations are awakened, developed and realized.
- **To Shareholders and Investors:** Transparency, respect, equality and cooperation form the foundation in Vicostone's relationship with investors and shareholders. The Company commits to bringing sustainable benefits to shareholders and investors through efficient business and investment activities, law abidance, and honest, prompt information disclosure to publicly report the results of corporate governance and business.
- **To Customers and Partners:** Customers, partners and agencies are the centers for Vicostone's decision making, assets and members, assisting the Company to realize its strategies and achieve the targets.
- **To Suppliers:** Vicostone commits to complying with relevant laws and regulations, meanwhile adheres to the principles of fairness, objectivity, and harmonization of the interests of all parties. Vicostone always supports suppliers in fair competition and firmly opposes illegal or unethical practices in competition.
- **To Competitors:** At Vicostone, every competitor is a friend for Vicostone to learn from and compete equally as the Company wants to keep improving its products and services, thus pushing the overall socio-economic development of the country.
- **To State agencies:** Vicostone pledges to honor and abide the laws on competition, environmental protection, labor, intellectual property and securities market. The Company also fulfills its obligations and duties asked by the State, stays righteous in the relationship with the State agencies, forbids any illegal and unethical actions even though they benefit the Company, and is willing to work with the regulatory bodies if needed.
- **To Community and Society:** As a member of the community and a cell of the society, Vicostone acknowledges the key role in environmental protection. The Company is willing to partner with the State and agencies to improve the living conditions for Vietnamese people and enhance the country's socio-economic development through smart technologies and production methods as well as scientific research.

III. ENVIRONMENTAL RESPONSIBILITIES

1. Greenhouse Gas Emissions

Vicostone consistently strives to become a leading brand in the engineered stone manufacturing industry, not only by delivering exceptional products but also by making positive contributions to the sustainable development of communities and society. The Company is committed to actively implementing greenhouse gas (GHG) emission reduction strategies across its business and production operations, contributing to the global effort to combat climate change and advance towards a greener future.

With four key pillars: Green Manufacturing – Eco-friendly Logistics – Sustainable Consumption – Forest Development, Vicostone builds a closed-loop value chain oriented toward sustainable development. We integrate international ESG standards to optimize business efficiency, focusing on emission reduction, resource conservation, and controlling environmental and social impacts throughout the entire product life cycle. Vicostone's supply chain operates based on the "4I" strategic framework – Internalization, Integration, Innovation, and Impact Tracking – from upstream to downstream. Through this, we are gradually realizing the Net Zero 2050 goal and transforming into an eco-material enterprise with international competitiveness.



The value chain of Vicostone

1.1. Scopes

2025 marked the second consecutive year in which Vicostone conducted a comprehensive greenhouse gas (GHG) inventory and emissions conversion for all emission sources in accordance with ISO 14064-1, covering the following gases: CO₂, CH₄, N₂O, and HFCs, and classified into three inventory scopes.

- Direct greenhouse gas emissions (scope 1):
 - Emissions caused by fuel combustion in static sources, including: the gas furnace providing thermal energy for the curing phase, the industrial gas stove in the cafeteria, and the backup power generator used during power outages;
 - Emission from burning fuel in mobile sources, including: operating forklifts and trucks to transport materials and products internally, select stones, and package products; operating wheel loader for materials and waste management;
 - Greenhouse gas emissions from direct leakage, including CO₂ fire extinguishers, refrigerant leaks from air conditioners and coolers, and emissions from wastewater treatment stations.
- Indirect greenhouse gas emissions (scope 2): originating from indirect sources, primarily the use of electricity from the national grid for production, with a smaller portion used to power common areas, cafeterias, and other facilities, etc.
- Indirect emissions from transportation and products used by the Company (scope 3): including upstream and downstream transportation and treatment of waste, main production materials, packaging materials, and waste treatment services.

1.2. Greenhouse gas (GHG) emissions inventory

The GHG emissions inventory is conducted using the "Operational Control" approach, covering all manufacturing activities, auxiliary systems directly controlled by Vicostone, and logistics activities with indirect impacts on the Company. Emission factors are referenced from IPCC AR6, QD2626 and the national grid emission factor published by the Ministry of Agriculture and Environment.

Type of greenhouse gas	Greenhouse emissions (kg)	Global warming potential GWP100	Total greenhouse emissions (tCO ₂ e)
Scope 1: Direct emissions			
CO ₂ e	929,721.40	1	929.72

Type of greenhouse gas	Greenhouse gas emissions (kg)	Global warming potential GWP100	Total greenhouse emissions (tCO ₂ e)
CH ₄ – Fossil-based	63.66	29.80	1.90
CH ₄ Biogenic	2,023.14	27	54.62
N ₂ O	96.28	273	26.29
HFC-32	33.40	771	25.75
HFC-125	11.00	3,740	41.14
HFC-134A	0	1,530	0.00
HFC-143A	0	5,810	0.00
HCFC-22	0	1,960	0.00
Total			1,079.42
Scope 2: Indirect emissions from national grid			
CO ₂ e	-	0.6592	9,934.56
Scope 3- cap 3: Indirect emissions from transportation			
CO ₂ e			26,948.01
Scope 3 - cap 4: Indirect emissions from products purchased by the Company			
CO ₂ e			40,351.49
Total greenhouse gas emissions			78,313.48

Greenhouse gas emissions in 2025 (Updated as of March 16, 2026)

No.	Origin	Unit	2023	2024	2025
1	Direct emissions – Scope 1	tCO ₂ e	847.53	1,123.07	1,079.42
2	Indirect emissions from national grid – Scope 2	tCO ₂ e	10,180.95	8,727.61	9,934.56
3	Total greenhouse gas emissions from Scope 1 & 2	tCO ₂ e	11,028.48	9,850.68	11,013.98
4	Indirect emissions from transportation and products purchased by the Company - Scope 3	tCO ₂ e	Not measured yet	54,703.03	67,299.50,
5	Total greenhouse gas emissions across all three scopes	tCO₂e	11,028.48	64,553.71	78,313.48
6	Production output	Ton	30,651.95	28,829.19	40,155.15
7	Emission intensity (Scope 1&2)	tCO ₂ e/ ton	0.36	0.34	0.27
8	Emission intensity (Scope 1, 2&3)	tCO ₂ e/ ton	Not measured yet	2.24	1.95

*Total greenhouse gas emissions and emissions intensity from 2023–2025**(Updated as of March 16, 2026)*

In 2025, production volume increased by 39% compared to 2024, reflecting the expansion of the Company's manufacturing operations. In parallel with this expansion, total greenhouse gas (GHG)

emissions across all three scopes increased, primarily driven by Scope 3 emissions associated with higher transportation activities, supply chain operations, and the use of input materials.

Despite the increase in total emissions in line with production growth, emissions intensity improved. Scope 1 and Scope 2 emissions intensity decreased from 0.34 to 0.27 tCO₂e per ton, while total Scope 1, 2, and 3 emissions intensity declined from 2.24 to 1.95 tCO₂e per ton. These improvements reflect enhanced energy management and more efficient production optimization, providing a solid foundation for the Company's emission reduction targets in the next phase.

1.3. GHG emissions management measures

- Continue complying with international environmental standards, including ISO 14001 (environmental management system) and ISO 50001 (energy management system) reducing Scope;
- Continue complying with international environmental standards, including ISO 14001 (environmental management system) and ISO 50001 (energy management system) reducing Scope. The measures implemented in 2025 are detailed as follows:
 - Energy efficiency: The Company improved energy efficiency, achieving a 3% reduction in diesel consumption for internal transportation activities compared to 2024
 - Use of renewable energy: In 2025, the Company implemented a rooftop solar power system at Phenikaa Hue with a capacity of nearly 1.2 MWh, contributing to the reduction of indirect emissions within Vicostone's upstream raw material supply chain. In parallel, the Company completed pilot testing of two electric forklifts and prepared a feasibility report, serving as the basis for transitioning from diesel-powered forklifts to electric forklifts starting in 2026;
 - Improve production processes to reduce 0.5% of main materials in factories and increase the material turnover rate (aiming for a 2% turnover rate at the Company's crushing and screening plants) to minimize environmental emissions;
 - Foster waste recycling: Vicostone has partnered and continues to collaborate with capable companies and agencies to convert production waste, such as mud and stone powder, into input materials for cement production. Simultaneously, the Company applies solutions to recover excess billet from the value chain and utilize it as input material for new products.

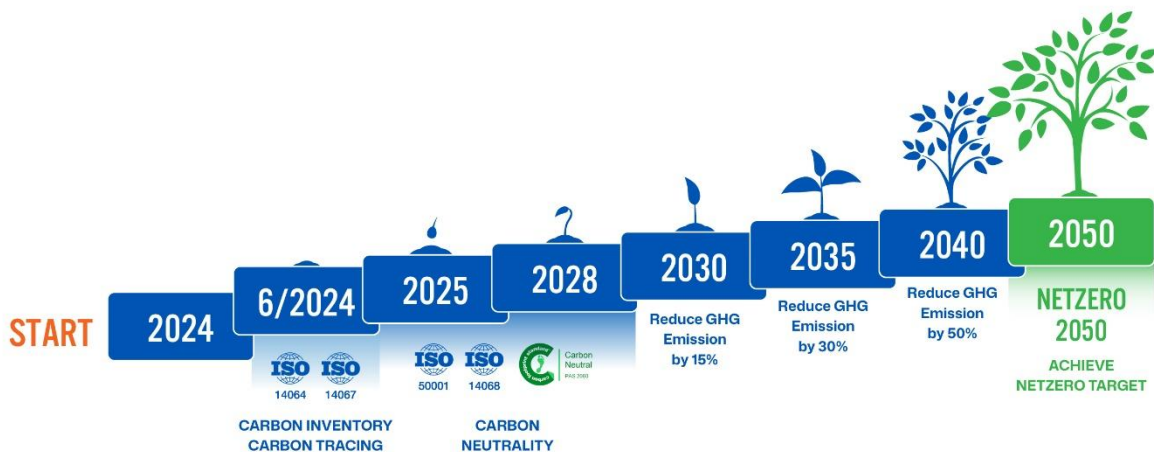
1.4. GHG Emission management objectives for 2026

Vicostone has established specific targets with an emission reduction roadmap for each phase, aiming for Net Zero GHG emissions by 2050. While 2024 was selected as the base year to establish the GHG emission baseline, 2025 serves as a phase for maintaining regular inventories, expanding

scope, and improving data accuracy, providing a foundation for medium and long-term reduction goals.

Starting from 2026, the training and implementation of ISO 14068 will enable Vicostone to transition step-by-step from emission management to carbon neutrality. This includes at-source emission reduction, the use of renewable energy, and appropriate carbon offsetting in accordance with international standards.

To ensure the accuracy and transparency of GHG accounting results, Vicostone maintains regular audits by independent third parties. The results of GHG emission monitoring are updated annually to evaluate and provide appropriate and timely adjustments.



Alongside Vicostone, Phenikaa Hue - a subsidiary and a key raw material supplier - has conducted assessments and obtained ISO 14067 certification for Product Carbon Footprint (PCF), focusing on Quartz materials for artificial stone production. The implementation of ISO 14067 at Phenikaa Hue enables Vicostone to gradually standardize emission data at the product level, enhancing transparency for Scope 3 and supporting carbon traceability requirements in international markets, especially those with high demands for carbon labeling and emission disclosures. According to the roadmap, in April 2026, Vicostone will undergo its second certification audit for the ISO 14067 Product Carbon Footprint system, while simultaneously verifying the Company's GHG emissions under ISO 14064-1.

2. Energy

As part of its roadmap toward Net Zero by 2050, in recent years Vicostone has proactively implemented a range of practical and synchronized initiatives to assess, measure, manage, and reduce greenhouse gas emissions. In 2024, the Company, together with its subsidiary Phenikaa Hue, officially adopted and was certified for the ISO 50001 Energy Management System, thereby expanding the scope of monitoring, supervision, and optimization of energy use across the manufacturing facilities and throughout the supply chain. ISO 50001 serves as an effective tool enabling the Company to manage energy through systematic data collection, processing, and

analysis, while progressively enhancing employee awareness and promoting energy-saving practices across the organization.

2.1. Energy consumption

Energy used in the Company's operations includes electricity, gas for production activities, diesel fuel for transportation, and renewable energy sources (solar power). The Company is also increasing the utilization of clean energy to minimize environmental impacts.

No.	Type of energy	Unit	Consumption
1	Electricity from national electricity grid	kWh	15,255,927
2	Electricity from solar system	kWh	137,298
3	Gas for direct production	kg	195,007
4	Diesel for direct production	Liter	89,592

Total energy consumption in 2025

Based on the ISO 50001 Energy Management System, Vicostone conducts periodic monitoring and assessment of key energy-consuming equipment and processes, while measuring energy performance per unit of product. In 2025, although total energy consumption increased due to higher production output and adjustments in the product mix, the Company maintained its energy intensity at approximately 18 kWh/m², representing a 1.3% reduction compared to 2024.

2.1.1. Electricity

In 2025, along with the planned increase in production output of the Company, electricity consumption rose accordingly. Nevertheless, the Company continued to maintain rigorous measurement, monitoring, and the implementation of energy-saving initiatives.

Year	Electricity consumption (kWh)
2023	12,898,200

Year	Electricity consumption (kWh)
2024	13,566,483
2025	15,393,225

Electricity consumption from 2023 to 2025

Total electricity consumption in 2025 increased by 13.5% compared to 2024, primarily driven by higher production volumes and a shift in the product mix from high-productivity lines to more labor-intensive product groups.

2.1.2. Gas

At Vicostone, gas was primarily used for heating processes to support the curing of stone after vibration pressing, which accelerated the hardening of the polymer matrix. A smaller portion was used for operating certain forklifts and for cooking in the employee cafeteria. The company's advanced stone curing technology, operating at a temperature of 100–150°C, consumed significantly less energy compared to traditional firing methods.

Year	Gas consumption (kg)
2023	156,241
2024	151,041
2025	195,007

Gas consumption for direct production activities in 2023 - 2025

In 2025, gas consumption for direct production activities at the plant increased by 29% compared to 2024. This increase was primarily attributable to higher production output relative to 2024, as well as a shift in the product mix from high-productivity product lines to more labor-intensive product groups.

2.1.3. Diesel

Diesel was primarily used for transportation, material handling by forklifts, operating backup power generators during outages, and supporting equipment repair and maintenance, production chain operations managed by the Technical Department, etc.

Year	Diesel consumption for direct production (Liters)
2023	124,697
2024	109,369
2025	89,592

Diesel consumption for direct production activities in 2023 - 2025

Total diesel consumption in 2025 decreased by 19% compared to 2024, as a result of the Company's effective implementation of management controls and energy-saving measures.

2.2. Energy efficiency solutions

To optimize energy use and enhance efficiency, Vicostone has implemented a comprehensive set of measures, including:

- Conducting periodic maintenance and servicing of equipment in accordance with manufacturers' guidelines to ensure optimal performance and minimize fuel consumption;
- Optimizing transportation planning and dispatching schedules to reduce idle time and travel distances;
- Providing training to drivers and operators to improve driving skills and promote fuel-efficient practices;
- Applying operational norms for vehicle usage within production processes;
- Insulating pipeline systems along production lines to minimize heat loss and improve energy efficiency regular inspection and maintenance of insulation systems to prevent thermal leakage.

2.3. 2026 Energy management targets

In 2026, based on the ISO 50001 Energy Management System and the roadmap toward Net Zero, Vicostone aims to:

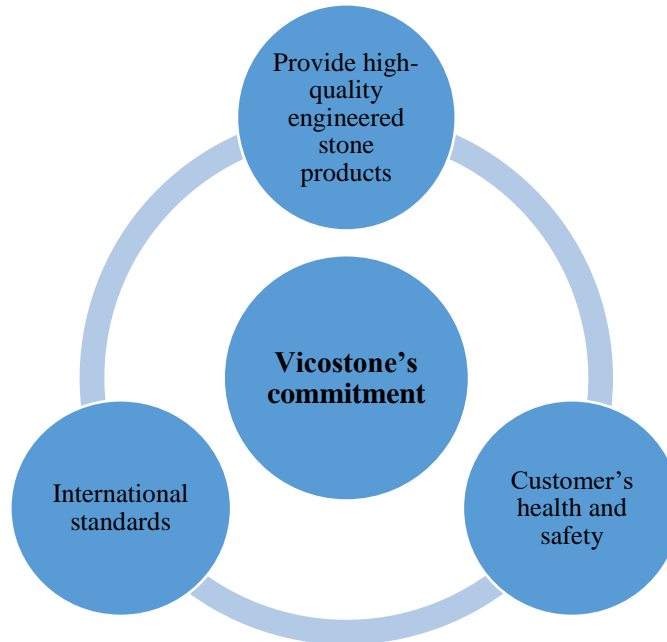
- Maintain and improve energy intensity per unit of product, targeting a reduction of 1%–3% compared to 2025;
- Increase the share of renewable energy, particularly rooftop solar power at production facilities;
- Continue optimizing energy-intensive processes, prioritizing solutions that reduce electricity, gas, and fuel consumption;
- Enhance the digitalization of energy data, strengthening analytics, monitoring, and transparency to support ESG and GRI reporting.

3. Materials

In 2025, Vicostone continued to prioritize efficient and sustainable raw material management in alignment with its ESG orientation and green growth strategy.

3.1. Commitment

The Company identifies raw materials as a core pillar of its sustainable development strategy, closely linked to objectives of resource optimization, supply chain risk management, and enhanced production efficiency. Amid ongoing volatility in global raw material markets—characterized by price fluctuations, supply constraints, and increasingly stringent environmental and social standards—Vicostone prioritizes the development of a proactive, transparent, and sustainable supply chain.



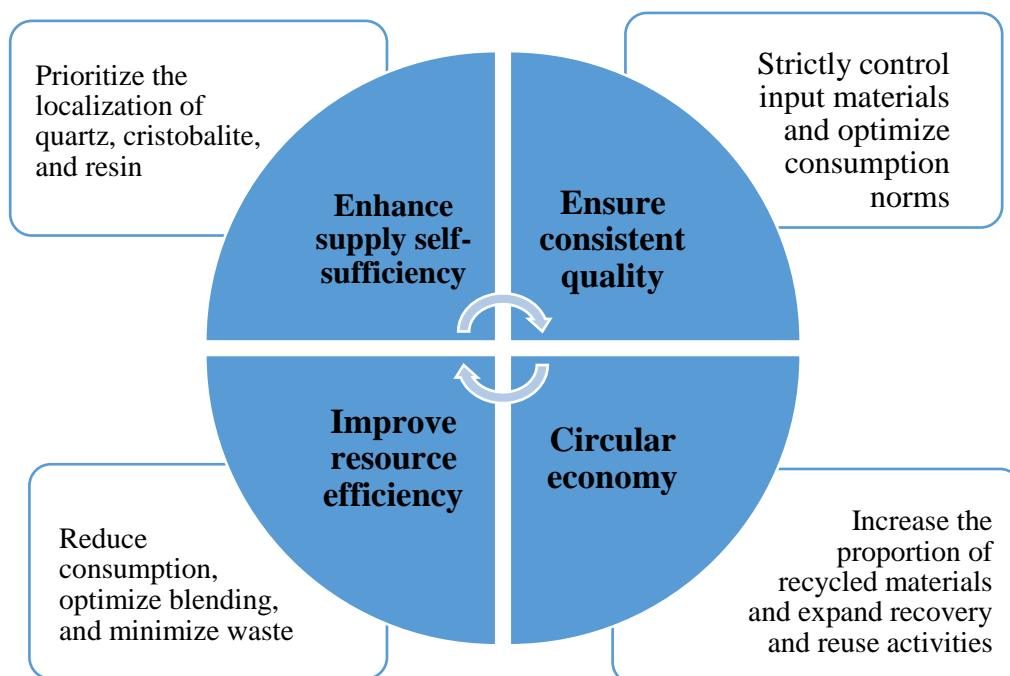
Vicostone remains steadfast in managing raw materials in a sustainable manner, recognizing this as a core pillar of its long-term operational and growth strategy. The Company's raw material development strategy is oriented toward reducing reliance on virgin raw materials, increasing the use of safe and eco-friendly materials, and promoting circular economy principles across the entire value chain, with the following key objectives:

- Strengthen the localization of key raw materials to enhance supply autonomy and stability;
- Increase the proportion of safe and eco-friendly materials, thereby reducing dependence on virgin materials and advancing circular economy practices;
- Innovate processing and production technologies to improve resource efficiency and reduce emissions;
- Strengthen the supply chain aligns with international ESG standards, enhancing traceability, mitigating risks, and improving transparency.

3.2. Raw material strategy

Vision toward 2030: To build a self-reliant – integrated – flexible - sustainable raw material value chain that meets international ESG standards and reinforces Vicostone's competitive position in the global market.

The strategy is structured around four key pillars:



3.3. Raw material utilization

3.3.1. Main materials

Vicostone maintains a proactive supply position through a localization strategy covering nearly 95% of main materials (Quartz, Cristobalite, and Resin), including:

- Cristobalite, produced and supplied by Phenikaa Hue Mineral Processing & Investment One Member Company Limited, a subsidiary of Vicostone. With its natural whiteness and superior properties, Phenikaa Hue's cristobalite contributes to the distinctive quality of VICOSTONE® quartz surfaces in the market;
- Resin, manufactured and supplied by Phenikaa Chemical Plant, a subsidiary of Phenikaa Group, utilizing proprietary technologies developed by the Group's experts.

This localization strategy enables Vicostone to reduce dependence on external supply chains; maintain quality control from extraction and processing stages; optimize costs and strengthen competitive advantages; and enhance supply chain transparency in alignment with ESG standards.

Unit: Tons

Material	2023	2024	2025
Domestic quartz	16,089.8	16,524.4	23,409.38

Material	2023	2024	2025
Imported quartz	685.7	—	-
Cristobalite	21,562.1	19,211	24,089.15
Domestic Resin	5,469.5	4,531.7	6,807.37
Imported Resin	—	18.0	31.5
Total	43,807	40,285.1	54,937.41

Key raw materials utilized by Vicostone from 2023–2025

Efficiency of raw material utilization from 2021 to 2025:

- Domestic quartz has replaced ~100% of imported quartz;
- The consumption volume of domestically sourced cristobalite and resin remained stable during the year, consistent with the business plan;
- Total raw material consumption declined during the 2023–2024 period due to production optimization efforts, but increased in 2025 in accordance with planned output expansion.

3.3.2. Auxiliary materials

In addition to its primary raw materials, Vicostone uses various packaging and storage materials, including steel shipping racks, protective plastic film, fastening cables, labels, wooden bars, and screws, with a total usage of 763.73 tons.

All suppliers are evaluated and selected based on a defined set of criteria, including recyclability and reusability, operational safety, traceability, cost efficiency, and environmental friendliness. This approach enables the Company to reduce emissions, optimize costs, and increase the proportion of sustainable material usage.

3.3.3. Circular economy and recycled material

Vicostone promotes a circular economy model through the following initiatives:

- Increasing the proportion of recycled materials (such as glass, mirrors, seashells, etc.) incorporated into production formulas;
- Standardizing treatment, screening, and quality control processes prior to production input;

- Optimizing production processes to reduce material consumption and greenhouse gas (GHG) emissions.

Unit: Ton

	2023	2024	2025
Quantity (tons)	118.75	716.660	1,519.1
Ratio (%)	0.26	1.63	2.77

Safe and eco-friendly material consumption

In 2025, the volume of safe and eco-friendly materials used increased by more than 2 times compared to 2024. The recycling ratio rose significantly from 1.63% to 2.77%, demonstrating substantial progress in integrating circular economy practices into Vicostone's production activities. Additionally, the consumption rate of primary raw materials decreased by nearly 1%, reflecting the effectiveness of continuous improvement initiatives and process optimization programs implemented during the year.

3.3.4. 2026 raw material management's targets

In 2026, Vicostone will continue to enhance raw material governance in alignment with its ESG orientation, focusing on key targets approved under the ESG Roadmap 2025–2030, including:

- Increase the use of environmentally friendly materials: at least $\geq 30\%$ of total products incorporate environmentally friendly inputs;
- Improve material efficiency by reducing resource consumption per unit of output by 1% compared to 2025;
- Strengthen circular economy practices by raising the solid waste reuse rate to 50%;
- Enhance ESG compliance within the raw material supply chain by ensuring that 80% of suppliers, particularly key raw material providers;
- Expand the use of renewable energy to achieve a renewable electricity ratio of 2%;
- Complete ISO 50001 implementation at the Phenikaa Hue Plant, contributing to optimized material consumption through improved energy management;
- Accelerate digitalization of material-related emission monitoring through the deployment of IoT-based measurement and monitoring systems.

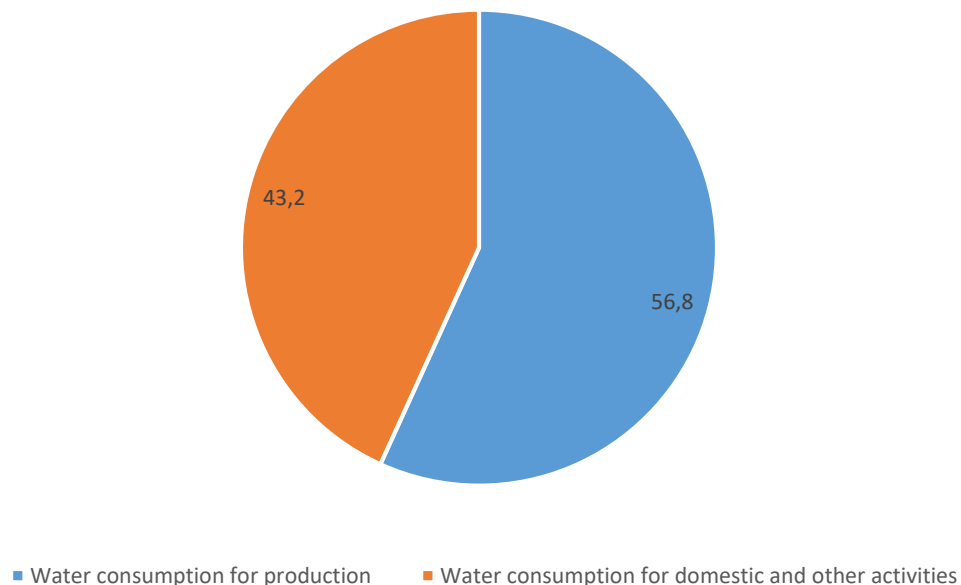
4. Water

Vicostone recognizes the essential role of water resources in construction material manufacturing and is committed to managing and utilizing water in an efficient, sustainable, and fully compliant manner. All manufacturing facilities are currently located outside areas subject to water stress, as classified by local regulatory authorities. Vicostone does not extract groundwater; instead, 100% of its water demand is met through licensed clean water suppliers, in full compliance with prevailing regulations on water resource management and environmental protection. Amid the growing impacts of climate change, including potential risks such as localized water shortages, rising water supply costs, and increasing pressure on water infrastructure that may indirectly affect business operations, the Company identifies strict water consumption control and enhanced water recycling as key priorities in its sustainable development strategy.

4.1. Usage of water

In 2025, total clean water consumption at Vicostone amounted to 26,689 m³, including water used for production, domestic purposes, and ancillary activities.

- Total industrial water consumption for production: 11,537 m³
- Total water consumption for domestic and other activities: 15,152 m³



The proportion of clean water usage demand of the Company in 2025

Year	Total water consumption (m ³)	Total industrial water consumption for production (m ³)	Percentage (%)	Average water consumption (Liter/m ²)
2023	35,196	15,029	42.7 %	17.7
2024	36,260	15,187	41.9 %	23.48
2025	26,689	11,537	43.2 %	13.03

Water consumption at Vicostone from 2023 - 2025

Compared to previous years, total water consumption in 2025 showed a significant downward trend, reflecting the effectiveness of control measures and optimization strategies in production and operations.

4.1.1. Clean water for production

Since its establishment, Vicostone has invested tens of billions of VND in advanced closed-loop water treatment systems. In 2025, water supplied for production (serving the manufacturing activities of Plants No. 1 and No. 2) accounted for 43.2% of the Company's total clean water consumption. This supply supports the following primary activities:

- Supplying water for the evaporative cooling system: Cooling water is replaced according to the default operational mode of the factory's evaporative cooling system. The discharged water is then directed into the Company's surface drainage system;
- Washing engineered stone slabs at the finishing stage: Wastewater from the washing process is collected and fed into the recirculating water system;
- Providing water for industrial cleaning: Wastewater from cleaning activities and equipment sanitation is collected and integrated into the recirculating water system.

Through a combined mechanical, chemical, and physical treatment system, 100% of the water used in production is collected, treated, and recirculated for reuse, ensuring zero discharge into the environment. This closed-loop supply is only replenished to compensate for losses due to evaporation or water retained in the stone powder after the pressing process. This solution enables Vicostone to:

- Maximize water resource conservation;
- Minimize impact on the ecosystem;
- Mitigate environmental risks during operations.

4.1.2. Water usage outside of production

Water consumption for domestic

Clean water for domestic use at Vicostone is utilized for activities such as cooking and personal hygiene for employees during their working hours at the Company, accounting for 46.2% of total water usage outside of production. Wastewater from these domestic activities is collected and directed to the Company's domestic wastewater treatment system. The quality of treated domestic wastewater meets QCVN 14:2008/BTNMT, Column A, the National Technical Regulation on Domestic Wastewater Quality, and has been granted discharge approval under Environmental Permit No.130/GPMT-UBND, issued by Hanoi People's Committee on August 14, 2023.

Water consumption for other activities

The amount of water supplied for auxiliary activities (such as street cleaning, tree watering, gas tank cooling, and packaging area cooling) accounted for 53.8% of the total clean water used outside of production. After being used for these purposes, the water is collected into the drainage system, which is equipped with sedimentation pits/pre-treatment facilities before being discharged into the drainage system of the area.

4.2. Solutions for efficient use of water

In order to join hands with the community in saving water resources, Vicostone is always aware of the efficient and responsible use of water. The Company has invested in and implemented a cyclone-based physical-chemical treatment system, enabling the complete reuse of wastewater generated from grinding lines, ensuring zero discharge into the environment. This water is continuously recirculated to maintain production and is replenished only when lost due to evaporation or absorption into stone powder after pressing.

Vicostone's technology combines mechanical and chemical treatment methods, effectively settling suspended solids (stone powder) in production wastewater.

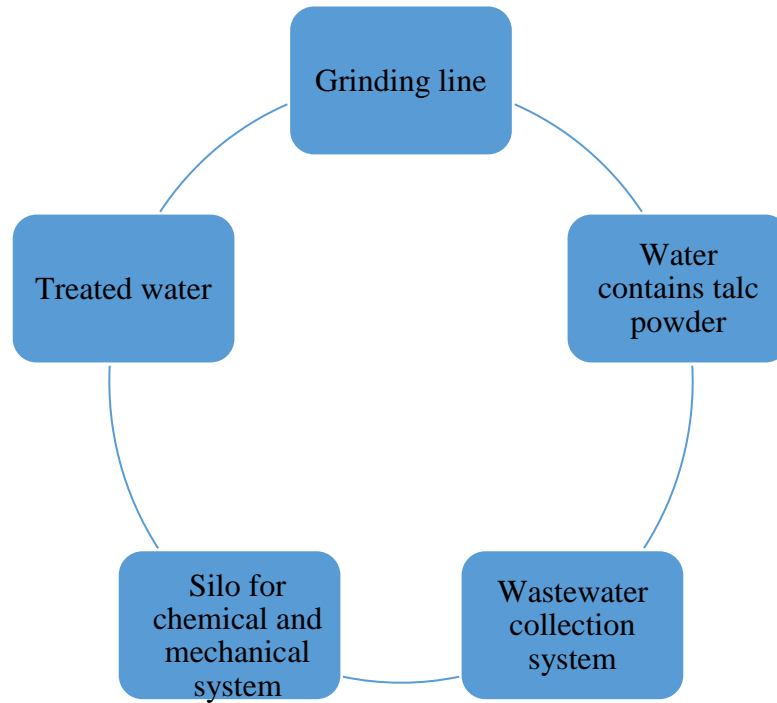


Diagram of the circulation system for reusing production water

Along with cyclone system, Vicostone implemented various solutions to reduce water consumption:

- Regularly inspect water pipes installed at all units to prevent leakage and loss of water;
- Continue installing smart water-saving solutions in the Company's restroom facilities, including self-closing push-type handwashing faucets and automatic flushing systems;
- Control the duration of spraying of clean water onto cooling systems in factories;
- Communicate to all employees on the awareness of the use and conservation of water resources;
- Design and install a stone-washing water recirculation system.

4.3. 2026 water management objectives

- Maintain a 100% water recirculation rate in production activities;
- Further reduce water consumption intensity per unit of product, aiming for the efficient and sustainable use of water resources over the long term.

5. Effluents, emissions and waste

5.1. Effluents

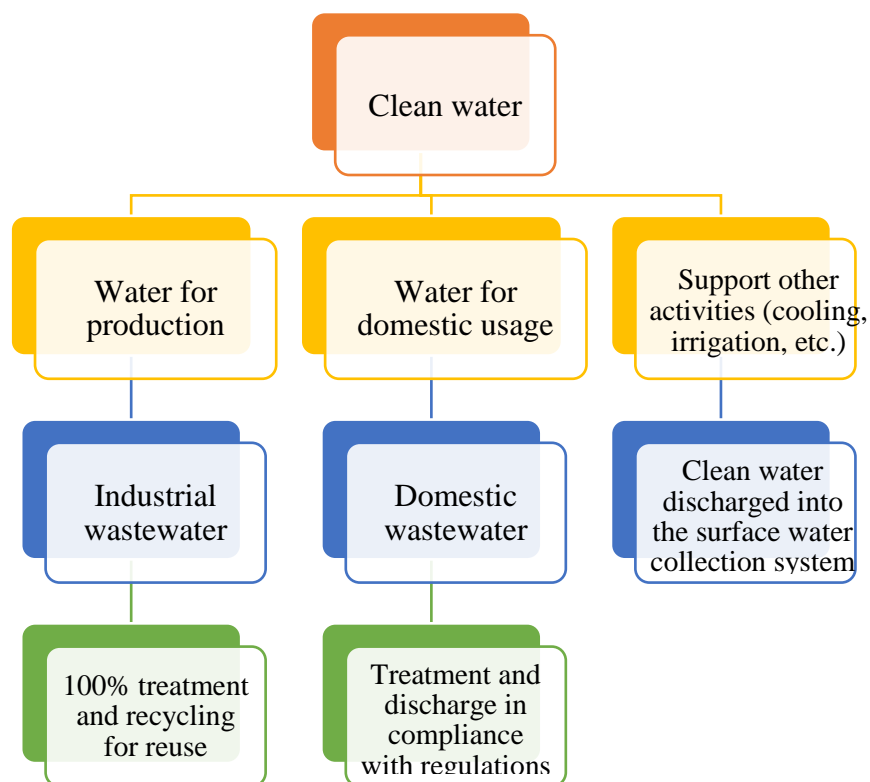
Vicostone manages wastewater based on the principles of risk prevention – stable operation – strict compliance, while aligning wastewater management with its strategy for efficient water resource utilization and long-term ESG objectives. The Company's wastewater is generated primarily from employee domestic activities; no industrial wastewater is discharged, as all water is collected and recycled within a closed-loop system.

In the context of climate change and environmental protection requirements, Vicostone identifies the following key wastewater-related risks:

- Risk of overloaded treatment system during peak production periods;
- Risk of deterioration in the quality of receiving water bodies in the event of unstable operations;
- Legal compliance risks as environmental regulations and discharge standards become more stringent.

These risks are effectively controlled through the application of advanced treatment technologies, regular monitoring, and strict adherence to the requirements stipulated in the Company's environmental permits.

5.1.1. Scopes and sources of water generation



Overview of wastewater sources and treatment at Vicostone

At Vicostone, the only source of wastewater generated is domestic wastewater, arising from employee activities. This includes wastewater from pantry/kitchen areas and sanitary facilities serving employees.

5.1.2. Domestic wastewater treatment and operational management

For domestic wastewater, the Company has invested in a biological treatment system integrated with MBR membrane filtration technology, with a design capacity of 50 m³/day, ensuring high stability and treatment efficiency. The system is:

- Regularly supervised by qualified environmental engineers;
- Daily monitored for key parameters (e.g., pH, NH₄⁺, NO₃⁻);
- Maintained periodically in accordance with established equipment management procedures to ensure continuous operation and minimize incident risks;
- Operated under standardized control procedures in line with ISO 14001:2015 requirements;
- Monitored quarterly by accredited third-party laboratories to verify effluent quality, ensure regulatory compliance, and enhance environmental governance effectiveness.

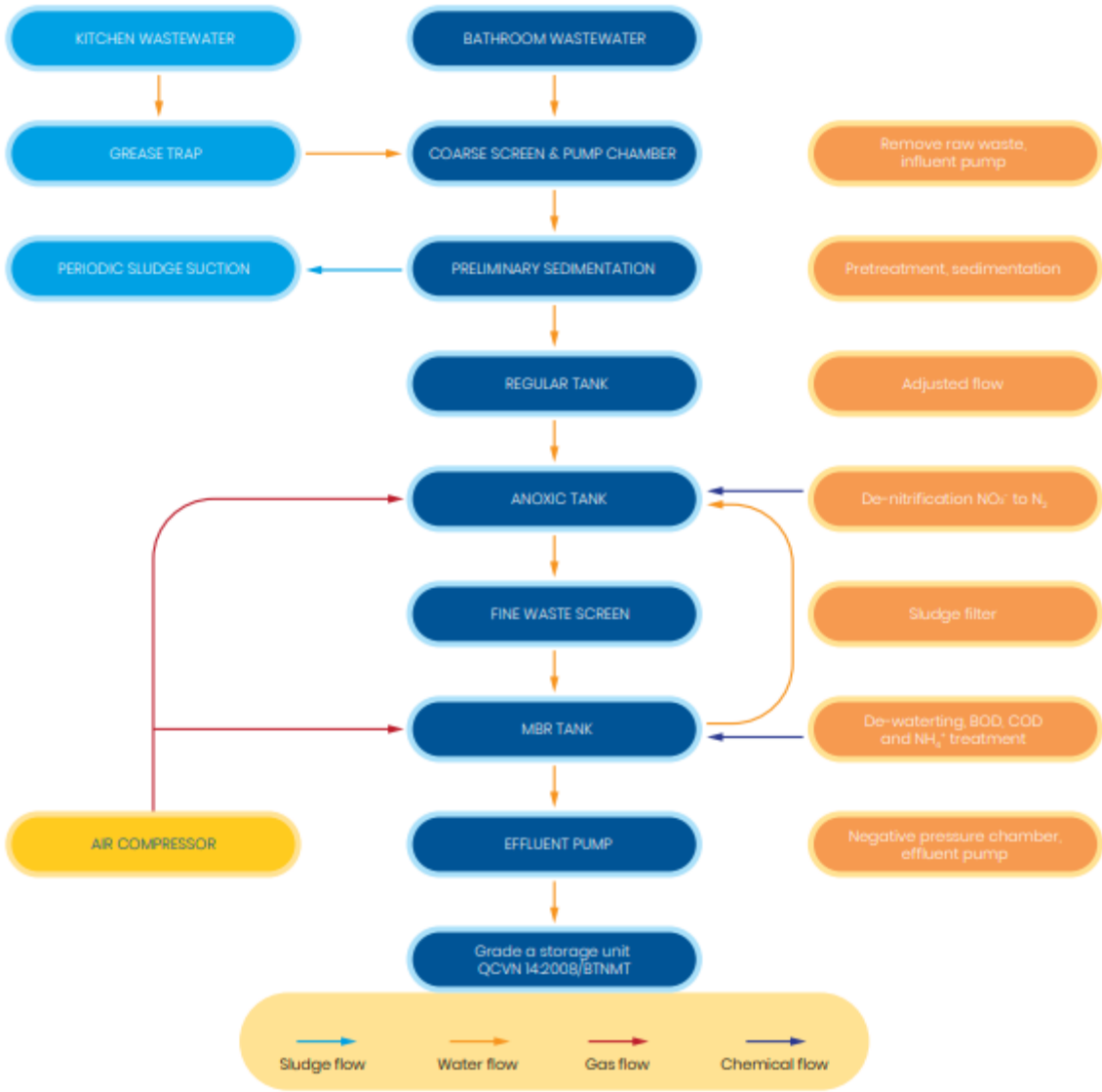


Diagram of domestic effluents treatment process

Domestic wastewater is preliminarily treated through septic tanks and grease traps before being conveyed to the centralized domestic wastewater treatment plant. The treated effluent complies with QCVN 14:2008/BTNMT – Column A prior to discharge into the environment, in accordance with Environmental Permit No. 130/GPMT-UBND dated August 14, 2023.

5.1.3. Wastewater flow rate, discharge intensity, and treatment performance

In 2025, the Company's wastewater treatment system operated stably without incidents related to flow rate or quality of domestic wastewater during operation. The volume of domestic wastewater generated was recorded and monitored daily, as shown in the table below:

Time	Average waste discharge flow (m3/ day)	Permitted waste discharge flow (m3/day)	Number of days	Total waste discharge flow (m3)
January	16.5	50	31	512
February	11.9	50	28	334
March	11.9	50	31	368
April	12.2	50	30	367
May	13.3	50	31	412
June	15.0	50	30	449
July	16.0	50	31	495
August	17.4	50	31	538
September	14.7	50	30	440
October	16.5	50	31	513
November	16.0	50	30	480
December	14.1	50	31	437

Time	Average waste discharge flow (m3/ day)	Permitted waste discharge flow (m3/day)	Number of days	Total waste discharge flow (m3)
Monthly average waste discharge flows in 2025	14.6	50	30.5	445.5
Total water discharge in 2025	-	18,250	365	5,345

Post-treatment domestic wastewater flow statistics

The total volume of domestic wastewater generated and treated in 2025 was 5,345 m³, with an average flow rate of 14.6 m³ per day, significantly below the permitted treatment capacity.

5.1.4. Wastewater quality and regulatory compliance

Pursuant to the wastewater quality monitoring program under the Environmental licensed no. 130/GPMT-UBND approved by the Hanoi People's Committee on August 14 2023, the Company conducted comprehensive monitoring in accordance with the required frequency (every three months).

No.	Indicator	Unit	2025				QCVN 14:2008/ BTNMT Column A (K=1)
			QI	QII	QIII	QIV	
1	pH	-	6.45	6.1	7.1	7.25	5÷9

No.	Indicator	Unit	2025				QCVN 14:2008/ BTNMT Column A (K=1)
			QI	QII	QIII	QIV	
2	Total Dissolved Solids (TDS)	mg/l	250	420	70	223	500
3	Animal and vegetable fat and oil	mg/l	0.3	0.9	0.3	1.3	10
4	BOD ₅ (20°C)	mg/l	3.8	8.96	4.39	8.7	30
5	TSS	mg/l	5.4	12.8	9.8	16.3	50
6	Total surface-active substances	mg/l	0.05	0.05	0.05	1.14	5
7	Sulfua (S ₂ ⁻)	mg/l	0.15	0.06	0.12	0.15	1
8	Nitrat (NO ₃ ⁻ as N)	mg/l	17.46	28.1	13.95	7.34	30
9	Photphat (PO ₄ ³⁻ as P)	mg/l	1.62	2.62	1.74	1.77	6
10	Amoni (as N)	mg/l	0.26	4.27	0.18	1.7	5
11	Coliform	MPN/ 100mL	46	79	58	1,200	3,000

Table shows test results on post-treatment domestic effluents prior to disposal

Note:

- QCVN 14:2008/BTNMT: National Technical Regulation on Domestic Wastewater;
- Column A: Specifies parameter C values as the basis for calculating the maximum allowable limits in domestic wastewater when discharged into water sources used for domestic water supply (with water quality equivalent to columns A1 and A2 of the National Technical Regulation on Surface Water Quality).

Quarterly monitoring results conducted by qualified independent organizations indicate that 100% of analyzed parameters complied with and remained below the limits stipulated under QCVN 14:2008/BTNMT (Column A). Monitoring records are fully maintained and publicly disclosed on Company's website, demonstrating Vicostone's commitment to transparency and environmental governance in alignment with ESG principles.

5.2. Emissions

Air emissions at Vicostone primarily arise from production processes and include organic vapors (VOCs, styrene) and dust. The Company identifies these as material emission sources requiring strict control to safeguard employee health and the environment.

5.2.1. Organic emissions control

Emissions, generated from the engineered quartz stone production process, primarily include organic vapors (VOCs, and styrene) and dust.

Organic vapors are managed through sealed production systems, centralized negative-pressure collection, and activated carbon treatment before being released into the environment. Employees working in areas with potential VOC exposure are provided with appropriate personal protective equipment, combined with ventilation systems and fresh air supply to ensure occupational health and safety.



Emissions treatment process at Vicostone

Emission monitoring conducted by competent authorities in accordance with current regulations shows that post-treatment exhaust analysis results meet or remain well below the limits specified in QCVN 20:2009, the National Technical Regulation on Industrial Emissions for Certain Organic Substances. These findings demonstrate the effectiveness of the Company's emission control measures and reinforce Vicostone's commitment to full regulatory compliance.

No.	Indicators	Unit	2025				QCVN 20:2009/ BTNMT
			QI	QII	QIII	QIV	
I	Post-treatment emissions at Factory No.1						
1	Flow rate of emissions	m³/h	18,629	18,991	18,810	13,140	-
2	Benzene	mg/Nm³	0.2	<0.003	0.024	N/D	5
3	Toluene	mg/Nm³	0.306	0.133	0.031	0.08	750
4	Styrene	mg/Nm³	<0.003	<0.165	<0.003	N/D	100
II	Post-treatment emissions at Factory No.2						-
1	Flow rate of emissions	m³/h	15,283	15,402	15,283	15,120	-
2	Benzene	mg/Nm³	0.162	<0.003	0.041	N/D	5
3	Toluene	mg/Nm³	0.205	0.132	0.065	0.08	750
4	Styrene	mg/Nm³	<0.003	<0.163	<0.023	N/D	100

Test results for the quality of post-treatment emissions at Vicostone

Note:

- QCVN 20:2009/BTNMT: National technical regulation on the industrial waste related certain organic matters;
- N/D: Not detected

5.2.2. Dust control

The Company has invested in centralized dust treatment systems utilizing polyester bag filters to collect dust from emission points throughout the workshops. In parallel, the Company implements comprehensive industrial hygiene practices and secondary dust control measures.

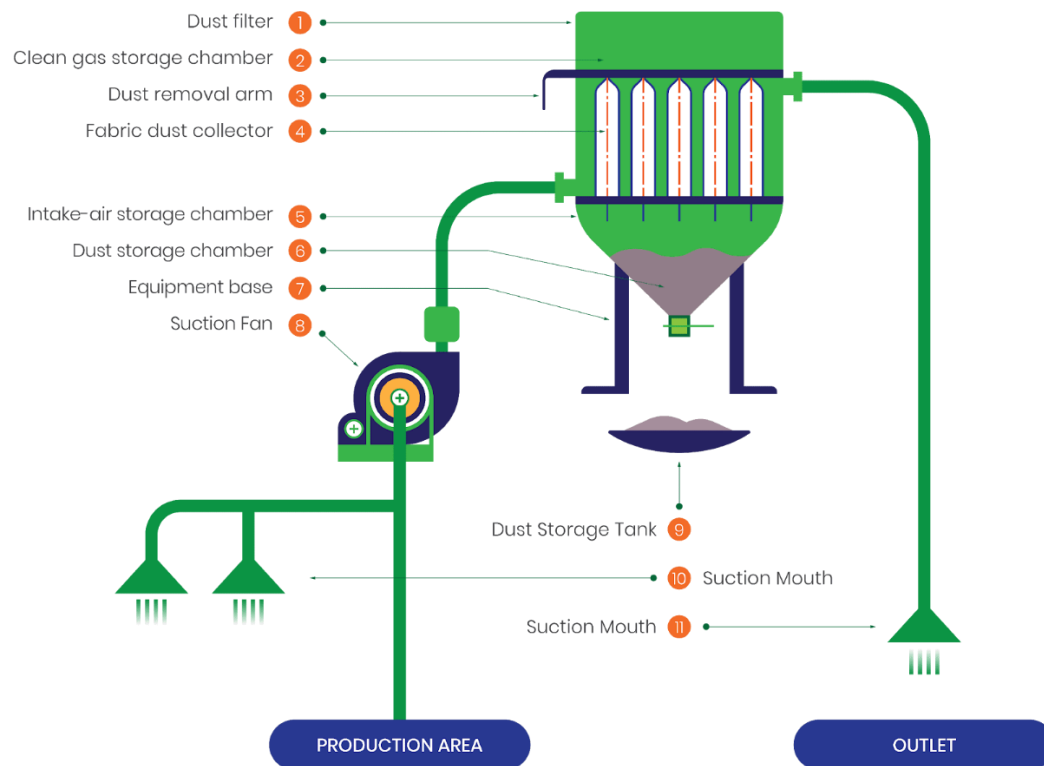


Figure of the Company's dust filter system at Vicostone

The results of post-treatment exhaust analyses all meet or fall far below Technical Standard QCTĐHN 01:2014/BTNMT on industrial wastes related to dust and inorganic substances in Hanoi.

No.	Indicator	Unit	2025				QCTĐHN 01:2014/ BTNMT
			QI	QII	QIII	QIV	
I	Post-dust-treatment emissions at Factory No. 1						
1	Flow rate of emissions	m³/h	15,362.1	15,260	15,566	10,560	-
2	Total particulate matter (PM)	mg/Nm³	4.9	5.056	5.193	24.3	162
3	CO	mg/Nm³	<1.14	<1.14	<1.14	N/D	900
4	SO₂	mg/Nm³	<2.62	<2.62	<2.62	N/D	405
5	NOx (as NO2)	mg/Nm³	0.6733	<0.188	0.4011	N/D	765
II	Post-dust-treatment emissions at Factory No. 1 – Position 2						
1	Flow rate of emissions	m³/h	15,260.4	15,057	15,464	11,160	-
2	Total particulate matter (PM)	mg/Nm³	6.4	6.799	6.785	22.5	162

No.	Indicator	Unit	2025				QCTĐHN 01:2014/ BTNMT
			QI	QII	QIII	QIV	
3	CO	mg/Nm ³	<1.14	<1.14	<1.14	N/D	900
4	SO ₂	mg/Nm ³	2.62	<2.62	6.113	N/D	405
5	NO _x (as NO ₂)	mg/Nm ³	1.16	<0.188	5.479	N/D	765
III	Post-dust-treatment emissions at Factory No. 2						
1	Flow rate of emissions	m ³ /h	40,694.4	29,673	41,260	11,160	-
2	Total particulate matter (PM)	mg/Nm ³	7.9	7.234	7.184	16.6	162
3	CO	mg/Nm ³	<1.14	<1.14	<1.14	N/D	900
4	SO ₂	mg/Nm ³	<2.62	<2.62	<2.62	N/D	405
5	NO _x (as NO ₂)	mg/Nm ³	0.31	<0.188	<0.188	N/D	765
IV	Emission at the crushing system – Position 1						

No.	Indicator	Unit	2025				QCTĐHN 01:2014/ BTNMT
			QI	QII	QIII	QIV	
1	Flow rate of emissions	m ³ /h	13,530.9	13,633	13,836	10,920	-
2	Total particulate matter (PM)	mg/Nm ³	11.9	12.63	10.546	25.1	180
3	CO	mg/Nm ³	<1.14	<1.14	<1.14	N/D	1,000
4	SO ₂	mg/Nm ³	<2.62	<2.62	<2.62	N/D	450
5	NO _x (as NO ₂)	mg/Nm ³	0.4867	<0.188	<0.188	N/D	850
V	Emission at the crushing system – Position 2						
1	Flow rate of emissions	m ³ /h	13,734.4	13,836	14,040	11,520	-
2	Total particulate matter (PM)	mg/Nm ³	13.5	11.364	12.438	21.1	180
3	CO	mg/Nm ³	<1.14	<1.14	<1.14	N/D	1,000

No.	Indicator	Unit	2025				QCTĐHN 01:2014/ BTNMT
			QI	QII	QIII	QIV	
4	SO ₂	mg/Nm ³	<2.62	<2.62	<2.62	N/D	450
5	NO _x (as NO ₂)	mg/Nm ³	0.52	<0.188	<0.188	N/D	850
VI	Emission at the crushing system – Position 3						
1	Flow rate of emissions	m ³ /h	12,310.1	12,514	12,615	11,400	-
2	Total particulate matter (PM)	mg/Nm ³	9.6	8.91	10.777	19.5	180
3	CO	mg/Nm ³	<1.14	<1.14	<1.14	N/D	1,000
4	SO ₂	mg/Nm ³	<2.62	<2.62	<2.62	N/D	450
5	NO _x (as NO ₂)	mg/Nm ³	0.3333	<0.188	<0.188	N/D	850

Test result for the quality of post-treatment emissions after using dust filter system

Note:

- QCTĐHN 01:2014/BTNMT: Technical Standard on industrial wastes related to dust and inorganic substances within the vicinity of Hanoi;

- (-): not specified
- N/D: not detected

Overall 2025 monitoring results show that all emission parameters complied with and remained significantly below applicable regulatory limits (QCVN 20:2009/BTNMT; QCTĐHN 01:2014/BTNMT), validating the effectiveness of Vicostone's emission management system.

5.3. Waste

5.3.1. Non-hazardous industrial solid waste

Vicostone generates 2 types of common industrial waste:

- Dried sludge and swarf from finishing grinding and product shaping;
- Other common industrial solid waste (nylon, carton, gold foil, etc.) from product shaping, raw material packaging, and product packaging.

Vicostone annually collaborates with qualified organizations to collect and analyze sample of stone powder waste. Results from multiple years confirm that the stone powder is classified as non-hazardous waste. In 2025, this classification was reaffirmed by Test Report No. 15794/2025/PKQ (7191.01S2511.008) dated November 20, 2025, issued by the Institute of Energy Science and Technology and Environment – Vietnam Academy of Science and Technology.

Given that stone powder and swarf, primarily consist of SiO₂ (>85%), Vicostone has strengthened cooperation with cement and mineral manufacturers to reuse these materials as alternative inputs, thereby reducing disposal volumes and conserving non-renewable resources.

Unit: Kg

No.	Conventional solid waste	2025 Volume (kg)	2024 Volume (kg)	Treatment method
1	Stone powder and swarf	1,533,700	0	Chemical treatment
		0	4,134,000	Landfilling

No.	Conventional solid waste	2025 Volume (kg)	2024 Volume (kg)	Treatment method
		3,815,025	7,009,351	Pre-processing as raw material for cement production;
		5,218,395	22,500	Reused as feedstock in the production of SiO ₂ -rich synthetic mineral products
2	Other common solid industrial waste	323,425	233,205	Burial
	Total	10,890,545	11,399,056	

Volumes of conventional non-hazardous solid wastes collected

In 2025, the Company achieved notable results under its circular economy orientation:

- The reuse rate of non-hazardous industrial solid waste increased significantly from 62% in 2024 to 82.9% in 2025;
- Stone powder and swarf generation intensity decreased by 31.8% year-on-year, from 21.1 kg/m² of product to 14.4 kg/m².

These results demonstrate Vicostone’s clear transition from a “waste treatment” approach to an “emissions governance” model, directly contributing to its Net Zero roadmap and long-term ESG strategy.

5.3.2. Domestic solid waste

Domestic waste generated from the cafeteria, office areas, and administrative facilities is collected daily and segregated at the source. Organic, recyclable, and residual waste streams are managed and treated in accordance with Circular No. 02/2022/TT-BTNMT. By strengthening source segregation and reuse practices, Vicostone has progressively reduced the volume of waste requiring treatment, thereby enhancing resource efficiency and advancing its ESG objectives within operational activities.

Unit: Tons

No.	Type	2025 Volume	2024 Volume
1	Domestic solid waste requiring treatment	16.0	16.2

Statistics on domestic solid waste disposal

In 2025, domestic waste requiring treatment totaled 16 tons, a slight decrease from 2024, reflecting the effectiveness of waste segregation and reuse initiatives.

5.3.3. Hazardous waste

Hazardous waste primarily arises from equipment maintenance and repair activities. The Company segregates and stores hazardous waste in dedicated storage facilities, manages it in accordance with its environmental permit, and transfers it to licensed treatment providers.

Unit: Kg

Hazardous waste	Code	2025 Volume	2024 Volume	Treatment method
Used oil	15 01 07	2,646	5,860	Incineration
Metal rigid packaging waste	18 01 02	1,358	2,340	Recycle
Plastic rigid packaging waste	18 01 03	261	478	Recycle
Fluorescent lamp waste	16 01 06	24	8	Crushing, solidification
Filter materials, oil and grease-soaked wipes waste	18 02 01	2,394	3,252	Incineration
Printer ink cartridge waste	08 02 04	16	3	Incineration

Hazardous waste	Code	2025 Volume	2024 Volume	Treatment method
Lead-acid battery waste	19 06 01	100	105	Disassembly, recovery, chemical treatment
Welding rod waste	07 04 01	-	20	Solidification
Waste cleaning agents and other discarded organic solvents	03 02 03	9,024	8,986	Incineration
Total		15,823	21,052	

Hazardous waste volume generated

In 2025, total hazardous waste generated amounted to 15,823 kg, representing a 24.8% decrease from 2024. This reduction reflects the effectiveness of source control measures and operational improvements.

5.3.4. 2026 Environmental management target

Through comprehensive management of wastewater, emissions, and waste, Vicostone has established the following objectives for 2026:

- Maintain 100% compliance with environmental regulations;
- Reduce emission intensity to 13.0 kg/m² of product;
- Increase the resource reuse rate to 92%, particularly for non-hazardous industrial solid waste.

These targets provide a critical foundation for advancing the Company's ESG commitments, Net Zero roadmap, and long-term sustainable development strategy.

5.4. Recycling, reuse of waste projects

The creation of eco-friendly advanced engineered stone products has always been the ultimate target that Vicostone and its employees strive for. The Company in recent years has studied

possible solutions to restrain the impact of its manufacturing activities on the environment, including the reuse of solid wastes disposed from the making of eco-friendly outputs. Some outstanding scientific projects are as follows:

- **Research on reusing stone powder waste to produce unburnt bricks with Geo-polymer technologies:** Unburnt bricks from the project meet the technical requirements according to the TCVN 6477:2016 standard. The success of the project contributes to creating a close-loop technological process of quartz based engineered stone production, bringing about both environmental and economic effectiveness. The Company has been awarded a patent of useful solution No. VN 2739 by the Ministry of Science and Technology’s Department of Intellectual Properties on October 22, 2021 for the protection of the product: “Unburnt bricks using stone powder waste from the production of engineered stones and aluminum silicate non-organic polymer binding agent”.
- **Synthesizing amorphous silicon dioxide from stone powder waste generated from the production of quartz-based engineered stones:** In addition to the research on reusing stone powder waste for production with Geo-polymer technologies, the Company also initiated a research project on synthesizing amorphous silicon dioxide (SiO₂) from stone powder waste. Amorphous SiO₂ in the form of fine powder is a high quality refined SiO₂ with a large specific surface area and thus can be used in other industries, including rubber and paint. The success of the research project has helped the Company identify the optimal technology for stone powder waste treatment to create amorphous silicon dioxide with technical features meeting the requirements for input materials for other industrial products. The Company has been awarded patent number VN63527 on June 26, 2023 by the Department of Intellectual Properties of the Ministry of Science and Technology to protect its rights to the “Process of synthesizing amorphous silicon dioxide powder from waste stone powder in the production process of quartz-based engineered stone”.
- **Synthesizing liquid glass (Na₂SiO₃.nH₂O) from stone powder waste in the production of quartz based engineered stones:** In addition to the research on synthesizing amorphous silicon dioxide from stone powder waste generated from the production of quartz-based engineered stones, the Company also initiated research on synthesizing liquid glass (Na₂SiO₃.nH₂O) from stone powder waste. Liquid glass (also known as sodium silicate) is a chemical widely used in various industries, especially paper and paper powder, cleanser, porcelain, water-resistant paint production, etc. The research project’s success has enabled the Company to discover the optimal stone powder waste treatment and produce liquid glass with technical attributes that satisfy input materials requirements for other industrial products.
- **Research on reusing stone powder waste in the production of quartz based engineered stones to produce glass, filler agent, etc.:** Vicostone has successfully conducted research on methods to process waste stone powder generated from engineered stone production into input

materials for other industries, such as glass manufacturing and filler materials. Stone powder waste in the production of quartz-based engineered stones after treatment comprises largely >85% of SiO₂ and is used for producing construction glass or as filler agent for other industries such as cladding materials, paint, composite, etc.

- **Research on the use of waste stone powder from the production of quartz-based engineered stones to produce fire clay bricks (tunnel kiln bricks):** The fire clay brick production technology is suitable for stone powder to be used as input material due to its superior characteristics, i.e., reduction of hillside land ratio; direct utilization without incurring additional steps in production; ensuring of product quality. The Company has successfully implemented a project to reuse waste stone powder in the production of fired clay bricks, with the capability to utilize 100% of the waste stone powder generated from production. Bricks incorporating stone powder derived from the grinding process of Phenikaa’s engineered quartz stone have been certified as conforming to the National Technical Regulation QCVN 16:2019/BXD.
- **Research on reusing waste stone powder from the production of quartz-based engineered stones to produce kaolin filter – a material for the production of construction ceramics, tiles, and sanitary ware:** Currently, the Vietnamese ceramics industry is experiencing robust growth. In 2020, its production capacity reached 24 million sanitary ware products, with revenues nearing VND 10,000 billion. In 2021, sanitary ware production reached 13 million units, with export value of USD 174.7 million and import value of USD 59.8 million. In 2022, production reached 13.5 million products, with export value of USD 202 million and import value of USD 47.5 million. In that context, in 2023, Phenikaa implemented the Project titled “Research on reusing waste stone powder from the production of quartz-based engineered stones to produce kaolin filter – a material for the production of constructional ceramics, tiles, and sanitary ware”. The research outcome showed that waste stone powder from the production of quartz-based engineered stones may be used in the production of kaolin filters in accordance with the TCVN 6301:1997 national standard. Phenikaa’s kaolin filters that use waste stone powder from the production of quartz-based engineered stones have been assessed as compliant with the TCVN 6301:1997 national standard.
- **Research on reusing waste stone powder in the production of quartz-based engineered stones to produce cement clinker:** In parallel with the research on reusing waste stone powder in the production of kaolin filters, the Company cooperated with the Institute of Building Materials to research reusing waste stone powder in the production of quartz-based engineered stones to produce cement clinkers. Research results indicate that waste stone powder generated from engineered quartz stone production can fully replace high-silica components in clinker feed composition. This represents one of the most comprehensive and viable solutions for waste stone powder reuse, supported by favorable conditions in selecting manufacturing

partners capable of meeting technological requirements, production capacity, and compliance with regulatory standards on emissions control.

- **Reusing waste stone powder to produce fill materials:** In 2024, in response to economic fluctuations, Vietnam will intensify public investments to build infrastructure to stabilize the national economy and promote sustainable growth. It's also a period of time when all capital under the Economic Recovery and Social Development Program is due for disbursement. In light of pressures of public investment, the demand for land/sand for key projects has surged. However, the supply in this respect remains limited, leading to potential delays in the project process. In 2024, the Company will continue the research direction: reusing waste stone powder to produce fill materials, thus contributing to solving societal problems while also closing the loop in the technological process of creating quartz-based engineered stones, resulting in positive environmental, economic, and societal outcomes. Research results indicate that blending 60% waste stone powder with other materials produces a mixture that meets the standards of BS EN 13242:2002+A1:2007, TCVN 9436:2012, and other relevant requirements. This mixture can be utilized as fill material for construction and transportation infrastructure project.

6. Environmental compliance

Legal compliance lies at the core of Vicostone's sustainability commitment, with environmental protection established as a key priority. The Company strictly complies with all applicable regulations on environmental permitting, periodic monitoring, and waste management, ensuring that emissions, wastewater, and noise levels consistently meet and remain within statutory standards. Beyond regulatory compliance, Vicostone proactively enhances its environmental management systems, increases the use of recycled raw materials, and optimizes resource efficiency to minimize environmental impact and improve operational performance.

Building on this strong legal and compliance foundation, Vicostone continues to advance its ESG and Net Zero agendas. The Company regularly updates and implements technical and managerial solutions to reduce emissions and improve resource efficiency. In parallel, Vicostone promotes a strong culture of environmental responsibility through initiatives such as Kaizen-5S and "Bright Friday." With the active engagement of both office and production department, environmental stewardship has become a core value embedded across the organization.

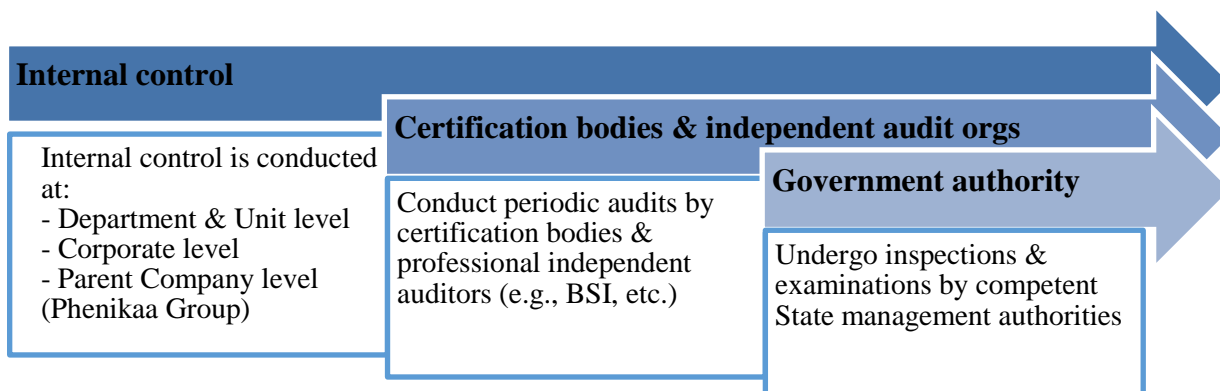
6.1. Compliance with legal regulations

- Full compliance with local environmental legal record: From the initial investment and construction phase of its manufacturing facilities, Vicostone has fully complied with all legal procedures related to environmental protection, including: Environmental impact assessment reports of projects established, appraised and approved in accordance with Decision No. 1299/QD-UBND of the Hanoi People's Committee on March 23, 2010; Environmental license

no. 130/ GPMT-UBND issued by the Hanoi People's Committee on 14 August 2023. The license is valid for a period of 10 years and supersedes all provisions set forth in previously issued licenses, thereby ensuring a unified and consistent legal basis for the Company's entire production and business operations.

- Fully comply with all applicable laws and regulations on waste management and the control of air emissions, wastewater, noise, vibration, and other relevant environmental factors; regularly declare and pay environmental protection fees, including charges for industrial wastewater (as stipulated in Decree No. 53/2020/NĐ-CP) and industrial air emissions (as stipulated in Decree No. 153/2023/NĐ-CP). In addition, the Company proactively reports to and seeks guidance from competent state authorities on any environmental matters arising, ensuring timely and effective handling and reaffirming its commitment to full compliance
- Fully conduct periodic environmental monitoring and surveillance activities in accordance with the granted Environmental Permit and specialized regulations; prepare and submit all required periodic reports to competent state management agencies, including environmental protection reports and wastewater discharge reports
- Establish and maintain dedicated environmental departments: The Company maintains an HSE unit under the General Affairs Department, responsible for daily inspection and monitoring and for the timely handling of issues related to environmental protection, occupational health and safety, and fire prevention and firefighting. In parallel, the ISO function under the ESG Department conducts periodic monthly and quarterly assessments through internal audit programs, evaluating compliance with established procedures and management systems.
- Implement the ISO 14001:2015 Environmental Management System across its business and production operations; undergo periodic, unannounced independent audits by qualified organizations to verify compliance and drive continuous improvement in environmental protection.

In 2025, Vicostone recorded zero violations of environmental laws, incurred no administrative penalties, and reported no major environmental incidents. Compliance is implemented and synchronized across multiple levels, including: internal controls at production departments; corporate and Group-level oversight; periodic audits by certification bodies and professional independent auditors; and inspections by competent state authorities. Legal requirements, conditions within Environmental Permits, and environmental commitments are regularly tracked and evaluated, serving as the basis for maintaining sustained compliance and enhancing the environmental management system. This strong record of environmental compliance provides a solid foundation for Vicostone to effectively advance its ESG and NetZero initiatives, as well as its sustainable development goals in the upcoming period.



Environmental compliance control levels at Vicostone

6.2. Enhancing environmental compliance awareness across the Company

Vicostone considers the active engagement of its employees a key pillar in the implementation of the Company's ESG and Net Zero programs. Environmental protection initiatives are systematically integrated into management, operational, and business activities through foundational programs such as Kaizen-5S and "Bright Friday." These initiatives contribute to fostering green working habits, promoting resource efficiency, and reducing emissions from the individual level to the entire organization. Key initiatives implemented by the Company in 2025 include:

6.2.1. Kaizen – 5S Initiative

Based on its defined sustainable development strategy, Vicostone has implemented ESG, Net Zero, and Kaizen-5S programs in an integrated manner, with the active involvement of the Board of Management and management teams across functional units. Key activities include 36 continuous improvement (CIs); the application of Kaizen-5S practices across both production and office operations; the integration of energy management, resource efficiency, reuse, and recycling objectives into improvement initiatives; the organization of regular and specialized 5S training programs for employees and management teams; and the maintenance of incentive and recognition mechanisms to promptly reward effective improvement initiatives.

In 2025, Vicostone recorded a total of 658 Kaizen initiatives, of which 596 were successfully implemented, representing a completion rate of 90.6%. These initiatives generated total economic benefits exceeding VND 1.5 billion.



6.2.2. “Bright Friday” program

The “Bright Friday” program was first launched in 2019. After seven years of implementation, the program continues to be strengthened through internal communication initiatives and hands-on practices such as workplace cleanliness, waste segregation, and the maintenance of environmental landscapes at and around the Company’s manufacturing facilities. These activities have received strong engagement and active participation from employees across the Company.





6.2.3. “Action for the Environment” Week

In June 2025, in collaboration with Phenikaa Group, the Hoa Lac Commune People’s Committee, the Hoa Lac Commune Youth Union, and the Hoa Lac Hi-Tech Park Management Board, Vicostone organized the “Action for the Environment” program in response to World Environment Day (June 5). The program attracted nearly 2,000 employees across the system, contributing to increased environmental awareness, strengthening engagement with the local community, and reinforcing Vicostone’s sustainable development values.



6.2.4. “Green Run – Sowing Happiness” Program

In October 2025, Vicostone collaborated with Phenikaa Group to organize the “Green Run – Sowing Happiness” program to celebrate the Group’s 15th anniversary. The event featured both offline and online, aiming to promote a green lifestyle and sustainable development.

The offline activity combined a running event with environmental cleanup around Tan Xa Lake in the Hoa Lac Hi-Tech Park, attracting more than 200 employees. All collected plastic waste was consolidated at the Company’s facilities and handed over to the competent authorities for treatment in accordance with legal requirements. In parallel, the online run recorded active participation from over 2,000 employees, helping to further disseminate environmental protection awareness throughout the community. For every kilometer completed, employees contributed VND 1,000 to a Group-sponsored forestation fund. By the end of the program, a total of 3,000 trees were donated to the Gaia Nature Conservation Center for planting in national parks and nature reserves nationwide, including Cuc Phuong and Xuan Lien National Parks, thereby contributing to the conservation of ecosystems and biodiversity.



Environmental protection activities, implemented consistently and diversely across the Company, do more than just raise employee awareness and responsibility regarding energy conservation, waste reduction, workplace improvement, and environmental care. They also actively drive business efficiency and strengthen internal cohesion. Vicostone remains committed to implementing and collaborating with local authorities and the community to promote environmental initiatives. These efforts aim to reduce emissions and waste while improving public sanitation and environmental landscapes, both locally and nationwide.

IV. RESPONSIBILITIES TOWARDS CUSTOMERS

1. Constantly control and improve product quality

1.1. Comprehensive quality management excellence

- The quality of our products is aligned with customer's expectations. Our products and services should meet customers' needs and expectations at costs appropriate to usage;
- Comprehensive quality excellence can be best achieved through risk prevention rather than repair;
- Employees deliver insights and necessary actions to make continuous improvements;




- Products and services are delivered through employees' efficiency. Each employee is another employee's “customer”; each step is the “customer” of the previous step. All of these will affect customer satisfaction; Each employee is responsible for helping others improve their job quality;
- Comprehensive quality excellence requires continuous improvement in every process. Every employee is encouraged to evaluate their current performance and to find ways to improve;
- Optimal enterprise resource planning and modern technology-based enterprise governance are critical to sustainable development and professionalism.

1.2. Strict control of input material quality

In 2025, Vicostone continued to identify stringent control of input materials as a key pillar in the strategy to ensure product quality, manage supply chain risks, and fulfill its sustainable development commitments. This approach is implemented consistently across all stages, from supplier selection and material evaluation to usage management in production, ensuring compliance with technical, environmental, safety, and social responsibility requirements.

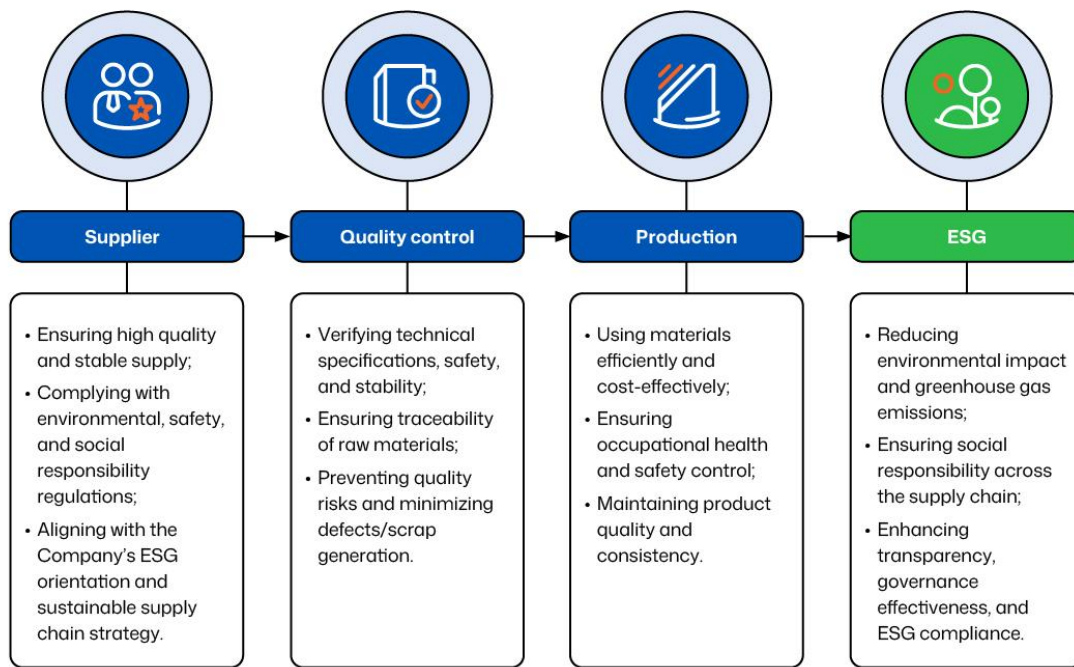
The Company has established and applied rigorous internal technical standards for key material groups, including quartz, resin, additives, and auxiliary materials. Suppliers are comprehensively assessed not only in terms of quality capability and supply reliability, but also their compliance with legal requirements, environmental practices, occupational health and safety standards, and social responsibility. All input materials are inspected, tested, and approved in accordance with standardized procedures prior to production, ensuring consistency, stability, and compatibility with Vicostone's engineered stone manufacturing technology.

Input material control is closely integrated with the Company's ESG pillars.

E ENVIRONMENT	S SOCIAL	G GOVERNANCE
 <p>Prioritize the selection and management of traceable, high-quality input materials to reduce waste generation, optimize resource utilization, and minimize emissions across the production process</p>	 <p>The integration of labor conditions, occupational safety, and social responsibility criteria into supplier evaluations helps safeguard workers' rights throughout the supply chain</p>	 <p>Material control processes are standardized, transparent, and subject to robust risk control, thereby enhancing governance effectiveness and ensuring compliance</p>

Input material control also plays a critical role in Vicostone's roadmap toward achieving the Net Zero target. By internally sourcing nearly 95% of input materials and applying international environmental standards such as ISO 14064 and ISO 14076, the Company is progressively developing its capabilities to quantify, monitor, and manage greenhouse gas emissions—not only within its internal operations but also across the broader value chain. This provides a robust foundation for implementing emission reduction initiatives, improving energy efficiency, and advancing toward long-term carbon neutrality.

Through a comprehensive and tightly controlled management approach, closely aligned with ESG and Net Zero objectives, input material control has contributed to maintaining consistent product quality, enhancing the value of Vicostone's engineered stone products, and strengthening the confidence of customers, partners, and shareholders, thereby laying a solid foundation for the Company's sustainable development.



Input material control chain at Vicostone

1.2.1. Supplier selection and management

Vicostone selects and evaluates material suppliers based on comprehensive criteria, including technical capability, quality management systems, legal compliance, environmental practices, occupational health and safety, and social responsibility. Suppliers are subject to periodic assessments to ensure supply stability, material quality, and alignment with the Company's sustainability requirements.

Currently, Vicostone has achieved nearly 95% self-sufficiency in input materials, including Cristobalite and polyester resin—key materials used in VICOSTONE® engineered quartz stone production—manufactured within the Phenikaa Group ecosystem. This enhances quality consistency, reduces dependence on imports, and strengthens the Company’s resilience amid global market volatility and potential supply chain disruptions.

Key control focuses:

- Quality capability and supply stability;
- Compliance with environmental, safety, and social responsibility standards;
- Alignment with ESG and sustainable supply chain objectives.

1.2.2. Quality Control (QC) – Inspection, evaluation, and approval of input materials

All input materials are inspected, tested, and evaluated in accordance with internal technical standards prior to use in production. Quality control is rigorously implemented from receipt and storage to issuance for production, ensuring consistency, stability, and compatibility with Vicostone’s manufacturing processes.

Key control focuses:

- Verification of technical specifications, safety, and stability;
- Traceability of materials;
- Prevention of quality risks and production defects.

1.2.3. Production – Material usage management

Approved materials are managed throughout the production process under standardized procedures and integrated management systems. Material usage is controlled to optimize efficiency, minimize losses, reduce waste generation, and ensure occupational safety.

Key control focuses:

- Efficient and economical use of materials;
- Occupational health and safety control;
- Assurance of product quality and consistency.

1.2.4. ESG Integration – Linking sustainable management and Net Zero goals

Data and outcomes from the input material control chain are integrated into Vicostone’s ESG management system. Through the application of ISO 14064 and ISO 14076, the Company

progressively quantifies, monitors, and manages greenhouse gas emissions related to materials and production activities, forming the basis for emission reduction roadmaps and progress toward Net Zero.

Key control focuses:

- Reduction of environmental impacts and greenhouse gas emissions;
- Ensuring social responsibility across the supply chain;
- Enhancing transparency, governance effectiveness, and ESG compliance.

1.3. Enhancing product quality through international management standards

In 2025, Vicostone remained steadfast in its commitment to continuous quality improvement aligned with sustainable development, considering this approach a fundamental driver of the Company's long-term competitiveness and growth. The Company continued to effectively operate and further enhance its integrated management system, which encompasses quality, environmental, energy, occupational health and safety, social responsibility, and greenhouse gas emissions management in accordance with applicable international standards.

The integration of these international management systems enables Vicostone to adopt a holistic, consistent, and systematic management approach. This framework enhances risk control, optimizes resource utilization, minimizes environmental impacts, and ensures safe and healthy working conditions for employees. At the same time, it supports the continuous improvement of quality, consistency, and value-added attributes of Vicostone-branded engineered stone products in global markets.

1.3.1. Vicostone's management system

Standards	Date of registration	Date of latest update	Date of validity	Certification No.	Certification agency
ISO 9001:2015	05/11/2005	18/10/2024	18/10/2024	VN012561	BVC
ISO 14001:2015	25/10/2006	18/10/2024	18/10/2024	VN012624	BVC
ISO 45001:2018	20/10/2015	18/10/2024	18/10/2024	VN012560	BVC

SA 8000:2014	21/12/2010	20/12/2025	20/12/2025	SA 830114	BSI
ISO 50001:2018	13/01/2025	-	13/01/2025	44764259400 01	TUV NORD
ISO 14064-1:2018	16/5/2025	-	16/5/2025	UK- 25271239/2	BVC
ISO 14067:2018	11/4/2025	-	11/4/2025	BV_14067_V N.227700001	BVC

ISO 9001:2015 – Quality Management System

Vicostone applies ISO 9001:2015 to ensure that all activities—from product design and raw material procurement to manufacturing and product delivery—are controlled through well-defined and standardized processes. The implementation of this quality management system enables the Company to continuously improve operational processes, minimize defects, enhance operational efficiency, and strengthen the VICOSTONE® brand’s credibility in international markets.

ISO 14001:2015 – Environmental Management System

Vicostone has implemented ISO 14001:2015 to systematically manage environmental aspects arising from its production activities, including resource utilization, energy consumption, waste generation, and emissions. Through this standard, the Company proactively prevents pollution, ensures full compliance with environmental regulations, and gradually reduces its environmental footprint in line with its commitment to green production and sustainable development.

ISO 45001:2018 – Occupational Health and Safety Management System

The adoption of ISO 45001:2018 reflects Vicostone’s strong commitment to safeguarding the health, safety, and well-being of its employees. This system enables the Company to identify, assess, and control workplace hazards, prevent occupational accidents and diseases, and foster a safe, stable, and sustainable working environment.

SA 8000:2014 – Social Accountability

Vicostone applies the SA 8000:2014 standard to reaffirm its commitment to ethical business practices, human rights, and social responsibility. The standard supports the Company in ensuring fair working conditions, prohibiting forced and child labor, respecting employees’ rights, and promoting a humane, transparent, and sustainable corporate culture.

ISO 50001:2018 – Energy Management System

Through the implementation of ISO 50001:2018, Vicostone manages and utilizes energy in a systematic and efficient manner, thereby reducing energy consumption, optimizing production costs, and lowering greenhouse gas emissions. The energy management system serves as a key tool for continuously improving energy performance and supports the Company's long-term sustainability strategy and emission reduction objectives.

ISO 14064 – Greenhouse Gas Accounting and Management

Vicostone has adopted ISO 14064 to quantify, monitor, and report greenhouse gas emissions in a transparent and consistent manner. The application of this standard enables the Company to establish a reliable emissions database, providing a foundation for emission reduction initiatives, carbon neutrality programs, and compliance with the increasing expectations of customers, partners, and international markets.

ISO 14076 – Emissions Quantification and Reporting across the Value Chain

ISO 14076 supports Vicostone in expanding its emissions management scope across the value chain, including both upstream and downstream activities. The application of this standard enhances the Company's capacity for comprehensive emissions management, strengthens environmental transparency, and prepares Vicostone for emerging requirements related to carbon reporting, the Carbon Border Adjustment Mechanism (CBAM), and other evolving international regulations.

1.3.2. Alignment with ESG strategy and Vicostone's Net Zero commitment

The integrated management system implemented by Vicostone serves as a critical foundation for the effective implementation of the Company's ESG (Environmental, Social, and Governance) strategy. The adoption of international standards covering quality management, environmental management, energy management, occupational health and safety, social responsibility, and greenhouse gas management enables the Company to translate its ESG commitments into concrete, measurable, and controllable actions.

In particular, the adoption of environmental standards such as ISO 14064 and ISO 14076 since 2025 demonstrates Vicostone's determination to advance its roadmap toward achieving the Net Zero target by 2050 and to develop a more eco-friendly and more sustainable production. The integration of these international management systems into the Company's operations not only supports compliance with the requirements of global markets but also reaffirms Vicostone's commitment and responsibility as a Vietnamese company toward the environment, society, and future generations.

2. International production standards and criteria

In addition to meticulous design and outstanding features such as scratch and stain-resistant and high durability, customers' health and safety are top priorities for Vicostone. With nearly 95% self-sufficiency in raw material inputs, a highly professional and experienced workforce, and a strong track record of cooperation with demanding export markets such as the U.S. and Europe, Vicostone

creates high-quality products with strong competitiveness, meeting international standards and being recognized by prestigious organizations around the world, such as:

No.	Certifying Organization	Certificate	Validity
1	NSF International (Public Health and Safety Organization)	NSF/ANSI 51 Certificate certifies the safety of the product for using at laboratories, healthcare facilities and food producers.	Annual Renewal
2	UL Environment (UL Environmental Certification Organization)	The GreenGuard and GreenGuard Gold certifications verify that the products are safe for indoor air quality in homes, schools, and healthcare facilities, ensuring safety for children.	Annual Renewal
3	SGS International Certification Services Iberica S.A.U (SGS Organization, headquartered in Swiss, specializing in inspection, verification, testing, and certification services)	CE certificates (EN 15285: 2008 and EN15286:2013) acknowledge the product qualifies European standards on size, durability, water-resistance, scratch-resistance, etc.	Since 2009
4	Greenguard Environmental Institute	VICOSTONE® products have successfully passed the antibacterial resistance test (D6329-98) conducted at the Greenguard laboratory in Georgia, the U.S., meeting stringent standards for inhibiting bacterial growth. This achievement makes VICOSTONE® products an exceptionally hygienic choice for kitchen countertops, where maintaining clean surfaces during daily food preparation is essential.	Since 2010
5	SCS Global Service	The Environmental Product Declaration (EPD) provides transparent information regarding the environmental impacts of a product throughout its life cycle, from raw material extraction and manufacturing processes to the finished product. The results indicate that VICOSTONE®	Annual Renewal

No.	Certifying Organization	Certificate	Validity
		products meet all applicable environmental criteria and are fully qualified for use in green building projects.	
6	SCS Global Service	<p>VICOSTONE® products are certified under the Health Product Declaration (HPD) program, ensuring transparency in the disclosure of product ingredients and potential health impacts.</p> <p>HPD certification supports compliance with leading green building rating systems, including LEED v4, WELL, and the Living Building Challenge.</p>	Annual Renewal
7	Seal of Kosher Trust	The KOSHER certification confirms that the products meet the strict dietary standards required by Jewish dietary laws.	Annual Renewal
8	International Living Future Institute	The LBC Declare certification confirms that VICOSTONE® products comply with the Living Building Challenge Red List, ensuring they do not contain any harmful components listed as prohibited substances. These products are fully suitable as materials for green building projects.	Annual Renewal
9	SGS International Certification Services Iberica S.A.U (SGS Organization, headquartered in Swiss, specializing in inspection, verification, testing, and certification services)	The ASTA standard confirms that the product complies with internal requirements related to labor practices, environmental management, and supply chain governance. This assessment demonstrates that VICOSTONE® products are manufactured at facilities operating in accordance with high standards of social responsibility and sustainability.	Periodical Renewal

On the basis of standards of product quality control and the desire to diversify the products for customers, Vicostone has evaluated the quality outcome of each product, controlled and enhanced

product quality, eliminated sources of hazard or detriment to product quality. Quality control has been exercised thoroughly and uniformly in all production management and quality inspection processes.

Below is a table on the technical statistics of VICOSTONE® quartz stones accredited in accordance with international standards:

Specifications	Test Method	Results
Water Absorption (% mass)	ASTM C97 / C97M-18	$\leq 0.02 \%$
	BS EN 14617-1:2005	$\leq 0.02 \%$
Apparent density	ASTM C97 / C97M-18	$2.1 - 2.3 \text{ g/cm}^3$
	BS EN 14617-1:2005	$2.1 - 2.3 \text{ g/cm}^3$
Flexural strength	ASTM C880/C880M-18	Fine and medium grain: $\geq 55 \text{ MPa}$ Raw drain: $\geq 41 \text{ MPa}$
	BS EN 14617-2:2016	Fine and medium grain: $> 60 \text{ MPa}$ Raw drain: $> 40 \text{ MPa}$
Compressive strength	ASTM C170/C170M-17	Dry: $\geq 200 \text{ MPa}$
	BS EN 14617-15:2005	Dry: $\geq 185 \text{ MPa}$
Chemical resistance to acids	ASTM C650-04:2014	No observable changes

Specifications	Test Method	Results
	BS EN 14617-10:2012	Grade C4
Dimensional stability	EN 14617-12:2012	Grade A
Impact Resistance	ASTM C1870-18	From 36-inch: ≤ 0.25 in From 48-inch: ≤ 0.27 in
	BS EN 14617-9:2005	> 4 J
Abrasion Resistance	ASTM C501-84:2015	Abrasion index: $lw \geq 179$
	BS EN 14617-4:2012	Volume of chord: $V \leq 165 \text{ mm}^3$ Length of chord: $l \leq 27 \text{ mm}$
Thermal Shock Resistance	ASTM C484-99:2014	No observable damage after 10 cycles
	EN 14617-6:2012	No observable changes after 20 cycles Mass change: $\leq 0.05\%$
		Change in flexural strength: $- 8.4\%$ $\div 5.4\%$
Deep Abrasion and Freeze-Thaw Resistance	ASTM C1026-13:2018	No changes after 300 cycles
		Mass loss: $\leq 0.09\%$
	EN 14617-5:2012	No observable damage after 20 cycles $KM_{f25} = 93 \div 105\%$
Mohs scale hardness	EN 101: 1991	≥ 6

Specifications	Test Method	Results
Slip resistance	DIN 51130:2014	R9 at Honed 400
	ASTM C1028-07	Static coefficient of friction - Dry: $0.7 \div 0.8$ (Polished/Honed finish) - Wet: $0.5 \div 0.7$ (Polished/Honed finish)
Anti-bacterial resistance	ASTM D6329-98	Resistance level 3: No bacterial growth
Stain resistance	ASTM C 1378-04:2014	Grade A (Polished finish)
Surface heat resistance	ASTM E84	Grade A

3. Intellectual property rights

Intellectual property (IP) is not only a valuable asset but also a vital competitive advantage for enterprises in the new era. Rigorous protection of innovation, creativity, and uniqueness in trademarks, products, and services is key for businesses to assert their prestige and expand their markets.

At Vicostone, the protection of intellectual property rights has always been a top priority since its inception. The Company proactively monitors and evaluates opportunities and challenges to protect VICOSTONE® brand intellectual property assets and maintain its competitive advantage in the market.

The designs of VICOSTONE® quartz surfaces are the culmination of the intelligence, technology, experience, proprietary know-how, and relentless creativity of Vicostone's experts, engineers, and employees, and constitute valuable intellectual property of the Company. As trademark infringements—such as copying names, brand identities, and promotional content—and the imitation or adaptation of product designs become increasingly common and sophisticated, resolving disputes through litigation often requires substantial resources and complex procedures. Therefore, Vicostone prioritizes proactive and comprehensive brand protection measures. The Company strengthens the protection of its intellectual property rights both domestically and

internationally to minimize risks from counterfeit and imitation products, ensuring product authenticity and protecting customer interests.

- **For the VICOSTONE® brand:** The VICOSTONE® trademark is registered in nearly 75 countries, including major markets such as the U.S., Canada, Australia, New Zealand, and the E.U, etc.
- **For the trademarks of key products:** The Company has registered for trademark protection of nearly 300 product names worldwide.
- **For the protection of the industrial design of products:** The Company has been awarded almost 75 exclusive industrial design protection certificates in strategic markets, and continues to register for industrial design protection for new products.

3.1. Technical solutions

In addition to patent registration, the Company has enhanced the registration and protection of the brand on the internet to prevent disputes, domain takeovers and intellectual property theft. Specifically, the Company has used a domain name identical to its brand (<https://vicostone.com/>) and invested in website domains of the Company in more than 50 countries. Regional websites in Vicostone's major markets such as North America (U.S. - vicostoneus.com, Canada - vicostone.ca) and other markets such as Europe (vicostone.co.uk; vicostone.fr) provide complete information on the products, brand, and official sales locations.

3.2. Anti-counterfeit tools

Vicostone has implemented a barcode system to manage all information about the products, known as product ID. The product ID is generated by a central server, and transformed into a two-way barcode then labeled on the product by using two methods:

- **Print the necessary product management information on labels and affix them to the corresponding products:** The system prints barcodes on the labels, which are then applied to the respective items;
- **Direct Printing:** The VICOSTONE® trademark, along with product ID, production date, number and color code, is permanently printed on the back of each slab to enhance brand recognition among consumers. This information remains intact and unfaded throughout transportation, processing, and the product's entire lifespan.

Thus, each product is labeled with a specific barcode to ensure its rapid and accurate traceability, helping customers register product warranties through the company's website and distinguish between the genuine and the counterfeit.



Product information is printed on labels and affixed to VICOSTONE® products

3.3. Additional protective measures

In 2025, the Company implemented further measures concerning its protection of intellectual property rights, including:

- Application of technology in creating a database and managing IP rights;
- Establishment and application of IP strategies and IP management policies at the Company;
- Operation of a specialized department on IP management at the Company that included members of the Legal, Brand, and R&D departments;
- Development of specialized and intensively trained personnel on IP to holistically, uniformly, and systematically implement IP activities at the Company;
- Vicostone enforces strict internal measures to safeguard its proprietary technologies and manufacturing processes, etc., at the Company;

- Implementing a unified Information Security Policy from the Parent Company - Phenikaa Group: Vicostone has proactively deployed synchronized solutions to enhance information protection, including: reviewing and classifying data by security level; establishing access control procedures corresponding to information sensitivity; investing in and deploying secure data management software systems; and building monitoring, warning, and prevention mechanisms for data leak risks throughout the system;
 - Prohibition of photography/filming of production areas related to proprietary technologies and confidential elements; strict control over the entry and exit of employees, partners, and customers in Company areas; Signature of commitment to confidentiality by all employees in which the undersigned pledged not to leak any information or documents throughout and after their term of employment at the Company.
- In all transactions, Vicostone strictly applies brand protection commitments: Requiring signing parties to commit to respecting and not infringing upon the Company's intellectual property rights. Contractual terms clearly define legal liabilities in the event of infringement, including the obligation to pay damages in accordance with statutory regulations as well as agreed commitments, ensuring the maximum legal rights and interests of the Company;
 - Providing comprehensive services to customers in the Vietnam market (measurement, design, quoting, installation, warranty, online warranty registration, etc.) to help safeguard against the risk of intermingling counterfeit and imitation goods under the VICOSTONE® brand;
 - In communication activities, Vicostone has proactively launched a series of in-depth articles guiding customers on how to identify genuine products, emphasizing intellectual property protection. At the same time, the quality of Vicostone stone products is affirmed through international certifications and compliance with Circular 10/2024/TT-BXD, thereby reinforcing the brand's reputation for safe and sustainable materials trusted by customers, while affirming the commitment to absolute customer interest protection.

V. SOCIAL RESPONSIBILITIES

In 2025, with the continued support of Phenikaa Group, Vicostone reaffirmed its commitment to building a sustainable brand rooted in a conscious corporate culture, while steadfastly advancing its Environmental, Social and Governance (ESG) strategy. Through a series of diverse and impactful community initiatives, the Company not only strives to achieve sustainable business growth but also regards community engagement as a core pillar in creating long-term social value and promoting a strong sense of social responsibility.

For the Environment: Promoting a Sustainable Lifestyle

In response to World Environment Day (5 June), Vicostone, together with other subsidiaries of Phenikaa Group, launched the “Environment Action Week 2025,” attracting the participation of nearly 2,000 employees and students across 10 locations nationwide. The initiative focused on raising awareness and encouraging the adoption of sustainable consumption behaviors through activities such as collecting recyclable waste and used batteries, donating waste-sorting bins and energy-efficient lighting, and strengthening communication on responsible consumption.

The program collected and processed approximately 9 tons of waste, safely handled nearly 12,000 used batteries, and donated more than 120 waste-sorting bins to local communities, along with 1,700 energy-saving LED bulbs. These efforts contributed to mitigating environmental pollution, fostering sustainable consumption habits, and gradually cultivating a green corporate culture, while inspiring a broader shift toward sustainable lifestyles within the business community and society.



Further reinforcing its environmental commitment, Vicostone and Phenikaa Group sponsored 3,000 trees for the “Joint Forces for Reforestation” initiative organized by the Gaia Nature Conservation Center, and directly participated in planting hundreds of trees at Cuc Phuong National Park. This initiative goes beyond afforestation efforts, reflecting a long-term commitment to ecosystem restoration and environmental stewardship, while reinforcing the connection between economic development and nature conservation.

For Social Welfare: Timely Support and Shared Responsibility

In parallel with its environmental initiatives, Vicostone continued to collaborate with Phenikaa Group to implement timely and meaningful community support programs, particularly in response to natural disasters and social challenges.

In October 2025, responding to calls for flood relief, Phenikaa Group and its subsidiaries, including Vicostone, donated VND 1 billion through the Central Committee of the Vietnam Fatherland Front to support localities severely affected by Typhoons No. 10 and 11. In addition, the Company organized various direct support initiatives, including employee donation campaigns and financial contributions through the Vietnam National Union of Building Workers (VNUBW) and the Hanoi Department of Education and Training, amounting to several hundred million VND.



Beyond financial assistance, employees and students across the Group actively participated in relief activities, delivering essential supplies, books, and school materials to schools and households affected by natural disasters in Thai Nguyen. Internally, Vicostone's Trade Union, in coordination with the Group's Trade Union, promptly provided support to employees and their families impacted by flooding, helping them stabilize their lives.

These initiatives reflect the strong sense of solidarity within the Phenikaa ecosystem and reaffirm the Company's commitment to its development philosophy: **Green Vision — Responsible Contribution — Human Well-being.**

In 2025, Vicostone also maintained its annual social welfare programs. Notably, in response to the Prime Minister's initiative to eliminate temporary housing, the Company sponsored and handed over a new home to a H'mong household in Tot Con village, Ba Be commune, Thai Nguyen province, contributing to improved living conditions and long-term stability. In addition, the Company organized visits to honor Vietnamese Heroic Mothers and coordinated with local authorities to provide free health check-ups for policy beneficiaries, further promoting the national tradition of gratitude and social responsibility.

For the Younger Generation: Investing in a Sustainable Future

As part of its commitment to education and future generations, Vicostone continued to implement its VND 20 billion sponsorship pledge to the "Permanent Schools and Teacher Housing" program initiated by the Ministry of Education and Training.

In 2025, Vicostone and Phenikaa Group commenced the construction of a two-story classroom building at Gang Thép High School (Thai Nguyen), with a total floor area of 850 m². At the same time, the Company completed legal procedures for additional classroom construction at Tram Tau High School (Lao Cai). These projects contribute to improving educational infrastructure, providing safer and more modern learning environments for students and teachers, and demonstrate the Group's long-term commitment to supporting the education sector and investing in future generations.



Continuing its initiatives for children and youth, a volunteer delegation from Phenikaa Group, Phenikaa University, and Vicostone participated in the “Warm Meals for Children” program at Pa Vay Su Kindergarten (Phong Tho, Lai Chau). Organized in collaboration with social organizations, the program provided meals, blankets, clothing, and hundreds of essential gift packages, including books, to children in remote border areas—where many travel 5–7 km daily to attend school.

On the occasion of Vietnamese Teachers’ Day (November 20, 2025), the delegation also presented appreciation gifts to teachers at several local schools. These activities demonstrate Vicostone’s ongoing commitment to social responsibility, community engagement, and inclusive and sustainable development.

Responsible Contribution – The Foundation for Sustainable Growth

For Vicostone, community initiatives are not isolated activities but an integral component of its long-term development strategy. From environmental protection and education to social welfare, each program reflects a development philosophy closely aligned with human well-being and social sustainability.

Through consistent, practical, and far-reaching actions, Vicostone continues to strengthen its position as a responsible enterprise—one that grows through internal capability, develops through accountability, and contributes meaningfully to building a greener, more inclusive, and more sustainable society.



G. CONSOLIDATED FINANCIAL STATEMENTS

I. GENERAL INFORMATION

1. The Company

Vicostone Joint Stock Company (“the Company”) is a joint stock company incorporated under the Law on Enterprise of Vietnam pursuant to the Business Registration Certificate for joint stock company No. 0500469512 issued by the Department of Planning and Investment of Ha Tay province (now known as Hanoi city) on 2 June 2005 and its subsequent amendments with the latest being the 20th amendment dated 16 January 2025.

On 5 December 2007, the Company's shares were listed at the Hanoi Stock Exchange (now known as HNX) with the stock code VCS according to the Listing Decision No. 670/QD-TTGDHN with permission of the Hanoi Stock Exchange Center.

The current principal activities of the Company are to manufacture and distribute quartz-based compound stone related products.

The Company’s head office is located at Hoa Lac Hi-Tech Park, Hoa Lac ward, Hanoi, Vietnam.

2. Board of Directors

Members of the Board of Directors during the year and at the date of this report are:

Mr Ho Xuan Nang	Chairman
Ms Le Thi Minh Thao	Member
Mr Pham Tri Dung	Member
Mr Nguyen Quang Hung	Member
Ms Tran Lan Phuong	Member

3. Audit Committee

Members of the Audit committee during the year and at the date of this report are:

Mr Nguyen Quang Hung	Head of Audit Committee
Ms Tran Lan Phuong	Member

4. Management

Members of the Management during the year and at the date of this report are:

Mr Pham Tri Dung	General Director
Mr Luu Cong An	Deputy General Director
Mr Nguyen Quang Anh	Deputy General Director
Mr Nguyen Chi Cong	Deputy General Director
Mr Dong Quang Thuc	Deputy General Director
Ms Tran Thi Thu Huong	Deputy General Director

5. Legal Representative

The legal representative of the Company during the year and at the date of this report is Mr Ho Xuan Nang, Chairman. Mr Pham Tri Dung is authorised by Mr Ho Xuan Nang to sign the accompanying consolidated financial statements for the year ended 31 December 2025 in accordance with the Letter of Authorisation No. 14A/2026/UQ/VCS-CTHĐQT dated 27 February 2026.

6. Auditors

The auditor of the Company is Ernst & Young Vietnam Limited.

II. REPORT OF MANAGEMENT

Management of Vicostone Joint Stock Company (“the Company”) is pleased to present this report and the consolidated financial statements of the Company and its subsidiary (collectively referred to as the “Company and its subsidiary”) for the year ended 31 December 2025.

1. Management’s responsibility in respect of The Consolidated Financial Statements

Management is responsible for the consolidated financial statements of each financial year which give a true and fair view of the consolidated financial position of the Company and its subsidiary and of the consolidated results of its operations and its consolidated cash flows for the year. In preparing those consolidated financial statements, management is required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the consolidated financial statements; and
- Prepare the consolidated financial statements on the going concern basis unless it is inappropriate to presume that the Company and its subsidiary will continue its business.

Management is responsible for ensuring that proper accounting records are kept which disclose, with reasonable accuracy at any time, the consolidated financial position of the Company and its subsidiary and for ensuring that the accounting records comply with the applied accounting system. It is also responsible for safeguarding the assets of the Company and its subsidiary and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Management confirmed that it has complied with the above requirements in preparing the accompanying consolidated financial statement.

2. Statement by Management

Management does hereby state that, in its opinion, the accompanying consolidated financial statements give a true and fair view of the consolidated financial position of the Company and its subsidiary as at 31 December 2025 and of the consolidated results of its operations and its

consolidated cash flows for the year then ended in accordance with Vietnamese Accounting Standards, Vietnamese Enterprise Accounting System and the statutory requirements relevant to the preparation and presentation of the consolidated financial statements.

For and on behalf of management:



Pham Tri Dung

General Director

Hanoi, Vietnam

26 March 2026

Reference: 11658249/68666872-HN

III. INDEPENDENT AUDITORS' REPORT

To: The Shareholders and Board of Directors of Vicostone Joint Stock Company

We have audited the accompanying consolidated financial statements of Vicostone Joint Stock Company (“the Company”) and its subsidiary (collectively referred to as “the Company and its subsidiary”), as prepared on 26 March 2026 and set out on page 5 to 46 which comprise of the consolidated balance sheet as at 31 December 2025, the consolidated income statement and the consolidated cash flow statement for the year then ended and the notes thereto.

Management's responsibility

Management is responsible for the preparation and true and fair presentation of these consolidated financial statements in accordance with Vietnamese Accounting Standards, Vietnamese Enterprise Accounting System and the statutory requirements relevant to the preparation and presentation of the consolidated financial statements, and for such internal control as management determines is necessary to enable the preparation and presentation of the consolidated financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' responsibility

Our responsibility is to express an opinion on these consolidated financial statements based on our audit. We conducted our audit in accordance with Vietnamese Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the consolidated financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the consolidated financial statements, whether due to fraud or error. In making those risk assessments, the auditors consider internal control relevant to the Company and its subsidiary's preparation and true and fair presentation of the consolidated financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company and its subsidiary's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the consolidated financial statements give a true and fair view, in all material respects, of the consolidated financial position of the Company and its subsidiary as at 31 December 2024, and of the consolidated results of its operations and its consolidated cash flows for the year then ended in accordance with Vietnamese Accounting Standards, Vietnamese Enterprise Accounting System and the statutory requirements relevant to the preparation and presentation of the consolidated financial statements.

Ernst & Young Vietnam Limited

Hanoi, Vietnam

26 March 2026



Pham Viet Anh
Auditor
Audit Practising Registration
Certificate No. 5056-2022-004-1

Phung Manh Phu
Deputy General Director
Audit Practising Registration
Certificate No. 2598-2023-004-1

IV. CONSOLIDATED BALANCE SHEET

Currency: VND

Code	Assets	Notes	Ending balance	Beginning balance
100	A. CURRENT ASSETS		4,803,940,768,233	5,473,448,538,482
110	I. Cash and cash equivalents	4	1,087,616,933,015	1,583,190,798,036
111	1. Cash		152,616,933,015	325,090,798,036
112	2. Cash equivalents		935,000,000,000	1,258,100,000,000
120	II. Short-term investments		588,000,000,000	670,000,000,000
123	1. Held-to-maturity investments	5	588,000,000,000	670,000,000,000
130	III. Current accounts receivable		1,371,102,259,035	1,328,693,368,799
131	1. Short-term trade receivables	6.1	1,370,652,902,595	1,327,073,083,688
132	2. Short-term advances to suppliers	6.2	13,436,563,511	19,547,116,693
136	3. Other short-term receivables		10,223,688,884	5,745,573,306
137	4. Provision for short-term doubtful receivables	7	(23,210,895,955)	(23,672,404,888)
140	IV. Inventories	8	1,588,139,976,446	1,816,451,063,141
141	1. Inventories		1,659,237,641,551	1,854,125,512,763
149	2. Provision for obsolete inventories		(71,097,665,105)	(37,674,449,622)
150	V. Other current assets		169,081,599,737	75,113,308,506
151	1. Short-term prepaid expenses	12	5,172,320,134	3,431,668,832
152	2. Deductible value-added tax	14	163,909,279,603	71,681,639,674
200	B. NON-CURRENT ASSETS		946,456,192,476	993,523,472,901
210	I. Long-term receivables		1,509,466,010	836,798,010

Code	Assets	Notes	Ending balance	Beginning balance
216	1. Other long-term receivables		1,509,466,010	836,798,010
220	II. Fixed assets		913,158,101,564	790,145,802,475
221	1. Tangible fixed assets	9	910,984,470,242	787,334,951,715
222	Cost		2,502,056,700,068	2,243,751,326,387
223	Accumulated depreciation		(1,591,072,229,826)	(1,456,416,374,672)
227	2. Intangible fixed assets	10	2,173,631,322	2,810,850,760
228	Cost		32,580,005,647	32,321,927,247
229	Accumulated amortisation		(30,406,374,325)	(29,511,076,487)
240	III. Long-term assets in progress		10,841,981,491	184,382,312,159
242	1. Construction in progress	11	10,841,981,491	184,382,312,159
260	IV. Other long-term assets		20,946,643,411	18,158,560,257
261	1. Long-term prepaid expenses	12	15,860,860,896	13,551,809,276
262	2. Deferred tax assets	25.3	5,085,782,515	4,606,750,981
270	TOTAL ASSETS		5,750,396,960,709	6,466,972,011,383

Currency: VND

Code	Assets	Notes	Ending balance	Beginning balance
300	C. LIABILITIES		617,702,305,864	1,357,349,867,553
310	I. Current liabilities		523,542,666,175	1,326,641,808,599
311	1. Short-term trade payables	13.1	178,882,426,465	182,811,430,731
312	2. Short-term advances from customers	13.2	17,181,853,383	15,379,988,802

Code	Assets	Notes	Ending balance	Beginning balance
313	3. Statutory obligations	14	28,160,155,985	102,554,763,371
314	4. Payables to employees		10,785,931,300	8,371,060,257
315	5. Short-term accrued expenses		2,605,110,833	4,327,053,635
319	6. Other short-term payables		4,832,404,412	4,873,515,862
320	7. Short-term loans	15	241,640,077,231	934,887,637,213
322	8. Bonus and welfare fund	16	39,454,706,566	73,436,358,728
330	II. Non-current liabilities		94,159,639,689	30,708,058,954
338	1. Long-term loans	15	91,921,605,189	28,764,048,954
342	2. Long-term provisions		2,238,034,500	1,944,010,000
400	D. OWNERS' EQUITY		5,132,694,654,845	5,109,622,143,830
410	I. Owners' equity	17	5,132,694,654,845	5,109,622,143,830
411	1. Issued share capital		1,600,000,000,000	1,600,000,000,000
411a	Ordinary shares with voting rights		1,600,000,000,000	1,600,000,000,000
412	2. Share premium		290,584,886	290,584,886
418	3. Investment and development fund		81,024,546,980	87,711,466,023

Code	Assets	Notes	Ending balance	Beginning balance
420	4. Other funds belonging to owners' equity		18,551,233,538	18,551,233,538
421	5. Undistributed earnings		3,432,828,289,441	3,403,068,859,383
421a	Undistributed earnings by the end of prior year		3,386,207,651,778	3,264,512,387,757
421b	Undistributed earnings of current year		46,620,637,663	138,556,471,626
440	TOTAL LIABILITIES AND OWNERS' EQUITY		5,750,396,960,709	6,466,972,011,383

Hanoi, Vietnam

28 March 2026



Doan Thi Ngoc

Preparer



Nguyen Phuong Anh

Chief Accountant



Pham Tri Dung

General Director

V. CONSOLIDATED INCOME STATEMENT

Currency: VND

Code	Items	Notes	Current year	Previous year (Restated)
01	1. Revenue from sale of goods	19.1	4,147,639,579,100	4,345,179,877,664
02	2. Deductions	19.1	18,746,519,240	23,108,484,843
10	3. Net revenue from sale of goods (10 = 01 - 02)	19.1	4,128,893,059,860	4,322,071,392,821
11	4. Cost of goods sold	20	3,084,070,122,487	3,143,979,224,163
20	5. Gross profit from sale of goods (20 = 10 - 11)		1,044,822,937,373	1,178,092,168,658
21	6. Finance income	19.2	141,640,610,012	102,492,688,205
22	7. Finance expenses	21	60,576,032,217	62,367,729,950
23	In which: Interest expenses		46,378,603,156	34,586,850,582
25	8. Selling expenses	22	212,730,276,674	191,654,021,101
26	9. General and administrative expenses	22	65,368,961,386	65,915,265,249
30	10. Operating profit { 30 = 20 + (21 - 22) - (25 + 26) }		847,788,277,108	960,647,840,563
31	11. Other income		605,571,938	852,244,403
32	12. Other expenses	23	16,045,906,186	8,155,515,470
40	13. Other loss (40 = 31 - 32)		(15,440,334,248)	(7,303,271,067)
50	14. Accounting profit before tax (50 = 30 + 40)		832,347,942,860	953,344,569,496
51	15. Current corporate income tax expenses	25.1	138,364,106,637	147,362,677,737
52	16. Deferred tax income	25.3	(479,031,534)	(1,140,297,792)
60	17. Net profit after corporate income tax (60 = 50 - 51 - 52)		694,462,867,757	807,122,189,551
70	18. Basic earnings per share	28	4,065	4,770
71	19. Diluted earnings per share	28	4,065	4,770

Hanoi, Vietnam

26 March 2026



Doan Thi Ngoc
Preparer



Nguyen Phuong Anh
Chief Accountant



Pham Tri Dung
General Director

VI. CONSOLIDATED CASH FLOW STATEMENT

Currency: VND

Code	Items	Notes	Current year	Previous year
	I. CASH FLOWS FROM OPERATING ACTIVITIES			
01	Accounting profit before tax		832,347,942,860	953,344,569,496
	Adjustments for:			
02	Depreciation of tangible fixed assets and amortisation of intangible fixed assets and land rental allocation		140,393,556,306	132,081,235,009
03	Provisions		33,255,731,050	25,016,871,297
04	Foreign exchange (gains)/losses arising from revaluation of monetary accounts denominated in foreign currency		(4,229,026,376)	11,632,281,156
05	Profits from investing activities		(79,512,793,082)	(40,958,736,634)
06	Interest expenses	21	46,378,603,156	34,586,850,582
08	Operating profit before changes in working capital		968,634,013,914	1,115,703,070,906
09	(Increase)/Decrease in receivables		(126,345,017,920)	14,458,145,260
10	Decrease in inventories		194,887,871,212	807,888,034,244
11	(Decrease)/Increase in payables		(18,833,370,810)	49,215,218,611
12	(Increase)/Decrease in prepaid expenses		(5,625,558,084)	390,719,925
14	Interest paid		(47,351,034,844)	(34,572,833,234)
15	Corporate income tax paid	14	(214,710,681,844)	(155,784,046,681)
17	Other cash outflows for operating activities		(97,372,008,904)	(80,722,378,295)
20	Net cash flows from operating activities		653,284,212,720	1,716,575,930,736
	II. CASH FLOWS FROM INVESTING ACTIVITIES			
21	Purchase and construction of fixed assets		(68,022,252,205)	(159,990,678,055)

Code	Items	Notes	Current year	Previous year
22	Proceeds from disposals of fixed assets		124,391,500	80,000,000
23	Loans to other entities and payments for purchase of debt instruments of other entities		(1,356,000,000,000)	(1,050,000,000,000)
24	Collections from borrowers and proceeds from sale of debt instruments of other entities		1,438,000,000,000	427,700,000,000
27	Interest and dividend received		75,108,318,977	37,569,880,565
30	Net cash flows used from/(in) investing activities		89,210,458,272	(744,640,797,490)

Hanoi, Vietnam

26 March 2026



Doan Thi Ngoc
Preparer



Nguyen Phuong Anh
Chief Accountant



Pham Tri Dung
General Director

VII. NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

1. Corporate information

Vicostone Joint Stock Company (“the Company”) is a joint stock company incorporated under the Law on Enterprise of Vietnam pursuant to the Business Registration Certificate for joint stock company No. 0500469512 issued by the Department of Planning and Investment of Ha Tay Province (now known as Hanoi City) on 2 June 2005 and its subsequent amendments with the latest being the 20th amendment dated 16 January 2025.

On 5 December 2007, the Company's shares were listed at the Hanoi Stock Exchange (now known as HNX) with the stock code VCS according to the Listing Decision No. 670/QD-TTGDHN with permission of the Hanoi Stock Exchange Center.

The current principal activities of the Company are to manufacture and distribute quartz-based compound stone related products.

The Company and its subsidiary’s normal course of business cycle is 12 months.

The Company's head office is located at Hoa Lac Hi-Tech Park, Hoa Lac ward, Hanoi, Vietnam.

The Company's total number of employees as at 31 December 2025 is 841 (31 December 2024: 827).

Corporate structure

As at 31 December 2025, the Company has one subsidiary which is Phenikaa Hue Investment and Processing Mineral One Member Company Limited ("Phenikaa Hue Company") (31 December 2024: 1).

Phenikaa Hue Company is a one-member limited liability company incorporated under the Law on Enterprise of Vietnam pursuant to the Business Registration Certificate No. 3301601070 issued by the Department of Planning and Investment of Thua Thien Hue province on 21 December 2016 and the amended Business Registration Certificates with the latest being the 8th amendment dated 6 January 2025. The head office of Phenikaa Hue Company is located at Lot CN15 Zone B, Phong Dien Industry Park, Phong Dinh ward, Hue city. The principal activities of Phenikaa Hue Company are to invest and process minerals.

As at 31 December 2025, the Company holds 100% equity in this subsidiary.

2. Basis of preparation

2.1. Accounting standards and system

The consolidated financial statements of the Company and its subsidiary, which are expressed in Vietnam dong ("VND"), are prepared in accordance with Vietnamese Enterprise Accounting System and Vietnamese Accounting Standards issued by the Ministry of Finance as per:

- Decision No. 149/2001/QD-BTC dated 31 December 2001 on the Issuance and Promulgation of Four Vietnamese Accounting Standards (Series 1);
- Decision No. 165/2002/QD-BTC dated 31 December 2002 on the Issuance and Promulgation of Six Vietnamese Accounting Standards (Series 2);
- Decision No. 234/2003/QD-BTC dated 30 December 2003 on the Issuance and Promulgation of Six Vietnamese Accounting Standards (Series 3);
- Decision No. 12/2005/QD-BTC dated 15 February 2005 on the Issuance and Promulgation of Six Vietnamese Accounting Standards (Series 4); and
- Decision No. 100/2005/QD-BTC dated 28 December 2005 on the Issuance and Promulgation of Four Vietnamese Accounting Standards (Series 5).

Accordingly, the accompanying consolidated financial statements, including their utilisation are not designed for those who are not informed about Vietnam's accounting principles, procedures and practices and furthermore are not intended to present the consolidated financial position and the consolidated results of operations and the consolidated cash flows of the Company and its subsidiary in accordance with accounting principles and practices generally accepted in countries other than Vietnam.

2.2. Applied accounting documentation system

The Company's applied accounting documentation system is the General Journal system.

2.3. Fiscal year

The Company and its subsidiary's fiscal year applicable for the preparation of its consolidated financial statements start on 1 January and ends on 31 December.

2.4. Accounting currency

The consolidated financial statements are prepared in VND, which is also the Company's accounting currency.

2.5. Basis of consolidation

The consolidated financial statements comprise the financial statements of the Company and its subsidiary for the year ended 31 December 2025.

The subsidiary is fully consolidated from the date of acquisition, being the date on which the Company obtains control, and continued to be consolidated until the date that such control ceases.

The financial statements of the subsidiary are prepared for the same reporting year as the Company, using consistent accounting policies.

All intra-company balances, income and expenses and unrealised gains or losses resulting from intra-company transactions are eliminated in full.

Non-controlling interests represent the portion of profit or loss and net assets not held by the Company and its subsidiary are presented separately in the consolidated income statement and within equity in the consolidated balance sheet, separately from shareholders' equity.

Impact of change in the ownership interest of a subsidiary, without a loss of control, is recorded in undistributed earnings.

2.6. Newly issued accounting regulation but has not yet taken effect

On 27 October 2025, the Ministry of Finance promulgated Circular No. 99/2025/TT-BTC providing guidance on the corporate accounting regime ("Circular 99"), replacing Circular No. 200/2014/TT-BTC dated 22 December 2014 of the Ministry of Finance, together with several other related regulations. Circular 99 becomes effective on 1 January 2026 and applies to enterprises whose financial year begins on or after 1 January 2026.

The Company is in the process of assessing the impact of Circular 99 on the preparation and presentation of its consolidated financial statements and will apply Circular 99 for the financial year ending 31 December 2026.

3. Summary of significant accounting policies

3.1. Cash and cash equivalents

Cash and cash equivalents comprise cash on hand, cash at banks and short-term, highly liquid investments with an original maturity of less than three months that are readily convertible into known amounts of cash and that are subject to an insignificant risk of change in value.

3.2. Inventories

Inventories are measured at their historical costs, The cost of inventories comprises costs of purchase, costs of processing (including raw materials, direct labor cost, other directly related cost,

manufacturing general overheads allocated based on the normal operating capacity) incurred in bringing the inventories to their present location and condition.

In case the net realisable value is lower than the original price, it must be calculated according to the net realisable value.

Net realisable value represents the estimated selling price in the ordinary course of business less the estimated costs to complete and the estimated costs necessary to make the sale.

The perpetual method is used to record inventories, which are valued as follows:

Raw materials, tool and equipment and merchandises cost of purchase on a weighted average basis.

Finished goods and work-in-process cost of finished goods and work-in-process on a weighted average basis.

Provision for obsolete inventories

An inventory provision is made for the estimated loss arising due to the impairment of value (through diminution, damage, obsolescence, etc.) of raw materials, finished goods, and other inventories owned by the Company and its subsidiary, based on appropriate evidence of impairment available at the balance sheet date.

Increases or decreases to the provision balance are recorded into the cost of goods sold account in the consolidated income statement. When inventories are expired, obsolete, damaged or become useless, the difference between the provision previously made and the historical cost of inventories are included in the consolidated income statement.

3.3. Receivables

Receivables are presented in the consolidated balance sheet at the carrying amounts due from customers and other debtors, after provision for doubtful debts.

The provision for doubtful debts represents amounts of outstanding receivables at the balance sheet date which are doubtful of being recovered. Increases or decreases to the provision balance are recorded as general and administrative expense in the consolidated income statement. When bad debts are determined as unrecoverable and accountant writes off those bad debts, the differences between the provision for doubtful receivables previously made and historical cost of receivables are included in the consolidated income statement.

3.4. Tangible fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation.

The cost of a tangible fixed asset comprises its purchase price and any directly attributable costs of bringing the tangible fixed asset to working condition for its intended use and the costs of dismantling and removing the asset and restoring the site on which it is located, if any.

Expenditures for additions, improvements and renewals are added to the carrying amount of the assets and expenditures for maintenance and repairs are charged to the consolidated income statement as incurred.

When tangible fixed assets are sold or retired, and any gain or loss resulting from their disposal (the difference between the net disposal proceeds and the carrying amount) is included in the consolidated income statement.

3.5. Leased assets

The determination of whether an arrangement is, or contains a lease is based on the substance of the arrangement at inception date and requires an assessment of whether the fulfilment of the arrangement is dependent on the use of a specific asset and the arrangement conveys a right to use the asset.

A lease is classified as a finance lease whenever the terms of the lease transfer substantially all the risks and rewards of ownership of the asset to the lessee. All other leases are classified as operating leases.

Where the Company and its subsidiary are the lessees.

Rentals under operating leases are charged to the consolidated income statement on a straight-line basis over the lease term.

3.6. Intangible fixed assets

Intangible fixed assets are stated at cost less accumulated amortisation.

The cost of an intangible fixed asset comprises its purchase price and any directly attributable costs of preparing the intangible fixed asset for its intended use.

Expenditures for additions and improvements are added to the carrying amount of the assets and other expenditures are charged to the consolidated income statement as incurred.

When intangible fixed assets are sold or retired, any gain or loss resulting from their disposal (the difference between the net disposal proceeds and the carrying amount) is included in the consolidated income statement.

3.7. Depreciation and amortisation

Depreciation of tangible fixed assets and amortisation of intangible fixed assets are calculated on a straight-line basis over the estimated useful life of each asset as follows:

Buildings and structures	4 - 25 years
Machinery and equipment	3 - 20 years
Means of transportation	4 - 10 years
Office equipment	3 - 8 years
Other tangible fixed assets	5 - 9 years
Computer software	3 - 12 years
Other intangible fixed assets	5 years

3.8. Construction in progress

Construction in progress represents the costs of acquiring new assets that have not yet been fully installed or the costs of construction that have not yet been fully completed. Construction in progress is stated at cost, which includes all necessary costs to construct, repair, renovate, expand, or re-equip the projects with technologies, such as construction costs, tools and equipment costs, project management costs, construction consulting costs, and borrowing costs that are eligible for capitalisation.

Construction in progress will be transferred to the appropriate fixed asset account when these assets are fully installed or the construction project is fully completed, and depreciation of these assets will commence when they are ready for their intended use.

Construction costs are recognised as expenses when such costs do not meet the conditions to be recognised as fixed assets.

3.9. Borrowing costs

Borrowing costs consist of interest and other costs that the Company and its subsidiary incur in connection with the borrowing of funds.

Borrowing costs are recorded as expense during the year in which they are incurred, except to the extent that they are capitalised as explained in the following paragraph.

Borrowing costs that are directly attributable to the acquisition, construction or production of an asset that necessarily take a substantial period of time to get ready for its intended use or sale are capitalised as part of the cost of the respective asset.

3.10. Prepaid expenses

Prepaid expenses are reported as short-term or long-term prepaid expenses on the consolidated balance sheet and amortised over the year for which the amounts are paid or the year in which economic benefits are generated in relation to these expenses.

The following types of expenses are recorded as long-term prepaid expenses and are amortised to the consolidated income statement:

- Tools and consumables with large value issued into production and can be used for more than one year;
- Substantial expenditures on fixed asset overhauls incurred one time; and
- Other prepaid expenses.

Prepaid land rental

The prepaid land rental represents the unamortised balance of advance payment made in accordance with lease contract signed with Bac Phu Cat Industrial Zone on 30 May 2008 for a period of 48 years 7 months 19 days and with Phong Dien Industrial Zone, Thua Thien Hue province on 24 March 2017 for a period of 39 years 9 months 8 days. Such prepaid rental is recognised as long-term prepaid expenses for allocation to the consolidated income statement over the remaining period of the lease contract according to Circular No. 45/2013/TT-BTC issued by

the Ministry of Finance on 25 April 2013 guiding the management, use and depreciation of fixed assets (“Circular 45”).

3.11. Business combinations and goodwill

Business combinations are accounted for using the purchase method. The cost of a business combination is measured as the fair value of assets given, liabilities incurred or assumed and equity instruments issued at the date of exchange plus any costs directly attributable to the business combination. Identifiable assets and liabilities and contingent liabilities assumed in a business combination are measured initially at fair values at the date of business combination.

Goodwill acquired in a business combination is initially measured at cost being the excess of the cost the business combination over the Company and its subsidiary’s interest in the net fair value of the acquiree’s identifiable assets, liabilities and contingent liabilities. If the cost of a business combination is less than the fair value of the net assets of the subsidiary acquired, the difference is recognised directly in the consolidated income statement. After initial recognition, goodwill is measured at cost less any accumulated amortisation. Goodwill is amortised over 10-year period on a straight-line basis, The parent company conducts the periodical review for impairment of goodwill of investment in subsidiaries. If there are indicators of impairment loss incurred is higher than the yearly allocated amount of goodwill on the straight-line basis, the higher amount will be recorded in the consolidated income statement.

Business combinations involving entities or businesses under common control

A business combination involving entities under common control is a business combination in which all of the combining entities or businesses are ultimately controlled by the same party or parties both before and after the business combination, and that control is not transitory. An entity can be under common control of an individual or a group of individuals following a contractual agreement.

Business combinations involving entities or businesses under common control are accounted for as follows:

- The assets and liabilities of the two combined entities are reflected at their carrying amounts on the date of business combination;
- No goodwill is recognised from the business combination;
- The consolidated income statement reflects the results of the combined entities from the date of the business combination; and
- Any difference between the consideration paid and the net assets of the acquiree is recorded in equity.

After the date of business combination, if the Company and its subsidiaries transfer and lose control of investment in these entities, the difference between the cost of a business combination and net assets, which was previously recognised in owners’ equity, is recognised into the consolidated income statement.

3.12. Investments

Held-to-maturity investments

Held-to-maturity investments are stated at their acquisition costs. After initial recognition, held-to-maturity investments are measured at recoverable amount. Any impairment loss incurred is recognised as expense in the consolidated financial statements and deducted against the value of such investments.

3.13. Payables and accruals

Payables and accruals are recognised for amounts to be paid in the future for goods and services received, whether or not billed to the Company and its subsidiary.

3.14. Accrual for severance pay

The severance pay to employee is accrued at the end of each reporting year for employees who have been worked for more than 12 months at the Company and its subsidiary. The accrued amount is calculated at the rate of one-half of the average monthly salary for each year of service qualified for severance pay in accordance with the Labor Code and related implementing guidance. The average monthly salary used in this calculation will be adjusted at the end of each reporting year following the average monthly salary of the last 6-month period up to the reporting date. Increase or decrease to the accrued amount other than actual payment to employee will be taken to the consolidated income statement.

This accrued severance pay is used to settle the termination allowance to be paid to employee upon termination of their labor contract following Article 46 of the Labor Code.

3.15. Foreign currency transactions

Transactions in currencies other than the Company and its subsidiary's reporting currency of VND are recorded at the actual transaction exchange rates at transaction dates which are determined as follows:

- Transaction resulting in receivables are recorded at the buying exchange rates of the commercial banks where the Company and its subsidiary designated for collections;
- Transactions resulting in payables are recorded at the selling exchange rates of the commercial banks where the Company and its subsidiary designated for payments; and
- Transactions for purchasing assets or expenses which were immediately settled (not recorded via liabilities) are recorded at the buying exchange rates of the commercial banks destined for payments.

At the end of the year, monetary items denominated in foreign currencies are translated at the actual transaction exchange rates at the balance sheet date which are determined as follows:

- Monetary assets are translated at buying exchange rate of the commercial bank where the Company and its subsidiary conduct transactions regularly; and
- Monetary liabilities are translated at selling exchange rate of the commercial bank where the Company and its subsidiary conduct transactions regularly.

All foreign exchange differences incurred are taken to the consolidated income statement.

3.16. Share capital

Ordinary shares

Ordinary shares are recognised at issuance price.

Share premium

Share premium is the difference between the par value and the issuance price of the shares, minus the actual expenses incurred for the issuance of the shares.

3.17. Appropriation of net profits

Net profit after tax is available for appropriation to shareholders after approval in the Annual General Meeting, and after making appropriation to reserve funds in accordance with the Company and its subsidiary's Charter and Vietnam's regulatory requirements.

The Company and its subsidiary maintain the following reserve funds which are appropriated from the Company and its subsidiary's net profit as proposed by the Board of Directors and subject to approval by shareholders in the Annual General Meeting.

Investment and development fund

This fund is set aside for use in the Company and its subsidiary's expansion of its operation or in-depth investments.

Bonus and welfare fund

This fund is set aside for the purpose of pecuniary rewarding and encouraging, common benefits and improvement of the employees' benefits and presented as a liability on the consolidated balance sheet.

3.18. Revenue recognition

Revenue is recognised to the extent that it is probable that the economic benefits will flow to the Company and its subsidiary, and the revenue can be reliably measured. Revenue is measured at the fair value of the consideration received or receivable, excluding trade discount, rebate and sales return. The following specific recognition criteria must also be met before revenue is recognised:

Sale of goods

Revenue is recognised when the significant risks and rewards of ownership of the goods have passed to the buyer, usually upon the delivery of the goods.

Interest income

Interest is recognised on an accrual basis based on the time and actual interest rate for each period.

3.19. Taxation

Current income tax

Current income tax assets and liabilities for the current and prior years are measured at the amount expected to be recovered from or paid to the taxation authorities. The tax rates and tax laws used to compute the amount are those that are enacted as at the balance sheet date.

Current income tax is charged or credited to the consolidated income statement, except when it relates to items recognised directly to equity, in which case the current income tax is also dealt with in equity.

Current income tax assets and liabilities are offset when there is a legally enforceable right for the Company and its subsidiary to offset current tax assets against current tax liabilities and when the Company and its subsidiary intends to settle its current tax assets and liabilities on a net basis.

Deferred tax

Deferred tax is provided using the liability method on temporary differences at the balance sheet date between the tax base of assets and liabilities and their carrying amount for the consolidated financial reporting purposes.

Deferred tax liabilities are recognised for all taxable temporary differences, except:

- where the deferred tax liability arises from the initial recognition of an asset or liability in a transaction which at the time of the related transaction affects neither the accounting profit nor taxable profit or loss; and
- in respect of taxable temporarily differences associated with investments in subsidiaries and associates, and interests in joint ventures where timing of the reversal of the temporary difference can be controlled and it is probable that the temporary difference will not reverse in the foreseeable future.

Deferred tax assets are recognised for all deductible temporary differences, carried forward unused tax credit and unused tax losses, to the extent that it is probable that taxable profit will be available against which deductible temporary differences, carried forward unused tax credit and unused tax losses can be utilised, except:

- where the deferred tax asset in respect of deductible temporary difference which arises from the initial recognition of an asset or liability which at the time of the related transaction, affects neither the accounting profit nor taxable profit or loss;
- in respect of deductible temporarily differences associated with investments in subsidiaries, associate, and interests in joint ventures, deferred tax assets are recognised only to the extent that it is probable that the temporary differences will reverse in the foreseeable future and taxable profit will be available against which the temporary differences can be utilised.

The carrying amount of deferred tax assets is reviewed at each balance sheet date and reduced to the extent that it is no longer probable that sufficient taxable profit will be available to allow all or part of the deferred tax asset to be utilised. Previously unrecognised deferred tax assets are re-assessed at each balance sheet date and are recognised to the extent that it has become probable that future taxable profit will allow the deferred tax assets to be recovered.

Deferred tax assets and liabilities are measured at the tax rates that are expected to apply in the year when the asset is realised or the liability is settled based on tax rates and tax laws that have been enacted at the balance sheet date.

Deferred tax is charged or credited to the consolidated income statement, except when it relates to items recognised directly to equity, in which case the deferred tax is also dealt with in the equity account.

Deferred tax assets and liabilities are offset when there is a legally enforceable right for the Company and its subsidiary to offset current tax assets against current tax liabilities and when they relate to income taxes levied by the same taxation authority on:

- either the same taxable entity; or
- when the Company and its subsidiary intends either to settle current tax liabilities and assets on a net basis or to realise the assets and settle the liabilities simultaneously, in each future year in which significant amounts of deferred tax liabilities or assets are expected to be settled or recovered.

3.20. Earnings per share

Basic earnings per share amounts are calculated by dividing net profit after tax for the year attributable to ordinary shareholders of the Company and its subsidiary (after adjusting for the bonus and welfare fund) by the weighted average number of ordinary shares outstanding during the year.

Diluted earnings per share amounts are calculated by dividing the net profit after tax attributable to ordinary equity holders of the Company and its subsidiary (after adjusting for interest on the convertible preference shares) by the weighted average number of ordinary shares outstanding during the year plus the weighted average number of ordinary shares that would be issued on conversion of all the dilutive potential ordinary shares into ordinary shares.

3.21. Segment information

A segment is a component determined separately by the Company and its subsidiary which is engaged in providing products or related services (business segment) or providing products or services in a particular economic environment (geographical segment), that is subject to risks and returns that are different from those of other segments.

The Company's business segment is derived mainly from manufacturing and distributing quartz-based compound stone related products. Management defines the Company's geographical segments to be based on the location where the Company and its subsidiary sell its products.

3.22. Related parties

Parties are considered to be related parties of the Company and its subsidiary if one party has the ability to, directly or indirectly, control the other party or exercise significant influence over the other party in making financial and operating decisions, or when the Company and its subsidiary and other party are under common control or under common significant influence. Related parties can be enterprises or individuals, including close members of their families.

4. Cash and cash equivalents

Currency: VND

	Ending balance	Beginning balance
Cash on hand	3,254,129,013	2,504,783,121
Cash at banks	149,362,804,002	322,586,014,915
Cash equivalents (*)	935,000,000,000	1,258,100,000,000
TOTAL	1,087,616,933,015	1,583,190,798,036

Cash equivalents as at 31 December 2025 include deposits in VND at banks with original maturity of one month, earning interest rates of from 2.9% to 4.75% per annum (31 December 2024: from 2.9% to 4.75% per annum).

5. Held-to-maturity investments

	Ending balance		Opening balance	
	Cost	Carrying value	Cost	Carrying value
Held-to-maturity investments	588,000,000,000	588,000,000,000	670,000,000,000	670,000,000,000
TOTAL	588,000,000,000	588,000,000,000	670,000,000,000	670,000,000,000

Held-to-maturity investments as at 31 December 2025 include deposits in VND at banks with original maturity of six months, earning interest rates of from 5.65% to 7% per annum (31 December 2024: 5.5% to 6% per annum).

6. Short-term trade receivables and advances to suppliers

6.1. Short-term trade receivables

Currency: VND

	Ending balance	Beginning balance
Trade receivables from customers	467,188,039,576	579,739,326,985
- Vicostone Canada Inc	193,202,013,825	206,819,375,627
- Other customers	273,986,025,751	372,919,951,358
Trade receivables from related parties (Note 27)	903,464,863,019	747,333,756,703
TOTAL	1,370,652,902,595	1,327,073,083,688

	Ending balance	Beginning balance
Provision for short-term doubtful receivables	(23,210,895,955)	(23,672,404,888)

6.2. Short-term advances to suppliers

Currency: VND

	Ending balance	Beginning balance
Advances to suppliers	13,436,563,511	19,547,116,693
- Ningbo Youngor International Trade&Transportation LTD	1,875,582,450	-
- Yukevich Cavanaugh LTD	1,380,956,694	1,386,448,944
- Other suppliers	10,180,024,367	18,160,667,749
TOTAL	13,436,563,511	19,547,116,693

7. Provision for doubtful short-term receivables

Currency: VND

	Ending balance		Beginning balance	
	Cost	Recoverable amount (*)	Cost	Recoverable amount (*)
Customer No.1	8,292,033,229	2,677,369,791	8,111,718,515	1,188,148,177
TASA Vietnam Import and Export JSC	5,531,307,473	-	5,531,307,473	-
Other customers	13.872.000.698	1,807,075,654	14.111.440.065	2,893,912,988
TOTAL	27,695,341,400	4,484,445,445	27,754,466,053	4,082,061,165

The Company and its subsidiary determine recoverable amount by original amount of receivables minus provisions.

8. Inventories

Currency: VND

	Ending balance		Beginning balance	
	Cost	Provision	Cost	Provision
Goods in transit	35,680,916,983	-	73,988,061,550	-
Raw materials	195,898,518,673	-	179,882,759,533	-
Tools and supplies	56,859,727,439	-	65,718,972,224	-

	Ending balance		Beginning balance	
	Cost	Provision	Cost	Provision
Merchandises	957,291,104,297	(65,801,117,219)	1,154,711,684,658	(35,776,529,915)
Work-in-process	45,867,687,326	-	48,500,707,213	-
Finished goods	367,639,686,833	(5,296,547,886)	331,323,327,585	(1,897,919,707)
TOTAL	1,659,237,641,551	(71,097,665,105)	1,854,125,512,763	(37,674,449,622)

Details of movements of provision for obsolete inventories:

Currency: VND

	Current year	Previous year
Beginning balance	(37,674,449,622)	(17,992,005,186)
Add: Provision made during the year	(33,441,098,946)	(20,215,500,349)
Less: Utilisation and reversal of provision during the year	17,883,463	533,055,913
Ending balance	(71,097,665,105)	(37,674,449,622)

9. Tangible fixed assets

	Buildings and structures	Machinery and equipment	Means of transportation	Office equipment	Other tangible fixed assets	Total
Cost:						
Beginning balance	314,753,858,910	1,866,400,021,124	42,339,381,985	19,264,918,260	993,146,108	2,243,751,326,387
- Increase in the year	47,815,095,703	212,496,464,803	910,000,000	350,361,327	-	261,571,921,833
- Disposal	-	-	(3,266,548,152)	-	-	(3,266,548,152)
Ending balance	362,568,954,613	2,078,896,485,927	39,982,833,833	19,615,279,587	993,146,108	2,502,056,700,068
In which:						
Fully depreciated	91,980,466,851	382,048,167,484	22,571,772,146	18,787,626,305	-	515,388,032,786
Accumulated depreciation:						
Beginning balance	200,786,063,748	1,199,412,526,669	36,657,517,517	18,836,097,698	724,169,040	1,456,416,374,672
- Depreciation for the year	15,183,042,936	119,827,968,805	2,477,879,310	309,368,991	124,143,264	137,922,403,306
- Disposal	-	-	(3,266,548,152)	-	-	(3,266,548,152)
Ending balance	215,969,106,684	1,319,240,495,474	35,868,848,675	19,145,466,689	848,312,304	1,591,072,229,826
Net carrying amount:						
Beginning balance	113,967,795,162	666,987,494,455	5,681,864,468	428,820,562	268,977,068	787,334,951,715
Ending balance	146,599,847,929	759,655,990,453	4,113,985,158	469,812,898	144,833,804	910,984,470,242

As at 31 December 2025, Phenikaa Hue Company mortgaged all machinery and equipment as well as buildings and structures under the investment project "Cristobalite material factory" located at Lot CN15 Block B, Phong Dien Industrial Park, Phong Dinh Ward, Hue City, Vietnam which are owned by this company with a net carrying amount of VND 353.7 billion (31 December 2024: VND 385.1 billion) for long-term bank loans as presented in Note 15.

As at December 31, 2025, Phenikaa Hue Company pledged all architectural structures on the land and all formed machinery and equipment belonging to the “Investment in Additional High-Quality Low-Iron Silica Sand Processing Line” Project and the “Bio Quartz Project” located at Lot CN14, Zone B, Phong Dien Industrial Park, Phong Dinh Ward, Hue City, Vietnam, with a remaining value of VND 201.4 billion (as at 31 December 2024: VND 38.9 billion) as collateral for bank loans as disclosed in Note 15.

10. Intangible fixed assets

Currency: VND

	Computer software	Other intangible fixed assets	Total
Cost:			
Beginning balance	32,283,927,247	38,000,000	32,321,927,247
- Increase in the year	58,230,400	199,848,000	258,078,400
Ending balance	32,342,157,647	237,848,000	32,580,005,647
In which:			
Fully amortised	28,428,568,497	38,000,000	28,466,568,497
Accumulated amortisation:			
Beginning balance	29,473,076,487	38,000,000	29,511,076,487
- Amortisation for the year	879,718,290	15,579,548	895,297,838
Ending balance	30,352,794,777	53,579,548	30,406,374,325
Net carrying value:			
Beginning balance	2,810,850,760	-	2,810,850,760
Ending balance	1,989,362,870	184,268,452	2,173,631,322

11. Construction in progress

Currency: VND

	Ending balance	Beginning balance
Machinery and equipment waiting for installation	9,383,333,498	75,574,393,349
Construction in progress	575,242,195	108,197,121,783
Overhaul expenses	883,405,798	610,797,027
TOTAL	10,841,981,491	184,382,312,159

As at 31 December 2025, Phenikaa Hue Company has mortgaged the construction works and machinery for long-term bank loans as presented in Note 15.

12. Prepaid expenses

Currency: VND

	Ending balance	Beginning balance
Short-term		
Tools and supplies	1,206,123,596	904,614,434
Insurance premium	444,674,484	567,680,917
Others	3,521,522,054	1,959,373,481
TOTAL	5,172,320,134	3,431,668,832
Long-term		
Prepaid operating lease	6,589,721,482	5,013,866,320
Tools and supplies	4,729,173,037	4,648,605,181
Others	4,541,966,377	3,889,337,775
TOTAL	15,860,860,896	13,551,809,276

13. Short-term trade payables and advances from customers

13.1. Short-term trade payables

Currency: VND

	Ending balance		Beginning balance	
	Amount	Amount payable	Amount	Amount payable
Trade payables	151,216,954,671	151,216,954,671	172,906,485,208	172,906,485,208
Trade payables to related parties (Note 27)	27,665,471,794	27,665,471,794	9,904,945,523	9,904,945,523
TOTAL	178,882,426,465	178,882,426,465	182,811,430,731	182,811,430,731

13.2. Short-term advances from customers

Currency: VND

	Ending balance	Beginning balance
Dong Tam Investment and Construction Company Limited	3,405,083,000	-
Other customers	13,776,770,383	15,379,988,802
TOTAL	17,181,853,383	15,379,988,802

14. Statutory obligations

Currency: VND

	Beginning balance	Increase in the year	Decrease in the year	Ending balance
Receivables/Deductible				
Value-added tax	71,681,639,674	247,323,406,505	(155,095,766,576)	163,909,279,603
TOTAL	71,681,639,674	247,323,406,505	(155,095,766,576)	163,909,279,603

	Beginning balance	Payable for the year	Payment made in the year	Ending balance
Payables				
Corporate income tax	101,960,489,121	138,364,106,637	(214,710,681,844)	25,613,913,914
Value-added tax	-	51,686,381,113	(50,182,654,220)	1,503,726,893
Import, export duties	146,121,988	6,957,072,255	(7,075,604,356)	27,589,887
Personal income tax	448,152,262	16,621,152,862	(16,054,379,833)	1,014,925,291
Other taxes	-	4,278,674,121	(4,278,674,121)	-
TOTAL	102,554,763,371	217,907,386,988	(292,301,994,374)	28,160,155,985

15. Loans

Currency: VND

	Beginning balance	Movement during the year		Ending balance
	Amount and amount payable	Increase	Decrease	Amount and amount payable
Short-term loans	894,988,374,159	2,026,326,366,351	(2,690,334,786,180)	230,979,954,330
Loans from banks (Note 15.1)	39,899,263,054	14,660,122,901	(43,899,263,054)	10,660,122,901
Current portion of long-term loans (Note 15.2)	934,887,637,213	2,040,986,489,252	(2,734,234,049,234)	241,640,077,231
Long-term loans	28,764,048,954	77,817,679,136	(14,660,122,901)	91,921,605,189
Loans from banks (Note 15.2)	28,764,048,954	77,817,679,136	(14,660,122,901)	91,921,605,189
TOTAL	963,651,686,167	2,118,804,168,388	(2,748,894,172,135)	333,561,682,420

15.1. Short-term loans from banks

Details of unsecured USD loans from banks are as follows:

Bank	Ending balance (VND)	Original amount (USD)	Principal and interest repayment term	Interest rate per annum	Description of collateral
Indovina Bank Limited – Thien Long branch	30,869,158,894	1,170,395	January 2026	4.0%	Unsecured
TOTAL	30,869,158,894	1,170,395			

Details of unsecured VND loans from banks are as follows:

Bank	Ending balance (VND)	Principal and interest repayment term	Interest rate per annum	Description of collateral
Joint Stock Commercial Bank for Investment and Development of Vietnam – Hue Branch	59,303,672,769	January 2026 - June 2026	4.1%-4.5%	The collateral includes future formed assets consisting of construction works and machinery to be formed under the “Investment in additional high-quality low-iron silica sand processing line” with a value of VND 34.5 billion (construction works) and VND 32.9 billion (machinery and equipment).
Joint Stock Commercial Bank for Foreign Trade of Vietnam – Thanh Cong Branch	48,425,181,236	January 2026 – May 2026	4.1%-6%	All architectural structures on the land and the machinery and equipment under the investment project “Cristobalite manufacturing plant” at Lot CN15, Zone B, Phong Dien Industrial Park, Phong Hoa Commune, Phong Dien District, Thua Thien Hue Province. Machinery and equipment under the “Cristobalite manufacturing plant” project and 1 cargo truck and 1 pickup truck.
Vietnam International Commercial Joint Stock Company – Transaction office	47,440,610,821	February 2026 – March 2026	4.60%	Unsecured
Joint Stock Commercial Bank for Investment and	27,038,934,000	May 2026	4.0%	Unsecured

Bank	Ending balance (VND)	Principal and interest repayment term	Interest rate per annum	Description of collateral
Development of Vietnam – Van Phuc Branch				
Military Commercial Joint Stock Bank – Hoang Quoc Viet	17,902,396,610	March 2026	4.50%	Unsecured
TOTAL	200,110,795,436			

15.2. Long-term loans from banks

Details of the long-term loans from banks are as follows:

Bank	Ending balance (VND)	Principal and interest repayment term	Interest rate per annum	Description of collaterals
Joint Stock Commercial Bank for Investment and Development of Vietnam – Hue Branch	74,483,441,231	Interest is paid monthly, principal is paid quarterly, principal is paid off from May 2029 to June 2029	First year: 6.1%, Second year: Equal to the 12-month personal deposit interest rate plus 2.2%. From the third year onwards: Equal to the 12-month personal deposit interest rate plus 2.3%.	The assets formed in the future are the construction works and machinery under the project "Additional investment in high-quality silica sand processing line" with a value of VND 34,5 billion (construction works) and VND 32,9 billion (machinery and equipment).
	28,098,286,859	Interest is paid monthly, principal is paid quarterly, principal matures on 28 May 2029.	6.9%	All architectural structures on the land and all machinery and equipment under the investment project 'Cristobalite Material Production Plant' located at Lot

Bank	Ending balance (VND)	Principal and interest repayment term	Interest rate per annum	Description of collaterals
				CN15, Zone B, Phong Dien Industrial Park, Phong Dinh Ward, Hue city. Guarantee by Phuong Hoang Xanh A&A Group Joint Stock Company (minimum value of VND 273 billion).
TOTAL	102,581,728,090			
In which:				
- Current portion	10,660,122,901			
- Non-current portion	91,921,605,189			

16. Bonus and welfare fund

Currency: VND

	Current year	Previous year
Beginning balance	73,436,358,728	110,840,283,031
Appropriated during the year (Note 17.1)	56,703,437,699	42,071,782,893
Utilised during the year	(90,685,089,861)	(79,475,707,196)
Ending balance	39,454,706,566	73,436,358,728

17. Owners' equity**17.1. Increase and decrease in owners' equity**

Currency: VND

	Issued share capital	Share premium	Investment and development fund	Other funds belonging to owners' equity	Undistributed earnings	Total
Previous year						
Beginning balance	1,600,000,000,000	290,584,886	88,958,137,122	18,551,233,538	3,278,018,452,725	4,985,818,408,271
Bonus and welfare fund appropriation	-	-	-	-	(42,071,782,893)	(42,071,782,893)
Advanced dividends	-	-	(1,246,671,099)	-	-	(1,246,671,099)
Investment and development fund utilisation	-	-	-	-	(640,000,000,000)	(640,000,000,000)
Net profit for the year	-	-	-	-	807,122,189,551	807,122,189,551
Ending balance	1,600,000,000,000	290,584,886	87,711,466,023	18,551,233,538	3,403,068,859,383	5,109,622,143,830
Current year						
Beginning balance	1,600,000,000,000	290,584,886	87,711,466,023	18,551,233,538	3,403,068,859,383	5,109,622,143,830
Bonus and welfare fund appropriation (*)	-	-	-	-	(56,703,437,699)	(56,703,437,699)

	Issued share capital	Share premium	Investment and development fund	Other funds belonging to owners' equity	Undistributed earnings	Total
Investment and development fund utilisation	-	-	(6,686,919,043)	-	-	(6,686,919,043)
Advanced dividends (**)	-	-	-	-	(608,000,000,000)	(608,000,000,000)
- Net profit for the year	-	-	-	-	694,462,867,757	694,462,867,757
Ending balance	1,600,000,000,000	290,584,886	81,024,546,980	18,551,233,538	3,432,828,289,441	5,132,694,654,845

(*) During the year, the Company appropriated the bonus and welfare fund from the undistributed earnings according to the Resolution No.01/2025 NQ/VCS-DHĐCĐ dated 10 April 2025 of the 2025 Annual General Shareholders, The Company's subsidiary also appropriated bonus and welfare fund from profit after tax of the year 2024 according to the Resolution No.02/2025/NQ-HĐTV of this subsidiary's Members' Council dated 31 March 2025.

(**) During the year, the Company advanced dividends amounting to VND 608 billion to shareholders according to the Resolution No, 08/2025/NQ/VCS-HĐQT dated 9 June 2025 and Resolution No. 11/2025/NQ/VCS-HĐQT dated 4 December 2025 of the Board of Directors

17.2. Capital transactions with owners and distribution of dividends, profits

Currency: VND

	Current year	Previous year
Capital contributed by owners		
Beginning balance	1,600,000,000,000	1,600,000,000,000
Ending balance	1,600,000,000,000	1,600,000,000,000

17.3. Dividends

Currency: VND

	Current year	Previous year
Dividends declared during the year	608,000,000,000	640,000,000,000
Dividends on ordinary shares	608,000,000,000	640,000,000,000
1st advance of cash dividends for 2024 (VND 2,000 per share)	-	320,000,000,000
2nd advance of cash dividends for 2024 (VND 2,000 per share)	-	320,000,000,000
1 st advance of cash dividends for 2025 (VND 2,000 per share)	320,000,000,000	-
2 nd advance of cash dividends for 2025 (VND 1,800 per share)	288,000,000,000	-
Dividends paid during the year	608,197,674,550	639,827,276,600
Dividends declared after closing date of financial year and not yet recognised as liability	-	-

17.4. Shares

	Quantity	
	Ending balance	Beginning balance
Authorised shares	160,000,000	160,000,000
Issued shares	160,000,000	160,000,000

	Quantity	
	Ending balance	Beginning balance
Ordinary shares	160,000,000	160,000,000
Preference shares		-
Treasury shares	-	-
Ordinary shares	-	-
Preference shares	-	-
Shares in circulation	160,000,000	160,000,000
Ordinary shares	160,000,000	160,000,000
Preference shares	-	-

Par value of outstanding shares as at 31 December 2025: VND 10,000 per share (31 December 2024: VND 10,000 per share).

18. Off consolidated balance sheet items

	Ending balance		Beginning balance	
	Original currency	VND equivalent	Original currency	VND equivalent
Foreign currencies				
- US Dollar (USD)	2,461,631.86	64,236,132,853	6,689,674	169,089,560,899
- Euro (EUR)	146,399.73	4,464,961,251	359,933	9,385,022,351
- Canadian Dollar (CAD)	59,931	1,132,963,533	4,786,316	83,846,330,787

19. Revenues

19.1. Revenue from sale of goods

Currency: VND

	Current year	Previous year
Gross revenue	4,147,639,579,100	4,345,179,877,664
Sale of finished goods and merchandises	4,147,639,579,100	4,345,179,877,664
Deductions	18,746,519,240	23,108,484,843
Trade discounts	16,350,719,240	23,108,484,843
Sales return	2,395,800,000	-
Net revenue	4,128,893,059,860	4,322,071,392,821
In which:		
Sale to related parties (Note 27)	1,894,641,501,543	1,504,372,171,198

19.2. Finance income

Currency: VND

	Current year	Previous year
Foreign exchange gains	79,398,699,799	61,606,678,844
Interest income from bank deposits	62,241,910,213	40,886,009,361
TOTAL	141,640,610,012	102,492,688,205

20. Cost of goods sold

Currency: VND

	Current year	Previous year
Cost of finished goods and merchandises sold	3,050,646,907,004	3,124,296,779,727
Provision for obsolete inventories	33,423,215,483	19,682,444,436
TOTAL	3,084,070,122,487	3,143,979,224,163

21. Finance expenses

Currency: VND

	Current year	Previous year
Interest expenses	46,378,603,156	34,586,850,582
Foreign exchange losses	13,054,343,011	27,004,407,164
Other finance expenses	1,143,086,050	776,472,204
TOTAL	60,576,032,217	62,367,729,950

22. Selling expenses and general and administrative expenses

Currency: VND

	Current year	Previous year
Selling expenses		
- Loading and delivery costs	103,429,713,103	118,138,496,163
- Packaging costs	27,084,856,739	20,253,813,818
- Labour costs	18,531,025,132	14,271,723,574
- Others	63,684,681,700	38,989,987,546
TOTAL	212,730,276,674	191,654,021,101
General and administrative expenses		
- Labour costs	37,252,333,524	29,415,964,617
- (Reversal)/provision for doubtful debts	(461,508,933)	5,203,542,461
- Depreciation and amortisation	3,236,976,894	4,828,644,602
- Others	25,341,159,901	26,467,113,569
TOTAL	65,368,961,386	65,915,265,249

23. Other expenses

Currency: VND

	Current year	Previous year
After-sale commercial expenses	5,091,659,644	1,694,978,547

	Current year	Previous year
Others	10,954,246,542	6,460,536,923
TOTAL	16,045,906,186	8,155,515,470

24. Production and operating costs

Currency: VND

	Current year	Previous year
Raw materials and merchandises (*)	2,915,120,145,943	2,885,522,038,008
Labour costs	149,092,414,037	117,106,957,785
Depreciation and amortisation of fixed assets	128,927,222,728	130,382,121,964
Expenses for external services	174,590,398,135	178,478,233,484
Others	37,781,377,024	27,018,686,899
TOTAL	3,405,511,557,867	3,338,508,038,140

(*) This cost includes cost of merchandises.

25. Corporate income tax

The Company and its subsidiary have corporate income tax ("CIT") obligation as follows:

Vicostone Joint Stock Company

- For sale of finished goods of Factory No,1 as the initial investment project:

The CIT rate applicable to the Company is 20% of taxable income.

- For sale of finished goods of Factory No,2 as the investment expansion project:

The Factory No,2 project meet the conditions as business expansion as circulated in Circular 96/2015/TT-BTC issued by the Ministry of Finance on 22 June 2015 ("Circular 96"), Accordingly, the Company is entitled to CIT exemption, reduction as the same as a new project located in the same area, which is exemption from CIT for 4 years commencing from the first year of earning taxable profits and a 50% CIT reduction in the following 9 years, The first year of earning taxable profits of the Factory No, 2 is 2014, However, Circular 96 is only applied to the CIT tax year 2015 onwards, thus, the Company is entitled to an exemption from CIT from 2015 to 2017 and a 50% CIT reduction in the following 9 years (from 2018 to 2026), Accordingly, CIT rate applied for income of this activity during the current period is 10% of taxable profit.

- For sale of merchandises and other activities:

The CIT rate applicable to the Company is 20% of taxable income.

Phenikaa Hue Company, the subsidiary

CIT rate applied for Phenikaa Hue Company is 17% of taxable profit in 10 years commencing from the first year in which this company has revenue from its investment project, Phenikaa Hue

Company is entitled to an exemption from CIT for 2 years from the first year of earning taxable income (2019 to 2020) and 50% CIT reduction in the following 4 years (from 2021 to 2024), Accordingly, the CIT applicable to Phenikaa Hue Company during the current year is 17% of taxable profit.

The tax returns filed by the Company and its subsidiary are subject to examination by the tax authorities, As the application of tax laws and regulations is susceptible to varying interpretations, the amounts reported in the consolidated financial statements could change at a later date upon final determination by the tax authorities.

25.1. CIT expense

Currency: VND

	Current year	Previous year
Current CIT expense	137,589,704,154	146,993,197,996
Adjustment for under-accrual of CIT in prior years	774,402,483	369,479,741
Deferred tax income	(479,031,534)	(1,140,297,792)
TOTAL	137,885,075,103	146,222,379,945

Reconciliation between CIT expense and the accounting profit before tax multiplied by CIT rate is presented below:

Currency: VND

	Current year	Previous year
Accounting profit before tax	832,347,942,860	953,344,569,496
At CIT rates applied to the Company and its subsidiary	182,739,681,311	191,207,468,249
Adjustments:		
Unrealised foreign exchange losses/(gains) in the current year	(915,746,839)	178,285,006
Non-deductible expenses	2,788,737,603	2,181,605,473
Provision during the year	6,063,722,361	4,003,114,248
Adjustment for under accrual of tax from prior year	774,402,483	369,479,741
Penalty for late payment	12,305,463	16,001,122
Adjustment for business consolidation	(479,031,534)	(1,140,297,792)
Unrealised foreign exchange of previous year realised in the current year	(200,898,970)	406,340,356
Reversal of provision in previous year	(40,129,718)	-
Dividends paid	(18,000,000,000)	(7,000,000,000)
Tax exemption, reduction	(34,857,967,057)	(43,999,616,458)
CIT expense	137,885,075,103	146,222,379,945

25.2. Current tax

The current tax payable is based on the estimated taxable profit for the current year, The taxable profit of the Company and its subsidiary for the year differs from the accounting profit before tax as reported in the consolidated income statement because it excludes items of income or expense that are taxable or deductible in other years and it further excludes items that are not taxable or deductible, The Company and its subsidiary's liability for current tax is calculated using tax rates that have been enacted by the balance sheet date.

25.3. Deferred tax

The following are the deferred tax assets recognised by the Company and its subsidiary, and the movements thereon, during the current and previous years:

Currency: VND

	Consolidated balance sheet		Consolidated income statement	
	Ending balance	Beginning balance	Current year	Previous year
Deferred tax assets				
Deferred income tax assets are recognised for unrealised profit	5,085,782,515	4,606,750,981	(479,031,534)	(1,140,297,792)
Net deferred tax credit to consolidated income statement	5,085,782,515	4,606,750,981	(479,031,534)	(1,140,297,792)

26. Segment information

The primary segment reporting format is determined to be geographical segments as the Company and its subsidiary's risks and rates of return are affected predominantly by differences in the locations where the Company and its subsidiary sell their products.

The operating businesses are organised and managed separately according to the locations where the Company and its subsidiary operate, with each segment representing a strategic business unit that offers different products.

Geographical segment

The following table presents revenue, expenditure and certain asset information regarding to the Company and its subsidiary's geographical segments:

Currency: VND

	Domestic activities	Export activities	Total
For the year ended 31 December 2025			
Net revenue			

	Domestic activities	Export activities	Total
– Sales to external customers	1,292,130,482,344	2,836,762,577,516	4,128,893,059,860
– Inter-segment sales	-	-	-
Total net revenue	1,292,130,482,344	2,836,762,577,516	4,128,893,059,860
Results			
– Segment gross profit	184,027,600,924	896,313,405,213	1,080,341,006,137
– Unallocated cost of sale			(35,518,068,764)
– Gross profit			1,044,822,937,373
– Unallocated income, expense			(212,474,994,513)
– Net profit before corporate income tax			832,347,942,860
– Corporate income tax expense			(137,885,075,103)
– Net profit for the year			694,462,867,757
Other segment information			
– Capital expenditure of fixed assets			264,632,511,848
– Depreciation and amortisation			138,817,701,144
As at 31 December 2025			
Assets and liabilities			
– Segment assets	473,038,242,063	874,403,764,577	1,347,442,006,640
– Unallocated assets			4,402,954,954,069
Total assets			5,750,396,960,709
– Segment liabilities	12,604,984,260	4,576,869,123	17,181,853,383
– Unallocated liabilities			600,520,452,481
Total liabilities			617,702,305,864

Currency: VND

	Domestic activities	Export activities	Total
For the year ended 31 December 2024			
Net revenue			
– Sales to external customers	1,111,176,403,565	3,210,894,989,256	4,322,071,392,821
– Inter-segment sales	-	-	-
Total net revenue	1,111,176,403,565	3,210,894,989,256	4,322,071,392,821
Results			
– Segment gross profit	212,385,742,624	996,102,588,233	1,208,488,330,857
– Unallocated cost of sale			(30,396,162,199)
– Gross profit			1,178,092,168,658
– Unallocated income, expense			(224,747,599,162)
– Net profit before corporate income tax			953,344,569,496
– Corporate income tax expense			(146,222,379,945)
– Net profit for the year			807,122,189,551
Other segment information			
– Capital expenditure of fixed assets			55,590,051,347
– Depreciation and amortisation			131,806,502,608
As at 31 December 2024			
Assets and liabilities			
– Segment assets	495,083,794,051	808,316,884,749	1,303,400,678,800
– Unallocated assets			5,163,571,332,583
Total assets			6,466,972,011,383
– Unallocated liabilities			1,357,349,867,553
Total liabilities			1,357,349,867,553

The unallocated cost of goods sold includes the provision/reversal of provisions for obsolete inventories and other cost of goods which cannot be allocated into geographical segments.

Income and expenses except for cost of goods sold, assets except for trade receivables and provision for those trade receivables, and payables, are not allocated into geographical segments as they are not clearly identified for each segment.

27. Transactions with related parties

List of related parties that have a controlling relationship with the Company and its subsidiary during the year and as at 31 December 2025 is as follows:

Related party	Relationship
A&A Green Phoenix Group Joint Stock Company	Parent company
Mr Ho Xuan Nang	Chairman has control over the parent company

List of members of the Board of Directors, the Management and the Audit Committee of the Company is presented in General information.

Significant transactions of the Company and its subsidiary with related parties during the year were as follows:

Currency: VND

Related parties	Relationship	Transactions	Current year	Previous year
A&A Green Phoenix Group Joint Stock Company	Parent company	Sales of materials and consumables	638,577,445,836	447,521,890,465
		Purchase of merchandises and services	692,111,863,028	467,346,013,959
		Dividend payable	511,658,911,600	538,588,328,000
		Dividend paid	511,658,911,600	538,588,328,000
Style Stone Joint Stock Company	Fellow subsidiary	Sales of materials and consumables	129,446,607,772	69,851,065,369
		Purchase of merchandises and services	429,646,443,125	275,276,587,401
Stylenquaza LLC	Associate of parent company	Sales of finished goods and consumables	607,290,080,054	642,069,618,908
Vietnam Stone Work - Top		Sales of finished	244,780,739,322	226,896,871,640

Related parties	Relationship	Transactions	Current year	Previous year
Fabrication Joint Stock Company	Fellow subsidiary	goods and consumables		
		Purchase of merchandises and services	461,648,205,247	410,032,146,729
Tran Long Industry Joint Stock Company	Fellow subsidiary	Sales of finished goods and consumables	82,803,857,669	78,368,596,675
		Purchase of merchandises and services	104,015,434,966	110,352,189,588
Sec G3 Centre Joint Stock Company	Fellow subsidiary	Purchase of merchandises and services	6,917,311,860	7,076,258,893
Vinh Thien Medical Joint Stock Company	Fellow subsidiary	Sales of finished goods	1,917,497,127	36,857,128,141
		Purchase of service	687,080,000	550,848,507
Phenikaa University	Fellow subsidiary	Sales of finished goods	3,192,000,000	2,807,000,000
		Purchase of services	30,000,000	-
Prosperous South Joint Stock Company	Fellow subsidiary	Sales revenue	7,486,392,010	-
PHX Smart school Solutions Joint Stock Company	Fellow subsidiary	Purchase of merchandises and services	434,647,259	-
Phenikaa-X Joint Stock Company	Fellow subsidiary	Purchase of merchandises and services	5,022,211,765	-

Related parties	Relationship	Transactions	Current year	Previous year
Vicostone Australia PTY LTD	Fellow subsidiary	Sales of finished goods and consumables	33,175,809,038	-
Bena Surface LLC	Associate of Parent company	Sales of finished goods and consumables	145,971,072,715	-

Terms and conditions of transactions with related parties

The sales to and purchases of goods and services with related parties are made based on the negotiated price in the contract.

Except for receivables from related party that was guaranteed by Style Stone Joint Stock Company, other receivables and payables due from/to related parties at the balance sheet date are unsecured, interest free and will be settled in cash or be offset with payable accounts.

For the year ended 31 December 2025, the Company and its subsidiary have not made any provision for doubtful debts relating to amounts owed by related parties (31 December 2024: nil).

As at 31 December 2025, amounts due to and due from related parties were as follows:

Currency: VND

Related parties	Relationship	Transactions	Ending balance	Beginning balance
Short-term trade receivables (Note 6.1)				
Vietnam Stone Work - Top Fabrication Joint Stock Company	Fellow subsidiary	Receivables from sales of finished goods and consumables	249,928,916,628	284,957,231,743
Stylenquaza LLC	Associate of parent company	Receivables from sales of finished goods and consumables	252,758,781,304	290,829,375,521
Tran Long Industry Joint Stock Company	Fellow subsidiary	Receivables from sales of finished	87,550,492,203	90,117,521,868

Related parties	Relationship	Transactions	Ending balance	Beginning balance
		goods and consumables		
Vinh Thien Medical Joint Stock Company	Fellow subsidiary	Receivables from sales of finished goods	2,070,896,897	39,816,212,193
A&A Green Phoenix Group Joint Stock Company	Parent company	Receivables from sales of materials and consumables	120,404,750,650	38,581,855,378
Phenikaa University	Fellow subsidiary	Receivables from sales of finished goods	-	3,031,560,000
Style Stone Joint Stock Company	Fellow subsidiary	Receivables from sales of materials and consumables	544,060,000	-
BENNA SURFACES LLC (*)	Associate of Parent company	Receivables from sales of materials	147,945,913,259	-
Prosperous South Joint Stock Company	Fellow subsidiary	Receivables from sales of finished goods	8,085,303,371	-
Vicostone Australia PTY LTD	Fellow subsidiary	Receivables from sales of finished goods	34,175,748,707	-
			903,464,863,019	747,333,756,703

(*) Receivables from these related parties are guaranteed by Style Stone Joint Stock Company.

Currency: VND

Related parties	Relationship	Transactions	Ending balance	Beginning balance
Short-term trade payables (Note 13.1)				
A&A Green Phoenix Group Joint Stock Company	Parent company	Purchase of merchandises and services	17,281,479,421	7,239,765,751
Sec G3 Centre Joint Stock Company	Fellow subsidiary	Purchase of merchandises and services	1,230,402,843	1,318,244,042
Style Stone Joint Stock Company	Fellow subsidiary	Purchase of merchandises and services	7,550,136,500	796,673,862
Vinh Thien Medical Joint Stock Company	Fellow subsidiary	Purchase of services	529,250,000	546,816,500
Vietnam Stone Work - Top Fabrication Joint Stock Company	Fellow subsidiary	Purchase of merchandises and service	50,507,500	3,445,368
Phenikaa-X Joint Stock Company	Fellow subsidiary	Purchase of merchandises and service	1,023,695,530	
			27,665,471,794	9,904,945,523

Transactions with other related parties

Remuneration to members of the Board of Directors, the Management and the Audit Committee:

Currency: VND

Individuals	Position	Remuneration	
		Current year	Previous year
Mr Ho Xuan Nang	Chairman	72,000,000	72,000,000
Mr Pham Tri Dung	General Director Member of Board of Directors	4,239,647,783	3,502,080,002
Mr Pham Anh Tuan	Member of Board of Directors (Up to 12 April 2024)	-	17,500,000

Individuals	Position	Remuneration	
		Current year	Previous year
Mr Nguyen Quang Hung	Member of Board of Directors Head of Audit Committee	60,000,000	60,000,000
Ms Tran Lan Phuong	Member of Board of Directors Member of Audit Committee	60,000,000	60,000,000
Ms Le Thi Minh Thao	Member of Board of Directors (From 12 April 2024)	60,000,000	42,500,000
Ms Tran Thi Thu Huong	Deputy General Director (From 25 September 2024)	2,296,139,703	292,710,951
Mr Luu Cong An	Deputy General Director	3,790,224,319	3,122,472,898
Mr Nguyen Chi Cong	Deputy General Director	2,811,947,018	2,772,391,507
Mr Dong Quang Thuc	Deputy General Director	2,491,392,532	2,252,361,495
Mr Nguyen Quang Anh	Deputy General Director	3,222,979,664	2,949,826,277
		19,104,331,019	15,143,843,130

28. Earnings per share

Basic earnings per share amounts are calculated by dividing net profit after tax for the year attributable to ordinary shareholders of the Company and its subsidiary (after adjusting for the bonus and welfare fund) by the weighted average number of ordinary shares outstanding during the year.

Diluted earnings per share amounts are calculated by dividing the net profit after tax attributable to ordinary equity holders of the Company and its subsidiary by the weighted average number of ordinary shares outstanding during the year plus the weighted average number of ordinary shares that would be issued on conversion of all the dilutive potential ordinary shares into ordinary shares.

The following reflects the income and share data used in the basic and diluted earnings per share computations:

Currency: VND

	Current year	Previous year (Restated)
Net profit after tax	694,462,867,757	807,122,189,551
Estimated appropriation in bonus and welfare fund	(44,061,429,780)	(43,979,513,653)

	Current year	Previous year (Restated)
Net profit attributable to ordinary equity holders adjusted for the effect of dilution	650,401,437,977	763,142,675,898
Weighted average number of ordinary shares adjusted for basic earnings per share	160,000,000	160,000,000
Earnings per share		
– Basic earnings per share	4,065	4,770
– Diluted earnings per share	4,065	4,770

Profits used to calculate earnings per share for the year ended 31 December 2025 have been adjusted for the bonus and welfare fund and management bonus for the year ended 31 December 2025 in accordance with Resolution No. 01/2025 NQ/VCS-DHDCD of the General Meeting of Shareholders dated 10 April 2025 and the appropriation of bonus and welfare fund of the subsidiary.

There have been no other transaction involving ordinary shares or potential ordinary shares between the reporting date and the date of completion of the consolidated financial statements.

29. Commitments and contingencies

29.1. Operating lease commitments

The Company and its subsidiary leases land under operating lease arrangements, The minimum lease commitments as at the balance sheet date under the operating lease agreements are as follows:

Currency: VND

	Ending balance	Beginning balance
Less than 1 year	1,693,760,297	937,335,450
From 1 to 5 years	6,775,041,186	3,749,341,800
More than 5 years	38,993,972,853	19,949,085,275
TOTAL	47,462,774,336	24,635,762,525

The Company also leases 27,451 m² land area at Plot 2A, Bac Phu Cat Industrial Zone under the operating lease contract No. 10/VC/HDKT-TLDKCNBPC dated 30 May 2008 with the lease term of 48 years, 7 months and 19 days commencing from the contract date. The fees of land rental are VND 10,000/m² per annum and management service charge is VND 3,500/m² per annum, The land rental price for the remaining year (from 2043 until the end of the lease term) can be adjusted depending on agreement between the Company and the Industrial Zone management in subsequent discussions.

Phenikaa Hue Company leases 37,300 m² land area lot CN15 Zone B, Phong Dien Industry Park, Phong Dinh Ward, Hue City under the operating lease contract No. 2403/2017/HĐTĐ/PHXH-TP dated 24 March 2017 with the lease term of 39 years, 9 months and 8 days commencing from the

contract date. The fees of land rental are VND 15,015/m² per annum and management service charge of VND 4,050/m² per annum (VAT exclusive). Land rental and management fee is paid annually as specified under this contract.

29.2. Commitments relating to operating lease contracts

The Company and its subsidiary lease land under the operating lease contracts. According to the signed land lease contracts, the Company and its subsidiary are obliged to remove all construction works, architectural objects, equipment, materials on the leased land and restore the site to its original conditions as at the time of receiving the land at the end of the lease period. The Company and its subsidiary's management believes that the effect of this obligation on the current year consolidated financial statements is immaterial. Accordingly, no provision for site restoration obligation has been made in the consolidated financial statements.

30. Events after the balance sheet date

There is no matter or circumstance that has arisen since the balance sheet date that requires adjustment or disclosure in the consolidated financial statements of the Company and its subsidiary.

Hanoi, Vietnam
26 March 2026



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