

Hanoi, April 2nd, 2026

INVITATION

**TO THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
XUAN MAI INVESTMENT AND CONSTRUCTION CORPORATION**

(Business registration number: 0500443916, 33th amendment on 07th January, 2026

Issued by: Hanoi Department of Finance)

**To: SHAREHOLDERS OF XUAN MAI INVESTMENT AND CONSTRUCTION
CORPORATION**

The Board of Directors of Xuan Mai Investment and Construction Corporation respectfully invites shareholders to attend the 2026 Annual General Meeting of Shareholders.

I. Time: 08:30 AM, date: 24th April 2026.

II. Venue: Meeting Hall, 5th Floor, Xuan Mai Tower, To Hieu Street, Ha Dong Ward, Hanoi City.

Phone: 024.7303.8866

Fax: 024.7307.8866

III. Agenda:

1. Report on the activities of the Board of Directors in 2025 and operational orientation for 2026.
2. CEO's report on business performance results in 2025 and business plan for 2026.
3. Supervisory Board's report on the management of the Company by the Board of Directors and Executive Board in 2025.
4. Proposal to approve the audited 2025 financial statements of the Parent Company and consolidated financial statements.
5. Proposal for profit distribution plan and remuneration for the Board of Directors, Supervisory Board, and bonus for Executive Board in 2025.
6. Proposal to approve the business plan for 2026.
7. Proposal for selecting an auditing organization for the financial statements of 2026.
8. Proposal for remuneration plan for the Board of Directors, Supervisory Board, and bonus for Executive Board in 2026.
9. Other issues within the authority of the General Meeting of Shareholders.

IV. Authorized Attendance: Shareholders who cannot attend directly may authorize representatives to attend the Meeting. The authorization must be made in writing according to the form provided by the Company. The authorized person is not permitted to reauthorize a third party.

V. Registration for Attendance: To ensure successful organization of the Meeting, shareholders and their representatives are kindly requested to confirm their attendance or



proxy attendance (using the enclosed form) by Fax or postal service before 4:00 PM on 23rd April 2026 to:

Meeting Organizing Committee

Address: Administrative and HR Department - Xuan Mai Investment and Construction Corporation

4th Floor, Xuan Mai Tower, To Hieu Street, Ha Dong Ward, Hanoi City

Phone: 024.7303.8866

Fax: 024.7307.8866

Draft documents for the 2026 Annual General Meeting of Shareholders are posted on the Company's website at: www.xmc.com.vn

When attending the Meeting, shareholders are required to bring original citizen ID/passport and this invitation notice.

In case of proxy attendance, representatives must bring original citizen ID/passport, valid authorization document, notarized copy of citizen ID/passport of the shareholder along with this invitation notice.

For corporate shareholders, the representative must bring a copy of the Business Registration Certificate, citizen ID/passport, and Authorization Letter to attend the meeting (in case the representative attending is not the legal representative of the organization).

Respectfully,

Recipients:

- As addressed above;
- Board of Directors, Supervisory Board;
- General Director;
- Archived:
Administration Office.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Nguyen Duc Cu



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POWER OF ATTORNEY

**For attending the Annual General Meeting of Shareholders
Xuan Mai Investment and Construction Corporation in 2026**

To: The Organizing Committee of the Annual General Meeting of Shareholders Xuan Mai Investment and Construction Corporation

Shareholder's name:

Citizen ID/Business Registration Number:.....Issued on:

Issued at.....

Permanent address/Headquarters:

Number of shares owned:..... shares

In words:

Authorizes to attend the meeting:

Mr/Ms:

Citizen ID/Business Registration Number:.....Issued on:

Issued at.....

Permanent address/Headquarters:

Number of shares authorized:..... shares

The authorized party is allowed to represent the authorizing party to attend the Annual General Meeting of Shareholders in 2026 of Xuan Mai Investment and Construction Corporation, exercising all rights and obligations related to the authorized shares.

We commit to strictly comply with the regulations of the Charter of Xuan Mai Investment and Construction Corporation and take full legal responsibility for this authorization.

....., date..... month 2026

AUTHORIZED PARTY

(Signature and full name)

AUTHORIZING PARTY

(Signature and full name, seal if the entity)

Note: Shareholders must send the Power of Attorney (if any) along with copies of the Citizen ID/Passport of the authorizing and authorized individuals to the Company before 16:00 on 23rd April, 2026 to: Head Office, Xuan Mai Investment and Construction Corporation, 4th Floor, Xuan Mai Tower, To Hieu Street, Ha Dong Ward, Hanoi City (Shareholders may directly send or fax the document to the Company at: 024.7307.8866).

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REGISTRATION FORM

**For attending the Annual General Meeting of Shareholders
Xuan Mai Investment and Construction Corporation in 2026**

To: The Organizing Committee of the Annual General Meeting of Shareholders Xuan Mai Investment and Construction Corporation

Shareholder's name:

Citizen ID/Business Registration Number:.....Issued on:

Issued at.....

Permanent address/Headquarters:

Phone: Fax:.....

Register to attend the Annual General Meeting of Shareholders 2026 representing the following shares:

- Shares owned:shares
- Authorized shares:shares (if any)
- Representative shares: shares (if any)

Total shares:shares

In words:

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We request the Organizing Committee of the Annual General Meeting of Shareholders 2026 of Xuan Mai Investment and Construction Corporation to confirm our participation in the list of attending shareholders/representatives for the Annual General Meeting of Shareholders 2026, held on 24th April, 2026.

....., date..... month 2026

SHAREHOLDER

(Signature and full name, seal if the entity)

Note: Shareholders can send the registration form along with a copy of their ID Card/Citizen ID/Passport to the Company before 16:00 on 23rd April, 2026 to: Head Office, Xuan Mai Investment and Construction Corporation, 4th Floor, Xuan Mai Tower, To Hieu Street, Ha Dong Ward, Hanoi City. (Shareholders may directly send or fax the form to the Company at: 024.7307.8866).