

**XUAN HOA VIET NAM
JOINT STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No. 198/XH-TB-TCKT

Phu Tho, July 9, 2026

NOTICE

(Regarding the Record Date for the Payment of 2025 Cash Dividends)

To: Vietnam Securities Depository and Clearing Corporation (VSDC)

Issuer: Xuan Hoa Vietnam Joint Stock Company

Trading Name: Xuan Hoa Vietnam Joint Stock Company

Head Office: Nguyen Van Linh Street, Xuan Hoa Ward, Phu Tho
Province, Vietnam

Tel: (+84) 211 3863244

Fax: (+84) 211 3863019

We hereby notify the Vietnam Securities Depository and Clearing Corporation (VSDC) of the record date for determining the list of securities holders entitled to the following rights:

Security: Shares of Xuan Hoa Vietnam Joint Stock Company

Stock Code: XHC

Type of Security: Ordinary shares

Par Value: VND 10,000 per share

Trading Market: UPCoM

Record Date: July 23, 2026

1. Purpose:

Payment of 2025 cash dividends.

2. Details: Payment of 2025 cash dividends

- Dividend Rate: 20% (equivalent to VND 2,000 per share).

- Payment Date: August 7, 2026.

- Payment Venue:

+ For deposited securities: Shareholders shall receive dividend payments through the depository members where their securities accounts are maintained.

+ For undeposited securities: Shareholders shall receive dividend payments at the Finance and Accounting Department of Xuan Hoa Vietnam Joint Stock Company (Address: Nguyen Van Linh Street, Xuan Hoa Ward, Phu Tho Province, Vietnam) on working days from August 7, 2026 onwards. Shareholders are required to present their Share Ownership Certificate together



with their Citizen Identity Card/Identity Card or Passport for verification prior to receiving the dividend payment.

The Vietnam Securities Depository and Clearing Corporation (VSDC) is kindly requested to prepare and send to the Company, via the VSDC electronic communication portal, the list of securities holders as of the above Record Date.

Recipients:

- As above; HNX, Web XHC;
- Archived: XHC. Hs.02

**LEGAL REPRESENTATIVE
GENERAL DIRECTOR**



Nguyen Anh Tuan

Enclosures:

- Resolution No. 06/XH-NQ-ĐHĐCĐTN dated June 20, 2026
- Board of Directors' Resolution No. 07/XH-NQ-HĐQT dated July 9, 2026.



RESOLUTION
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Pursuant to the Law on Enterprises No. 76/2025/QH15 dated June 17, 2025, amending and supplementing a number of articles of the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Charter of Xuan Hoa Vietnam Joint Stock Company;

Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of Xuan Hoa Vietnam Joint Stock Company dated June 20, 2026;

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
XUAN HOA VIETNAM JOINT STOCK COMPANY
RESOLUTION

Article 1. Approval of the contents of the Reports:

- Report of the General Director.
- Report of the Board of Directors.
- Report of the Board of Supervisors.

Article 2. Approval of the Board of Directors' proposal on the 2025 audited Financial Statements, audited by RSM Vietnam Auditing & Consulting Co., Ltd - Hanoi Branch, Independent Audit Report No. 122/2026/RSMHN-BCKT dated April 14, 2026.

Article 3. Approval of the Board of Directors' Proposal on the 2025 after-tax profit distribution plan as follows:

No.	Item	Amount (VND)
I	Total distributable profit	194.232.520.202
II	Profit allocation	47.173.000.000
1	Payment of cash dividend at a rate of 20%	42.173.000.000
2	Bonus and welfare fund	5.000.000.000
3	Executive bonus fund	-
III	Undistributed retained earnings	147.059. 520.202



Article 4. Approval of the Board of Directors' Report on the 2026 plan targets as follows:

No.	Description	Unit	Amount
1	Net revenue	VND Billion	850
2	Profit before tax	VND Billion	70
3	Dividend	%	20
4	Executive Bonus Fund		
4.1	If the revenue target is met, and simultaneously:		
4.1.1	Profit target is also met		BOD and Executive Board: 7% of profit after tax
4.1.2	Profit exceeds the target		BOD and Executive Board: 7% of profit after tax + 15% of the additional profit after tax
4.2	If only one of the two targets (revenue or profit) is achieved		The Board of Directors will consider the bonus level, but not exceeding the level in item 4.1.1
4.3	If neither revenue nor profit targets are met		0
5	Bonus and welfare fund	VND Million	5,000
6	Remuneration for Chairman of the BOD	VND Million /month	15
7	Remuneration for BOD members	VND Million /month	10
8	Remuneration for Head of the Supervisory Board	VND Million /month	10
9	Remuneration for Supervisory Board members	VND Million /month	3
10	Salary fund for full-time Chairman of the BOD	VND Million /year	2.210
11	Salary fund for full-time BOD members	VND Million /year	1,040
12	Salary fund for General Director	VND Million /year	2.210

Remunerations/salaries stated above are exclusive of personal income tax (PIT).

Article 5. Approval of the Supervisory Board's proposal on the selection of an auditing company for the 2026 fiscal year. The General Meeting of Shareholders authorizes the Board of Directors to select one (01) of the following auditing firms to audit the financial statements for the year 2026:

- RSM Vietnam Auditing & Consulting Co., Ltd. - Hanoi Branch
- Southern Accounting and Auditing Financial Consulting Services Co., Ltd. (AASCS)
- PwC Vietnam Co., Ltd.
- AASC Auditing Company Limited
- PKF-TTG Auditing and Advisory Co., Ltd

The General Meeting of Shareholders further authorizes the Board of Directors to decide on the selection or dismissal of the independent audit firm for the review of the semi-annual financial statements and the audit of the 2026 annual financial statements, as deemed necessary, based on recommendations from the Supervisory Board at the relevant time.

Article 6. This Resolution takes effect from the date of signing.

The Board of Directors, the Supervisory Board, the Executive Board of Xuan Hoa Vietnam Joint Stock Company, and all relevant departments and individuals are responsible for implementing this Resolution.

Recipients:

- Shareholders;
- As above; HNX, Web XHC;
- Archived: XHC. Hs.03

**CHAIRMAN OF THE BOARD
OF DIRECTORS**



Nguyen Viet Anh