

Appendix V
REPORT ON CORPORATE GOVERNANCE

*(Issued together with Circular No. 96/2020/TT-BTC dated November 16, 2020)
of the Minister of Finance*

**JOINT STOCK
COMPANY
XUAN HOA VIETNAM**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Number: 196/BC-XHC

Phu Tho, July 14, 2026

REPORT
Corporate Governance Status for the First Six Months of 2026

Dear: - State Securities Commission;
- Hanoi Stock Exchange .

- Company name: **XUAN HOA VIETNAM JOINT STOCK COMPANY**
- Head office address: Nguyen Van Linh Street, Xuan Hoa Ward, Phu Tho Province
- Phone: 02113.863.244 Email: xuanhoa@xuanhoa.vn
- Registered capital : 210,965,000,000 VND
- Stock code: XHC
- Corporate governance model: General Shareholders' Meeting, Board of Directors, Supervisory Board, and General Director.

The General Meeting of Shareholders: This is the highest decision-making body, operating in accordance with the Law on Enterprises and the Articles of Organization and Operation of Xuan Hoa Vietnam Joint Stock Company.

Board of Directors: consists of 5 members, elected by the General Meeting of Shareholders.

The Executive Board consists of 6 members:

- + General Director of the Company: 1 person
- + Deputy General Directors of the Company: 4 people
- + Chief Accountant: 1 person

The Supervisory Board consists of 3 members elected by the General Meeting of Shareholders: It supervises the activities of the Board of Directors and the Executive Board in managing and operating the Company.

Departments: The organizational structure consists of 3 divisions (Business Division, General Division, Production Division).

- Regarding the implementation of internal audit functions: Not yet implemented.

I. Activities of the General Meeting of Shareholders

Information on meetings and resolutions/decisions of the General Meeting of Shareholders (including resolutions of the General Meeting of Shareholders adopted through written ballot):

TT	Resolution Number Decision	Day	Content
1	Resolution No. 06/XH - NQ - General Meeting of Shareholders	June 20, 2026	The Resolution of the Annual General Meeting of Shareholders in 2026 approves the following contents: 1. Through the content of the reports: + Report by the General Director + Report of the Board of Directors + Report of the Supervisory Board 2. Approval of the Board of Directors' submission regarding the audited financial statements for 2025. 3. Approve the Board of Directors' proposal on the plan for distributing after-tax profits in 2025. 4. Approve the Board of Directors' proposal regarding the plan targets for 2026. 5. Approve the Supervisory Board's proposal regarding the selection of an auditing firm for the 2026 fiscal year.

II. Board of Directors (Report for the first six months of 2026)

1. Information about the members of the Board of Directors:

TT	Board Member	Position	Date of commencement/ cessation of membership on the Board of Directors/ independent board member	
			Appointment date	Dismissal date
1	Mr. Nguyen Viet Anh	Chairman of the Board	April 30, 2022 (term 2022-2025) June 20, 2025 (term 2025-2030)	
2	Mr. Nguyen Hoang Hai	Board Member	April 30, 2022 (term 2022-2025) June 20, 2025 (term 2025-2030)	
3	Mr. Khuc Van Quang	Board Member	April 30, 2022 (term 2022-2025) June 20, 2025 (term 2025-2030)	
4	Mr. Nguyen Anh Tuan	Board Member	November 8, 2022 (term 2022-2025) June 20, 2025 (term 2025-2030)	
5	Mr. Nguyen Tien Hai	Board Member	November 8, 2022 (term 2022-2025) June 20, 2025 (term 2025-2030)	

2. Board of Directors Meetings:

TT	Board Member	Number of Board of Directors meetings attended	Meeting attendance rate	Reason did not attend the meeting.
1	Mr. Nguyen Viet Anh	4	100%	
2	Mr. Nguyen Hoang Hai	4	100%	
3	Mr. Khuc Van Quang	4	100%	
4	Mr. Nguyen Anh Tuan	4	100%	
5	Mr. Nguyen Tien Hai	4	100%	

The Board of Directors ' oversight of the Management Board.

The Board of Directors' oversight of the General Management Board is carried out seriously and periodically in accordance with the Charter of Organization and Operation of Xuan Hoa Vietnam Joint Stock Company, specifically as follows:

- At meetings, the Board of Directors requests the General Director to report, analyze, and evaluate the Company's business operations, issues related to financial activities, market research, scientific and technological research, digital transformation, and internal control.

- Implement the Company's periodic information disclosure regime in accordance with current regulations and fully and accurately disclose the production and business situation to shareholders, state management agencies, and relevant parties in a transparent, accurate, and timely manner.

- Manage and operate the company in accordance with best governance practices.

- Provide regular monthly/quarterly reports to the Board of Directors on the company's production and business performance.

- Implement an ad hoc reporting system and promptly address any unusual issues in production and business operations that affect the company's business results.

- Non-executive board members have actively contributed to enhancing the independence, objectivity, transparency, efficiency, and quality of the board's decisions.

4. Activities of the Board of Directors' subcommittees: None

5. Resolutions/Decisions of the Board of Directors

(Report for the first six months of 2026)

TT	Resolution Number Decision	Day	Content	Approval rate
1	Resolution No. 01/2026/NQ-HĐQT	January 6, 2026	Through the Company's business production plan for 2026	100%
2	Resolution No. 02/2026/NQ-HĐQT	02/03/2026	Approval of the plan to hold the Annual General Meeting of Shareholders in 2026.	100%
3	Resolution No. 03/2026/NQ-HĐQT	April 13, 2026	Through a plan to reduce charter capital and adjust ownership ratios at Nett Vietnam Joint Stock Company.	100%

TT	Resolution Number Decision	Day	Content	Approval rate
4	Resolution No. 04/2026/NQ-HĐQT	April 15, 2026	Based on the Q1/2026 business results and Q2/2026 targets/plans.	100%

III. Supervisory Board (Report for the first six months of 2026)

1. Information about the members of the Supervisory Board (SB)

TT	Supervisory Board Member	Position	Date of commencement/ cessation of membership in the Supervisory Board	Professional qualifications
1	Mr. Truong Hong Phong	Head of the Supervisory Board	April 30, 2022 (term 2022-2025) June 20, 2025 (term 2025-2030)	Bachelor of Accounting
2	Ms. Tran Thi Thu Hang	Supervisory Board Member	November 8, 2022 (term 2022- 2025) June 20, 2025 (term 2025-2030)	Bachelor of Economics
3	Ms. Nguyen Thi Khuyen	Supervisory Board Member	June 25, 2024 (term 2022-2025) June 20, 2025 (term 2025-2030)	Bachelor of Business Administration

2. Meeting of the Supervisory Board

TT	Supervisory Board Member	Number of meetings attended	Meeting attendance rate	Voting ratio	Reasons for not attending the meeting.
1	Mr. Truong Hong Phong	2	100%	100%	
2	Ms. Tran Thanh Hang	2	100%	100%	
3	Ms. Nguyen Thi Khuyen	2	100%	100%	

3. The Supervisory Board's oversight activities over the Board of Directors, the Executive Management, and shareholders.

- Monitoring compliance with the Enterprise Law, the Company's charter, and the implementation of resolutions of the General Meeting of Shareholders and the Board of Directors.

- Review the 2025 financial statements . Evaluate the business and financial performance and provide independent opinions to the Board of Directors and the Executive Board.

- Monitor compliance with the Company's information disclosure regulations.

4. Coordination of activities between the Supervisory Board and the Board of Directors, the Executive Board, and other management personnel.

- The Supervisory Board regularly coordinates with the Board of Directors and the Executive Board through information exchange and attendance at some meetings of the Board of Directors, the Executive Board, and other management personnel.

5. Other activities of the Supervisory Board (if any):

The Supervisory Board attends year-end ceremonies and other meetings.

IV. Executive Board

TT	Member Board of Directors	Date of birth	Professional qualifications	Date of appointment Dismissal of a member of the Executive Board
1	Mr. Nguyen Anh Tuan	December 28, 1979	Master's degree Business administration	October 7, 2022 (appointment)
2	Ms. Nguyen Thi Hieu	October 27, 1976	Bachelor of Economics	July 26, 2022 (appointment)
3	Mr. Khuc Van Quang	February 12, 1976	Master's degree Business administration	February 18, 2023 (appointment)
4	Mr. Nguyen Hoang Hai	October 7, 1980	Engineer Mechanical Engineering	February 18, 2023 (appointment)
5	Mr. Khuc Manh Viet	February 17, 1980	Bachelor Business administration	February 18, 2023 (appointment)
6	Mr. Le Van Giang	January 25, 1984	Master's degree Business Management	August 3, 2023 (appointment)

V. Chief Accountant

No.	Full name	Date of birth	Professional qualifications	Date of appointment dismissal
1	Ms. Nguyen Thi Hieu	October 27, 1976	Bachelor of Economics	July 26, 2022 (appointment)

VI. Training in corporate governance :

The corporate governance training courses attended by members of the Board of Directors, members of the Supervisory Board, the CEO (General Director), other management staff, and the Company Secretary were in accordance with corporate governance regulations: Leadership Skills; Management Skills; Production Management; International/Customer Standards: IWAY, RESA, FSC, GO/NOGO, QSA, BSCI, CTPAT, SCAN, GMP, SMETA, EQA, ...

VII. List of related parties of a public company and transactions of related parties with the Company itself (Report for the first six months of 2026).

1. List of company associates/relatives

TT	Name of organization /individual	Securities trading account	Position at the company	NSH Certificate Number*, Date of Issue, Place of Issue	Head office address / Contact addresses	The starting point is when the person is involved	The point at which one is no longer involved	Reason	Relationship with the company
1	Nguyen Viet Anh		Chairman of the Board of Directors/Leg			April 30, 2022		Additional/Replacement	Insider

TT	Name of organization /individual	Securities trading account	Position at the company	NSH Certificate Number*, Date of Issue, Place of Issue	Head office addresses/ Contact addresses	The starting point is when the person is involved	The point at which one is no longer involved	Reason	Relationship with the company
			al Representative					Elections	
2	Nguyen Hoang Hai		Board Member/ Deputy General Director			April 30, 2022		Additional/Replacement Elections	Insider
3	Khuc Van Quang		Board Member/ Deputy General Director			April 30, 2022		Additional/Replacement Elections	Insider
4	Nguyen Anh Tuan		Board of Directors/ General Director/ Legal Representative			October 7, 2022		Additional/Replacement Elections	Insider
5	Nguyen Tien Hai		Board of Directors			November 8, 2022		Additional/Replacement Elections	Insider
6	Khuc Manh Viet		Deputy General Director			February 18, 2023		Appointment	Insider
7	Le Van Giang		Deputy General Director			August 3, 2023		Appointment	Insider
8	Nguyen Thi Hieu		Chief Accountant/Information Discloser			July 26, 2022		Appointment	Insider
9	Truong Hong Phong		Head License plate			April 30, 2022		Additional/Replacement Elections	Insider
10	Tran Thanh Hang		TV License Plate Number			November 8, 2022		Additional/Replacement	Insider

TT	Name of organization /individual	Securities trading account	Position at the company	NSH Certificate Number*, Date of Issue, Place of Issue	Head office address/ Contact addresses	The starting point is when the person is involved	The point at which one is no longer involved	Reason	Relationship with the company
								Elections	
11	Nguyen Thi Khuyen		TV License Plate Number			June 25, 2024		Additional/Replacement Elections	Insider
12	VAC Vietnam Investment Joint Stock Company			0106708057 Issued on June 9, 2017 by the Department of Planning and Investment of Hanoi City.	No. 171 Xuan Thuy Street, Cau Giay District, Hanoi	November 2, 2015			Related company
13	Bao Viet Fund Management Company Limited			08/GPDC-UBCK Issued on January 17, 2022	5th Floor, No. 8 Le Thai To Street, Hang Trong District, Hanoi	September 15, 2022			Related company
14	Toyota Boshoku Hanoi Co., Ltd.			2500152396 Issued on May 23, 2018	No. 144, Tran Phu Street, Phuc Yen Ward, Phu Tho Province	November 2, 2015			Related company
15	Xuan Hoa Elevator Joint Stock Company			0110252842 Issued on February 15, 2023	No. 7 Yen The Street, Van Mieu	February 15, 2023			Related company

TT	Name of organization /individual	Securities trading account	Position at the company	NSH Certificate Number*, Date of Issue, Place of Issue	Head office address/ Contact addresses	The starting point is when the person is involved	The point at which one is no longer involved	Reason	Relationship with the company
					Ward, Hanoi				
16	Demy Furniture Joint Stock Company			0110246479 Issued on February 9, 2023	No. 7 Yen The Street, Van Mieu Ward, Hanoi	February 9, 2023			Related company
17	Xuan Hoa Power Joint Stock Company			0110275159 Issued on July 10, 2023	No. 7 Yen The Street, Van Mieu Ward, Hanoi	March 6, 2023			Related company
18	Xuan Hoa Vietnam Joint Stock Company – Southern Region			0319153402 Issued on September 11, 2025	No. 31, Vo Van Van Street, Vinh Loc Ward, Ho Chi Minh City	11/09/2025			Related company
19	Nett Vietnam Joint Stock Company			2600142066 Issued on November 11, 2025	Trung Ha Industrial Zone, Tam Nong Commune, Phu Tho Province	November 11, 2025			Related company

2. Transactions between the company and its related parties; or between the company and major shareholders, insiders, or related parties of insiders: None

3. Transactions between company insiders, related parties of insiders, and subsidiaries or companies controlled by the company : None

4. Transactions between the company and other parties:

4.1. Transactions between the company and companies where members of the Board of Directors, members of the Supervisory Board, Directors (General Directors) and other managers have been founding members or members of the Board of Directors, Directors (General Directors) in charge during the past three (03) years (calculated at the time of report preparation) :

- Toyota Boshoku Vietnam Co., Ltd.
- Xuan Hoa Elevator Joint Stock Company
- DEMY Furniture Joint Stock Company
- Xuan Hoa Power Joint Stock Company
- Nett Vietnam Joint Stock Company
- Xuan Hoa Vietnam Joint Stock Company - Southern Region

4.2. Transactions between the company and companies where related parties of Board of Directors members, Supervisory Board members, Directors (General Directors), and other managers are members of the Board of Directors or Directors (General Directors) :
None

4.3. Other transactions of the company (if any) that may provide material or non-material benefits to members of the Board of Directors, members of the Supervisory Board, Directors (General Director) and other managers : *None*

VIII. Stock transactions by insiders and related parties of insiders (During the first 6 months of 2026)

1. List of insiders and related parties of insiders

No.	Full name	Securities trading account	Position at the company	ID/Passport number, date of issue, place of issue	Contact address	Number of shares held at the end of the period	Ending stock ownership ratio	Note
1	Nguyen Viet Anh		Chairman of the Board of Directors/Legal Representative			1,763,043	8.36%	
1.01	Nguyen Ba Moc							
1.02	Pham Thi Dung							
1.03	Vuong Xuan Su							
1.04	Nguyen Thi Thanh							
1.05	Vuong Thi Hong Ha							
1.06	Nguyen Viet Hoang							
1.07	Nguyen Tung Lam							
1.08	Nguyen Hoang Hai							

No.	Full name	Securities trading account	Position at the company	ID/Passport number, date of issue, place of issue	Contact address	Number of shares held at the end of the period	Ending stock ownership ratio	Note
1.09	Ta Le Hai Anh							
2	Nguyen Anh Tuan		Board Member/General Director/Legal Representative			562,636	2.67%	
2.01	Nguyen Thi Da Lien					104,912	0.50%	
2.02	Nguyen Tuan Minh							
2.03	Nguyen Nhat Minh							
2.04	Nguyen Anh Chien							
2.05	Thai Thi Hieu							
2.06	Nguyen Thi Minh Hien					1,243,023	5.89%	
2.07	Nguyen Tuan Ha							
2.08	Nguyen Thi Tuyen							
2.09	Nguyen Quang Canh							
2.10	Bui Thi Ngoc							
3	Nguyen Hoang Hai		Board Member/Deputy General Director			2,390,282	11.33%	
3.01	Nguyen Ba Moc							
3.02	Pham Thi Dung							
3.03	Ta Ngoc Anh							
3.04	Le Thi Hoa					989,332	4.69%	
3.05	Ta Le Hai Anh					100,000	0.47%	
3.06	Nguyen Hoang Bao Long							
3.07	Nguyen Hoang Bao An							
3.08	Nguyen Hoang Bao Nam							
3.09	Nguyen Viet Anh							
3.10	Vuong Thi Hong Ha							

No.	Full name	Securities trading account	Position at the company	ID/Passport number, date of issue, place of issue	Contact address	Number of shares held at the end of the period	Ending stock ownership ratio	Note
4	Khuc Van Quang		Board Member/Deputy General Director			753,300	3.57%	
4.01	Khuc Van Bang							
4.02	Nguyen Thi Thu Ha							
4.03	Luu Van Ty							
4.04	Nguyen Thi Thuan							
4.05	Luu Thi Bich Ngoc							
4.06	Khuc Luu Hoang Thong							
4.07	Khuc Luu Hoang Phuc							
4.08	Khuc Dai Minh							
4.09	Doan Thi Thuy Duong							
5	Nguyen Tien Hai		Board member					
5.01	Dang Thi Phuong							
5.02	Pham Thuy Trang							
5.03	Nguyen Ha Phuong							
5.04	Nguyen The Nam							
5.05	Nguyen Quynh Lam Phuong							
5.06	Nguyen Tien Minh							
5.07	Luu Thi Huong Giang							
5.08	Pham Thi Thuy Vinh							
6	Khuc Manh Viet		Deputy General Manager					
6.01	Khuc The Tau							
6.02	Tran Thi Vy							
6.03	Khuc Manh Tuan							
6.04	Khuc Manh Toan							
6.05	Khuc Thi Thu Phuong							

No.	Full name	Securities trading account	Position at the company	ID/Passport number, date of issue, place of issue	Contact address	Number of shares held at the end of the period	Ending stock ownership ratio	Note
6.06	Tran Thi Lan Huong							
6.07	Khuc Tran Bao Ly							
6.08	Khuc Tran Bao Anh							
6.09	Khuc Tran Bao Quyen							
6.10	Khuc Tran Bao An							
6.11	Nguyen Hoang Yen							
6.12	Pham Ngoc Long							
6.13	Tran Quang Hap							
6.14	Ta Thi Thuy							
7	Le Van Giang		Deputy General Manager					
7.01	Le Van Phong							
7.02	Pham Le Hang							
7.03	Cu Ngoc Tan							
7.04	Vu Thi Hien							
7.05	Cu Thi Thuy Ha							
7.06	Le Phu Thanh							
7.07	Le Nguyen Ngoc Minh							
7.08	Le Duc Anh							
7.09	Le Van Duong							
7.10	Le Thuy Quynh							
7.11	Vu Thi Luong							
8	Nguyen Thi Hieu		Chief Accountant/Information Discloser					
8.01	Nguyen Duc Tam							
8.02	Hoang Thi Luu							
8.03	Nguyen Huu Vo							
8.04	Ha Thi Van							
8.05	Nguyen Thi Nhan							

No.	Full name	Securities trading account	Position at the company	ID/Passport number, date of issue, place of issue	Contact address	Number of shares held at the end of the period	Ending stock ownership ratio	Note
8.06	Nguyen Trong Nghia							
8.07	Nguyen Ha Nam							
8.08	Nguyen Ha Son							
8.09	Nguyen Quoc Anh							
9	Truong Hong Phong		Head of the Supervisory Board					
9.01	Truong Quang Chuc				(deceased)			
9.02	Le Thi Be							
9.03	Do Minh Thu				(deceased)			
9.04	Nguyen Thi Mien							
9.05	Truong Hong Quang							
9.06	Nguyen Thi Thanh Huyen							
9.07	Do Thi Minh Thuy							
9.08	Truong Gia Huy							
9.09	Truong Hoang Tung							
10	Nguyen Thi Khuyen		Supervisory Board Member					
10.01	Nguyen Van Hiep							
10.02	Nguyen Thi Sinh							
10.03	Nguyen Thi Xuyen							
10.04	Nguyen Thi Hoa							
10.05	Hoang Ngoc Chien							
10.06	Ngo Thi Mui							
10.07	Hoang Ngoc Truong							
10.08	Hoang Gia Thai							
10.09	Hoang Gia Phuc							
11	Tran Thanh Hang		Member of the Supervisory Board					
11.01	Tran Huu Nghi							
11.02	Nguyen Thi Uyen							
11.03	Tran Phuong Thanh							
11.04	Nguyen Duc Quang							

2. Transactions by insiders and related parties involving company shares: None

IX. Other points to note: None

Recipient:

- As above;
- File: XHC, Board of Directors,

**CHAIRMAN OF THE BOARD OF
DIRECTORS**



(Signature, full name and seal)

Nguyen Viet Anh