

**XUAN MAI INVESTMENT AND
CONSTRUCTION CORPORATION**

No.: 397...../2026/CBTT/XMC

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hanoi, 31 August 2026

NOTICE OF PERSONNEL CHANGES

To:

- State Securities Commission of Vietnam
- Hanoi Stock Exchange

Pursuant to the Resolution of the General Meeting of Shareholders adopted by way of collecting shareholders' written opinions, round 1 of 2026, No. 18/2026/NQ/XMC-GMS dated 31 August 2026 of the Company's General Meeting of Shareholders, we respectfully notify the Company's personnel changes as follows:

1. Dismissal:

1.1. Ms. Dinh Thi Thanh Ha

- Position no longer held: Vice Chairwoman of the Board of Directors of the Company
- Reason for removal: submitted a resignation letter for personal reasons
- Effective date: 31 August 2026.

1.2. Mr. Vu Cao Dung

- Position no longer held: Member of the Supervisory Board of the Company
- Reason for removal: submitted a resignation letter for personal reasons
- Effective date: 31 August 2026.

2. Appointment:

2.1. Mr. Vo Viet Phuong

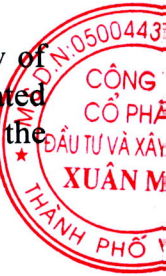
- Position held prior to appointment: None
- Position appointed: Vice Chairman of the Board of Directors of the Company
- Term: 2024 – 2029
- Effective date: 31 August 2026.

2.2. Mr. Nguyen Minh Duc

- Position held prior to appointment: General Director
- Position appointed: Vice Chairman of the Board of Directors cum General Director of the Company
- Term: 2024 – 2029
- Effective date: 31 August 2026.

2.3. Mr. Phan Hung Long

- Position held prior to appointment: None
- Position appointed: Vice Chairman of the Board of Directors of the Company



- Term: 2024 – 2029
- Effective date: 31 August 2026.

2.4. Mr. Nguyen Duc Hiep

- Position held prior to appointment: Head of the Technical Department
- Position appointed: Member of the Supervisory Board of the Company
- Term: 2024 – 2029
- Effective date: 31 August 2026.

This information was published on the Company's website on 31 August 2026 at the following link: <https://xmc.com.vn/documents/cong-bo-thong-tin>.

* *Enclosed documents:*

- Resolution of the General Meeting of Shareholders No. 18/2026/NQ/XMC-GMS dated 31 August 2026;
- Resolution of the Board of Directors No. 19/2026/NQ/XMC-BOD dated 31 August 2026;
- List of related persons of the individuals.

REPRESENTATIVE OF THE COMPANY



TỔNG GIÁM ĐỐC
Nguyễn Minh Đức



**XUAN MAI INVESTMENT AND
CONSTRUCTION CORPORATION**

No.: 18/2026/NQXMC-GMS

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Hanoi, 31 August 2026

**RESOLUTION OF THE GENERAL MEETING OF SHAREHOLDERS
XUAN MAI INVESTMENT AND CONSTRUCTION JOINT STOCK COMPANY**

Adopted by way of collecting shareholders' written opinions, round 1 of 2026

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020 of the National Assembly of the Socialist Republic of Vietnam, and its amending and supplementing documents;

Pursuant to the Law on Securities No. 54/2019/QH14 dated 26 November 2019 of the National Assembly of the Socialist Republic of Vietnam, and its amending and supplementing documents;

Pursuant to Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities, and its amending and supplementing documents;

Pursuant to the Charter on the organization and operation of Xuan Mai Investment and Construction Joint Stock Company;

Pursuant to the Minutes of Vote-Counting for the Collection of Shareholders' Written Opinions No. 18/BBKP/2026/XMC-GMS dated 31 August 2026.

RESOLVES:

Article 1: The General Meeting of Shareholders of Xuan Mai Investment and Construction Joint Stock Company unanimously approves, by way of collecting shareholders' written opinions, the following contents:

1. Approving the change in the number of members of the Board of Directors from 05 members to 07 members; the removal of Ms. Dinh Thi Thanh Ha as a member of the Board of Directors for the 2024–2029 term; and the supplementary election of 03 members of the Board of Directors for the 2024–2029 term according to the nomination list.

2. Approving the removal of Mr. Vu Cao Dung as a member of the Supervisory Board for the 2024–2029 term, and the supplementary election of 01 member of the Supervisory Board for the 2024–2029 term according to the nomination list.

3. Approving the change of the Company's name.

- Former name: Xuan Mai Investment and Construction Joint Stock Company
- New name: Xuan Mai Group Joint Stock Company
- English name: Xuan Mai Group Joint Stock Company
- Abbreviated name: XMC

The General Meeting of Shareholders authorizes the Board of Directors, based on the contents approved by the General Meeting of Shareholders, to decide the timing for



implementing the change of the Company's name; to update and amend the Company's Charter on Organization and Operation; to carry out the procedures for registering the change of the Company's name on the Enterprise Registration Certificate with the competent state authority; and to carry out information disclosure procedures in accordance with the law.

4. Approving the Regulation on the supplementary election of members of the Board of Directors and the Supervisory Board for the 2024–2029 term.

5. Approving the results of the supplementary election of 03 members of the Board of Directors for the remaining period of the 2024–2029 term, specifically as follows:

No.	Name of member elected to the Board of Directors	Votes	Percentage (%) of total votes entitled
1	Mr. Vo Viet Phuong	59,521,189	83.358%
2	Mr. Nguyen Minh Duc	59,521,189	83.358%
3	Mr. Phan Hung Long	59,523,912	83.362%

6. Approving the results of the supplementary election of 01 member of the Supervisory Board for the remaining period of the 2024–2029 term, specifically as follows:

No.	Name of member elected to the Supervisory Board	Votes	Percentage (%) of total votes entitled
1	Mr. Nguyen Duc Hiep	59,520,689	83.358%

Article 2: Implementation provisions:

This Resolution takes effect from 31 August 2026.

Members of the Board of Directors, the Supervisory Board, the Board of General Directors, and related individuals are responsible for implementing this Resolution in strict compliance with the law and the Company's Charter.

Distribution:

- State Securities Commission (for reporting);
- Hanoi Stock Exchange (for reporting);
- Shareholders;
- Members of the BOD, Supervisory Board, Board of General Directors;
- Company departments;
- Company website;
- Filed at the Office.

**ON BEHALF OF THE GENERAL MEETING
OF SHAREHOLDERS**

**CHAIRMAN OF THE BOARD OF
DIRECTORS**

(Signed and Sealed)

Nguyen Duc Cu

**XUAN MAI INVESTMENT AND
CONSTRUCTION CORPORATION**

No.: 19/2026/NQ/XMC-BOD

SOCIALIST REPUBLIC OF VIETNAM

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Hanoi, 31 August 2026

RESOLUTION

**Re: Supplementary election of Vice Chairmen of the Board of Directors of the
Company for the 2024 – 2029 term**

BOARD OF DIRECTORS

XUAN MAI INVESTMENT AND CONSTRUCTION CORPORATION

Pursuant to:

- The Law on Enterprises No. 59/2020/QH14 dated 17 June 2020 of the National Assembly of the Socialist Republic of Vietnam;
- The Charter of Xuan Mai Investment and Construction Joint Stock Company;
- Minutes of the Meeting of the Board of Directors No. 19/2026/BB/XMC-BOD dated 31 August 2026 of the Company's Board of Directors regarding the supplementary election of Vice Chairmen of the Board of Directors for the 2024 – 2029 term;

RESOLVES:

Article 1: The Board of Directors unanimously elects, on a supplementary basis, 03 Vice Chairmen of the Board of Directors of the Company for the remaining period of the 2024 – 2029 term, as follows:

1. Mr. Vo Viet Phuong

Date of birth: 15 November 1977

Citizen Identification Card No.:

Administrative Management of Social Order on

Address:

issued by the Police Department for

2. Mr. Nguyen Minh Duc

Date of birth: 20 December 1978

Citizen Identification Card No.:

Administrative Management of Social

Address:

issued by the Police Department for

3. Mr. Phan Hung Long

Date of birth: 18 August 1988

Citizen Identification Card No.:

Administrative Management of Social Order

Address:

issued by the Police Department for

Article 2: This Resolution takes effect from the date of signing. Members of the Board of Directors, the Supervisory Board, and the Board of General Directors, as well as relevant units and individuals, are responsible for implementing this Resolution.

Distribution:

- As per Article 2;
- Filed at the Office.

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN OF THE BOARD OF
DIRECTORS**

(Signed and Sealed)

Nguyen Duc Cu

