

ANNOUNCEMENT OF PERSONNEL CHANGES

To: Hanoi Stock Exchange

Pursuant to the Decision of the Board of Directors No. 12/QD-HDQT dated 18/09/2026 and the Decision of the Board of Directors No. 16/QD-HDQT dated 18/09/2026 of Xuan Hoa Vietnam Joint Stock Company; We are pleased to announce the change of personnel of Xuan Hoa Vietnam Joint Stock Company as follows:

In case of appointment:

- Mr. Vuong Xuan Hung

- Former Position in the organization: Project Sales Director of Xuan Hoa Vietnam Joint Stock Company.

- Newly Appointed position: Deputy General Director of Xuan Hoa Vietnam Joint Stock Company

- Term: 05 years, from September 18, 2026

- Effective date: 18/09/2026

In Cases of dismissal

- Mr. Khuc Manh Viet

- Former Position in the organization: Deputy General Director of Xuan Hoa Vietnam Joint Stock Company.

- Resigned Position: Deputy General Director of Xuan Hoa Vietnam Joint Stock Company.

- Current Position: No / After being dismissed, Mr. Khuc Manh Viet is no longer an insider of Xuan Hoa Vietnam Joint Stock Company.

- Reason for dismissal: Mr. Khuc Manh Viet resigned from the position of Deputy General Director of Xuan Hoa Vietnam Joint Stock Company for personal reasons.

- Effective date: 18/09/2026.

This information was published on the website of Xuan Hoa Vietnam Joint Stock Company on 18/09/2026 as in the link www.xuanhoa.vn.

Attachments:

- Decision of the Board of Directors on the change of personnel;
- The information supply form according to the form in Appendix III issued together with Circular No. 96/2020/TT-BTC

ORGANIZATIONAL REPRESENTATIVE

Legal representative



CHAIRMAN OF THE BOARD

Nguyen Viet Anh

No. 16 /Q D-HDQT

Xuan Hoa, September 18, 2026

DECISION

Appointment of Deputy General Director of Xuan Hoa Vietnam Joint Stock Company

BOARD OF DIRECTORS

XUAN HOA VIETNAM JOINT STOCK COMPANY

- Pursuant to the current Law on Enterprises and the Charter of Organization and Operation of Xuan Hoa Vietnam Joint Stock Company;
- Pursuant to the Minutes of the meeting of the Board of Directors of Xuan Hoa Vietnam Joint Stock Company dated 18/09/2026 on the appointment of Deputy General Director of Xuan Hoa Vietnam Joint Stock Company.
- To ensure the requirements of management and organization of the Company's production and business activities;
- Considering the work needs, capacity and quality of the cadres;
- At the request of the Board of Directors,

DECISION

Article 1: Appointing him: **VUONG XUAN HUNG**

Date of Birth:	19/03/1982
Qualifications:	Bachelor of Computer Science
Holding the position:	Deputy General Director of Xuan Hoa Vietnam Joint Stock Company
Term of appointment:	05 years, from 18/09/2026.

Article 2: Mr. Vuong Xuan Hung is responsible for fully performing the obligations under the The Company's Charter, the Company's regulations and the provisions of current laws.

Article 3: Board of Directors, the Supervisory Board, the Executive Board, units in the Company and Mr. Vuong Xuan Hung is responsible for implementing this decision.

Recipient:

- As in Article 3;
- Information disclosure;
- Save the document,

CHAIRMAN OF THE BOARD OF DIRECTORS



Nguyễn Viet Anh

No. 12 /QD-HDQT

Xuan Hoa, September 18, 2026

DECISION

*Dismissal of the position of Deputy General Director
of Xuan Hoa Vietnam Joint Stock Company*

BOARD OF DIRECTORS

XUAN HOA VIETNAM JOINT STOCK COMPANY

- Pursuant to the current Law on Enterprises and the Charter of Organization and Operation of Xuan Hoa Vietnam Joint Stock Company;
- Based on the resignation of Mr. Khuc Manh Viet from the position of Deputy General Director of Xuan Hoa Vietnam Joint Stock Company;
- Pursuant to the Minutes of the Board of Directors meeting of Xuan Hoa Vietnam Joint Stock Company dated 18/09/2026 on the dismissal of the position of Deputy General Director of Xuan Hoa Vietnam Joint Stock Company.
- At the request of the Board of Directors,

DECISION

Article 1: Agreed to dismiss the position of Deputy General Director of Xuan Hoa Vietnam Joint Stock Company for him: **KHUC MANH VIET**

Date of Birth: 17/02/1980

Qualifications: Bachelor of Business Management

Time: As of 18/09/2026

Article 2: Mr. Khuc Manh Viet is responsible for handing over all work, documents, and records records and assets related to the positions to the General Director, ensuring does not affect the production and business activities of the Company.

Article 3: Board of Directors, the Supervisory Board, the Board of Directors, units in the Company and Mr. Khuc Manh Viet implemented this decision.

Recipient:

- As in Article 3;
- Information disclosure;
- Save the document,

CHAIRMAN OF THE BOARD OF DIRECTORS


Nguyen Viet Anh

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

**APPLICATION FOR RESIGNATION FROM THE POSITION OF
DEPUTY GENERAL DIRECTOR**

To: Board of Directors of Xuan Hoa Vietnam Joint Stock Company

My name is: **KHUC MANH VIET**

Date of Birth: 17/02/1980

ID: 001080006654 Place of issue: Ministry of Public Security

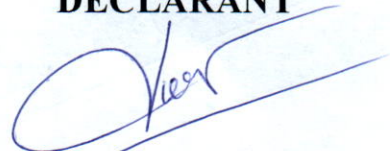
On 01/03/2023, I was appointed by the Board of Directors of Xuan Hoa Vietnam Joint Stock Company as Deputy General Director of Xuan Hoa Vietnam Joint Stock Company.

Due to personal reasons, I do not have enough time to hold the position of Deputy General Director of Xuan Hoa Vietnam Joint Stock Company, now I make this application to the Board of Directors of Xuan Hoa Vietnam Joint Stock Company to resign from the position of Deputy General Director of Xuan Hoa Vietnam Joint Stock Company from 18/09/2026.

Thank you!

Xuan Hoa, September 17, 2026

DECLARANT



Khuc Manh Viet

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Xuan Hoa, September 18, 2026

CIRRICULLUM VITAE

**Glasses send : - The State Securities Commission;
- The Stock exchange.**

1/ Full Name: **VUONG XUAN HUNG**
2/ Sex: Male
3/ Date of birth: March 19, 1982
4/ Place of birth : Thien Loc Commune, Hanoi City
5/ ID card No. (or Passport No.): 001082015970
Date of issue: July 25, 2021 Palace of issue: Department of Administrative
Management of Social Order
6/ National: Vietnam
7/ Ethnic: Kinh
8/ Permanent residence: Group 20, Thu Lam Commune, Hanoi City
9/ Telephone number: 0983627768
10/ Email : hungvx@xuanhoa.vn
11/ Organisation's name subject to information disclosure rules: Xuan Hoa Vietnam Joint
Stock Company
12/Current position in an organization subject to information disclosure: Deputy General
Director, Xuan Hoa Vietnam Joint Stock Company.
13 / The function case presently in progress grasp hold in nest function other :
14 / Number of owning shares 139,800 shares , accounting for 0.66 % of charter capital, of
which :
+ Owning on behalf of (The State/strategic investor/other organization): 0 shares
+ Owning by individual: 139,800 shares
15 / Other owning commitments (if any) : No
16/ List of affiliated persons of declarant:
(Related parties as defined in Clause 46, Article 4 of the Securities Law dated November
26, 2019)

No.	Securities symbol	Name	Securities trading account (if available)	Position at the company (if available)	Relationship with the Company/internal person	Type of document (CMND/Passport/Business Registration Certificate)	NSH No.	Date of issue	Palace of issue	Address/ Head office address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Time the person became an affiliated person/internal person	Time the person ceased to be an affiliated person/internal person.	Reasons (when arising changes related to sections of 13 and 14)	Notes i.e. not in possession of NSH No. and other notes
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1		Vuong Xuan Hung		Deputy General Director		Citizen Identification Card	001082015970	July 25, 2021	Department of Administrative Management of Social Order	House number 16, Group 20, Thu Lam commune, Hanoi	139,800	0.66%	18/09/2026	Appoint		
1.01		Vuong Xuan Su			Father	Citizen Identification Card	001048013477	July 25, 2021	Police Department Administrative management regarding Social Security	House number 16, Group 20, Thu Lam commune, Hanoi	0	0%				
1.02		Nguyen Thi Thanh			Mother	ID card	042148000036	March 23, 2018	Police Department Administrative management regarding Social Security	House number 16, Group 20, Thu Lam commune, Hanoi	0	0%				
1.03		Vuong Thi Hong Thu			Older sister	Citizen Identification Card	044172002355	July 11, 2025	Police Department Administrative management regarding Social Security	Group 15, Phuc Thinh, Hanoi	0	0%				

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1.04		Vuong Thi Hong Ha			Older sister	Citizen Identification Card	001177045983	July 10, 2021	Police Department Administrative management regarding Social Security	Orchid 6-17 Vinhomes Phuc Loi, Hanoi	0	0%				
1.05		Vuong Thi Huong			Older sister	Citizen Identification Card	044174002780	April 13, 2021	Department of Administrative Management of Social Order	Group 4, Phuc Loi Ward, Hanoi	0	0%				
1.06		Tran Thi Thu Ha		Director of Planning and Materials	Wife	Citizen Identification Card	034192005336	July 25, 2021	Department of Administrative Management of Social Order	House number 16, Group 20, Thu Lam commune, Hanoi	1,715,796	8.14%				
1.07		Vuong Quang Huy			biological child					House number 16, Group 20, Thu Lam commune, Hanoi	0	0%				Still young
1.08		Vuong Huy Tuan			biological child					House number 16, Group 20, Thu Lam commune, Hanoi	0	0%				Still young

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1.09		Tran Van Doan			Father-in-law	Citizen Identification Card	034066016168		Department of Administrative Management of Social Order	Cao Mai Village, Binh Thanh Commune, Hung Yen Province	0	0%				
1.10		Tran Thi Tuat			Mother-in-law	Citizen Identification Card	034170020505	August 11, 2021	Department of Administrative Management of Social Order	Cao Mai Village, Binh Thanh Commune, Hung Yen Province	0	0%				
1.11		Nguyen Viet Anh		Chairman of the Board	Brother-in-law	Citizen Identification Card	001077022116	April 29, 2021	Department of Administrative Management of Social Order	Orchid 6-17 Vinhomes Phuc Loi, Hanoi	1,763,043	8.36 %				
1.12		Nguyen Van Nen			Brother-in-law	Citizen Identification Card	001070052136	July 11, 2021	Department of Administrative Management of Social Order	Group 4, Phuc Loi Ward, Hanoi	0	0%				
1.13		Nguyen Van Soan			Brother-in-law	Citizen Identification Card	030064005865	September 20, 2024	Department of Administrative Management of Social Order	Group 15, Phuc Thinh, Hanoi	0	0%				

17/ Related interest with public company, public fund (If any) : No

18 / Interest in conflict with public company, public fund (If any) : No

I hereby certify that the information provided in this CV is true and correct and I will bear the full responsibility on the law .

DECLARANT

(Signature, full name)

A handwritten signature in blue ink, consisting of stylized, cursive letters that appear to be 'V' and 'H' joined together, followed by a long horizontal stroke.

VUONG XUAN HUNG

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Xuan Hoa, September 18, 2026

CIRRICULLUM VITAE

**Glasses send : - The State Securities Commission;
- The Stock exchange.**

1/ Full Name : **KHUC MANH VIET**

2/ Sex: Male

3/ Date of birth: February 17, 1980

4/ Place of birth : Long Bien Ward, Hanoi City

5/ ID card No. (or Passport No.) : 001080006654

Date of issue: November 22, 2021 Palace of issue: Department of Administrative
Management of Social Order

6/ Nationality : Vietnam

7/ Ethnic: Kinh

8/ Permanent residence: Hoang Liet Ward, Hoang Mai District, Hanoi City

9/ Telephone number: 0931691567

10/ Email : vietkm@xuanhoa.vn

11/ Organisation's name subject to information disclosure rules: Xuan Hoa Vietnam Joint
Stock Company

12/ Current position in an organization subject to information disclosure : Deputy General
Director of Xuan Hoa Vietnam Joint Stock Company.

13 / Positions in other companiesr :

14 / Number of owning shares 0 shares , accounting for 0 % of charter capital, of which :

+ Owning on behalf of (The State/strategic investor/other organization): 0 shares

+ Owning by individual: 0 shares

15 / Other owning commitments (if any) : No

16/List of affiliated persons of declarant:

(Related parties as defined in Clause 46, Article 4 of the Securities Law dated November
26, 2019)

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1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1		Khuc Manh Viet		Deputy General Manager		Citizen Identification Card	001080006654	November 22, 2021	Department of Administrative Management of Social Order	HH1A Linh Dam Apartment Building, Hoang Liet Ward, Hoang Mai District, Hanoi	0	0%	March 1, 2023	September 18, 2026	Dismissal	
1.01		Khuc The Tau			biological father	Citizen Identification Card	001046001592	April 16, 2021	Police Department Administrative management regarding Social Security	Long Bien, Hanoi	0	0%	March 1, 2023	September 18, 2026		
1.02		Tran Thi Vy			Mother	Citizen Identification Card	424149000079	April 16, 2021	Police Department Administrative management regarding Social Security	Long Bien, Hanoi	0	0%	March 1, 2023	September 18, 2026		

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1.03		Khuc Manh Tuan			Older brother	Citizen Identification Card	027071000165	10/7/2021	Police Department Administrative management regarding Social Security	Long Bien, Hanoi	0	0%	March 1, 2023	September 18, 2026		
1.04		Khuc Manh Toan			Older brother	Citizen Identification Card	001077017653	May 4, 2021	Police Department Administrative management regarding Social Security	Long Bien, Hanoi	0	0%	March 1, 2023	September 18, 2026		
1.05		Khuc Thi Thu Phuong			Younger sister	Citizen Identification Card	001184024030	July 24, 2021	Department of Administrative Management of Social Order	Apartment building 172 Ngoc Khanh, Giang Vo, Hanoi.	0	0%	March 1, 2023	September 18, 2026		
1.06		Tran Thi Lan Huong			Wife	Citizen Identification Card	034180004614	November 22, 2021	Department of Administrative Management	HH1A Linh Dam Apartment Building, Hoang Liet	0	0%	March 1, 2023	September 18, 2026		

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									Ministry of Social Order	Ward, Hoang Mai District, Hanoi						
1.07		Khuc Tran Bao Ly			biological child					HH1A Linh Dam Apartment Building, Hoang Liet Ward, Hoang Mai District, Hanoi	0	0%	March 1, 2023	September 18, 2026		Still young
1.08		Khuc Tran Bao Anh			biological child					HH1A Linh Dam Apartment Building, Hoang Liet Ward, Hoang Mai District, Hanoi	0	0%	March 1, 2023	September 18, 2026		Still young
1.09		Khuc Tran Bao Quyen			biological child					HH1A Linh Dam Apartment	0	0%	March 1, 2023	September 18, 2026		Still young

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										Building, Hoang Liet Ward, Hoang Mai District, Hanoi						
1.10		Khuc Tran Bao An			biological child					HH1A Linh Dam Apartment Building, Hoang Liet Ward, Hoang Mai District, Hanoi	0	0%	March 1, 2023	September 18, 2026		Still young
1.11		Nguyen Hoang Yen			Sister-in-law	Citizen Identification Card	025178013915	July 10, 2021	Department of Administrative Management of Social Order	Long Bien, Hanoi	0	0%	March 1, 2023	September 18, 2026		
1.12		Pham Ngoc Long			Brother-in-law	Citizen Identification Card	001080013301		Department of Administrative	Apartment building 172 Ngoc Khanh,	0	0%	March 1, 2023	September 18, 2026		

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									Management of Social Order	Giang Vo, Hanoi						
1.13		Tran Quang Hap			Father-in-law	Citizen Identification Card	034051003130	November 22, 2021	Department of Administrative Management of Social Order	HH1A Linh Dam Apartment Building, Hoang Liet Ward, Hoang Mai District, Hanoi	0	0%	March 1, 2023	September 18, 2026		
1.14		Ta Thi Thuy			Mother-in-law	Citizen Identification Card	034156006684		Department of Administrative Management of Social Order	HH1A Linh Dam Apartment Building, Hoang Liet Ward, Hoang Mai District, Hanoi	0	0%	March 1, 2023	September 18, 2026		

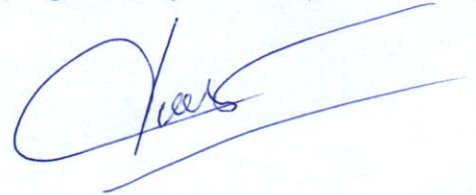
17/ Related interest with public company, public fund (If any) : No

18 / Interest in conflict with public company, public fund (If any) : No

I hereby certify that the information provided in this CV is true and correct and I will bear the full responsibility on the law .

DECLARANT

(Signature, full name)

A handwritten signature in blue ink, consisting of a large, stylized 'K' followed by 'M' and 'V' in a cursive script.

KHUC MANH VIET