

CHANGE IN PERSONNEL

To: - Hanoi Stock Exchange

Based on Decision No. 05/2026/QĐ/XMC-NSHC and Decision No. 06/2026/QĐ/XMC-NSHC dated January 10, 2026, issued by the Board of Directors of Xuan Mai Investment and Construction Corporation, we would like to announce the changes in personnel of Xuan Mai Investment and Construction Corporation as follows:

1. Appointment:

- Ms: Nguyen Thi Tam Thuan
- Former position in the organization: No
- Newly appointed position: Deputy General Director of Xuan Mai Investment and Construction Corporation
- Term: 03 years
- Effective date: January 10, 2026.

2. Appointment:

- Mr: Duong Nhu Gioi
- Former position in the organization: Director of Xuan Mai Construction and Erection Joint Stock Company
- Newly appointed position: Deputy General Director of Xuan Mai Investment and Construction Corporation
- Term: 03 years
- Effective date: January 10, 2026.

This information was published on the company's website on 10/01/2026, as in the link <https://xmc.com.vn/documents/cong-bo-thong-tin>.

Attached document:

- Decision No. 05/2026/QĐ/XMC-NSHC and 06/2026/QĐ/XMC-NSHC dated January 10, 2026;
- List of related persons of Ms. Nguyen Thi Tam Thuan and Mr. Duong Nhu Gioi.

Organization representative

Legal representative



TỔNG GIÁM ĐỐC
Nguyễn Minh Đức



DECISION

Regarding the recruitment and appointment of the position of Deputy General Director for Ms. Nguyen Thi Tam Thuan

THE BOARD OF DIRECTORS

XUAN MAI INVESTMENT AND CONSTRUCTION CORPORATION

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam, Session XIV, 9th Meeting on June 17, 2020, effective from January 01, 2021, and its guiding documents;
- Pursuant to the Charter on Organization and Operation approved by the General Meeting of Shareholders;
- Pursuant to Decision No. 22/2024/QD/XMC/NS-HC dated January 30, 2024, regarding the issuance of the adjusted organizational structure model, functions and duties of departments, list of titles, and job descriptions for positions;
- Pursuant to Decision No. 206/2024/QD/XMC-HĐQT dated July 17, 2025, regarding the issuance of decentralized approval authority between the Board of Directors and the XMC Management Board on matters of management and administration of the Company's business operations;
- Pursuant to the Resolution of the Board of Directors No. 02/2026/NQ/XMC-HĐQT dated January 09, 2026, regarding the appointment of the Deputy General Director;

DECIDES:

Article 1: To recruit and appoint **Ms. Nguyen Thi Tam Thuan**, Date of birth: March 04, 1976, Profession: Master of International Accounting, Bachelor of Laws; ID Card (CCCD) No.: issued by the Police Department for Administrative Management of Social Order on , Position: Deputy General Director of Xuan Mai Investment and Construction Corporation.

Term of appointment: 03 years from the date of signing.

Article 2: **Ms. Nguyen Thi Tam Thuan** shall exercise the powers and duties of the Deputy General Director as assigned and authorized by the General Director of the Company. Ms. Nguyen Thi Tam Thuan is accountable to the General Director and the Board of Directors for the performance of assigned and authorized tasks. Ms. Nguyen Thi Tam Thuan is entitled to salary, allowances, and other benefits in accordance with current regulations.

Article 3: Members of the Board of Directors, the Board of Management, affiliated units within the Company's system, and **Ms. Nguyen Thi Tam Thuan** are responsible for the implementation of this Decision./.

ON BEHALF OF THE BOARD OF DIRECTORS

Recipients:

- As in Article 3;
- Archives.

CHAIRMAN

(Signed and Sealed)

Nguyen Duc Cu



DECISION

**Regarding the recruitment and appointment of the position of Deputy General Director
for Mr. Duong Nhu Gioi**

THE BOARD OF DIRECTORS

XUAN MAI INVESTMENT AND CONSTRUCTION CORPORATION

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam, Session XIV, 9th Meeting on June 17, 2020, effective from January 01, 2021, and its guiding documents;
- Pursuant to the Charter on Organization and Operation approved by the General Meeting of Shareholders;
- Pursuant to Decision No. 22/2024/QD/XMC/NS-HC dated January 30, 2024, regarding the issuance of the adjusted organizational structure model, functions and duties of departments, list of titles, and job descriptions for positions;
- Pursuant to Decision No. 206/2024/QD/XMC-HĐQT dated July 17, 2025, regarding the issuance of decentralized approval authority between the Board of Directors and the XMC Management Board on matters of management and administration of the Company's business operations;
- Pursuant to the Resolution of the Board of Directors No. 02/2026/NQ/XMC-HĐQT dated January 09, 2026, regarding the appointment of the Deputy General Director;

DECIDES:

Article 1: To recruit and appoint **Mr. Duong Nhu Gioi**, Date of birth: June 19, 1978, Profession: Civil Engineer; ID Card (CCCD) No.: issued by the Police Department for Administrative Management of Social Order on Position: Deputy General Director of Xuan Mai Investment and Construction Corporation.

Term of appointment: 03 years from the date of signing.

Article 2: **Mr. Duong Nhu Gioi** shall exercise the powers and duties of the Deputy General Director as assigned and authorized by the General Director. Mr. Duong Nhu Gioi is accountable to the General Director and the Board of Directors for his performance. Mr. Duong Nhu Gioi is entitled to salary and benefits according to current regulations.

Article 3: Members of the Board of Directors, the Board of Management, affiliated units within the Company's system, and **Mr. Duong Nhu Gioi** are responsible for the implementation of this Decision./.

ON BEHALF OF THE BOARD OF DIRECTORS

Recipients:

- As in Article 3;
- Archives.

CHAIRMAN

(Signed and Sealed)

Nguyen Duc Cu

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Hanoi, 10th January 2026

CIRRICULUM VITAE

To: - The State Securities Commission;
- The Stock Exchange.

1/ Full name: NGUYỄN THỊ TÂM THUẬN

2/ Sex: Female

3/ Date of birth: 04/03/1976

4/ Place of birth: Da Nang

5/ ID card No. : Date of issue

Place of issue: The Police Dept For Administrative Management of Social Order

6/ Nationality: Vietnam

7/ Ethnic: Kinh

8/ Permanent residence:

9/ Telephone number:

10/ Email:

11/ Organisation's name subject to information disclosure rules: Xuan Mai Investment and Construction Corporation

12/ Current position in an organization subject to information disclosure: Deputy General Director

13/ Positions in other companies: No

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

+ Owning on behalf of (the State/strategic investor/other organisation): 0

+ Owning by Individual: 0

15/ Other owning commitments (if any): No.

16/ List of affiliated persons of declarant:

No.	Securities symbol	Name	Securities trading accounts (if available)	Position at the company (if available)	Relationship with the company/ internal person	Type of documents (ID/Passport/ Business Registration Certificate)	(*)/ NSH No.	Date of issue	Place 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 a NSH No. and other notes)
1		3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1		Vũ An Hộc		N/a	Husband	CCCD ID			The Police Dept For Administrative Management of Social Order				10/01/2026			
2		Vũ An Huy		N/a	Son	CCCD ID			The Police Dept For Administrative Management of Social Order				10/01/2026			

3	Vũ An Phong	N/a	Son	Passport	The Police Dept For Administrative Management of Social Order		10/01/2026			
4	Nguyễn Mỹ Tê	N/a	Father	CCCD ID	The Police Dept For Administrative Management of Social Order		10/01/2026			
5	Đặng Thị Bách Song	N/a	Mother							Deceased
6	Vũ An Huân	N/a	Father-in-law	CCCD ID	The Police Dept For Administrative Management of Social Order		10/01/2026			
7	Cao Thị Phảm	N/a	Mother-in-Law							Deceased
8	Nguyễn Thị Hoài Thu	N/a	Sister	CCCD ID	The Police Dept For Administrative Management of Social Order		10/01/2026			
9	Hoàng Phước	N/a	Brother-in-law	CCCD ID CCCD ID	The Police Dept For Administrative Management of Social Order		10/01/2026			
10	Nguyễn Trí Nhân	N/a	Brother	CCCD ID	Cục The Police Dept For Administrative Management of Social Order		10/01/2026			
11	Trần Phạm Thúy Chi	N/a	Sister-in-law	CCCD ID	The Police Dept For Administrative Management of Social Order		10/01/2026			
12	Nguyễn Thị Mỹ Phương	N/a	Sister	CCCD ID	The Police Dept For Administrative Management of Social Order		10/01/2026			
13	Nguyễn Tân Phát	N/a	Brother-in-law	CCCD ID	The Police Dept For Administrative Management of Social Order		10/01/2026			
14	Nguyễn Việt Nhân	N/a	Brother	CCCD ID	The Police Dept For Administrative Management of Social Order		10/01/2026			
15	Trần Thị Xuân Minh	N/a	Sister-in-law	CCCD ID	The Police Dept For Administrative Management of Social Order		10/01/2026			
16	Nguyễn Thọ Nhân	N/a	Brother	CCCD ID	The Police Dept For Administrative Management of Social Order		10/01/2026			
17	Nguyễn Thị Hiếu Thảo	N/a	Sister-in-law	CCCD ID	The Police Dept For Administrative Management of Social Order		10/01/2026			

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 to the law.

DECLARANT
(Signature, full name)



Nguyen Thi Tam Thuan

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom – Happiness

Hanoi, day 10th January 2026

CIRRICULLUM VITAE

To: - The State Securities Commission;
- The Stock Exchange.

1/ *Full name:* **Duong Nhu Gioi**

2/ Sex: **Male**

3/ Date of birth: 19/06/1978

4/ Place of birth: Ninh Binh, Viet Nam

5/ ID card No. (or Passport No.): *Date of issue* /Place of issue: The
Police Dep For Administrative Management of Social Order

6/ *Nationality*: Viet Nam

7/Ethnic: Kinh

8/Permanent residence:

Hanoi City

9/ Telephone number:

10/ Email: gioixml@gmail.com

11/ Organisation's name subject to information disclosure rules: Xuan Mai Investment and Construction Corporation

12/ *Current position in an organization subject to information disclosure:* Deputy General Director

13/ *Positions in other companies: Director, Member of the Board of Directors of Xuan Mai Construction Joint Stock Company*

14/ Number of shares held: 20,574 shares, accounting for 0.029% of charter capital, of which:

+ *Owning on behalf of (the State/strategic investor/other organisation)*: No

+ *Owning by Individual*: 20.574 share

15/Other owning commitments (if any): No

16/ List of affiliated persons of declarant:

No.	Securities symbol	Name	Securities trading accounts (if available)	Position at the company (if any) (if available)	Relationship with the company/ internal person	Type of document s (ID/Passport/ Business Registration/ Certificate)	(*)/ NSH No	Date of issue	Place of issue	Address I 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 relate d to sections of 13 and 14)	Notes (i.e. not in possession of a NSH No. and other notes)
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1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1	XMC	Duong Nhu Nam			father											dead
2	XMC	Le Thi Van		N/a	Mother	CCCD ID			The Police Dep For Administrative Management of Social Order			1/10/2026				
3	XMC	Ngo Thi Loan			wife	CCCD ID			The Police Dep For Administrative Management of Social Order			1/10/2026				
4	XMC	Ngo Van Hoi			Father-in-law	CCCD ID			The Police Dep For Administrative Management of Social Order			1/10/2026				
5	XMC	Nguyen Thi Them			Mother-in-law	CCCD ID			The Police Dep For Administrative Management of Social Order			1/10/2026				
6	XMC	Duong Nam Hien			Son	CCCD ID			The Police Dep For Administrative Management of Social Order			1/10/2026				
7	XMC	Duong Khanh Vi			Daughter	CCCD ID			The Police Dep For Administrative Management of Social Order			1/10/2026				
8	XMC	Duong Nhu The			Brother	CCCD			The Police Dep For Administrative Management of Social Order			1/10/2026				
9	XMC	Xuan Mai Investment and Construction Corporation		Board member, company director		business license			Hanoi City Department of Planning and Investment			1/10/2026		4th Floor, CT2 Building, Ngo Thi Nhaph Street, Ha Dong Ward, Hanoi City		

17/Related interest with public company, public fund (if any): Shareholders

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 to the law.

DECLARANT



Duong Nhu Giai