

Hanoi, 30th July 2026

No: 348 /2026/BC/XMC
Subject: Report on Corporate Governance

**CORPORATE GOVERNANCE REPORT
THE FIRST 6 MONTHS OF 2026**

**To: - The State Securities Commission of Vietnam;
- Hanoi Stock Exchange.**

- Company Name: Xuan Mai Investment and Construction Joint Stock Company
- Head Office Address: 4th Floor, Xuan Mai Tower, To Hieu Street, Ha Dong Ward, Hanoi City
- Telephone: 024.73038866 Fax: 024.73078866
- Email: info@xuanmaicorp.vn
- Charter Capital: VND 714,056,890,000
- Stock Code: XMC
- Corporate Governance Model: General Meeting of Shareholders, Board of Directors, Supervisory Board, and Chief Executive Officer (CEO).
- Regarding the implementation of internal audit functions: Implemented.

I. Activities of the General Meeting of Shareholders (GMS):

No.	Resolution/Decision No.	Date	Content
01	12/2026/NQ/XMC-ĐHĐCĐTN	24/4/2026	2026 Annual General Meeting of Shareholders

II. Board of Directors (BOD):

1. Information on Board of Directors members:

No.	BOD Member	Position	Start / end date as BOD member	
			Appointment date	Removal date
1	Mr. Nguyen Duc Cu	Chairman of the BOD	29/12/2025	
2	Mr. Kim Manh Ha	Vice Chairman of the BOD	29/12/2025	
3	Ms. Dinh Thi Thanh Ha	Vice Chairwoman of the BOD	05/05/2023	
4	Ms. Do Thi Hue	Member of the BOD	27/04/2021	
5	Mr. Nguyen Duc Quang	Member of the BOD	20/04/2024	

2. Meetings of the Board of Directors:

No.	BOD Member	No. of meetings attended	Ratio	Reason for absence
1	Mr. Nguyen Duc Cu	15/18	83.3%	Authorized Mr. Kim Manh Ha – Vice Chairman of the BOD to attend on his behalf
2	Mr. Kim Manh Ha	18/18	100%	
3	Ms. Dinh Thi Thanh Ha	18/18	100%	
4	Ms. Do Thi Hue	18/18	100%	
5	Mr. Nguyen Duc Quang	18/18	100%	

3. Supervisory activities of the BOD over the Board of General Directors:

- Supervising and controlling strategy; deciding on medium- and long-term development strategies and plans; directing the implementation of business operations; preparing the business performance report for the first 6 months of the year; and deploying the business plan for the last 6 months of the year.
- Preparing the parent company's quarterly financial statements and the financial statements for the first 6 months of 2026, and consolidating the financial statements of subsidiaries.
- Controlling and performing information disclosure to ensure timeliness and transparency.
- Directing internal audit and risk management activities; adjusting the organizational model and implementing centralized management of certain operations at the parent company and member units.

4. Activities of sub-committees under the Board of Directors: None.

5. Resolutions/Decisions of the Board of Directors and the General Meeting of Shareholders:

No.	Resolution/Decision No.	Date	Content
1	01/2026/NQ/XMC-HĐQT	02/01/2026	Change of the Company's legal representative
2	02A/2026/NQ/XMC-HĐQT	06/01/2025	Bank loan plan for implementation of the project “Multi-functional complex at No. 161 Nguyen Chi Thanh Street, Tan An Ward, Buon Ma Thuot City, Dak Lak Province”
3	02/2026/NQ/XMC-HĐQT	09/01/2026	Appointment of Mr. Duong Nhu Gioi and Ms. Nguyen Thi Tam Thuan as Deputy General Directors of the Company

No.	Resolution/Decision No.	Date	Content
4	03/2026/NQ/XMC-HĐQT	14/01/2026	Carrying out procedures for termination of operations of the Southern Branch of Xuan Mai Investment and Construction JSC
5	04/2026/NQ/XMC-HĐQT	15/01/2026	Approving the policy for entering into contracts and transactions between the Company and Related Persons within the BOD's authority expected to arise in 2026
6	05/2026/NQ/XMC-HĐQT	28/01/2026	Discontinuing the invitation of Mr. Nguyen Tho Phung as advisor to the Company's BOD
7	06/2026/NQ/XMC-HĐQT	03/02/2026	Borrowing capital from the Vietnam Bank for Agriculture and Rural Development – Cau Giay Branch
8	07/2026/NQ/XMC-ĐHĐCĐTN	04/03/2026	Approving the record date for exercising the right to attend the 2026 Annual General Meeting of Shareholders
9	08/2026/NQ/XMC-HĐQT	09/03/2026	Guarantee commitment for Xuan Mai Concrete Co., Ltd. at the Joint Stock Commercial Bank for Investment and Development of Vietnam – Ha Dong Branch
10	09/2026/NQ/XMC-HĐQT	11/03/2026	Guarantee commitment for Xuan Mai Concrete Co., Ltd. at the Vietnam Bank for Agriculture and Rural Development – Cau Giay Branch
11	10/2026/NQ/XMC-HĐQT	25/03/2026	Guarantee commitment for Xuan Mai – South Hanoi Co., Ltd. at the Joint Stock Commercial Bank for Foreign Trade of Vietnam – Thanh Xuan Branch
12	11/2026/NQ/XMC-HĐQT	26/03/2026	Borrowing capital from Asia Commercial Joint Stock Bank – Tran Duy Hung Branch
13	11A/2026/NQ/XMC-HĐQT	20/04/2026	Increasing the Company's capital contribution in Xuan Mai Investment JSC (XMI)
14	12/2026/NQ/XMC-ĐHĐCĐTN	24/04/2026	Resolution of the 2026 Annual General Meeting of Shareholders
15	13/2026/NQ/XMC-HĐQT	27/05/2026	Increasing the credit limit at the Vietnam Bank for Agriculture and Rural Development – Cau Giay Branch
16	14/2026/NQ/XMC-HĐQT	28/05/2026	Approving the investment policy for installation of a sheet-pile production line at XMD
17	14A/2026/NQ/XMC-HĐQT	10/06/2026	Business plan and loan plan for the 2026–2027 period at BIDV – Ha Dong Branch

No.	Resolution/Decision No.	Date	Content
18	14B/2026/NQ/XMC-HĐQT	10/06/2026	Business plan and loan plan for the 2026–2027 period at BIDV – Transaction Office No. 1 Branch
19	15/2026/NQ/XMC-HĐQT	15/06/2026	Borrowing capital from Bac A Commercial Joint Stock Bank – Thang Long Branch

III. Supervisory Board (SB)

1. Information on Supervisory Board members:

No.	SB Member	Position	Start date as SB member	End date as SB member	Professional qualification
1	Ms. Vu Thi Thuy	Head of the SB	29/12/2025		Bachelor of Financial Accounting
2	Mr. Vu Cao Dung	Member	29/12/2025		Civil Engineer, Road Transport Economics Engineer, Bachelor of Accounting
3	Ms. Pham My Hanh	Member	05/05/2023		Bachelor of Laws

2. Meetings of the Supervisory Board:

No.	SB Member	No. of meetings attended	Meeting attendance rate	Voting rate	Reason for absence
1	Ms. Vu Thi Thuy	2	100%	2/2	
2	Mr. Vu Cao Dung	2	100%	2/2	
3	Ms. Pham My Hanh	2	100%	2/2	

3. Supervisory activities of the SB over the BOD, the Board of General Directors and shareholders:

- The SB supervised the BOD's organization of the 2026 Annual General Meeting of Shareholders held on 24 April 2026; the implementation of the Resolution of the 2026 Annual General Meeting of Shareholders; and compliance with legal regulations, based on a review of the resolutions, decisions and documents issued by the BOD;
- Participated in the Company's leadership meetings on monthly and quarterly business plans and reports on business performance;
- Reviewed the financial statements and progress reports on the implementation of the production and business plan for the first 6 months of 2026;
- Reviewed the reports and opinions of the auditing organization;
- Performed other tasks assigned by the General Meeting of Shareholders.

4. Coordination between the SB and the activities of the BOD, the Board of General Directors and other managers:

In the first 6 months of 2026, the Supervisory Board was fully provided with information on the BOD's decisions and resolutions, and the Board of General Directors' reports relating to the management, administration and business operations of the Company.

5. Other activities of the SB:

Exercising the rights and performing the duties prescribed under the Law on Enterprises and the Company's Charter.

IV. Board of General Directors

No.	Member of the Board of General Directors	Date of birth	Professional qualification	Appointment / removal date
1	Mr. Nguyen Minh Duc	20/12/1978	Master of Finance and Accounting	02/01/2026
2	Mr. Nguyen Cao Thang	25/9/1983	Civil Engineer	02/01/2026
3	Mr. Le Trung Thang	19/02/1977	Master of Business Administration, Civil Engineer	01/01/2016
4	Mr. Duong Anh Tuan	05/5/1982	Civil Engineer	01/06/2017
5	Mr. Hoang Van Phong	22/03/1979	Construction Machinery Engineer	07/01/2021
6	Ms. Nguyen Thi Tam Thuan	04/03/1976	Master of International Accounting, Bachelor of Laws	10/01/2026
7	Ms. Pham Thi Hien	25/10/1979	Bachelor of Economics	01/02/2026
8	Mr. Duong Nhu Gioi	19/06/1978	Civil Engineer	10/01/2026

V. Chief Accountant

Full name	Date of birth	Professional qualification	Appointment date
Mr. Dang Hong Linh	21/6/1978	Bachelor of Accounting and Auditing	12/02/2026

VI. Corporate governance training

The Company always encourages and facilitates BOD members, members of the Board of General Directors, SB members, managers and the person in charge of corporate governance to participate in corporate governance training courses.

VII. List of the Company's related persons and transactions between the Company's related persons and the Company

1. List of the Company's related persons: attached herewith.
2. Transactions between the Company and its related persons; or between the Company and major shareholders, insiders, or persons related to insiders: attached herewith.

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

4. Transactions between the Company and other entities:

a. Transactions between the Company and companies in which BOD members, SB members, the General Director and other managers have been, or are currently, members of the board of directors or executive directors within the last 3 years: attached herewith.

b. Transactions between the Company and companies in which persons related to BOD members, SB members, the General Director and other managers are members of the board of directors or executive directors: None.

c. Other transactions of the Company that may bring benefits to BOD members, SB members, the General Director and other managers: None.

VIII. Share transactions of insiders and persons related to insiders

1. List of insiders and persons related to insiders: attached herewith.

2. Transactions in the Company's shares by insiders and related persons: attached herewith.

IX. Other matters to be noted: None.

Recipients:

- As addressed above;
- Filed: Administration Dept.

**CHAIRMAN OF THE BOARD OF
DIRECTORS**



Nguyen Duc Cu

VII. List of Related Persons of the Company

1. List of Related Parties of the Company

No.	Name of Organization/ Individual	Securities Trading Account	Position in the Company	Owner's Identification Number	Date of Issue	Place of Issue	Head Office Address/Contact Address	Date of Becoming a Related Party	Date of Ceasing to be a Related Party	Reason	Relationship with the Company
1	Nguyen Duc Cu		Chairman of the Board of Directors					December 29, 2025		Elected as a Member of the Board of Directors	Insider; Shareholder owning more than 10% of the voting shares
2	Dinh Thi Thanh Ha		Vice Chairman of the Board					November 16, 2017			Insider; Shareholder owning more than 10% of the voting shares
3	Kim Mạnh Hà		Vice Chairman of the Board					December 29, 2025		Elected as a Member of the Board of Directors	Insider
4	Nguyen Duc Quang		Board of Directors Member					April 20, 2024			Insider
5	Do Thi Hue		Board of Directors Member					April 27, 2021			Insider
6	Nguyen Minh Duc		Chief Executive Officer (CEO)					January 04, 2022		Dismissal of the Supervisory Board; Appointment of the General Director	Insider



No.	Name of Organization/ Individual	Securities Trading Account	Position in the Company	Owner's Identification Number	Date of Issue	Place of Issue	Head Office Address/Contact Address	Date of Becoming a Related Party	Date of Ceasing to be a Related Party	Reason	Relationship with the Company
7	Pham Thi Hien		Deputy CEO					April 20, 2024	December 29, 2025	Dismissal of a Board Member; Appointment of Deputy CEO	Insider
8	Nguyen Cao Thang		Deputy CEO					April 7, 2016		Dismissal of the General Director; Appointment of Deputy CEO	Insider
9	Le Trung Thang		Deputy CEO					March 06, 2014			Insider
10	Duong Anh Tuan		Deputy CEO					January 06, 2017			Insider
11	Hoang Van Phong		Deputy CEO					July 01, 2021			Insider
12	Nguyen Thi Tam Thuan		Deputy CEO					10 January, 2026		Elected as Deputy CEO	Insider
13	Duong Nhu Gioi		Deputy CEO					10 January, 2026		Elected as Deputy CEO	Insider
14	Mai Van Dinh		Chief Accountant					November 19, 2013	12 February 2026	Dismissal of Chief Accountant	Insider
15	Dang Hong Linh		Chief Accountant					12 February, 2026		Elected as Chief Accountant	Insider
16	Vu Thi Thuy		Head of the Supervisory Board					29 December 2025		Elected as the Head of the Supervisory Board	Insider

No.	Name of Organization/ Individual	Securities Trading Account	Position in the Company	Owner's Identification Number	Date of Issue	Place of Issue	Head Office Address/Contact Address	Date of Becoming a Related Party	Date of Ceasing to be a Related Party	Reason	Relationship with the Company
17	Vu Cao Dung		Member of the Supervisory Board					29 December 2025		Elected as the member of the Supervisory Board	Insider
18	Pham My Hanh		Member of the Supervisory Board					May 05, 2023			Insider
19	Le Thi Hong Tu		Person in charge of corporate governance					June 16, 2025			Insider
20	Xuan Mai Electromechanical Joint Stock Company							February 12, 2013			Subsidiary
21	Xuan Mai Construction and Installation Joint Stock Company							August 01, 2010			Subsidiary
22	Xuan Mai Design Consultancy Joint Stock Company							November 06, 2008			Subsidiary
23	Xuan Mai Concrete One- Member Limited Liability Company							June 23, 2014			Subsidiary
24	Xuan Mai Transportation and Mechanization Joint Stock Company							January 11, 2010			Subsidiary
25	Xuan Mai Dao Tu Joint Stock Company							June 11, 2008			Subsidiary

VII.2. Transactions between the company and its related parties; or between the company and major shareholders, insiders, or related parties of insiders

No.	Name of Organization/Individual	Related relationship with the	Business Registration	Date of Issue (DD.MMM.YY YY)	Place of Issue	Head Office Address/Contact Address	Time of transaction with the company	Resolution/Decision Number of the General Meeting	Transaction details	Total transaction value
1	Xuan Mai Concrete Company Limited	Subsidiary	0106579919	23/6/2014	Hanoi Department of Planning and Investment	Xuan Trung Hamlet, Thuy Xuan Tien, Chuong My, Hanoi	First 6 months of 2026	04/2026/NQ/XMC-HDQT	Purchase and sale of goods and provision of services	90.740.438.865
2	Xuan Mai Binh Duong Company Limited		3702940137	14/12/2020	Binh Duong Department of Planning and Investment	Land Plot No. 639, Map Sheet No. DC15, Rach Bap Hamlet, Tay Nam Ward, Ho Chi Minh City				28.596.124.038
3	Xuan Mai Dao Tu Joint Stock Company		2500302820	11/06/2008	Vinh Phuc Department of Planning and Investment	Be Tong Quarter, Dao Tu, Tam Duong, Vinh Phuc				54.839.547.017
4	Xuan Mai Construction Joint Stock Company		0104361561	01/08/2010	Hanoi Department of Planning and Investment	4th Floor, CT2 Ngo Thi Nham Building, Ha Dong Ward, Hanoi				17.374.119.802
5	Xuan Mai Machinery and Transport Joint Stock Company		0104367524	11/01/2010	Hanoi Department of Planning and Investment	Xuan Trung Hamlet, Thuy Xuan Tien, Chuong My, Hanoi				12.672.382.036
6	Xuan Mai Real Estate Investment and Trading Joint Stock Company		0106810935	4/2/2015	Hanoi Department of Planning and Investment	5th Floor, Xuan Mai Tower, To Hieu Street, Ha Dong Ward, Hanoi				12.110.379.854

VII.2. Transactions between the company and its related parties; or between the company and major shareholders, insiders, or related parties of insiders

No.	Name of Organization/Individual	Related relationship with the	Business Registration	Date of Issue (DD.MMM.YY YY)	Place of Issue	Head Office Address/Contact Address	Time of transaction with the company	Resolution/Decision Number of the General Meeting	Transaction details	Total transaction value
7	Xuan Mai Mechanical - Electrical Joint Stock Company		0106379356	2/12/2013	Hanoi Department of Planning and Investment	5th Floor, Xuan Mai Tower, To Hieu Street, Ha Dong Ward, Hanoi				17.386.532.535
8	Xuan Mai Design Consulting Joint Stock Company		0102776909	06/11/2008	Hanoi Department of Planning and Investment	6th Floor, 29T2-No5 Building, Dong Nam Tran Duy Hung New Urban Area, Cau Giay, Hanoi				5.557.894.058
6	Xuan Mai Real Estate Investment and Trading Joint Stock Company		0106810935	4/2/2015	Hanoi Department of Planning and Investment	5th Floor, Xuan Mai Tower, To Hieu Street, Ha Dong Ward, Hanoi			Capital contribution	358.950.000.000
9	Xuan Mai Investment Joint Stock Company		6001812559	01/10/2025	Dak Lak Department of Finance	No. 161 Nguyen Chi Thanh Street, Tan An, Dak Lak		11A/2026/NQ/XMC-HDQT	Capital contribution	138.722.000.000
10	Electrical Engineering Consulting and Services Joint Stock Company		0100100287	20/12/2004	Hanoi Department of Planning and Investment	No. 64 Trung Van Street, Hanoi		20/2025/NQ/XMC-HDQT	Capital transfer	70.434.782.609

VII.4.1. Transactions between the company and companies where members of the Board of Directors, Supervisory Board, CEO, and other managers have been or are currently serving as Board of Directors members or executive directors within the last 3 years

No.	Name of Organization/Individual	Related relationship with the company	Business Registration Number	Date of Issue (DD.MMM.YY YY)	Place of Issue	Head Office Address/Contact Address	Time of transaction with the company	Resolution/Decision Number of the General Meeting of Shareholders/Board of Directors (if any)	Transaction details	Total transaction value
1	Xuan Mai Concrete Company Limited	Subsidiary	0106579919	23/6/2014	Hanoi Department of Planning and Investment	Xuan Trung Hamlet, Thuy Xuan Tien, Chuong My, Hanoi	First 6 months of 2026	04/2026/NQ/XMC-HDQT	Purchase and sale of goods and provision of services	90.740.438.865
2	Xuan Mai Binh Duong Company Limited		3702940137	14/12/2020	Binh Duong Department of Planning and Investment	Land Plot No. 639, Map Sheet No. DC15, Rach Bap Hamlet, Tay Nam Ward, Ho Chi Minh City				28.596.124.038
3	Xuan Mai Dao Tu Joint Stock Company		2500302820	11/06/2008	Vinh Phuc Department of Planning and Investment	Be Tong Quarter, Dao Tu, Tam Duong, Vinh Phuc				54.839.547.017
4	Xuan Mai Construction Joint Stock Company		0104361561	01/08/2010	Hanoi Department of Planning and Investment	4th Floor, CT2 Ngo Thi Nham Building, Ha Dong Ward, Hanoi				17.374.119.802
5	Xuan Mai Machinery and Transport Joint Stock Company		0104367524	11/01/2010	Hanoi Department of Planning and Investment	Xuan Trung Hamlet, Thuy Xuan Tien, Chuong My, Hanoi				12.672.382.036
6	Xuan Mai Real Estate Investment and Trading Joint Stock Company		0106810935	4/2/2015	Hanoi Department of Planning and Investment	5th Floor, Xuan Mai Tower, To Hieu Street, Ha Dong Ward, Hanoi				12.110.379.854

VII.4.1. Transactions between the company and companies where members of the Board of Directors, Supervisory Board, CEO, and other managers have been or are currently serving as Board of Directors members or executive directors within the last 3 years

No.	Name of Organization/Individual	Related relationship with the company	Business Registration Number	Date of Issue (DD.MMM.YY YY)	Place of Issue	Head Office Address/Contact Address	Time of transaction with the company	Resolution/Decision Number of the General Meeting of Shareholders/Board of Directors (if any)	Transaction details	Total transaction value
7	Xuan Mai Mechanical - Electrical Joint Stock Company	Subsidiary	0106379356	2/12/2013	Hanoi Department of Planning and Investment	5th Floor, Xuan Mai Tower, To Hieu Street, Ha Dong Ward, Hanoi	First 6 months of 2026	04/2026/NQ/XMC-HDQT		17.386.532.535
8	Xuan Mai Design Consulting Joint Stock Company		0102776909	06/11/2008	Hanoi Department of Planning and Investment	6th Floor, 29T2-No5 Building, Dong Nam Tran Duy Hung New Urban Area, Cau Giay, Hanoi				5.557.894.058
6	Xuan Mai Real Estate Investment and Trading Joint Stock Company		0106810935	4/2/2015	Hanoi Department of Planning and Investment	5th Floor, Xuan Mai Tower, To Hieu Street, Ha Dong Ward, Hanoi			Capital contribution	358.950.000.000
9	Xuan Mai Investment Joint Stock Company		6001812559	01/10/2025	Dak Lak Department of Finance	No. 161 Nguyen Chi Thanh Street, Tan An, Dak Lak		11A/2026/NQ/XMC-HDQT	Capital contribution	138.722.000.000
10	Electrical Engineering Consulting and Services Joint Stock Company		0100100287	20/12/2004	Hanoi Department of Planning and Investment	No. 64 Trung Van Street, Hanoi		20/2025/NQ/XMC-HDQT	Capital transfer	70.434.782.609

VIII. Transactions of shares by insiders and related parties of insiders

1. List of insiders and related parties of insiders

No.	Name of Organization/ Individual	Securities Trading Account	Position in the Company	Owner's Identification Number	Date of Issue	Place of Issue	Head Office Address/Contact Address	Number of shares held at the end of the period	Shareholding percentage at the end of the period (%)	Notes
1	Nguyen Duc Cu		Chairman of the BOD					21.182.946	29,67%	
2	Do Thi Hoa							-	0	
3	Do Ngoc Lam							-	0	
4	Tran Thi Niem							-	0	
5	Nguyen Bao Ngoc							-	0	
6	Phan Chinh Hung							-	0	
7	Nguyen Minh Trang							17.785.856	24,91%	
8	Nguyen Duc Minh Tam							-	0	
9	Nguyen Duc Duy Hung							-	0	
10	Nguyen Duc Ung							-	0	
11	Nguyen Thi Lua							-	0	
12	Nguyen Duc Tien							-	0	
13	Dang Thi Thai							-	0	
14	Nguyen Duc Tien							-	0	
15	Nguyen Phuong Anh							-	0	
16	Nguyen Thi Nga							-	0	
17	Nguyen To Nhu							-	0	
18	Dang Thu Ha							-	0	
19	Khai Hung Company Limited		Chairman	0100779118	1/18/2017	Hanoi	39 Phan Chu Trinh Street, Cua Nam Ward, Hanoi	-	0	
20	Xuan Mai Sai Gon Construction Investment Joint Stock Company		Chairman of the BOD	0314337445	7/4/2017	Hanoi	No. 107 Nguyen Van Linh Street, Tan Thuan Ward, Ho Chi Minh City	-	0	
21	Asia Industrial Development Investment Consulting Joint Stock Company		Chairman of the BOD	0101975002	6/20/2006	Hanoi	15A Tran Hung Dao Street, Cua Nam Ward, Hanoi	-	0	
22	Viet Lao Power Joint Stock Company		Chairman of the BOD	0101389382	7/11/2003	Hanoi	9th Floor, Tower B, HH4 Building, Pham Hung Street, Tu Liem Ward, Hanoi	-	0	

No.	Name of Organization/ Individual	Securities Trading Account	Position in the Company	Owner's Identification Number	Date of Issue	Place of Issue	Head Office Address/Contact Address	Number of shares held at the end of the period	Shareholding percentage at the end of the period (%)	Notes
23	Dinh Thi Thanh Ha		Vice Chairman of the BOD					20.162.472	28,24%	
24	Le Thi Tuoc							-	0	
25	Dinh Ngoc Phat							-	0	
26	Xuan Mai - South Hanoi Company Limited		Chairman of the Members' Council	0111121779	7/11/2025	Hanoi Department of Finance	4th Floor, Xuan Mai Tower, To Hieu Street, Ha Dong Ward, Hanoi	-	0	
27	Sun Medical General Hospital Joint Stock Company		Chairman of the BOD	0107846606	5/16/2017	Hanoi Department of Finance	1st Floor, Times Tower Building, No. 35 Le Van Luong Street, Thanh Xuan Ward, Hanoi	-	0	
28	Kim Manh Ha		Vice Chairman of the BOD					780	0,001%	
29	Kim Van Chi							-	0	
30	Duong Thi Tuoi							-	0	
31	Doan Thi Diem							-	0	
32	Dao Thi Duyen							-	0	
33	Kim Chi Hieu							-	0	
34	Bui Hoang Khanh Ha							-	0	
35	Kim Hieu Thao							-	0	
36	Kim Thuy Hien							-	0	
37	Kim Thi Hung							-	0	
38	Nguyen Van Dong							-	0	
39	Kim Thi Hanh							-	0	
40	Bui Van Bang							-	0	
41	Kim Thanh Nam							-	0	
42	Nguyen Thi Thuy Anh							-	0	
43	Viet Lao Power Joint Stock Company		Vice Chairman of the BOD	0101389382	7/26/2025	Hanoi Department of Planning and Investment	4th Floor, HH4 Building, Pham Hung Street, Tu Liem Ward, Hanoi	-	0	
44	SCI Joint Stock Company		BOD Member	0101405355	9/30/2025	Hanoi Department of Planning and Investment	3rd Floor, Tower C, Golden Place Building, Me Tri Street, Tu Liem Ward, Hanoi	-	0	
45	Do Thi Hue		Member of the BOD					-	0	

No.	Name of Organization/ Individual	Securities Trading Account	Position in the Company	Owner's Identification Number	Date of Issue	Place of Issue	Head Office Address/Contact Address	Number of shares held at the end of the period	Shareholding percentage at the end of the period (%)	Notes
46	Do Ngoc Lam							-	0	
47	Tran Thi Niem							-	0	
48	Vu Thi Thanh							-	0	
49	Le Vu Hung							-	0	
50	Le Vu Hoai							-	0	
51	Le Ngoc Mai							-	0	
52	Ecodream Single-Member Company Limited		Ms. Do Thi Hue is the Director	0107302268	1/18/2016	Hanoi Department of Planning and Investment	15B Tran Hung Dao, Phan Chu Trinh, Cua Nam Ward, Hanoi	-	0	
53	Nguyen Duc Quang		Member of the BOD					-	0	
54	Nguyen Duc Ung							-	0	
55	Nguyen Thi Lua							-	0	
56	Le Thi Huyen Trang							-	0	
57	Nguyen Duc Quang Minh							-	0	
58	Nguyen Minh Thu							-	0	
59	Nguyen Thi Minh Nguyet							-	0	
60	Nguyen Minh Duc							-	0	
61	Nguyen Minh Duc		General Director					-	0	
62	Nguyen Duc Thai							-	0	
63	Tran Thi Lien							-	0	
64	Nguyen Phung Minh Hang							-	0	
65	Nguyen Minh Chau							-	0	
66	Nguyen Thi Hong Hanh							-	0	
67	Xuan Mai Real Estate Investment and Trading Joint Stock Company		Chairman of the BOD	0106810935	4/2/2015	Hanoi Department of Planning and Investment	5th Floor, CT2 Hanh Chinh Building, Ha Dong, Hanoi	-	0	
68	Viet Lao Power Joint Stock Company		SB	0101389382	7/11/2003	Hanoi Department of Planning and Investment	4th Floor, HH4 Building, Pham Hung Street, Tu Liem Ward, Hanoi	-	0	

No.	Name of Organization/ Individual	Securities Trading Account	Position in the Company	Owner's Identification Number	Date of Issue	Place of Issue	Head Office Address/Contact Address	Number of shares held at the end of the period	Shareholding percentage at the end of the period (%)	Notes
69	Xuan Mai Sai Gon Construction Investment Joint Stock Company		Deputy General Director	0314337445	7/4/2017	Ho Chi Minh City Department of Planning and Investment	No. 107 Nguyen Van Linh Street, Tan Thuan Ward, Ho Chi Minh City		0	
70	Xuan Mai Investment Joint Stock Company		Chairman of the BOD	6001812559	2/3/2026	Dak Lak Department of Finance	No. 161 Nguyen Chi Thanh Street, Tan An Ward, Dak Lak Province	-	0	
71	Pham Thi Hien		Deputy General Director					-	0	
72	Pham Khac Kiem							-	0	
73	Dang Dinh Cao							-	0	
74	Do Thi Uyen							-	0	
75	Dang Hong Quan							-	0	
76	Dang Hong Ngan							-	0	
77	Pham Tien Dung							-	0	
78	Nguyen Thi Thu Hien							-	0	
79	Pham Thi Kim Oanh							-	0	
80	Le Hoang Long							-	0	
81	Xuan Mai Machinery and Transport Joint Stock Company		BOD Member	0104367524	1/11/2010	Hanoi Department of Planning and Investment	Xuan Trung Hamlet, Thuy Xuan Tien, Chuong My, Hanoi	-	0	
82	Nguyen Cao Thang		Deputy General Director					254.888	0,350%	
83	Nguyen Thi Huong							-	0	
84	Nguyen Van Nam							-	0	
85	Lai Thi Lua							212	0,0003%	
86	Nguyen Cao Minh Thanh							-	0	
87	Nguyen Cao Minh Trung							-	0	
88	Xuan Mai Dao Tu Joint Stock Company		Chairman of the BOD	2500302820	11/6/2008	Vinh Phuc Department of Planning and Investment	Be Tong Quarter, Dao Tu Commune, Tam Duong District, Vinh Phuc Province	-	0	

No.	Name of Organization/ Individual	Securities Trading Account	Position in the Company	Owner's Identification Number	Date of Issue	Place of Issue	Head Office Address/Contact Address	Number of shares held at the end of the period	Shareholding percentage at the end of the period (%)	Notes
89	Xuan Mai Concrete Company Limited		Chairman of the Members' Council	0106579919	6/23/2014	Hanoi Department of Planning and Investment	Xuan Trung Hamlet, Thuy Xuan Tien Commune, Chuong My, Hanoi	-	0	
90	Xuan Mai Binh Duong Company Limited		Chairman of the Members' Council	3702940137	12/14/2020	Binh Duong Department of Planning and Investment	Land Plot No. 639, Map Sheet No. DC15, Rach Bap Hamlet, Tay Nam Ward, Ho Chi Minh City	-	0	
91	Le Trung Thang		Deputy General Director					-	0	
92	Le Van Thang									Deceased
93	Le Tien Phong							-	0	
94	Le Huu Canh							-	0	Deceased
95	Le Thi Hong Hanh							-	0	
96	Quan thi Thanh Hau							-	0	
97	Le Duc Trung							-	0	
98	Le Thanh Ngoc							-	0	
99	Le Ha Phuong							-	0	
100	Xuan Mai Real Estate Investment and Trading Joint Stock Company			0106810935	4/2/2015	Hanoi Department of Planning and Investment	5th Floor, CT2 Hanh Chinh Building, Ha Cau, Ha Dong, Hanoi	-	0	
101	Xuan Mai Investment Joint Stock Company		BOD Member	6001812559	2/3/2026	Dak Lak Department of Finance	No. 161 Nguyen Chi Thanh Street, Tan An Ward, Dak Lak Province	-	0	
102	Duong Anh Tuan		Deputy General Director					12.851	0,018%	
103	Duong Kim Chuan							-	0	
104	Phan Thi Thanh Huyen							-	0	
105	Tran Thi Dieu Linh							-	0	
107	Duong Minh Anh							-	0	
108	Duong Anh Minh							-	0	
109	Duong Phan Huong Lan							-	0	
110	Tran Dinh Quang							-	0	

No.	Name of Organization/Individual	Securities Trading Account	Position in the Company	Owner's Identification Number	Date of Issue	Place of Issue	Head Office Address/Contact Address	Number of shares held at the end of the period	Shareholding percentage at the end of the period (%)	Notes
111	Le Thi Hoa							-	0	
112	Tran Manh Cuong							-	0	
113	Xuan Mai Design Consulting Joint Stock Company		BOD Member	0102776909	5/11/2014	Hanoi Department of Planning and Investment	6th Floor, 29T2-No5 Building, Dong Nam Tran Duy Hung New Urban Area, Cau Giay, Hanoi	-	0	
114	Xuan Mai Machinery and Transport Joint Stock Company		Chairman of the BOD	0104367524	1/11/2010	Hanoi Department of Planning and Investment	Xuan Trung Hamlet, Thuy Xuan Tien, Chuong My, Hanoi	-	0	
115	Hoang Van Phong		Deputy General Director					-	0	
116	To Thi Tuoi							-	0	
117	Le Thi Ngoc Diep							-	0.04%	
118	Hoang Minh Ngoc							-	0	
119	Hoang Thanh Hien							-	0	
120	Hoang Thi Huyen							-	0	
121	Hoang Kieu Hung							-	0	
122	Hoang Van Phuong							-	0	
123	Xuan Mai Construction Joint Stock Company		BOD Member	0104361561	8/1/2010	Hanoi Department of Planning and Investment	4th Floor, CT2 Ngo Thi Nham Building, Ha Dong Ward, Hanoi	-	0	
124	Xuan Mai Mechanical - Electrical Joint Stock Company		Chairman of the BOD	0106379356	2/12/2013	Hanoi Department of Planning and Investment	3rd Floor, Xuan Mai Tower, To Hieu Street, Ha Dong, Hanoi	-	0	
125	Nguyen Thi Tam Thuan		Deputy General Director					-	0	
126	Vu An Hoc							-	0	
127	Vu An Huy							-	0	
128	Vu An Phong							-	0	
129	Nguyen My Te							-	0	
130	Dang Thi Bach Song							-	0	
131	Vu An Huan							-	0	
132	Cao Thi Pham							-	0	Deceased

VIII.2. Transactions of insiders and related persons concerning the shares of the listed company

No.	Person conducting the transaction	Relationship with insider	Number of shares held at the beginning of the period (01/01/2026)		Number of shares held at the end of the period (30/06/2026)		Reason for Increase/Decrease
			Number of Shares	Percentage	Number of Shares	Percentage	
1	Nguyen Duc Cu	Insider	14,276,875	19.99%	21,182,946	29.67%	Acquire shares
2	Dinh Thi Thanh Ha	Insider	16,485,781	23.09%	20,162,472	28.24%	Acquire shares
3	Nguyen Cao Thang	Insider	256,054	0.358%	254,888	0.35%	Transfer shares
4	Pham Thi Hien	Insider	1,980,616	2.77%	-	0%	Transfer all shares
5	Nguyen Phuong Lan	Major Shareholder	6,906,071	9.67%	-	0%	Transfer all shares