XUAN MAI INVESTMENT AND CONSTRUCTION CORPORATION	**SOCIALIST REPUBLIC OF VIETNAM**
	Independence – Freedom – Happiness
No.: 372/2026/TB-HĐQT/XMC	*Hanoi, 15th August 2026*

NOTICE

Re: Nomination and Self-Nomination of Candidates for the Board of Directors / Supervisory Board

To: Valued Shareholders of Xuan Mai Investment and Construction Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020 passed by the National Assembly of the Socialist Republic of Vietnam;

- Pursuant to the Charter of Xuan Mai Investment and Construction Joint Stock Company;

- Pursuant to the resignation letter of Ms. Dinh Thi Thanh Ha – Vice Chairwoman of the Board of Directors of Xuan Mai Investment and Construction Joint Stock Company;

- Pursuant to the resignation letter of Mr. Vu Cao Dung – Member of the Supervisory Board of Xuan Mai Investment and Construction Joint Stock Company.

The Board of Directors of Xuan Mai Investment and Construction Joint Stock Company hereby respectfully notifies the Valued Shareholders of the anticipated number of members of the Board of Directors ("BOD") / Supervisory Board ("SB") of the Company for the 2024–2029 term to be elected as additional members, together with the criteria and conditions for nomination and self-nomination of BOD/SB candidates, as follows:

1. Number of candidates:

- To add three (03) members to the Board of Directors in order to ensure a sufficient number of members as required under the Company's Charter and the number of BOD members expected to be submitted to the General Meeting of Shareholders ("GMS") for approval, replacing the member who has resigned.
- To add one (01) member to the Supervisory Board in order to ensure a sufficient number of members as required under the Company's Charter, replacing the member who has resigned.

2. Criteria and conditions for BOD/SB members:

- Members of the Board of Directors must satisfy the criteria and conditions prescribed under Article 155 of the Law on Enterprises No. 59/2020/QH14 and the Company's Charter.
- Members of the Supervisory Board must satisfy the criteria and conditions prescribed under Article 169 of the Law on Enterprises No. 59/2020/QH14 and the Company's Charter.

3. Conditions for nomination and self-nomination of BOD/SB candidates:

- Shareholders holding voting shares may combine their voting rights to nominate candidates for the Board of Directors. A shareholder or group of shareholders holding from 5% to less than 10% of the total voting shares may nominate one (01) candidate; from 10% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates; from 60% to less than 70% may nominate up to six (06) candidates; from 70% to 80% may nominate up to seven (07) candidates; from 80% to less than 90% may nominate up to eight (08) candidates; and from 90% or more may nominate up to eleven (11) candidates.

- Shareholders holding voting shares may combine their voting rights to nominate candidates for the Supervisory Board. A shareholder or group of shareholders holding from 5% to less than 10% of the total voting shares may nominate one (01) candidate; from 10% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates.

- Self-nominated and nominated candidates must have full civil act capacity, appropriate professional qualifications and experience, and must not fall within the categories of persons prohibited from establishing and managing enterprises under the Law on Enterprises No. 59/2020/QH14.

4. Nomination / self-nomination dossier:

4.1. The nomination/self-nomination dossier shall comprise:

- Nomination/self-nomination form (as per the attached template);
- Curriculum vitae / résumé (as per the attached template);
- Certified copy of citizen identity card/passport and relevant diplomas and certificates;
- Written agreement of the group of shareholders nominating a BOD/SB member (if shareholders form a group of shareholders for the purpose of nomination/self-nomination).

Note: Candidates nominated or self-nominated for BOD/SB membership shall bear legal responsibility before the law and the Company's General Meeting of Shareholders for the accuracy and truthfulness of their nomination/self-nomination dossier.

Only nomination/self-nomination dossiers that fully satisfy the applicable conditions for nomination/self-nomination, and candidates who fully satisfy the corresponding criteria and conditions for BOD/SB membership, shall be included in the official list of candidates submitted to the General Meeting of Shareholders for the conduct of the election.

4.2. Deadline for submission of nomination/self-nomination dossiers:

Shareholders or groups of shareholders who fully satisfy the conditions set out in Sections 2 and 3 of this Notice shall submit one (01) set of the nomination/self-nomination dossier directly at the Company's office or by post no later than **5:00 p.m. on 17 August 2026** (based on postmark date) to the following address:

Office – Xuan Mai Investment and Construction Joint Stock Company
Address: 4th Floor, Xuan Mai Tower, To Hieu Street, Ha Dong Ward, Hanoi
Telephone: 024.73038866

After the above deadline, if shareholders fail to nominate a sufficient number of candidates, or if the candidates do not satisfy the applicable criteria and conditions under current regulations, the incumbent Board of Directors of the Company shall, within its authority, nominate candidates in accordance with the Company's Charter.

Sincerely,

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN
(Signed and sealed)

Nguyen Duc Cu

Recipients:
- As above;
- SB, BOD;
- Board of General Directors;
- State Securities Commission, HNX;
- Filed: Administration Dept.