CÔNG TY CỔ PHẦN ĐẦU TƯ VÀ XÂY DỰNG XUÂN MAI

Digitally signed by CÔNG TY CỔ PHẦN ĐẦU TƯ VÀ XÂY DỰNG XUÂN MAI
DN: c=VN, l=HÀ NỘI, cn=CÔNG TY CỔ PHẦN ĐẦU TƯ VÀ XÂY DỰNG XUÂN MAI, 0.9.2342.19200300.100.1.1=MST:0500443916
Date: 2026.08.20 19:24:22 +07'00'

XUAN MAI INVESTMENT AND CONSTRUCTION CORPORATION	**SOCIALIST REPUBLIC OF VIETNAM**
No.: 378./2026/CBTT/XMC	***Independence - Freedom - Happiness***
	Hanoi, 20 August 2026

EXTRAORDINARY INFORMATION DISCLOSURE

Re: Sending Documents and the Written Consultation Ballot to Shareholders

To: **- The State Securities Commission**
- The Hanoi Stock Exchange

1. Name of organization: Xuan Mai Investment and Construction Corporation
   - Stock code: XMC
   - Address: 4th Floor, Xuan Mai Tower, To Hieu Street, Ha Dong Ward, Hanoi
   - Contact telephone: 024.73038866 Fax: 024.73078866
   - Email: info@xuanmaicorp.vn
2. Content of disclosed information:

On 20 August 2026, Xuan Mai Investment and Construction Corporation sent the written Ballot for Seeking Shareholders' Opinions, together with the accompanying documents, to shareholders, comprising:

- Ballot for seeking shareholders' opinions in writing;
- Submission on the change in the number of Board of Directors members, removal, and supplementary election of Board of Directors members for the 2024 - 2029 term;
- Submission on the removal and supplementary election of Board of Supervisors member(s) for the 2024 - 2029 term;
- Submission on the change of the Company's name;
- Election Regulations for the supplementary election of Board of Directors and Board of Supervisors members for the 2024 - 2029 term;
- Draft Resolution of the General Meeting of Shareholders.

Xuan Mai Investment and Construction Corporation hereby informs the relevant authorities and the Company's shareholders accordingly.

3. This information was published on the Company's website on 20 August 2026 at the following link: https://xmc.com.vn/documents/dai-hoi-dong-co-dong.

We hereby undertake that the information disclosed above is true and accurate, and we bear full responsibility before the law for the content of the information disclosed.

**** Enclosed documents:***
Documents for seeking shareholders' opinions in writing include:
- Ballot for seeking shareholders' opinions;
- Submissions to the GMS;
- Draft GMS Resolution.

XUAN MAI INVESTMENT AND CONSTRUCTION CORPORATION

CÔNG TY CỔ PHẦN ĐẦU TƯ VÀ XÂY DỰNG XUÂN MAI
M.S.D.N: 0500443916 - C.T.C.P
THÀNH PHỐ HÀ NỘI

TỔNG GIÁM ĐỐC
Nguyễn Minh Đức

XUAN MAI INVESTMENT AND CONSTRUCTION CORPORATION

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness
Hanoi, 20th August, 2026

CÔNG TY CỔ PHẦN ĐẦU TƯ VÀ XÂY DỰNG XUÂN MAI M.S.D.N: 0500443... THÀNH PHỐ HÀ NỘI

BALLOT FOR SEEKING SHAREHOLDERS' OPINIONS IN WRITING

I. Company Information:

1. Company name: **XUAN MAI INVESTMENT AND CONSTRUCTION JOINT STOCK COMPANY**
2. Address: 4th Floor, Xuan Mai Tower, To Hieu Street, Ha Dong Ward, Hanoi City
3. Business Registration Certificate: No. 0500443916, first issued by the Hanoi Department of Planning and Investment (now the Hanoi Department of Finance) on 04/12/2003, 33rd amendment dated 07/01/2026.

II. Shareholder Information:

1. Shareholder's name: ....
2. ID Card / Passport / Business Registration No.: ....

Date of issue: .... Place of issue: ....

3. Address: ....
4. Number of shares owned at the time of voting: .... shares
5. Type of shares: Ordinary shares
6. Number of voting ballots of the shareholder: .... votes (1 share corresponds to 1 voting ballot).

III. Purpose of Seeking Opinions:

The Board of Directors of Xuan Mai Investment and Construction Joint Stock Company ("XMC") is seeking shareholders' opinions in writing in order to obtain approval on a number of matters within the authority of the General Meeting of Shareholders.

The Board of Directors' submissions, the draft Election Regulations, and the draft Resolution of the General Meeting of Shareholders relating to this written consultation are posted on the Company's website. Shareholders are kindly requested to download and review the documents at the following link: https://xmc.com.vn/documents/dai-hoi-dong-co-dong.

IV. Matters to Be Put to Shareholders and Method of Voting:

The matters to be put to shareholders for their opinions are as follows:

1. Submission on the change in the number of Board of Directors members, removal, and supplementary election of Board of Directors members of the Company for the 2024 - 2029 term;
2. Submission on the removal and supplementary election of Board of Supervisors member(s) of the Company for the 2024 - 2029 term;
3. Submission on the change of the Company's name;
4. Election Regulations for the supplementary election of Board of Directors and Board of Supervisors members for the 2024 - 2029 term.

Shareholders are kindly requested to vote by marking **"x"** or **"√"** in one of the three options **"Approve"**, **"Disapprove"**, or **"No Opinion"** for each of the voting items below:

No.	Content	Approve	Disapprove	No Opinion
1	Submission on the change in the number of Board of Directors members, removal, and supplementary election of Board of Directors members for the 2024 - 2029 term			
2	Submission on the removal and supplementary election of Board of Supervisors member(s) for the 2024 - 2029 term			
3	Submission on the change of the Company's name			
4	Election Regulations for the supplementary election of Board of Directors and Board of Supervisors members for the 2024 - 2029 term			

Supplementary Election of Board of Directors Members for the 2024 - 2029 Term:

No.	List of nominees for the supplementary election to the BOD	Total votes entitled	Number of votes cast for the nominee
(1)	(2)	(3)	(4)
1	Mr. Phan Hung Long		
2	Mr. Vo Viet Phuong		
3	Mr. Nguyen Minh Duc		

Note on the method of electing Board of Directors members:

The total number of votes entitled in column (3) equals the number of shares owned by the shareholder multiplied by 3. Shareholders may accumulate all or part of their voting entitlement in column (3) and enter it in column (4) to vote for one nominee, provided that the total votes cast for all three nominees does not exceed the total voting entitlement. Where a shareholder does not enter a number or does not mark column (4) of the election item, the shareholder shall be deemed not to have participated in the election.

Supplementary Election of a Board of Supervisors Member for the 2024 - 2029 Term:

No.	List of nominees for the supplementary election to the BOS	Total votes entitled	Number of votes cast for the nominee
(1)	(2)	(3)	(4)
1	Mr. Nguyen Duc Hiep		

Note on the method of electing Board of Supervisors members:

The total number of votes entitled in column (3) equals the number of shares owned by the shareholder. Shareholders may accumulate all or part of their voting entitlement in column (3) and enter it in column (4) to vote for the nominee, provided that the votes cast for the nominee does not exceed the total voting entitlement. Where a shareholder does not enter a number or does not mark column (4) of the election item, the shareholder shall be deemed not to have participated in the election.

V. Deadline for Shareholders to Return Ballots:

1. The ballot must be enclosed in a sealed envelope and sent to: Office - Xuan Mai Investment and Construction Joint Stock Company, 4th Floor, Xuan Mai Tower, To Hieu Street, Ha Dong, Hanoi – Telephone: (024) 7303 8866 (ext. 303), **no later than 16:00 on 31 August 2026**, by direct delivery, by post (as evidenced by the postmark), or by email to: vanphong@xuanmaicorp.vn (as evidenced by the time the email is received). Ballots submitted by email shall be kept confidential until the vote-counting.

2. Where a shareholder submits the ballot both by mail (direct delivery/post) and by email, and there is a discrepancy between the voting results on the two ballots, the result on the ballot submitted by mail shall take precedence and be recognized.

3. A ballot shall be deemed valid when it satisfies all of the following conditions:

- It is a ballot issued by XMC and bears the full name and signature of the shareholder who is an individual/the legal representative of the organization/the authorized representative of the organization (accompanied by a valid power of attorney in accordance with the law), and bears the seal of the shareholder that is an organization. A ballot not accompanied by the required power of attorney shall be deemed invalid;
- It has voted on the matters submitted for consultation and marks only one (1) voting box. In case of a mistaken mark or a change of opinion, please blacken the box previously selected and mark another box (Note: this change may be made only once (1)). Where none of the three boxes (Approve, Disapprove, No Opinion) in the voting section is marked but the shareholder has nonetheless signed, printed their full name, and affixed the seal (if an organization) on the ballot, the shareholder shall be deemed to have no opinion;
- The election has been conducted in accordance with the Election Regulations;
- The ballot has been submitted by the prescribed method, to the correct address, and within the time limit stated above;
- The ballot is not torn, erased, altered, changed, or supplemented with additional content on the form issued by XMC;
- The envelope containing the ballot remains intact and has not been opened prior to the vote-counting.

4. A ballot that fails to satisfy all the conditions in Clause 3, Section V above shall be deemed an invalid vote.

5. A ballot not returned to XMC shall be deemed a ballot of non-participation in the vote.

6. The vote-counting procedure shall be carried out in accordance with the law and the Company's Charter immediately after the deadline for the return of ballots. The results of the vote-counting shall be recorded in Vote-Counting Minutes as prescribed.

7. A Resolution of the General Meeting of Shareholders adopted by means of seeking shareholders' opinions in writing shall have the same legal validity as a Resolution adopted at a meeting of the General Meeting of Shareholders.

Sincerely!

......................., day...... month...... 2026 **SHAREHOLDER/REPRESENTATIVE** *(Signature and full name; company seal if an organization)*	**ON BEHALF OF THE BOARD OF DIRECTORS** **CHAIRMAN** (Signed) **Nguyen Duc Cu**

XUAN MAI INVESTMENT AND CONSTRUCTION CORPORATION
Add: 4th Floor, Xuan Mai Tower, To Hieu Street, Ha Dong, Hanoi
Tel: (04) 73038866 Fax: (04) 73078866 Web: www.xmc.com.vn

YEAR 2026

SUBMISSION
CHANGE IN THE NUMBER OF BOARD OF DIRECTORS MEMBERS, REMOVAL AND SUPPLEMENTARY ELECTION OF BOARD OF DIRECTORS MEMBERS FOR THE 2024 - 2029 TERM

Dear Shareholders,

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 dated 17 June 2020 of the National Assembly of the Socialist Republic of Vietnam;
- The Charter on Organization and Operation of Xuan Mai Investment and Construction Corporation;
- The Company's business and production operations;
- The resignation letter of Ms. Dinh Thi Thanh Ha, member of the Board of Directors.

Pursuant to Clause 1, Article 29 of the Company's Charter on Organization and Operation, in order to ensure strict compliance with legal regulations and to enhance the Company's governance capacity, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval of the following contents:

1/. Removal of Ms. Dinh Thi Thanh Ha as a member of the Board of Directors for the 2024 - 2029 term.

Reason: Ms. Dinh Thi Thanh Ha has submitted a resignation letter at her personal request.

2/. Change in the number of Board of Directors members: from 05 members to 07 members.

3/. Supplementary election of 03 Board of Directors members, comprising: the election of 01 member to replace Ms. Dinh Thi Thanh Ha, who has resigned, and the election of 02 additional new members to ensure that the Board of Directors comprises 07 members.

The list of nominees for the supplementary election of Board of Directors members is as follows:

- Mr. Phan Hung Long
- Mr. Vo Viet Phuong
- Mr. Nguyen Minh Duc

(Candidates' curricula vitae are enclosed with this submission).

Respectfully submitted to the General Meeting of Shareholders for review and approval.

Sincerely!

Hanoi, 20 August 2026

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN
(Signed)

Nguyen Duc Cu

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

CURRICULUM VITAE

(For candidates for the Company's Board of Directors/Supervisory Board)

1. Full name: Phan Hung Long
2. Gender: ☑ Male ☐ Female
3. Date of birth: 18/08/1988
4. Place of birth: Hanoi, Vietnam
5. Nationality: Vietnamese
6. Citizen Identity Card No.: , issued on by the Police Department for Administrative Management of Social Order
7. Permanent residence address: City
8. Contact phone number:
9. Educational level: 12/12 (Upper secondary school graduate)

Professional qualification:

Bachelor's Degree in Business Administration, Ritsumeikan Asia Pacific University – Japan

Master's Degree in Investment & Financial Risk, University of Westminster – United Kingdom

Work history:

Period	Working Unit	Position
2014 – 2015	LienViet PostBank	Head of Customer Relations & Products Division
2015	LienViet PostBank	Deputy Director, Saigon Business Center (PDG)
2015 – 2021	Him Lam Joint Stock Company	Deputy General Director
2026	Xuan Mai Investment JSC	Vice Chairman

10. Current position at the Company: None
11. Names of companies in which the candidate currently holds a position as a member of the Board of Directors/Supervisory Board, and other managerial titles (if any): Vice Chairman of the Board of Directors, Xuan Mai Investment JSC
12. Interests related to the Company (if any): None

I hereby declare that the information provided above is completely true and I take full legal responsibility for the information declared.

Hanoi, 17 August 2026
Candidate
(Signed)
Phan Hung Long

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

CURRICULUM VITAE
(For candidates for the Company's Board of Directors/Supervisory Board)

1. Full name: VO VIET PHUONG
2. Gender: ☑ Male ☐ Female
3. Date of birth: 15 November 1977
4. Place of birth: Ha Tinh
5. Nationality: Vietnamese
6. Citizen Identity Card No.: , issue date: , issuing authority: Department of Administrative Management for Social Order
7. Permanent residence address:
8. Contact phone number:
9. Educational level: Master's Degree
10. Professional qualification: Civil and Highway Engineer; Master of Business Administration
11. Work history:

Period	Working Unit	Position
2001 ÷ 2003	Joint venture between Sumitomo Corporation (Japan) and Thang Long Construction Corporation	Specialist, Kien Bridge Project Management Board
2003 ÷ 2005	Ho Chi Minh Road Project Management Board – Ministry of Transport	Specialist, Project Management Department 5
2006 ÷ 2008	Ho Chi Minh Road Project Management Board – Ministry of Transport	Specialist, General Affairs & Experts Department
2008 ÷ 2011	Ho Chi Minh Road Project Management Board – Ministry of Transport	Deputy Head, Project Management Department 6
2011 ÷ 2014	Ho Chi Minh Road Project Management Board – Ministry of Transport	Head, Project Management Department 6
2014 ÷ 2026	BT Cam Lo – Tuy Loan Investment Co., Ltd.	General Director

12. Current position at the Company: None
13. Names of companies in which the candidate currently holds a position as a member of the Board of Directors/Supervisory Board, and other managerial titles (if any):
    - BT Cam Lo – Tuy Loan Investment Co., Ltd. – Position: General Director
    - Lien Ha Investment Joint Stock Company – Position: General Director
    - NPT Technology Vietnam Co., Ltd. – Position: Chairman of the Members' Council
14. Interests related to the Company (if any): None

I hereby declare that the information provided above is completely true and I take full legal responsibility for the information declared.

Hanoi, 15 August 2026

Candidate

(Signed)
Vo Viet Phuong

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

CURRICULUM VITAE

(For candidates to the Board of Directors/Supervisory Board for the 2024 – 2029 term)

1. Full name: Nguyen Minh Duc
2. Gender: ☑ Male ☐ Female
3. Date of birth: 20/12/1978
4. Nationality: Vietnamese
5. ID Card/Citizen ID No.: , issue date: , issuing authority: Police Department for Administrative Management of Social Order
6. Permanent residence address:
Hanoi
7. Contact phone number:
8. Educational level: Master's Degree
9. Professional qualification: Finance and Accounting
10. Work history:

Period	Working Unit	Position
From 1/2022 – 4/2024	Xuan Mai Investment and Construction JSC	Deputy General Director
From 4/2024 – 12/2025	Xuan Mai Investment and Construction JSC	Head of the Supervisory Board
From 1/2026 – present	Xuan Mai Investment and Construction JSC	General Director

11. Current position at the Company: General Director
12. Names of companies in which the candidate currently holds a position as a member of the Board of Directors/Supervisory Board, and other managerial titles (if any):

No.	Company Name	Position
1	Xuan Mai Sai Gon Construction Investment JSC	Deputy General Director
2	Viet Lao Power JSC	Member of the Board of Directors
3	Xuan Mai Real Estate Investment and Trading JSC	Chairman of the Board of Directors
4	Xuan Mai Investment JSC	Chairman of the Board of Directors

13. Interests related to the Company (if any): None

I hereby declare that the information provided above is completely true and I take full legal responsibility for the information declared.

Hanoi, 17 August 2026

Candidate

(Signed)

Nguyen Minh Duc

SUBMISSION
REMOVAL AND SUPPLEMENTARY ELECTION OF BOARD OF SUPERVISORS MEMBER FOR THE 2024 - 2029 TERM

Dear Shareholders,

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 dated 17 June 2020 of the National Assembly of the Socialist Republic of Vietnam;
- The Charter on Organization and Operation of Xuan Mai Investment and Construction Corporation;
- The Company's business and production operations;
- The resignation letter of Mr. Vu Cao Dung, member of the Board of Supervisors.

The Company's Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval of the following:

1/. Removal of Mr. Vu Cao Dung as a member of the Board of Supervisors for the 2024 - 2029 term.

Reason: Mr. Vu Cao Dung has submitted a resignation letter at his personal request.

2/. Supplementary election of a Board of Supervisors member for the 2024 - 2029 term to replace the resigning Board of Supervisors member.

The list of nominees for the supplementary election of Board of Supervisors members is as follows:

No.	Full Name	Year of Birth	Qualification	Major
1	Nguyen Duc Hiep	1985	Engineer	Civil and Industrial Construction Engineering

(Candidates' curricula vitae are enclosed with this submission).

Respectfully submitted to the General Meeting of Shareholders for review and approval.

Sincerely!

Hanoi, 20 August 2026

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN
(Signed)

Nguyen Duc Cu

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

CURRICULUM VITAE

(For candidates for the Company's Board of Directors/Supervisory Board)

1. Full name: Nguyen Duc Hiep
2. Gender: ☑ Male ☐ Female
3. Date of birth: 15/01/1985
4. Place of birth: Hanoi
5. Nationality: Vietnamese
6. Citizen Identity Card No.: (, issue date: , issuing authority: Ministry of Public Security
7. Permanent residence address:
8. Contact phone number:
9. Educational level: University
10. Professional qualification: Civil and Industrial Construction Engineer
11. Work history:

Period	Working Unit	Position
From 3/2009 to 9/2014	Xuan Mai Design Consulting JSC – Structural Design Dept. 3	Staff
From 9/2014 to 10/2017	Xuan Mai Design Consulting JSC – Structural Design Dept. 3	Deputy Head of Department
From 11/2017 to 7/2019	Xuan Mai Investment and Construction JSC – Investment Committee	Specialist
From 7/2019 to 8/2026	Xuan Mai Investment and Construction JSC – Technical Department	Head of Department

12. Current position at the Company: Head of Technical Department
13. Names of companies in which the candidate currently holds a position as a member of the Board of Directors/Supervisory Board, and other managerial titles (if any): None
14. Interests related to the Company (if any): None

I hereby declare that the information provided above is completely true and I take full legal responsibility for the information declared.

Attached documents: (ID card, diplomas, etc.)
1. Copy of Citizen Identity Card
2. Copy of university diploma

Hanoi, 17 August 2026
Candidate
(Signed)
Nguyen Duc Hiep

SUBMISSION
RE: CHANGE OF COMPANY NAME

Dear Shareholders,

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 dated 17 June 2020 of the National Assembly of the Socialist Republic of Vietnam;
- 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;
- The Charter on Organization and Operation of Xuan Mai Investment and Construction Corporation;

In order to facilitate the Company's connection with partners and customers in transactions and business activities in line with the Company's development orientation in the new period, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval of the change of the Company's name as follows:

1/. Content of the Company name change:

- Current 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**

2/. The General Meeting of Shareholders authorizes the Board of Directors to:

- Decide the timing for implementing the Company name change;
- Update and amend the Company's Charter;
- Carry out procedures to register the Company name change on the Enterprise Registration Certificate with the competent State authority, and carry out information disclosure procedures in accordance with the law.

Respectfully submitted to the General Meeting of Shareholders for review and approval.

Sincerely!

Hanoi, 20 August 2026

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN
(Signed)

Nguyen Duc Cu

ELECTION REGULATIONS FOR THE SUPPLEMENTARY ELECTION OF BOARD OF DIRECTORS / BOARD OF SUPERVISORS MEMBERS FOR THE 2024 – 2029 TERM XUAN MAI INVESTMENT AND CONSTRUCTION CORPORATION

YEAR 2026

(Applicable to the supplementary election of the Company's Board of Directors/Board of Supervisors members by means of seeking shareholders' opinions in writing)

The General Meeting of Shareholders ("GMS") of Xuan Mai Investment and Construction Joint Stock Company ("the Company") shall conduct the supplementary election of members of the Board of Directors ("BOD") and the Board of Supervisors ("BOS") by means of seeking shareholders' opinions in writing, in accordance with the following provisions:

Article 1: Election Principles and Eligible Voters

1. Election principles:
   a. The election shall be conducted in accordance with the law and the Company's Charter, and in conformity with these Regulations, so as to ensure democracy and the lawful rights and interests of all shareholders.
   b. The election shall be conducted by the cumulative voting method, by means of seeking shareholders' opinions in writing.
2. Persons eligible to vote: shareholders holding voting shares according to the shareholder list prepared by the Vietnam Securities Depository and Clearing Corporation (VSDC) as of the final record date, 17 August 2026.

Article 2. Nomination and Self-Nomination of BOD/BOS Members

1. Nomination and self-nomination of BOD members:

   Shareholders holding voting shares are entitled to combine their voting rights with those of others in order to nominate candidates. A shareholder or group of shareholders holding from 5% to less than 10% of the total voting shares is entitled to nominate one (01) candidate; from 10% to less than 30%, a maximum of two (02) candidates; from 30% to less than 40%, a maximum of three (03) candidates; from 40% to less than 50%, a maximum of four (04) candidates; from 50% to less than 60%, a maximum of five (05) candidates; from 60% to less than 70%, a maximum of six (06) candidates; from 70% to less than 80%, a maximum of seven (07) candidates; from 80% to less than 90%, a maximum of eight (08) candidates.

   Where shareholders fail to nominate a sufficient number of candidates, or the nominated candidates fail to meet the applicable standards and conditions, the incumbent Board of Directors shall, within its authority, nominate candidates in accordance with the Company's Charter.

2. Nomination and self-nomination of BOS members:

   Shareholders holding voting shares are entitled to combine their voting rights with those of others in order to nominate candidates for the Board of Supervisors. A shareholder or group of shareholders holding from 5% to less than 10% of the total voting shares is entitled to nominate one (01) candidate; from 10% to less than 30%, a maximum of two (02) candidates; from 30% to less than 40%, a maximum of three (03) candidates; from 40% to less than 50%, a maximum of four (04) candidates; from 50% to less than 60%, a maximum of five (05) candidates.

   Where shareholders fail to nominate a sufficient number of candidates, or the nominated candidates fail to meet the applicable standards and conditions, the incumbent Board of Supervisors shall, within its authority, nominate candidates in accordance with the Company's Charter.

Article 3. Number and Standards of BOD Members to Be Additionally Elected

1. Number of BOD members to be additionally elected: 03 members.
2. Standards and conditions required of BOD members to be additionally elected: candidates must satisfy the standards and conditions prescribed in Article 155 of the Law on Enterprises No. 59/2020/QH14 and the Company's Charter, specifically:
   a. Having full civil act capacity and not being a person prohibited from managing an enterprise under Clause 2, Article 17 of the Law on Enterprises;
   b. Having professional qualifications and experience in business administration or in the Company's business sector/line of business;
   c. Not necessarily being a shareholder of the Company;
   d. A member of the Company's Board of Directors may concurrently be a member of the Board of Directors or Members' Council of no more than 05 other companies.

Article 4. Number and Standards of BOS Members to Be Additionally Elected

1. Number of BOS members to be additionally elected: 01 member.
2. Standards and conditions required of BOS members to be additionally elected: candidates must satisfy the standards and conditions prescribed in Article 169 of the Law on Enterprises No. 59/2020/QH14 and the Company's Charter, specifically:
   a. Having full civil act capacity and not falling within the categories prescribed in Clause 2, Article 17 of the Law on Enterprises;
   b. Having been trained in one of the fields of economics, finance, accounting, auditing, law, business administration, or a field relevant to the Company's business activities;
   c. Not being a family member of any member of the Board of Directors, the General Director, or other managers;

d. Not being a manager of the Company; not necessarily being a shareholder or employee of the Company;

e. Other standards and conditions as prescribed by relevant law and the Company's Charter.

Article 5. Method of Conducting the Election

1. **Ballot:**

   Each shareholder with voting rights shall be sent one ballot by the Company. The ballot shall state the shareholder's full name, address, contact telephone number (if any), the number of votes corresponding to the number of shares owned, and the names of the candidates to be additionally elected.

2. **Provisions on the Ballot:**

2.1. Valid ballot

A ballot shall be deemed valid when it satisfies all of the following conditions:

a. It is a ballot issued by the Company and bears the full name and signature of the shareholder who is an individual/the legal representative of the organization/the authorized representative (accompanied by a valid power of attorney in accordance with the law), and bears the seal of the shareholder that is an organization. A ballot not accompanied by the required power of attorney shall be deemed invalid;

b. It has voted on the matters submitted for consultation and marks only one (1) voting box. In case of a mistaken mark or a change of opinion, please blacken the box previously selected and mark another box (Note: this change may be made only once (1)). Where none of the three boxes (Approve, Disapprove, No Opinion) in the voting section is marked but the shareholder has nonetheless signed, printed their full name, and affixed the seal (if an organization) on the ballot, the shareholder shall be deemed to have no opinion;

c. The election has been conducted in accordance with these Election Regulations;

d. The ballot has been submitted by the method, to the address, and within the time limit stated on the ballot;

e. The ballot is not torn, erased, altered, changed, or supplemented with additional content on the form issued by the Company;

f. The envelope containing the ballot remains intact and has not been opened prior to the vote-counting.

2.2. Invalid ballot

A ballot that fails to satisfy all the conditions in Clause 2.1 of this Article 5 shall be deemed an invalid vote.

2.3. Method of Voting on the Ballot

- The supplementary election of BOD/BOS members shall be conducted by the cumulative voting method, whereby each shareholder shall have a number of votes equal to the number of shares owned or represented multiplied by the number of BOD/BOS members to be additionally elected.

- When voting, the shareholder/shareholder's representative may choose only one (1) of the two voting methods, namely equal cumulative voting or uneven cumulative voting, by placing an "X" mark or writing the number of shares voted for each candidate.

  + Voting by the marking method: the shareholder simply places an "X" mark in the blank box of each candidate for whom they vote. The number of votes for each selected candidate shall be the result of dividing the shareholder's total votes equally among the number of candidates selected.

  + Voting by writing the number of shares for the selected candidate: the shareholder/shareholder's representative selects candidates by directly writing the number of votes cast for each chosen candidate, such that the total votes cast for all candidates selected by the shareholder is equal to or less than the shareholder's total voting entitlement. The number of votes for each candidate may differ depending on the shareholder's/representative's degree of confidence in each candidate.

Where a shareholder/shareholder's representative applies both of the above methods simultaneously, the shareholder's/representative's ballot shall be invalid. Where a shareholder/shareholder's representative does not place an "X" mark or write the number of shares voted for a candidate in the voting section, the shareholder shall be deemed not to have participated in the election.

Example:

A shareholder holding 100 ordinary shares shall be entitled to 300 votes for the election of BOD members. The shareholder may cast all 300 of these votes for one candidate, or may allocate their votes among three candidates, provided that the total votes cast for the three candidates does not exceed 300 votes.

3. Principles for Submitting Ballots:

a. Shareholders shall submit ballots duly completed with full information as described above, by email, post, or other means, to the Company within the time limit stated on the shareholder ballot.

b. A shareholder who does not submit the ballot to the Company shall be deemed not to have participated in voting on the matters submitted for consultation.

4. Provisions on Vote-Counting:

a. The BOD shall organize the counting of ballots. The Vote-Counting Committee shall comprise 01 BOD member (representing and on behalf of the BOD), the Deputy General Director, and the BOD Secretary, who shall conduct the vote count. The Vote-Counting Committee must ensure honesty and shall be responsible before the law and before shareholders for the vote-counting results. The vote-counting supervision representative shall comprise 01 member of the Company's BOS. The Vote-Counting Committee shall perform its duties in accordance with the following provisions:

- Checking the validity of the ballots;
- Checking each ballot in turn, with the secretary recording the vote-counting results;

- Sealing all ballots after the count is completed and transferring them for storage as prescribed.

b. Preparation of the Vote-Counting Minutes:

- The secretary shall be responsible for preparing the Vote-Counting Minutes.
- The Vote-Counting Minutes must include the following main contents:

  + The time and place of the vote-counting;

  + The total number of ballots sent to shareholders;

  + The number of ballots returned by shareholders;

  + The number of ballots not returned by shareholders;

  + The number and percentage of valid ballots;

  + The number and percentage of invalid ballots;

  + The number of votes and voting percentage for each candidate to be additionally elected;

  + The signatures of the Chairman of the BOD, the Company's legal representative, the Vote-Counting Committee, and the vote-counting supervision representative.

Article 6: Principles for Election of BOD/BOS Members

- A candidate elected as a BOD/BOS member must obtain a number of valid votes reaching a ratio of ≥ 51% of the Company's total voting shares.

- Persons elected as BOD/BOS members shall be determined according to the number of valid votes, ranked from highest to lowest, starting with the candidate with the highest number of votes, until the number of members prescribed in these Regulations is reached.

- Where two or more candidates obtain an equal number of votes for a BOD/BOS position to be filled, the GMS authorizes the incumbent BOD/BOS to select the appropriate candidate among those with an equal number of votes to serve as a BOD/BOS member, given that, because the election is conducted by means of seeking shareholders' opinions in writing, it is not practicable to hold a re-vote as would be the case for direct voting at a General Meeting.

Article 7. Announcement of the Results of the Supplementary Election of BOD/BOS Members

The results of the supplementary election of BOD/BOS members shall be included in the GMS Resolution and disclosed as prescribed, and shall also be posted on the Company's website together with the Minutes of the Counting of Shareholder Ballots.

Article 8. Effectiveness of the Regulations

These Regulations comprise 08 Articles and shall take effect upon adoption by the Company's GMS.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

(Signed)

Nguyen Duc Cu

DRAFT

XUAN MAI INVESTMENT AND CONSTRUCTION CORPORATION	**SOCIALIST REPUBLIC OF VIETNAM**
No.: ..../2026/NQ/XMC-GMS	**Independence - Freedom - Happiness**

Hanoi, 31 August 2026

RESOLUTION OF THE GENERAL MEETING OF SHAREHOLDERS
XUAN MAI INVESTMENT AND CONSTRUCTION JOINT STOCK COMPANY
Adopted by means of the 1st written consultation of shareholders in 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 Organization and Operation of Xuan Mai Investment and Construction Corporation;
- Pursuant to the Minutes of Vote-Counting for the Written Consultation of Shareholders No. ..../BBKP/2026/XMC-GMS dated 31 August 2026.

RESOLVES

Article 1: The General Meeting of Shareholders of Xuan Mai Investment and Construction Corporation unanimously adopts, by means of seeking shareholders' opinions in writing, the following contents:

1. To approve the change in the number of Board of Directors members from 05 members to 07 members; to remove Ms. Dinh Thi Thanh Ha as a member of the Board of Directors for the 2024 – 2029 term; and to additionally elect 03 members of the Board of Directors for the 2024 – 2029 term according to the list of nominees.
2. To approve the removal of Mr. Vu Cao Dung as a member of the Board of Supervisors for the 2024 – 2029 term; and to additionally elect 01 member of the Board of Supervisors for the 2024 – 2029 term according to the list of nominees.
3. To approve the change of the Company's name.

- Former name: Xuan Mai Investment and Construction Corporation
- 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 content approved by the GMS, to decide the timing for implementing the Company name change; to update and amend the Company's Charter on Organization and Operation; to carry out procedures to register the Company name change on the Enterprise Registration

Certificate with the competent State authority; and to carry out information disclosure procedures in accordance with the law.

4. To approve the Election Regulations for the supplementary election of Board of Directors and Board of Supervisors members for the 2024 – 2029 term.

5. To approve the results of the supplementary election of 03 members of the Board of Directors for the remainder of the 2024 – 2029 term, specifically as follows:

No.	Name of the additionally elected BOD member	Number of votes	Percentage (%) of the total votes entitled to vote
1	Mr. Phan Hung Long		...........%
2	Mr. Vo Viet Phuong		...........%
3	Mr. Nguyen Minh Duc		...........%

6. To approve the results of the supplementary election of 01 member of the Board of Supervisors for the remainder of the 2024 – 2029 term, specifically as follows:

No.	Name of the additionally elected BOS member	Number of votes	Percentage (%) of the total votes entitled to vote
1	Mr. Nguyen Duc Hiep		...........%

Article 2: Implementation provisions:

This Resolution shall take effect from 31 August 2026. Members of the Board of Directors, the Board of Supervisors, the Board of General Directors, and other relevant individuals shall be responsible for the implementation of this Resolution in strict accordance with the law and the Company's Charter.

Recipients:
- *The State Securities Commission (for reporting purposes);*
- *The Hanoi Stock Exchange (for reporting purposes);*
- *The shareholders;*
- *BOD members, the Board of General Directors, the BOS;*
- *The Company's departments;*
- *The Company's website;*
- *Filed at the Office.*

ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN OF THE BOARD OF DIRECTORS

Nguyen Duc Cu