

Hanoi, February 02nd, 2026

CHANGE IN PERSONNEL

To: - Hanoi Stock Exchange

Based on Decision No. 41/2026/QĐ/XMC-HĐQT dated February 01, 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:

Appointment:

- Ms: Pham Thi Hien
- Former position in the organization: No
- Newly appointed position: Deputy General Director of Xuan Mai Investment and Construction Corporation
- Term: 03 years
- Effective date: February 01, 2026.

This information was published on the company's website on 02/02/2026, as in the link <https://xmc.com.vn/documents/cong-bo-thong-tin>.

Attached document:

- Decision No. 41/2026/QĐ/XMC-HĐQT dated February 01, 2026;
- List of related persons of Ms. Pham Thi Hien.

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. Pham Thi Hien

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. 15/2026/QD/XMC/NS-HC dated February 01, 2026, regarding the issuance of the organizational structure model, functions, and duties of Divisions, Centers, and Departments of Xuan Mai Investment and Construction Corporation;
- 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 Decision No. 16/2026/QĐ-HĐQT dated February 01, 2026, regarding the issuance of the Regulations on Decentralization and Authorization of Xuan Mai Investment and Construction Corporation;

DECIDES:

Article 1: To appoint **Ms. Pham Thi Hien**, Date of birth: October 25, 1979, Profession: Bachelor of Economics; 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. Pham Thi Hien** shall exercise the powers and duties of the Deputy General Director as assigned and authorized by the General Director of the Company. **Ms. Pham Thi Hien** is accountable to the General Director and the Board of Directors for the performance of assigned and authorized tasks. **Ms. Pham Thi Hien** 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. Pham Thi Hien** are responsible for the implementation of this Decision./.

Recipients:

- As in Article 3;
- Archives.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

(Signed and Sealed)

Nguyen Duc Cu



THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Hanoi, 1st February 2026

CIRRICULLUM VITAE

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

1/ Full name: PHAM THI HIEN

2/ Sex: Female

3/ Date of birth: 25/10/1979

4/ Place of birth: Ha Noi

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: 0243.73038866

10/ Email: hienpt25@xuanmaicorp.vn

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: Chairman of Xuan Mai Real Estate Investment and Business Company

14/ Number of owning shares 1.980.616, accounting for 2,77% of charter capital, of which:

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

+ Owning by Individual: Number of owning shares 1.980.616, accounting for 2,77% of charter capital

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 document s(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 relate to sections of 13 and 14)	Notes (i.e. not in possession of a NSH No. and other notes)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1		Pham Khắc Kiêm		No	Father	CMND					0	0	1/2/2026			

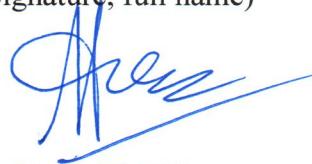
2	Đặng Đinh Cao	No	Father-in-law	CMND	0	0	1/2/ 2026
3	Đỗ Thị Uyên	No	Mother-in-law	CMND	0	0	1/2/ 2026
4	Đặng Hồng Quân	No	Husband	CMND	0	0	1/2/ 2026
5	Đặng Hồng Ngân	No	Daughter	CMND	0	0	1/2/ 2026
6	Phạm Tiến Dũng	No	Older brother	CMND	0	0	1/2/ 2026
7	Nguy ễn Thị Thu Hiền	No	Sister-in-law	CMND	0	0	1/2/ 2026
8	Phạm Thị Kim Oanh	No	Older sister	CMND	0	0	1/2/ 2026
9	Lê Hoàn g Long	No	brother-in-law	CMND	0	0	1/2/ 2026
10	Công ty Đầu tư và Kinh doanh BDS Xuân Mai			DKKD	0	0	1/2/ 2026

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

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)



Pham Thi Hien