

Hanoi, 30th January 2026

No: **75** /2026/BC/XMC

Subject: Report on Corporate Governance

**REPORT ON CORPORATE GOVERNANCE
THE YEAR 2025**

**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:

No.	Resolution / Decision no.	Date	Content
01	08/2025/NQ/XMC-ĐHĐCĐTN	18/4/2025	The 2025 Annual General Meeting of Shareholders
02	17/2025/NQ/XMC-ĐHĐCĐ	01/12/2025	Collecting Shareholders' Written Opinions (No. 1 – 2025)
03	24/2025/NQ/XMC-ĐHĐCĐ	29/12/2025	Collecting Shareholders' Written Opinions (No. 2 – 2025)

II. Board of Directors:

1. Information about the Members of the Board of Directors:

No.	Members of the Board of Directors	Title	Date of starting / stopping being member of the Board of Directors	
			Date of Appointment	Date of Dismissal
1	Mr. Bui Khac Son	Chairman of the Board of Directors	20 th April 2019	29 th December 2025

2	Mrs. Do Thi Hue	Member	27 th April 2021	
3	Mrs. Dinh Thi Thanh Ha	Vice Chairman of the Board of Directors	05 th May 2023	
4	Mr. Nguyen Duc Quang	Member	20 th April 2024	
5	Mrs. Pham Thi Hien	Member	20 th April 2024	29 th December 2025
6	Mr. Nguyen Duc Cu	Chairman of the Board of Directors	29 th December 2025	
7	Mr. Kim Manh Ha	Vice Chairman of the Board of Directors	29 th December 2025	

2. Meetings of the Board of Directors:

No.	Members of the Board of Directors	Number of meetings attended	Ratio	Reason for being absent
1	Mr. Bui Khac Son	20/20	100%	Dismissed from December 29, 2025
2	Mrs. Do Thi Hue	26/26	100%	
3	Mrs. Dinh Thi Thanh Ha	26/26	100%	
4	Mr. Nguyen Duc Quang	26/26	100%	
5	Mrs. Pham Thi Hien	20/20	100%	Dismissed from December 29, 2025
6	Mr. Nguyen Duc Cu	6/6	100%	Appointed effective from December 29, 2025
7	Mr. Kim Manh Ha	6/6	100%	Appointed effective from December 29, 2025

3. Supervisory Activities of the Board of Directors over the Executive Board:

- Supervised and controlled strategic directions, made decisions on medium- and long-term development strategies and plans, directed the implementation of business operations, and prepared the business performance report for the year 2025; implemented the business plan for the year 2025.
- Prepared quarterly financial statements and the financial statements for the year 2025 of the Parent Company and consolidated subsidiaries.
- Controlling and ensuring the timely and transparent disclosure of information.
- Directing the implementation of internal audit activities and risk management; reorganizing and restructuring the operational model at the parent company and its subsidiaries.

4. Activities of the Subcommittees under the Board of Directors:

Internal Audit Committee

- The Internal Audit Committee performs the role of inspection, supervision, and evaluation of compliance, integrity, accuracy, and efficiency in the management, administration, and execution of all Company activities. It provides independent and objective

evaluation reports to the Board of Directors (BOD) for the development of appropriate policies to adjust management operations and cost control. Additionally, it advises and consults the BOD to ensure the Company's activities comply with legal regulations, business ethics, and internal regulations, helping to control risks and improve operational efficiency.

- In 2025, the Internal Audit Committee carried out inspections and supervision activities in accordance with its assigned functions and responsibilities, such as appraising the financial statements; reviewing and evaluating the approval process of contracts, the contractor selection process for company-implemented projects, and the final settlement with contractors; as well as monitoring the operations of subsidiaries within the corporate system.

The Office of the Board of Directors

- The Office of the Board of Directors (BOD) serves as an advisory and support unit, operating independently under the direct direction of the BOD. It is responsible for supervising, monitoring, and urging departments and divisions to implement the decisions, directives, and tasks assigned by the BOD. It monitors activities, consolidates, and reports the performance results of various units to the BOD. Additionally, it collaborates with relevant departments to review, develop, and amend corporate governance documents in compliance with legal regulations.

- Ensures the disclosure of information in accordance with legal requirements for public companies.

- Handles procedures for the 2025 Annual General Meeting of Shareholders, Procedures for Collecting Shareholders' Written Opinions in 2025.

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

No.	Resolution / Decision no.	Date	Content
1	01/2025/NQ/XMC-HĐQT	26/02/2025	Approval of the final registration date for exercising the right to attend the 2025 Annual General Meeting of Shareholders
2	02/2025/NQ/XMC-HĐQT	28/02/2025	Adjustment of the implementation schedule for the project “Smart Residential Complex Combined with Commercial Center at No. 161 Nguyen Chi Thanh Street, Tan An Ward, Buon Ma Thuot City, Dak Lak Province.”
3	03/2025/NQ/XMC-HĐQT	03/03/2025	Procurement and disposal of assets serving the Company’s business operations
4	04/2025/NQ/XMC-HĐQT	05/03/2025	Utilization of assets as collateral for the loan of Hoa Lac Hi-Tech Park Development One Member Limited Liability Company at Bac A Commercial Joint Stock Bank – Thang Long Branch
5	05/2025/NQ/XMC-HĐQT	07/03/2025	Nomination of XMC personnel for election to the Board of Directors and the Supervisory Board of subsidiaries; approval of the estimated business

No.	Resolution / Decision no.	Date	Content
			performance results for 2024, the business plan for 2025, and other matters to be presented at the 2025 Annual General Meeting of Shareholders.
6	06/2025/NQ/XMC-HĐQT	15/04/2025	Approval of the investment project for the Hollow Core Slab Production Line
7	07/2025/NQ/XMC-HĐQT	17/04/2025	Investment cooperation in the Social Housing Project on Le Trong Tan Street, Duong Noi Ward, Ha Dong District, Hanoi
8	08/2025/NQ/XMC-ĐHĐCĐTN	18/04/2025	Resolution of the 2025 Annual General Meeting of Shareholders
9	09/2025/NQ/XMC-HĐQT	26/05/2025	Loan proposal at Vietnam Prosperity Joint Stock Commercial Bank (VPBank) – Tay Ho Branch
10	10/2025/NQ/XMC-HĐQT	26/05/2025	Approval for XML Company to obtain a loan from Vietnam Prosperity Joint Stock Commercial Bank (VPBank) – Tay Ho Branch
11	11/2025/BB/XMC-HĐQT	9/7/2025	Contributing capital to establish Xuan Mai - Nam Ha Noi Limited Liability Company and appointing a representative to manage the capital contribution at the company
12	12/2025/BB/XMC-HĐQT	30/7/2025	Using assets as collateral to secure escrow guarantee obligations at Xuan Mai - Nam Ha Noi Limited Liability Company
13	13/2025/BB/XMC-HĐQT	29/09/2025	Contributing capital to establish a Joint Stock Company, appointing authorized representatives to manage the capital contribution, and nominating members for the Board of Directors of the company
14	14/2025/BB/XMC-HĐQT	14/10/2025	Transferring all shares owned by the Company in Son An Urban Development and Investment Joint Stock Company
15	15/2025/BB/XMC-HĐQT	05/11/2025	Collecting shareholders' written opinions to approve the plan for purchasing/receiving the transfer of shares from Mr. Nguyen Duc Cu
16	16/2025/BB/XMC-HĐQT	10/11/2025	Changing the representative managing the capital contribution at Xuan Mai - Nam Ha Noi Limited Liability Company
17	17/2025/BB/XMC-HĐQT	01/12/2025	Minutes of vote counting regarding shareholders' written opinions Round 1 - 2025
18	18/2025/BB/XMC-HĐQT	03/12/2025	Shareholders' written ballot (Round 2) for the approval of matters under the jurisdiction of the General Meeting of Shareholders
19	19/2025/BB/XMC-HĐQT	10/12/2025	Transferring the rights, obligations, and legal interests arising from and related to the Investment Cooperation Contract for the construction and operation of the high-rise housing area in the Yen Binh Urban Area Project

No.	Resolution / Decision no.	Date	Content
20	20/2025/BB/XMC-HĐQT	15/12/2025	Transferring all shares owned by the Company in Power Technical Service and Consulting Joint Stock Company
21	22/2025/BB/XMC-HĐQT	27/12/2025	Transferring all shares owned by the Company in Xuan Mai Thanh Hoa Joint Stock Company
22	23/2025/BB/XMC-HĐQT	29/12/2025	Receiving the transfer of shares in XMT and XMH Companies from individuals, and purchasing shares refused by existing shareholders of XMH Company
23	24/2025/BB/XMC-HĐQT	29/12/2025	Minutes of vote counting regarding shareholders' written opinions Round 2 - 2025
24	25/2025/BB/XMC-HĐQT	29/12/2025	Election of the Chairman and Vice Chairman of the Board of Directors for the 2024 - 2029 Term
25	26/2025/BB/XMC-HĐQT	30/12/2025	Changing the authorized representative to manage the capital contribution and nominating members for the Board of Directors of Xuan Mai Design and Consultancy Joint Stock Company.
26	27/2025/BB/XMC-HĐQT	30/12/2025	Changing personnel and adjusting the investment policy approval for the Project following the capital contribution to Banmelia Joint Stock Company
27	28/2025/BB/XMC-HĐQT	30/12/2025	Liquidation of the Company's assets
28	29/2025/BB/XMC-HĐQT	31/12/2025	Relieving Mr. Nguyen Cao Thang from the position of General Director and appointing Mr. Nguyen Minh Duc as the General Director
29	30/2025/BB/XMC-HĐQT	31/12/2025	Provisioning for the year 2025

III. Supervisory Board

1. Information about members of the Supervisory Board

No.	Supervisory Board Members	Title	Date of Appointment as a Supervisory Board Member	Date of Termination as a Supervisory Board Member	Professional Qualifications
1	Mr. Nguyen Minh Duc	Head of the Supervisory Board	20 th April 2024	29 th December 2025	Master of Finance
2	Mrs. Pham My Hanh	Member of the Supervisory Board	05 th May 2023		Bachelor of Laws
3	Mrs. Pham Thi Thanh Huyen	Member of the Supervisory	20 th April 2019	29 th December	Master of Corporate Finance and

No.	Supervisory Board Members	Title	Date of Appointment as a Supervisory Board Member	Date of Termination as a Supervisory Board Member	Professional Qualifications
		Board		2025	Governance Control
4	Mrs. Vu Thi Thuy	Head of the Supervisory Board	29 th December 2025		Bachelor of Financial Accounting
5	Mr. Vu Cao Dung	Member of the Supervisory Board	29 th December 2025		Civil Engineer, Road Transport Economic Engineer, Bachelor of Accounting

2. Meetings of the Supervisory Board

No.	Supervisory Board Members	Number of Meetings Attended	Attendance Rate	Attendance Rate	Reason for Non-Attendance
1	Mr. Nguyen Minh Duc	3	100%	3/4	Dismissed from December 29, 2025
2	Mrs. Pham My Hanh	4	100%	4/4	
3	Mrs. Pham Thi Thanh Huyen	3	100%	3/4	Dismissed from December 29, 2025
4	Mrs. Vu Thi Thuy	1	100%	1/4	Appointed effective from December 29, 2025
5	Mr. Vu Cao Dung	1	100%	1/4	Appointed effective from December 29, 2025

3. Supervisory Activities of the Supervisory Board with the Board of Directors, General Director, and Shareholders

- The Supervisory Board monitored the activities of the Board of Directors (BOD) in organizing the 2025 Annual General Meeting of Shareholders held on 18th April 2025; Collecting shareholders' written opinions for the 1st time in 2025 on November 21, 2025, and for the 2nd time in 2025 on December 15, 2025; implementing the Resolutions of the 2025 Annual General Meeting of Shareholders and the Resolutions of the General Meeting of Shareholders via written ballot (1st and 2nd phases of 2025); and ensuring compliance with legal regulations based on the review of resolutions, decisions, and documents issued by the BOD;
- Participated in company leadership meetings regarding monthly and quarterly business plans and reports on business performance;

- Reviewed financial reports and progress reports on the implementation of the year 2025 production and business plan;
- Examined reports and opinions provided by the auditing organization;
- Performed other duties assigned by the General Meeting of Shareholders.

4. Coordination Between the Supervisory Board and the Board of Directors, General Director, and Other Management Personnel

In 2025, the Supervisory Board was provided with complete information on the decisions and resolutions of the Board of Directors, as well as reports from the General Director related to the management, administration, and business operations of the Company.

5. Other Activities of the Supervisory Board

Performed rights and duties in accordance with the Enterprise Law and the Company's Charter.

IV. Executive Board

No.	Executive Board Members	Date of Birth	Professional Qualifications	Date of Appointment/Dismissal
1	Mr. Nguyen Cao Thang	25 th September 1983	Civil Engineer	16 th August 2020
2	Mr. Le Trung Thang	19 th February 1977	Civil and Industrial Construction Engineer	01 st January 2016
3	Mr. Duong Anh Tuan	05 th May 1982	Civil and Industrial Construction Engineer	01 st June 2017
4	Mr. Hoang Van Phong	22 nd March 1979	Construction Machinery Engineer	07 th January 2021

V. Chief Accountant

Full Name	Date of Birth	Professional Qualifications	Date of Appointment
Mr. Mai Van Dinh	03 rd April 1964	Bachelor of Economics in Accounting	19 th November 2013

VI. Corporate Governance Training

The Company always encourages and facilitates members of the Board of Directors, General Directors, Supervisory Board members, management personnel, and Company secretaries to participate in corporate governance training programs.

VII. List of Related Parties of the Company and Transactions of Related Parties with the Company

1. List of Related Parties of the Company: Attached List Included.
2. Transactions Between the Company and Related Parties; or Between the Company and Major Shareholders, Insiders, or Related Parties of Insiders: Attached List Included.

3. Transactions Between Insiders of the Listed Company or Related Parties of Insiders with Subsidiaries or Companies Controlled by the Listed Company: None.
4. Transactions Between the Company and Other Parties:
 - 4.1. Transactions Between the Company and Companies Where Members of the Board of Directors, Supervisory Board, General Director, and Other Managers Have Been or Are Currently Serving as Board Members or Executive Directors in the Past 3 Years: Attached List Included.
 - 4.2. Transactions Between the Company and Companies Where Related Parties of Members of the Board of Directors, Supervisory Board, General Director, and Other Managers Are Board Members or Executive Directors: None.
 - 4.3. Other Transactions of the Company That May Benefit Members of the Board of Directors, Supervisory Board, General Director, and Other Managers: None.

VIII. Stock Transactions of Insiders and Related Parties of Insiders

1. List of Insiders and Related Parties of Insiders: Attached List Included.
2. Transactions of Insiders and Related Parties Regarding the Company's Shares: Attached List Included.

IX. Other Notable Issues: None.

Recipients:

- As addressed;
- Archives: Office of the Board of Directors.

Legal Representative of the Company

General Director



Nguyen Minh Duc

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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	Bui Khac Son		Chairman of the Board of Directors					September 23, 2013	December 29, 2025	Chairman of the Board dismissed; all shares transferred to new owner	
2	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
3	Dinh Thi Thanh Ha		Vice Chairman of the Board					November 16, 2017			Insider; Shareholder owning more than 10% of the voting shares
4	Kim Mạnh Hà		Vice Chairman of the Board					December 29, 2025		Elected as a Member of the Board of Directors	Insider
5	Nguyen Duc Quang		Board of Directors Member					April 20, 2024			Insider
6	Do Thi Hue		Board of Directors Member					April 27, 2021			Insider
7	Pham Thi Hien		Board of Directors Member					April 20, 2024		Dismissal of a Board Member	

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
8	Nguyen Minh Duc		Chief Executive Officer (CEO)					January 04, 2022		Dismissal of the Supervisory Board; Appointment of the General Director	Insider
9	Nguyen Cao Thang		Deputy CEO					April 7, 2016			Insider
10	Le Trung Thang		Deputy CEO					March 06, 2014			Insider
11	Duong Anh Tuan		Deputy CEO					January 06, 2017			Insider
12	Hoang Van Phong		Deputy CEO					July 01, 2021			Insider
13	Mai Van Dinh		Chief Accountant					November 19, 2013			Insider
14	Vu Thi Thuy		Head of the Supervisory Board					December 29, 2025		Elected as the Head of the Supervisory Board	Insider
15	Vu Cao Dung		Member of the Supervisory Board					December 29, 2025		Elected as the member of the Supervisory Board	Insider
16	Pham Thi Thanh Huyen		Member of the Supervisory Board					April 20, 2019	December 29, 2025	Dismissal of the Supervisory Board;	
17	Pham My Hanh		Member of the Supervisory Board					May 05, 2023			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
18	Le Thi Hong Tu		Person in charge of corporate governance					June 16, 2025			Insider
19	Xuan Mai Electromechanical Joint Stock Company			0106379356	February 12, 2013	Hanoi Department of Planning and Investment	3th Floor, Xuan Mai Tower, To Hieu Street, Ha Dong Ward, Hanoi	February 12, 2013			Subsidiary
20	Xuan Mai Construction and Installation Joint Stock Company			0104361561	August 01, 2010	Hanoi Department of Planning and Investment	4th Floor, CT2 Building, Ngo Thi Nham, Ha Dong Ward, Hanoi	August 01, 2010			Subsidiary
21	Xuan Mai Design Consultancy Joint Stock Company			0102776909	November 06, 2008	Hanoi Department of Planning and Investment	6th Floor, 29T2-No5 Building, New Urban Area Dong Nam Tran Duy Hung, Cau Giay Ward, Hanoi	November 06, 2008			Subsidiary
22	Xuan Mai Concrete One- Member Limited Liability Company			0106579919	June 23, 2014	Hanoi Department of Planning and Investment	Xuan Trung Village, Thuy Xuan Tien, Chuong My, Hanoi	June 23, 2014			Subsidiary
23	Xuan Mai Transportation and Mechanization Joint Stock Company			0104367524	January 11, 2010	Hanoi Department of Planning and Investment	Xuan Trung Village, Thuy Xuan Tien, Chuong My, Hanoi	January 11, 2010			Subsidiary
24	Xuan Mai Dao Tu Joint Stock Company			2500302820	June 11, 2008	Vinh Phuc Department of Planning and Investment	Concrete Neighborhood, Dao Tu, Tam Duong, Vinh Phuc	June 11, 2008			Subsidiary

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
25	Xuan Mai Real Estate Investment and Trading Joint Stock Company			0106810935	February 04, 2015	Hanoi Department of Planning and Investment	5th Floor, Xuan Mai Tower, To Hieu Street, Ha Dong Ward, Hanoi	February 04, 2015			Subsidiary
26	Xuan Mai Binh Duong One-Member Limited Liability Company			3702940137	December 14, 2020	Binh Duong Department of Planning and Investment	Plot No. 639, Map Sheet No. DC15, Rach Bap Hamlet, Tay Nam Ward, Hochiminh	November 27, 2020			Subsidiary
27	Xuan Mai Thanh Hoa Joint Stock Company			2802482746	September 14, 2017	Thanh Hoa Department of Planning and Investment	1st Floor, CT1 Building, Xuan Mai Tower High-Rise Apartment Complex, Dong Hai Ward, Thanh Hoa City, Thanh Hoa Province	September 14, 2017			Associate company
28	Electrical Engineering Consultancy and service Joint Stock Company			0100100287	December 10, 2004	Hanoi Department of Planning and Investment	No. 64 Trung Van Street, Thanh Xuan Ward, Hanoi City	October 20, 2018			Associate company
29	Son An Urban Development and Investment Joint Stock Company			3601019949	June 11, 2008	Dong Nai Department of Planning and Investment	77/2 Dong Khoi Street, Quarter 7, Tam Hiep Ward, Dong Nai Province	May 20, 2014	October 15, 2025	Divestment	
30	Nguyen Minh Trang							January 05, 2023			Shareholder owning more than 10% of the voting shares

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.MM.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 One-Member Limited Liability Company	Subsidiary	0106579919	June 23, 2014	Hanoi Department of Planning and Investment	Xuan Trung Village, Thuy Xuan Tien, Chuong My, Hanoi	The first half of 2025		Selling and buying goods	373,838,792,531
2	Xuan Mai Binh Duong One-Member Limited Liability Company	Subsidiary	3702940137	December 14, 2020	Binh Duong Department of Planning and Investment	Plot No. 639, Map Sheet No. DC15, Rach Bap Hamlet, Tay Nam Ward, Hochiminh				97,092,907,342
3	Xuan Mai Dao Tu Joint Stock Company	Subsidiary	2500302820	June 11, 2008	Vinh Phuc Department of Planning and Investment	Concrete Neighborhood, Dao Tu, Tam Duong, Vinh Phuc				239,353,779,774
4	Xuan Mai Construction and Installation Joint Stock Company	Subsidiary	0104361561	August 01, 2010	Hanoi Department of Planning and Investment	4th Floor, CT2 Building, Ngo Thi Nham, Ha Dong, Hanoi				130,316,779,200
5	Xuan Mai Transportation and Mechanization Joint Stock Company	Subsidiary	0104367524	January 11, 2010	Hanoi Department of Planning and Investment	Xuan Trung Village, Thuy Xuan Tien, Chuong My, Hanoi				42,438,789,244

6	Xuan Mai Real Estate Investment and Trading Joint Stock Company	Subsidiary	0106810935	February 04, 2015	Hanoi Department of Planning and Investment	5th Floor, Xuan Mai Tower, To Hieu Street, Ha Cau, Ha Dong, Hanoi			42,148,598,786
7	Xuan Mai Electromechanical Joint Stock Company	Subsidiary	0106379356	February 12, 2013	Hanoi Department of Planning and Investment	3th Floor, Xuan Mai Tower, To Hieu Street, Ha Dong, Hanoi			17,166,054,441
8	Xuan Mai Design Consultancy Joint Stock Company	Subsidiary	0102776909	November 06, 2008	Hanoi Department of Planning and Investment	6th Floor, 29T2-No5 Building, New Urban Area Dong Nam Tran Duy Hung, Cau Giay, Hanoi			9,458,860,937
9	BK Invest Project Development and Investment Limited Liability Company	Related party	0111299988	01/12/2025	Hanoi Financial Department	4th Floor, DMG Building, No. 3-4 N7A Nguyen Thi Thap Street, Yen Hoa Ward, Hanoi City	19/2025/NQ/XMC-HĐQT dated 10/12/2025	Project Transfer Agreement	100,000,000,000

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.MM.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 One-Member Limited Liability Company	Subsidiary	0106579919	June 23, 2014	Hanoi Department of Planning and Investment	Xuan Trung Village, Thuy Xuan Tien, Chuong My, Hanoi	Year 2025		Selling and buying goods	373,838,792,531
2	Xuan Mai Binh Duong One-Member Limited Liability Company	Subsidiary	3702940137	December 14, 2020	Binh Duong Department of Planning and Investment	Plot No. 639, Map Sheet No. DC15, Rach Bap Hamlet, Tay Nam Ward, Hochiminh				97,092,907,342
3	Xuan Mai Dao Tu Joint Stock Company	Subsidiary	2500302820	June 11, 2008	Vinh Phuc Department of Planning and Investment	Concrete Neighborhood, Dao Tu, Tam Duong, Vinh Phuc				239,353,779,774
4	Xuan Mai Construction and Installation Joint Stock Company	Subsidiary	0104361561	August 01, 2010	Hanoi Department of Planning and Investment	4th Floor, CT2 Building, Ngo Thi Nham, Ha Dong, Hanoi				130,316,779,200
5	Xuan Mai Transportation and Mechanization Joint Stock Company	Subsidiary	0104367524	January 11, 2010	Hanoi Department of Planning and Investment	Xuan Trung Village, Thuy Xuan Tien, Chuong My, Hanoi				42,438,789,244
6	Xuan Mai Real Estate Investment and Trading Joint Stock Company	Subsidiary	0106810935	February 04, 2015	Hanoi Department of Planning and Investment	5th Floor, Xuan Mai Tower, To Hieu Street, Ha Cau, Ha Dong, Hanoi				42,148,598,786

7	Xuan Mai Electromechanical Joint Stock Company	Subsidiary	0106379356	February 12, 2013	Hanoi Department of Planning and Investment	3th Floor, Xuan Mai Tower, To Hieu Street, Ha Dong, Hanoi			17,166,054,441
8	Xuan Mai Design Consultancy Joint Stock Company	Subsidiary	0102776909	November 06, 2008	Hanoi Department of Planning and Investment	6th Floor, 29T2-No5 Building, New Urban Area Dong Nam Tran Duy Hung, Cau Giay, Hanoi			9,458,860,937
9	BK Invest Project Development and Investment Limited Liability Company	Related party	0111299988	01/12/2025	Hanoi Financial Department	4th Floor, DMG Building, No. 3-4 N7A Nguyen Thi Thap Street, Yen Hoa Ward, Hanoi City	19/2025/NQ/XMC-HĐQT dated 10/12/2025	Project Transfer Agreement	100,000,000,000

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 Board of Directors					14,276,875	19.99%	
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							-	0	
8	Nguyen Duc Minh Tam							17,785,856	24.91%	
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 Limited Liability Company			0100779118	18/01/2017	Hanoi Department of Planning and Investment	39 Phan Chu Trinh, Cua Nam Ward, Hanoi	-	0	
20	Xuan Mai Sai Gon Construction Investment Joint Stock Company			0314337445	04/07/2017	Hochiminh Department of Planning and Investment	No. 107 Nguyen Van Linh Street, Tan Thuan Ward, Ho Chi Minh City	-	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
21	Asia Industrial Development Investment Consultancy Joint Stock Company			0101975002	20/06/2006	Hanoi Department of Planning and Investment	15A Tran Hung Dao, Cua Nam Ward, Hanoi	-	0	
22	Viet Lao Power Joint Stock Company			0101389382	11/07/2003	Hanoi Department of Planning and Investment	4th Floor, HH4 Building, Pham Hung Street, Tu Liem Ward, Hanoi	-	0	
23	Dinh Thi Thanh Ha		Vice Chairman of the Board of Directors					16,485,781	23.09	
24	Le Thi Tuoc							-	0	
25	Dinh Ngoc Phat							-	0	
26	Kim Manh Ha		Vice Chairman of the Board of Directors					780	0.001%	
27	Kim Van Chi							-	0	
28	Duong Thi Tuoi							-	0	
29	Doan Thi Diem							-	0	
30	Dao Thi Duyen							-	0	
31	Kim Chi Hieu							-	0	
32	Bui Hoang Khanh Ha							-	0	
33	Kim Hieu Thao							-	0	
34	Kim Thuy Hien							-	0	
35	Kim Thi Hung							-	0	
36	Nguyen Van Dong							-	0	
37	Kim Thi Hanh							-	0	
38	Bui Van Bang							-	0	
39	Kim Thanh Nam							-	0	
40	Nguyen Thi Thuy Anh							-	0	
41	Viet Lao Power Joint Stock Company							-	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
42	SCI Joint Stock Company							-	0	
43	Do Thi Hue		Board of Directors Member					-	0	
44	Do Ngoc Lam							-	0	
45	Tran Thi Niem							-	0	
46	Vu Thi Thanh							-	0	
47	Le Vu Hung							-	0	
48	Le Vu Hoai							-	0	
49	Le Ngoc Mai							-	0	
50	Ecodream One- Member Limited Liability Company		Ms. Do Thi Hue is the Director	0107302268	18/01/2016	Hanoi Department of Planning and Investment	15B Tran Hung Dao, Phan Chu Trinh, Cua Nam Ward, Hanoi	-	0	
51	Nguyen Duc Quang		Board of Directors Member					-	0	
52	Nguyen Duc Ung							-	0	
53	Nguyen Thi Lua							-	0	
54	Le Thi Huyen Trang							-	0	
55	Nguyen Duc Quang Minh							-	0	
56	Nguyen Minh Thu							-	0	
57	Nguyen Thi Minh Nguyet							-	0	
58	Nguyen Minh Duc							-	0	
59	Nguyen Minh Duc		Chief Executive Officer (CEO)					-	0	
60	Nguyen Duc Thai							-	0	
61	Tran Thi Lien							-	0	
62	Nguyen Phung Minh Hang							-	0	
63	Nguyen Minh Chau							-	0	
64	Nguyen Thi Hong Hanh							-	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
65	Xuan Mai Real Estate Investment and Trading Joint Stock Company			0106810935	02/04/2015	Hanoi Department of Planning and Investment	5th Floor, Xuan Mai Tower, To Hieu Street, Ha Dong, Hanoi	-	0	
66	Vietnam-Laos Electricity Joint Stock Company			0101389382	11/07/2003	Hanoi Department of Planning and Investment	4th Floor, HH4 Building, Pham Hung Street, Tu Liem Ward, Hanoi	-	0	
67	Xuan Mai Saigon Construction Investment Joint Stock Company			0314337445	04/07/2017	Ho Chi Minh city Department of Planning and Investment	No. 107 Nguyen Van Linh Street, Tan Thuan Ward, Ho Chi Minh City	-	0	
68	Khai Hung Limited Liability Company			0100779118	18/01/2017	Hanoi Department of Planning and Investment	39 Phan Chu Trinh, Cua Nam Ward, Hanoi	-	0	
69	Nguyen Cao Thang		Deputy CEO					256,054	0.359%	
70	Nguyen Thi Huong							-	0	
71	Nguyen Van Nam							-	0	
72	Lai Thi Lua							212	0.0003%	
73	Nguyen Cao Minh Thanh							-	0	
74	Nguyen Cao Minh Trung							-	0	
75	Xuan Mai Dao Tu Joint Stock Company			2500302820	06/11/2008	Vinh Phuc Department of Planning and Investment	Concrete Neighborhood, Dao Tu, Tam Duong, Vinh Phuc	-	0	
76	Xuan Mai Concrete One-Member Limited Liability Company			0106579919	23/06/2014	Hanoi Department of Planning and Investment	Xuan Trung Village, Thuy Xuan Tien, Chuong My, 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
77	Xuan Mai Construction and Installation Joint Stock Company			0104361561	01/08/2010	Hanoi Department of Planning and Investment	4th Floor, CT2 Building, Ngo Thi Nham, Ha Cau, Ha Dong, Hanoi	-	0	
78	Le Trung Thang		Deputy CEO					-	0	
79	Le Van Thang		Deceased					-	0	
80	Le Tien Phong							-	0	
81	Le Huu Canh							-	0	
82	Le Thi Hong Hanh							-	0	
83	Quan Thi Thanh Hau							-	0	
84	Le Duc Trung							-	0	
85	Le Thanh Ngoc							-	0	
86	Le Ha Phuong							-	0	
87	Xuan Mai Real Estate Investment and Trading Joint Stock Company			0106810935	02/04/2015	Hanoi Department of Planning and Investment	5th Floor, Xuan Mai Tower, To Hieu Street, Ha Cau, Ha Dong, Hanoi	-	0	
88	Duong Anh Tuan		Deputy CEO					14,851	0.02	
89	Duong Kim Chuan							-	0	
90	Phan Thi Thanh Huyen							-	0	
91	Tran Thi Dieu Linh							-	0	
92	Duong Minh Anh							-	0	
93	Duong Anh Minh							-	0	
94	Duong Phan Huong Lan							-	0	
95	Tran Dinh Quang							-	0	
96	Le Thi Hoa							-	0	
97	Tran Manh Cuong							-	0	
98	Xuan Mai Design Consultancy Joint Stock Company			0102776909	11/05/2014	Hanoi Department of Planning and Investment	6th Floor, 29T2-No5 Building, New Urban Area Dong Nam Tran Duy Hung, Cau Giay 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
99	Xuan Mai Transportation and Mechanization Joint Stock Company			0104367524	11/01/2010	Hanoi Department of Planning and Investment	Xuan Trung Village, Thuy Xuan Tien, Chuong My, Hanoi	-	0	
100	Xuan Mai Electromechanical Joint Stock Company			0106379356	12/02/2013	Hanoi Department of Planning and Investment	3th Floor, Xuan Mai Tower, To Hieu Street, Ha Cau, Ha Dong, Hanoi	-	0	
101	Xuan Mai Dao Tu Joint Stock Company			2500302820	06/11/2008	Vinh Phuc Department of Planning and Investment	Concrete Neighborhood, Dao Tu, Tam Duong, Vinh Phuc	-	0	
102	Xuan Mai Binh Duong One-Member Limited Liability Company			3702940137	14/12/2020	Binh Duong Department of Planning and Investment	Plot No. 639, Map Sheet No. DC15, Rach Bap Hamlet, An Tay Commune, Ben Cat Town, Binh Duong Province	-	0	
103	Hoang Van Phong		Deputy CEO					-	0	
104	To Thi Tuoi							-	0	
105	Le Thi Ngoc Diep							26,447	0.04	
106	Hoang Minh Ngoc							-	0	
107	Hoang Thanh Hien							-	0	
108	Hoang Thi Huyen							-	0	
109	Hoang Kieu Hung							-	0	
110	Hoang Van Phuong							-	0	
111	Xuan Mai Construction and Installation Joint Stock Company			0104361561	01/08/2010	Hanoi Department of Planning and Investment	4th Floor, CT2 Building, Ngo Thi Nham, Ha Cau, Ha Dong, Hanoi	-	0	
112	Xuan Mai Electromechanical Joint Stock Company			0106379356	12/02/2013	Hanoi Department of Planning and Investment	3th Floor, Xuan Mai Tower, To Hieu Street, Ha Cau, Ha Dong, 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
113	Xuan Mai Transportation and Mechanization Joint Stock Company			0104367524	11/01/2010	Hanoi Department of Planning and Investment	Xuan Trung Village, Thuy Xuan Tien, Chuong My, Hanoi	-	0	
114	Xuan Mai Binh Duong One-Member Limited Liability Company			3702940137	14/12/2020	Binh Duong Department of Planning and Investment	Plot No. 639, Map Sheet No. DC15, Rach Bap Hamlet, An Tay Commune, Ben Cat Town, Binh Duong Province	-	0	
115	Mai Van Dinh		Chief Accountant					187,227	0.26	
116	Mai Kim Dinh							-	0	
117	Do Thi Thuy Trang							-	0	
118	Mai Anh Vu							-	0	
119	Mai Son							-	0	
120	Mai Thi Bac							-	0	
121	Mai Thi Minh							-	0	
122	Mai Thi Tam							-	0	
123	Mai Thi Nguyet							-	0	
124	Vu Thi Thuy		Head of the Supervisory Board					-	0	
125	Vu Van Ha							-	0	
126	Tran Thi Hoa							-	0	
127	Tran Huu Cuong							-	0	
128	Duong Thi Hong							-	0	
129	Tran Huu Tuan							-	0	
130	Tran Tuan Vu							-	0	
131	Tran Tuan Minh							-	0	
132	Vu Thi Bich Thoa							-	0	
133	Vu Thi Tham							-	0	
134	Vu Tien Thanh							-	0	
135	Vu Van Viet							-	0	
136	Bao Hung Investment Joint Stock Company			0900514914	22/03/2022	Hung Yen Department of Planning and Investment	Tien Thang Residential Group, Son Nam Ward, Hung Yen Province	-	0	

[illegible]

[illegible]

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 (30/6/2025)		Number of shares held at the end of the period (31/12/2025)		Reason for Increase/Decrease
			Number of Shares	Percentage	Number of Shares	Percentage	
1	Nguyen Cao Thang	Insider	254,888	0.357%	256,054	0.358%	Acquisition of Shares
2	Lai Thi Lua	Related person	3,392	0.0048%	212	0%	Transferring all shares
3	Nguyen Duc Ung	Related person	146,080	0.2%	-	0%	Transferring all shares
4	Nguyen Thi Lua	Related person	178,543	0.25%	-	0%	Transferring all shares
5	Bui Khac Son	Insider	14,276,875	19.99%	-	0%	Transferring all shares

