

Hanoi, 29<sup>th</sup> July 2025

No: 251 /2025/BC/XMC

Subject: Report on Corporate Governance

**REPORT ON CORPORATE GOVERNANCE  
FIRST HALF OF 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 Cau Ward, Ha Dong District, Hanoi City
- Telephone: 024.73038866 Fax: 024.73078866
- Email: [info@xuanmaicorp.vn](mailto: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

**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	20 <sup>th</sup> April 2019	
2	Mrs. Do Thi Hue	Member	27 <sup>th</sup> April 2021	
3	Mrs. Dinh Thi Thanh Ha	Member	05 <sup>th</sup> May 2023	
4	Mr. Nguyen Duc Quang	Member	20 <sup>th</sup> April 2024	
5	Mrs. Pham Thi Hien	Member	20 <sup>th</sup> April 2024	

## **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	9/9	100%	
2	Mrs. Do Thi Hue	9/9	100%	
3	Mrs. Dinh Thi Thanh Ha	9/9	100%	
4	Mr. Nguyen Duc Quang	9/9	100%	
5	Mrs. Pham Thi Hien	9/9	100%	

## **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 first half of the year; implemented the business plan for the second half of the year.
- Prepared quarterly financial statements and the financial statements for the first half of 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 the first half of 2025, the Internal Audit Committee carried out inspections and supervision activities in accordance with its assigned functions and responsibilities, such as appraising the Q1/2025 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.

**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 <sup>th</sup> February 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 <sup>th</sup> February 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 <sup>rd</sup> March 2025	Procurement and disposal of assets serving the Company’s business operations
4	04/2025/NQ/XMC-HĐQT	05 <sup>th</sup> March 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 <sup>th</sup> March 2025	Nomination of XMC personnel for election to the Board of Directors and the Supervisory Board of subsidiaries; approval of the estimated business 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 <sup>th</sup> April 2025	Approval of the investment project for the Hollow Core Slab Production Line
7	07/2025/NQ/XMC-HĐQT	17 <sup>th</sup> April 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 <sup>th</sup> April 2025	Resolution of the 2025 Annual General Meeting of Shareholders
9	09/2025/NQ/XMC-HĐQT	26 <sup>th</sup> May 2025	Loan proposal at Vietnam Prosperity Joint Stock Commercial Bank (VPBank) – Tay Ho Branch
10	10/2025/NQ/XMC-HĐQT	26 <sup>th</sup> May 2025	Approval for XML Company to obtain a loan from Vietnam Prosperity Joint Stock Commercial Bank (VPBank) – Tay Ho Branch

### 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 <sup>th</sup> April 2024		Master of Finance
2	Mrs. Pham My Hanh	Member of the Supervisory Board	05 <sup>th</sup> May 2023		Bachelor of Laws
3	Mrs. Pham Thi Thanh Huyen	Member of the Supervisory Board	20 <sup>th</sup> April 2019		Master of Corporate Finance and Governance Control

#### 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	2	100%	2/2	
2	Mrs. Pham My Hanh	2	100%	2/2	
3	Mrs. Pham Thi Thanh Huyen	2	100%	2/2	

#### 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 18<sup>th</sup> April 2025; implementing resolutions of the 2025 Annual General Meeting of Shareholders; 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 half of 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 the first half of 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 <sup>th</sup> September 1983	Civil Engineer	16 <sup>th</sup> August 2020
2	Mr. Le Trung Thang	19 <sup>th</sup> February 1977	Civil and Industrial Construction Engineer	01 <sup>st</sup> January 2016
3	Mr. Duong Anh Tuan	05 <sup>th</sup> May 1982	Civil and Industrial Construction Engineer	01 <sup>st</sup> June 2017
4	Mr. Hoang Van Phong	22 <sup>nd</sup> March 1979	Construction Machinery Engineer	07 <sup>th</sup> January 2021

#### **V. Chief Accountant**

Full Name	Date of Birth	Professional Qualifications	Date of Appointment
Mr. Mai Van Dinh	03 <sup>rd</sup> April 1964	Bachelor of Economics in Accounting	19 <sup>th</sup> 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

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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.

**CHAIRMAN OF THE BOARD OF  
DIRECTORS**



**Bùi Khắc Sơn**





**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			Police Department		September 23, 2013			Insider; Shareholder owning more than 10% of the voting shares
2	Nguyen Duc Quang		Board of Directors Member			Police Department		April 20, 2024			Insider
3	Dinh Thi Thanh Ha		Board of Directors Member			Police Department		November 16, 2017			Insider; Shareholder owning more than 10% of the voting shares
4	Do Thi Hue		Board of Directors Member			Police Department		April 27, 2021			Insider
5	Pham Thi Hien		Board of Directors Member			Police Department		April 20, 2024			Insider
6	Nguyen Cao Thang		Chief Executive Officer (CEO)			Police Department		April 7, 2016			Insider
7	Le Trung Thang		Deputy CEO			Police Department		March 06, 2014			Insider
8	Duong Anh Tuan		Deputy CEO			Police Department		January 06, 2017			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
9	Hoang Van Phong		Deputy CEO			Police Department		July 01, 2021			Insider
10	Mai Van Dinh		Chief Accountant			Police Department		November 19, 2013			Insider
11	Nguyen Minh Duc		Head of the Supervisory Board			Police Department		January 04, 2022			Insider
12	Pham Thi Thanh Huyen		Member of the Supervisory Board			Police Department		April 20, 2019			Insider
13	Pham My Hanh		Member of the Supervisory Board			Police Department		May 05, 2023			Insider
14	Le Thi Hong Tu		Person in charge of corporate governance			Police Department		June 16, 2025			Insider
15	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 Cau, Ha Dong, Hanoi	February 12, 2013			Subsidiary
16	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 Cau, Ha Dong, Hanoi	August 01, 2010			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
17	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, Hanoi	November 06, 2008			Subsidiary
18	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
19	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
20	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
21	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 Cau, Ha Dong, Hanoi	February 04, 2015			Subsidiary
22	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, An Tay Commune, Ben Cat Town, Binh Duong Province	November 27, 2020			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
23	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
24	Electrical Engineering Consultancy and service Joint Stock Company			0100100287	December 10, 2004	Hanoi Department of Planning and Investment	No. 64 Trung Van Street, Trung Van Ward, Nam Tu Liem District, Hanoi City	October 20, 2018			Associate company
25	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, Binh Da Ward, Bien Hoa City, Dong Nai Province	May 20, 2014			Associate company
26	Nguyen Minh Trang					Hanoi		January 05, 2023			Shareholder owning more than 10% of the voting shares



**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 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				85,900,447,563
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, An Tay Commune, Ben Cat Town, Binh Duong Province				23,693,443,101
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				62,834,510,397
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 Cau, Ha Dong, Hanoi	Buying goods			22,087,927,076
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				54,575,374

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	The first half of 2025		2,764,594,208
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 Cau, Ha Dong, Hanoi			285,262,112
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	Xuan Mai Thanh Hoa Joint Stock Company	Associate 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			
10	Electrical Engineering Consultancy and service Joint Stock Company	Associate company	0100100287	December 10, 2004	Hanoi Department of Planning and Investment	No. 64 Trung Van Street, Trung Van Ward, Nam Tu Liem District, Hanoi City			
11	Son An Urban Development and Investment Joint Stock Company	Associate company	3601019949	June 11, 2008	Dong Nai Department of Planning and Investment	77/2 Dong Khoi Street, Quarter 7, Binh Da Ward, Bien Hoa City, Dong Nai Province			



**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				85,900,447,563
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, An Tay Commune, Ben Cat Town, Binh Duong Province				23,693,443,101
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				62,834,510,397
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 Cau, Ha Dong, Hanoi			Buying goods	22,087,927,076
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				54,575,374

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	The first half of 2025		2,764,594,208
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 Cau, Ha Dong, Hanoi			285,262,112
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	Xuan Mai Thanh Hoa Joint Stock Company	Associate 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			
10	Electrical Engineering Consultancy and service Joint Stock Company	Associate company	0100100287	December 10, 2004	Hanoi Department of Planning and Investment	No. 64 Trung Van Street, Trung Van Ward, Nam Tu Liem District, Hanoi City			
11	Son An Urban Development and Investment Joint Stock Company	Associate company	3601019949	June 11, 2008	Dong Nai Department of Planning and Investment	77/2 Dong Khoi Street, Quarter 7, Binh Da Ward, Bien Hoa City, Dong Nai Province			



**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	Bui Khac Son		Chairman of the Board of Directors			Police Department		14,276,875	19.99	
2	Bui Thi Phuc					Police Department		-	0	
3	Pham Thu Hang					Immigration Department		-	0	
4	Bui Khac Lam					Immigration Department		-	0	
5	Bui Tue Minh					Immigration Department		-	0	
6	Bui Kim Nhung					Immigration Department		-	0	
7	Bui Thanh Hai					Police Department		-	0	
8	Bui Thanh Thao					Police Department		-	0	
9	Bui Hong Hao					Police Department		-	0	
10	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, Hanoi	-	0	
11	Xuan Mai Thanh Hoa Joint Stock Company			2802482746	September 14, 2017	Thanh Hoa Department of Planning and Investment	1st Floor, CT1 Building, Xuân Mai Tower High-rise Apartment Complex, Dong Hai Ward, Thanh Hoa City, Thanh Hoa Province	-	0	
12	Electrical Technical Consultancy and Services Joint Stock Company			100100287	December 20, 2004	Hanoi Department of Planning and Investment	64 Trung Van Street, Trung Van Ward, Nam Tu Liem District, Hanoi	-	0	

13	<b>Do Thi Hue</b>		<b>Board of Directors Member</b>			<b>Police Department</b>		-		<b>0</b>	
14	Do Ngoc Lam					Police Department		-		<b>0</b>	
15	Tran Thi Niem					Police Department		-		<b>0</b>	
16	Vu Thi Thanh					Police Department		-		<b>0</b>	
17	Le Vu Hung					Police Department		-		<b>0</b>	
18	Le Vu Hoai					Police Department		-		<b>0</b>	
19	Le Ngoc Mai					Police Department		-		<b>0</b>	
20	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, Hoan Kiem, Hanoi				
21	<b>Dinh Thi Thanh Ha</b>		<b>Board of Directors Member</b>			<b>Police Department</b>		<b>16,485,781</b>		<b>23.09</b>	
22	Le Thi Tuoc					Police Department		-		<b>0</b>	
23	Dinh Ngoc Phat					Police Department		-		<b>0</b>	
24	<b>Nguyen Duc Quang</b>		<b>Board of Directors Member</b>			<b>Police Department</b>		-		<b>0</b>	
25	Nguyen Duc Ung					Police Department		146		<b>0.2</b>	
26	Nguyen Thi Lua					Police Department		178,543		<b>0.25</b>	
27	Le Thi Huyen Trang					Police Department		-		<b>0</b>	
28	Nguyen Duc Quang Minh							-		<b>0</b>	
29	Nguyen Minh Thu							-		<b>0</b>	



30	Nguyen Thi Minh Nguyet					Police Department		-	0	
31	Nguyen Minh Duc					Police Department		-	0	
32	Pham Thi Hien	Board of Directors Member				Police Department		1,980,616	2.77	
33	Pham Khac Nghiem					Police Department		-	0	
34	Dang Dinh Cao					Police Department		-	0	
35	Do Thi Uyen					Police Department		-	0	
36	Dang Hong Quan					Police Department		-	0	
37	Dang Hong Ngan					Police Department		-	0	
38	Pham Tien Dung					Police Department		-	0	
39	Nguyen Thi Thu Hien					Police Department		-	0	
40	Pham Thi Kim Oanh					Police Department		-	0	
41	Le Hoang Long					Hanoi Department		-	0	
42	Xuan Mai Real Estate Investment and Trading Joint Stock Company		0106810935	February 04,2015	Department of Planning and Investment	5th Floor, Xuan Mai Tower, To Hieu Street, Ha Cau, Ha Dong, Hanoi		-	0	
43	Nguyen Cao Thang	Chief Executive Officer (CEO)			Police Department			254,888	0.357	
44	Nguyen Thi Huong				Police Department			-	0	
45	Nguyen Van Nam				Police Department			-	0	
46	Lai Thi Lua				Police Department			3,604	0.005	

47	Nguyen Cao Minh Thanh			Still young				-	0	
48	Nguyen Cao Minh Trung			Still young				-	0	
49	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	-	0	
50	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	-	0	
51	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 Cau, Ha Dong, Hanoi	-	0	
52	Le Trung Thang		Deputy CEO			Police Department		-	0	
53	Le Tien Phong					Police Department		-	0	
54	Le Thi Hong Hanh					Police Department		-	0	
55	Quan Thi Thanh Hau					Police Department		-	0	
56	Le Duc Trung					Police Department		-	0	
57	Le Thanh Ngoc					Police Department		-	0	
58	Le Ha Phuong					Police Department		-	0	
59	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 Cau, Ha Dong, Hanoi	-	0	
60	Duong Anh Tuan		Deputy CEO			Police Department		14,851	0.02	



61	Duong Kim Chuan							-	0	
62	Phan Thi Thanh Huyen				Police Department			-	0	
63	Tran Thi Dieu Linh				Police Department			-	0	
64	Duong Minh Anh							-	0	
65	Duong Anh Minh			Still young Still young				-	0	
66	Duong Phan Huong Lan				Police Department			-	0	
67	Tran Dinh Quang				Police Department			-	0	
68	Le Thi Hoa				Police Department			-	0	
69	Tran Manh Cuong				Police Department			-	0	
70	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, Hanoi		-	0	
71	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		-	0	
72	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 Cau, Ha Dong, Hanoi		-	0	
73	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		-	0	
74	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, An Tay Commune, Ben Cat Town, Binh Duong Province		-	0	

75	Hoang Van Phong		Deputy CEO				Police Department		-	0	
76	To Thi Tuoi						Police Department		-	0	
77	Le Thi Ngoc Diep						Police Department	26,447	0.04		
78	Hoang Minh Ngoc			Still young					-	0	
79	Hoang Thanh Hien			Still young					-	0	
80	Hoang Thi Huyen						Police Department		-	0	
81	Hoang Kieu Hung						Police Department		-	0	
82	Hoang Van Phuong						Police Department		-	0	
83	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 Cau, Ha Dong, Hanoi	-	0	
84	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 Cau, Ha Dong, Hanoi	-	0	
85	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	-	0	
86	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, An Tay Commune, Ben Cat Town, Binh Duong Province	-	0	
87	Mai Van Dinh		Chief Accountant				Police Department	187,227	0.26		
88	Mai Kim Dinh						Police Department		-	0	
89	Do Thi Thuy Trang						Police Department		-	0	



90	Mai Anh Vu					Police Department		-	0	
91	Mai Son					Police Department Nam Dinh		-	0	
92	Mai Thi Bac					Police Department		-	0	
93	Mai Thi Minh					Police Department		-	0	
94	Mai Thi Tam					Police Department		-	0	
95	Mai Thi Nguyet					Police Department		-	0	
96	Nguyen Minh Duc	Head of the Supervisory Board				Police Department		-	0	
97	Nguyen Duc Thai					Police Department		-	0	
98	Tran Thi Lien					Police Department		-	0	
99	Nguyen Phung Minh Hang					Police Department		-	0	
100	Nguyen Minh Chau		Still young			Police Department		-	0	
101	Nguyen Thi Hong Hanh					Police Department		-	0	
102	Xuan Mai Real Estate Investment and Trading Joint Stock Company		0106810935	February 04, 2015	Department of Planning and Investment Hanoi	5th Floor, Xuan Mai Tower, To Hieu Street, Ha Cau, Ha Dong, Hanoi		-	0	
103	Vietnam-Laos Electricity Joint Stock Company		0101389382	July 11, 2003	Department of Planning and Investment Hanoi	9th Floor, Block B, HH4 Building, Pham Hung Street, Me Tri Ward, Nam Tu Liem District, Hanoi		-	0	
104	Xuan Mai Saigon Construction Investment Joint Stock Company		0314337445	July 04, 2017	Ho Chi Minh city Department of Planning and Investment	60 Nguyen Dinh Chieu, Da Kao Ward, District 1, Ho Chi Minh City			0	

105	Khai Hung Limited Liability Company			0100779118	January 18, 2017	Hanoi Department of Planning and Investment	39 Phan Chu Trinh, Hoan Kiem, Hanoi	-	0	
106	Pham My Hanh	Member of the Supervisory Board				Police Department		686	0.001	
107	Pham Van Ba					Police Department		-	0	
108	Nguyen Thi Lan					Police Department		-	0	
109	Nguyen Minh Tuan					Police Department		2,294	0.0032	
110	Pham Van Phuc					Police Department		-	0	
111	Pham Bich Ngoc					Police Department		-	0	
112	Nguyen Phan Anh			Still young				-	0	
113	Nguyen Bao Ha	Member of the Supervisory Board		Still young				-	0	
114	Pham Thi Thanh Huyen					Police Department		-	0	
115	Pham Dinh Truong					Police Department		-	0	
116	Nguyen Thi Hien					Police Department		-	0	
117	Pham Quang Huy					Police Department		-	0	
118	Pham Trung Kien					Police Department		-	0	
119	Pham Khoi Minh			Still young				-	0	
120	Pham Minh Thong			Still young				-	0	
121	Le Thi Hong Tu	Person in charge of corporate governance				Police Department		-	0	



122	Le Duc Khiem				Police Department		-	0	
123	Le Thi Thuy Nga				Police Department		-	0	
124	Nguyen Van Hoc				Police Department		-	0	
125	Nguyen Thi Thanh				Police Department		-	0	
126	Nguyen The Hung				Police Department		-	0	
127	Nguyen Phuc Thinh			Still young			-	0	
128	Nguyen Phuong Thao			Still young			-	0	
129	Nguyen Hong Quang			Still young			-	0	
130	Le Duc Nghia				Police Department		-	0	
131	Nguyen Thi To Linh				Police Department		-	0	

**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		Number of shares held at the end of the period (30/06/2025)		Reason for Increase/Decrease
			Number of Shares	Percentage	Number of Shares	Percentage	
1	Nguyen Cao Thang	Insider	116,388	0.16%	2,635,125	3.69%	Acquisition of Shares