

No.: ~~2.71~~...../2026/CBTT/XMC

Hanoi, June 02nd, 2026

CHANGE IN PERSONNEL

To: - Hanoi Stock Exchange

Pursuant to Decision No. 186/2026/QĐ/XMC-QTNL&PC dated June 1, 2026, issued by the Board of Directors of Xuan Mai Investment and Construction Joint Stock Company regarding the extension of the appointment period for Mr. Duong Anh Tuan as Deputy General Director, we would like to respectfully announce the executive personnel change of Xuan Mai Investment and Construction Joint Stock Company as follows:

Appointment:

- Mr: Duong Anh Tuan
- Former position in the organization: Deputy General Director of Xuan Mai Investment and Construction Corporation
- Re-appointed Position: Deputy General Director of Xuan Mai Investment and Construction Corporation
- Term: 03 years
- Effective date: June 01, 2026.

This information was published on the company's website on 01/06/2026, as in the link <https://xmc.com.vn/documents/cong-bo-thong-tin>.

Attached document:

- Decision No. 186/2026/QĐ/XMC-QTNL&PC dated June 01, 2026.

Organization representative

Legal representative



TỔNG GIÁM ĐỐC
Nguyễn Minh Đức

DECISION

**Regarding the extension of the appointment period as Deputy General Director of the
Company for Mr. Duong Anh Tuan**

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/QĐ-HDQT dated February 1, 2026, regarding the issuance of the organizational structure model, functions, and duties of Divisions, Centers, and Departments of Xuan Mai Investment and Construction Joint Stock Company;
- Pursuant to Decision No. 16/2026/QĐ-HDQT dated February 1, 2026, regarding the issuance of the Regulation on Decentralization and Delegation of Authority of Xuan Mai Investment and Construction Joint Stock Company;
- Pursuant to Proposal No. 0405/2026/TT/XMC-QTNNL&PC dated May 4, 2026, regarding the extension of the appointment period as Deputy General Director of the Company for Mr. Duong Anh Tuan.

DECIDES:

Article 1: To extend the appointment period for the position of Deputy General Director of Xuan Mai Investment and Construction Joint Stock Company for **Mr. Duong Anh Tuan**: Date of birth: May 5, 1982 ; Professional qualification: Engineer in Civil and Industrial Construction; Extension term: 03 (three) years, effective from June 1, 2026.

Article 2: **Mr. Duong Anh Tuan** shall exercise the powers and perform the duties of the Deputy General Director as assigned and authorized by the General Director of the Company. **Mr. Duong Anh Tuan** shall be responsible to the General Director and the Board of Directors for the execution of the assigned and authorized tasks. **Mr. Duong Anh Tuan** is entitled to salary, allowances, and other benefits in accordance with current regulations.

Article 3: Members of the Board of Directors, the Board of General Directors, the Human Resources Management and Legal Department, subsidiary units, relevant entities, and **Mr. Duong Anh Tuan** shall be responsible for the execution of this Decision. This Decision shall take effect from the date of signing./.

ON BEHALF OF THE BOARD OF DIRECTORS

Recipients:

- As in Article 3;
- Archives.

CHAIRMAN

(Signed and Sealed)

Nguyen Duc Cu