

No: 206/TB-XHC

Xuan Hoa, July 28, 2026

NOTICE OF PERSONNEL CHANGES

To: Hanoi Stock Exchange

Based on Board of Directors Decision No. 09/QD-TH dated July 28, 2026, of Xuan Hoa Vietnam Joint Stock Company; We respectfully announce the following personnel changes at Xuan Hoa Vietnam Joint Stock Company:

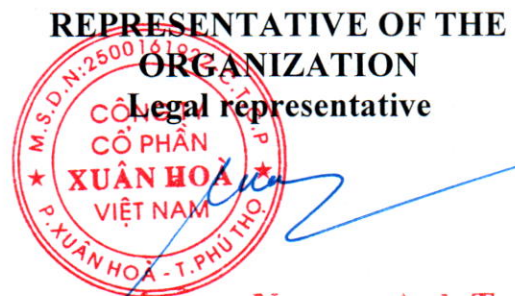
Case of dismissal

- Mr. Le Van Giang
- Previous position before dismissal: Deputy General Director of Xuan Hoa Vietnam Joint Stock Company.
- No longer holds the position of: Deputy General Director of Xuan Hoa Vietnam Joint Stock Company.
- Remaining position: None / After his dismissal, Mr. Le Van Giang is no longer an insider of Xuan Hoa Vietnam Joint Stock Company.
- Reason for resignation: Mr. Le Van Giang has requested to resign from his position as Deputy General Director of Xuan Hoa Vietnam Joint Stock Company for personal reasons.
- Effective date: August 1, 2026.

This information was published on the website of Xuan Hoa Vietnam Joint Stock Company on July 28, 2026, at the following link: www.xuanhoa.vn.

Attached documents:

- Board of Directors' decision regarding personnel changes;
- The information form is provided in Appendix III of Circular No. 96/2020/TT-BTC.



Nguyen Anh Tuan
GENERAL DIRECTOR

DECISION

*Regarding the dismissal of the Deputy General Director
of Xuan Hoa Vietnam Joint Stock Company.*

BOARD OF DIRECTORS

XUAN HOA VIETNAM JOINT STOCK COMPANY

- Based on the current Enterprise Law and the Charter of Organization and Operation of Xuan Hoa Vietnam Joint Stock Company;
- Based on the resignation letter from Mr. Le Van Giang of the position of Deputy General Director of Xuan Hoa Vietnam Joint Stock Company;
- Based on the Minutes of the Board of Directors Meeting of Xuan Hoa Vietnam Joint Stock Company dated July 28, 2026, regarding the dismissal of the Deputy General Director of Xuan Hoa Vietnam Joint Stock Company.
- Considering the proposal of the Board Members,

DECISION

Article 1 : Agree to dismiss **Mr. LE VAN GIANG** from the position of Deputy General Director of Xuan Hoa Vietnam Joint Stock Company.

Date of birth: January 25, 1984

Qualifications : Bachelor of Engineering in Construction Management –
Master of Business Administration

Time: Starting from August 1, 2026

Article 2: Mr. Le Van Giang is responsible for handing over all work, documents, files, and assets related to his position to the General Director, ensuring that this does not affect the Company's production and business operations.

Article 3 : The Board of Directors , the Supervisory Board, the Management Board, the units within the Company, and Mr. Le Van Giang shall implement this decision.

Recipient :

- As per Article 3;
- Save TH ,

TM. BOARD OF DIRECTORS CHAIRPERSON



Nguyen Viet Anh



SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

**APPLICATION FOR RESIGNATION FROM THE POSITION OF
DEPUTY GENERAL DIRECTOR**

To: The Board of Directors of Xuan Hoa Vietnam Joint Stock Company

My name is: **LE VAN GIANG**

Date of birth: January 25, 1984

Citizen Identification Number: 024084000604

Issuing authority: Ministry of Public Security

On August 3, 2023, I was appointed by the Board of Directors of Xuan Hoa Vietnam Joint Stock Company to the position of Deputy General Director of Xuan Hoa Vietnam Joint Stock Company.

Due to personal reasons, I do not have enough time to fulfill the position of Deputy General Director of Xuan Hoa Vietnam Joint Stock Company. Therefore, I am submitting this resignation letter to the Board of Directors. I, Xuan Hoa Vietnam Joint Stock Company, hereby resign from my position as Deputy General Director of Xuan Hoa Vietnam Joint Stock Company effective August 1, 2026.

Thank you very much!

Xuan Hoa, date July 27, 2026

APPLICANT

Le Van Giang

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Xuan Hoa, July 28 , 2026

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**Glasses send : - The State Securities Commission;
- The Stock exchange.**

1/ Full Name : **LE VAN GIANG**

2/ Sex : Male

3/ Date of birth: January 25, 1984

4/ Place of birth : Duc Giang, Yen Dung, Bac Giang

5/ ID card No. (or Passport No.) : 024084000604

Date of issue: March 31, 2023 Palace of issue: Department of Administrative
Management of Social Order

6/ Nationality : Vietnam

7/ Ethnic: Kinh

8/ Permanent residence: 93M Ly Nam De Street, Cua Dong Ward, Hanoi

9/ Telephone number: 0984985088

10/ Email : giang.levan@xuanhoa.vn

11/ Organisation's name subject to information disclosure rules: Xuan Hoa Vietnam Joint
Stock Company

12/ Current position in an organization subject to information disclosure : Deputy General
Director of Xuan Hoa Vietnam Joint Stock Company.

13 / Positions in other companies : General Director of Ha Minh Group Co. , Ltd.

14 / Number of owning shares 0 shares , accounting for 0 % of charter capital, of which :

+ Owning on behalf of (The State/strategic investor/other organization): 0 shares

+ Owning by individual: 0 shares

15 / Other owning commitments (if any) : No

16/List of affiliated persons of declarant:

(Related parties as defined in Clause 46, Article 4 of the Securities Law dated November
26, 2019)

No.	Securities symbol	Nam	Securities trading account (if available)	Position at the company (if available)	Relationship with the Company/ internal person	Type of document (CMND/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	Time the person became an affiliated person/ internal person.	Time the person ceased to be an affiliated person/ internal person..	Reasons (when arising changes related to sections of 13 and 14)	Notes i.e. not in possession of NSH No. and other notes
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1		Le Van Giang		Deputy General Manager		Citizen Identification Card	024084000604	March 31, 2023	Department of Administrative Management of Social Order	93M Ly Nam De Street, Cua Dong Ward, Hanoi	0	0%	August 3, 2023	August 1, 2026	Dismissal	
1.01		Le Van Phong			Farther	Citizen Identification Card	024062007726	December 17th 2021	Police Department Administrative management regarding Social Security	Duc Giang, Yen Dung, Bac Giang	0	0%	August 3, 2023	August 1, 2026		
1.02		Pham Le Hang			Mother	ID card	121483668	December 13th 2005	Police Bac Giang	Duc Giang, Yen Dung, Bac Giang	0	0%	August 3, 2023	August 1, 2026		

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1.03		Cu Ngoc Tan			Father-in-law	Citizen Identification Card	022058007331	10/7/2021	Police Department Administrative management regarding Social Security	Group 9, Long Bien District, Hanoi	0	0%	August 3, 2023	August 1, 2026		
1.04		Vu Thi Hien			Mother-in-law	ID card	100583700	June 14th 2006	Police Quang Ninh	Group 9, Long Bien District, Hanoi	0	0%	August 3, 2023	August 1, 2026		
1.05		Cu Thi Thuy River			Wife	Citizen Identification Card	022181000097	May 10th 2021	Department of Administrative Management of Social Order	93M Ly Nam De Street, Cua Dong Ward, Hanoi	0	0%	August 3, 2023	August 1, 2026		
1.06		Le Phu Thanh			biological child					93M Ly Nam De Street, Cua Dong Ward, Hanoi	0	0%	August 3, 2023	August 1, 2026		
1.07		Le Nguyen Ngoc Minh			biological child					93M Ly Nam De Street, Cua	0	0%	August 3, 2023	August 1, 2026		

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										Dong Ward, Hanoi						
1.08		Le Duc Anh			biological child					93M Ly Nam De Street, Cua Dong Ward, Hanoi	0	0%	August 3, 2023	August 1, 2026		
1.09		Le Van Duong			Younger brother	Citizen Identification Card	024085017684	August 10th 2022	Department of Administrative Management of Social Order	Dai Mo, Nam Tu Liem, Hanoi	0	0%	August 3, 2023	August 1, 2026		
1.10		Le Thuy Quynh			Younger sister	ID card	122163607	December 1st 2011	Police Bac Giang	Duc Giang, Yen Dung, Bac Giang	0	0%	August 3, 2023	August 1, 2026		
1.11		Vu Thi Luong			sister-in-law	Citizen Identification Card	024185005402	August 10th 2022	Department of Administrative Management of Social Order	Dai Mo, Nam Tu Liem, Hanoi	0	0%	August 3, 2023	August 1, 2026		

17/ Related interest with public company, public fund (If any) : No

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 on the law .

DECLARANT

(Signature, full name)

A handwritten signature in blue ink, appearing to be 'Le Van Giang', written over a horizontal line.

Le Van Giang