



No. 3668 /XMHM-TCKT

Nghe An, August 20, 2026

EXTRAORDINARY INFORMATION DISCLOSURE

On the Approval of the Policy for signing the Contract for “Organization of Grade-Level Examinations, Training, and Organization of Salary Grade Promotion Examinations for Technical Workers in 2026” with Cement Technical Vocational Secondary School

To: Hanoi Stock Exchange

1. Name of organization: Vicem Hoang Mai Cement Joint Stock Company
- Stock code: HOM
- Address: Tan Tien Block, Hoang Mai Ward, Nghe An Province, Vietnam
- Tel: 02383 866 170
- E-mail: sales@ximanghoangmai.vn

2. Contents of disclosure:

Vicem Hoang Mai Cement Joint Stock Company hereby announces the Resolution of the Board of Directors On the Approval of the Policy for signing the Contract for “Organization of Grade-Level Examinations, Training, and Organization of Salary Grade Promotion Examinations for Technical Workers in 2026” with Cement Technical Vocational Secondary School

(For details, please refer to Resolution No. 71/NQ-XMHM-HDQT dated August 20, 2026 of the Board of Directors of Vicem Hoang Mai Cement Joint Stock Company, attached herewith).

This information was published on the Company’s website on August 20, 2026, as in the link <https://ximanghoangmai.vn/quan-he-co-dong>.

We hereby certify that the information provided is true and correct and we bear the full responsibility to the law./.

Recipients:

- As above;
- Board of Directors;
- Board of Management, Board of Supervisors;
- Finance and Accounting Department; Internal Audit;
- Company's Website;
- Archives: Administration Office, Finance and Accounting Department.

***) Attached documents:**

Resolution No. 71/NQ-XMHM-HDQT.

**PERSON AUTHORIZED TO
DISCLOSE INFORMATION
CHIEF ACCOUNTANT**

Tran Van Duc

**RESOLUTION**

On the Approval of the Policy for signing the Contract for “Organization of Grade-Level Examinations, Training, and Organization of Salary Grade Promotion Examinations for Technical Workers in 2026” with Cement Technical Vocational Secondary School

**BOARD OF DIRECTORS
VICEM HOANG MAI CEMENT JOINT STOCK COMPANY**

Pursuant to the Law on Enterprises No. 59/2020/QH14;

Pursuant to the Charter on Organization and Operation of Vicem Hoang Mai Cement Joint Stock Company;

Pursuant to Proposal No. 3650/TTr-XMHHM dated August 19, 2026 of the General Director of Vicem Hoang Mai Cement Joint Stock Company (Vicem Hoang Mai) regarding the approval in the policy for the signing of the contract for “Organization of Grade-Level Examinations, Training, and Organization of Salary Grade Promotion Examinations for Technical Workers in 2026” with Cement Technical Vocational Secondary School;

Pursuant to Minutes of Meeting No. 70/BB-XMHHM-HĐQT dated August 20, 2026 of the Board of Directors of Vicem Hoang Mai Cement Joint Stock Company.

RESOLUTES:

Article 1. Approve the policy for signing the contract for “Organization of Grade-Level Examinations, Training, and Organization of Salary Grade Promotion Examinations for Technical Workers in 2026” with Cement Technical Vocational Secondary School (a related party as prescribed in Clause 23, Article 4 and Clause 1, Article 167 of the Law on Enterprises), as proposed in Proposal No. 3650/TTr-XMHHM dated August 19, 2026 of the General Director of the Company.

Article 2. Assign the General Director of the Company to carry out all necessary procedures, organize the negotiation, finalize, execute, and implement the above-mentioned contract in compliance with applicable laws, the Company's internal regulations, and in a manner that ensures the Company's best interests.

Article 3. This Resolution shall take effect from the date of its signing.

The General Director, Chief Accountant, all relevant units, and individuals of the Company shall be responsible for the implementation of this resolution.

Recipients: *han*

- BoD, Board of Management, Chief Accountant;
- Supervisory Board, Internal Audit Dept;
- Planning & Supplies Dept, Organization Dept;
- Archived at: Administration Office, Company Secretary.

**ON BEHALF OF BOARD OF
DIRECTORS
CHAIRMAN**

Nguyen Thanh Tung