

No.: 93 /XMHV-CBTT

Da Nang, January 26, 2026

EXTRAORDINARY INFORMATION DISCLOSURE

To: Hochiminh Stock Exchange

1. Name of organization: VICEM Hai Van Cement Joint Stock Company

- Stock symbol: HVX

- Address: 65 Nguyen Van Cu, Hai Van Ward, Da Nang City

- Telephone: 0236. 3842172

- Email: info@haivancement.vn

2. Content of information disclosure:

On 26/01/2026, Vicem Hai Van Cement Joint Stock Company received letters of resignation from the following individuals:

- Letter of resignation from the position of Chairman of the Board of Directors and member of the Board of Directors of Mr. Le Xuan Khoi;

- Letter of resignation from the position of member of the Board of Directors of Mr. Tran Viet Hong.

3. This information was published on the company's website on 26/01/2026 at the link: www.haivancement.vn, in the "Information Disclosure" section.

Attached documents:

- Resignation letter.

Recipients:

- As above;
 - HOSE (ECM);
 - Board of Management (report);
 - Company Website;
 - Archived: Clerical assistant.
- Administrative organization.

CÔNG TY
CỔ PHẦN
XI MĂNG
VICEM HẢI
VÂN

PERSON AUTHORIZED TO
DISCLOSE INFORMATION

Digitally signed by PHAN XI MĂNG VICEM HẢI VÂN
DN: C=VN, S=ĐÀ NẴNG, L=Liên
Chiểu, CN=CÔNG TY CỔ PHẦN
XI MĂNG VICEM HẢI VÂN,
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Le Thi Anh Dao

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LETTER OF RESIGNATION
FROM THE POSITIONS OF CHAIRMAN AND MEMBER OF THE
BOARD OF DIRECTORS
VICEM HAI VAN CEMENT JOINT STOCK COMPANY

To: - The General Meeting of Shareholders of Vicem Hai Van Cement Joint Stock Company;
 - The Board of Directors of the Company.

My name is Le Xuan Khoi, born on 20/04/1972;

Citizen Identification Card No. 038072035514, issued by the Department of Administrative Management of Social Order on 04/9/2022;

Current address: No. 09, Lot 2C, Trung Yen Urban Area, Yen Hoa Ward, Ha Noi City;

Position: Chairman of the Board of Directors of Vicem Hai Van Cement Joint Stock Company for the term 2023–2028.

At the Annual General Meeting of Shareholders 2023, I was elected to hold the position of Chairman of the Board of Directors of Vicem Hai Van Cement Joint Stock Company for the term 2023–2028, effective from 27/4/2023 (Resolution No. 35/2023/NQ-ĐHĐCĐ dated 27/4/2023).

From 2023 to the present, in my role as Chairman of the Board of Directors of Vicem Hai Van Cement Joint Stock Company, I have always made efforts, strived to fulfill my duties, strictly complied with the directions and orientations of VICEM and the Company's Charter, and received support and facilitation from the leadership of VICEM, the Board of Directors, the Board of Management, and all officers and employees of the Company in performing the assigned responsibilities and tasks.

Due to the fact that the cement production and business activities are currently facing many difficulties, and as I am concurrently serving as General Director of Vicem Hoang Thach Cement Company while also holding the position of Chairman of the Board of Directors of Vicem Hai Van Cement Joint Stock Company, I need more time to focus on directing and managing the production and business activities of Vicem Hoang Thach Cement Company. As a result, I do not have sufficient time and conditions to participate in the Board of Directors of

Vicem Hai Van. Therefore, on 20/3/2025, I submitted a letter requesting to cease acting as the representative of VICEM's capital at the Company, to withdraw from participation in the Board of Directors, and to resign from the position of Chairman of the Board of Directors of Vicem Hai Van Cement Joint Stock Company for the term 2023–2028, and reported the same to VICEM and the Company's Board of Directors.

Pursuant to Decision No. 2553/QD-VICEM dated 24/12/2025 of Vietnam National Cement Corporation (VICEM) regarding the appointment of the representative of VICEM's capital at Vicem Hai Van Cement Joint Stock Company, I hereby submit this letter to respectfully request the General Meeting of Shareholders and the Board of Directors of the Company to consider and approve my request to cease participation in the Board of Directors and to resign from the position of Chairman of the Board of Directors of Vicem Hai Van Cement Joint Stock Company, effective from the date decided by the General Meeting of Shareholders.

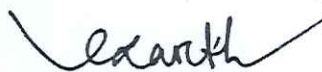
I would like to sincerely thank the Shareholders, the members of the Board of Directors, the Board of Supervisors, the Board of Management, and all officers and employees of the Company for their coordination and support during my tenure at the Company.

I respectfully request the General Meeting of Shareholders and the Board of Directors to consider and approve my request.

Sincerely yours./.

Ha Noi, January 22, 2026

APPLICANT



Le Xuan Khoi

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LETTER OF RESIGNATION
FROM THE POSITION OF MEMBER OF THE BOARD OF
DIRECTORS VICEM HAI VAN CEMENT JOINT STOCK COMPANY

To: - The General Meeting of Shareholders of Vicem Hai Van Cement Joint Stock Company;
- The Board of Directors of the Company.

My name is **TRAN VIET HONG**

Date of birth: 20/7/1971

Citizen Identification Card No: 033071012471; Date of issue: 20/07/2021.

Place of issue: Department of Administrative Management of Social Order

Position: Member of the Board of Directors of Vicem Hai Van Cement Joint Stock Company.

I was elected by the Annual General Meeting of Shareholders of Vicem Hai Van Cement Joint Stock Company as a member of the Board of Directors from April 2023. During the performance of my duties, I have always strictly complied with the guidelines and policies of the Party and the laws and policies of the State; properly complied with the provisions of the Company's Charter, internal regulations and rules; demonstrated a high sense of responsibility and dedication to my work; and continuously made efforts to successfully fulfill the tasks approved by the General Meeting of Shareholders and assigned by the Board of Directors.

In implementation of the personnel policy of Vietnam National Cement Corporation, I hereby submit this letter to respectfully request the General Meeting of Shareholders and the Board of Directors of Vicem Hai Van Cement Joint Stock Company to consider and approve my resignation from the position of member of the Board of Directors of Vicem Hai Van Cement Joint Stock Company, effective from the date decided by the General Meeting of Shareholders.

I would like to sincerely thank the Shareholders, the Chairman of the Board of Directors, members of the Board of Directors, the Board of Supervisors, and all officers and employees of the Company for their close coordination and strong support throughout the time I performed my duties at the Company.

I respectfully request the General Meeting of Shareholders and the Board of Directors to consider and approve my request.

Sincerely yours./.

Ha Noi, January 22, 2026

APPLICANT



Tran Viet Hong