

LA HIEN VVMI CEMENT
JOINT STOCK COMPANY
No.: 85/TB-HDQT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Thai Nguyen, 02 October 2026

**INFORMATION DISCLOSURE ON THE ELECTRONIC INFORMATION PORTAL
OF THE STATE SECURITIES COMMISSION OF VIETNAM**

To:

- State Securities Commission of Vietnam
- Hanoi Stock Exchange

I. INFORMATION ON THE DISCLOSING ORGANIZATION:

Company name: La Hien VVMI Cement Joint Stock Company

Stock code: CLH

Head office: Cay Bong Hamlet, La Hien Commune, Thai Nguyen Province, Vietnam

Telephone: 0208 3829154 Fax: 0208 3829056

Website: ximanglahien.com.vn

Type of information disclosure: ☐ Periodic ☒ Extraordinary ☐ Upon request

Other ☐

II. CONTENT OF INFORMATION DISCLOSURE:

Decision on the reappointment to the position of Deputy Director of La Hien VVMI Cement Joint Stock Company.

(Detailed document attached).

We hereby certify that the information disclosed above is true and accurate and assume full legal responsibility for the contents of the disclosed information.

Respectfully announced.

Recipients:

- As above;
- Posted on the Company website;
- Filed with BOD and Archives. ☒

**PERSON RESPONSIBLE FOR
INFORMATION DISCLOSURE**
DIRECTOR

CÔNG TY
CỔ PHẦN
XI MĂNG
LA HIÊN
VVMI

Digitally signed by CÔNG TY
CỔ PHẦN XI MĂNG LA HIÊN
VVMI
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NGUYỄN, L=THÁI NGUYỄN,
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Tran Quang Khai

LA HIEN VVM CEMENT
JOINT STOCK COMPANY
No.: 68/QD-HDQT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness
Thai Nguyen, 02 October 2026

DECISION
Regarding the reappointment of the Deputy Director
La Hien VVM Cement Joint Stock Company

BOARD OF DIRECTORS
LA HIEN VVM CEMENT JOINT STOCK COMPANY

Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the 14th National Assembly of the Socialist Republic of Vietnam on 17 June 2020, and its amending, supplementing and implementing documents;

Pursuant to the amended Charter on organization and operation of La Hien VVM Cement Joint Stock Company, promulgated under Decision No. 35/QD-HDQT dated 05 May 2026 of the Company's Board of Directors;

Pursuant to Resolution No. 67/NQ-HDQT dated 02 October 2026 of the Board of Directors of La Hien VVM Cement Joint Stock Company regarding approval of the reappointment to the position of Deputy Director of La Hien VVM Cement Joint Stock Company.

DECIDES:

Article 1. To reappoint Mr. Pham Manh Tien to the position of Deputy Director of La Hien VVM Cement Joint Stock Company.

Article 2. The term of office of Mr. Pham Manh Tien shall be 05 years, commencing from 15 October 2026.

Article 3. Mr. Pham Manh Tien shall receive a salary of VND 17,027,000 (grade 2/2 - Deputy Director of a Class II enterprise).

Article 4. Members of the Board of Directors, the Director, the Company's management and executive apparatus, and Mr. Pham Manh Tien shall be responsible for implementing this Decision./.

Recipients:

- As stated in Article 4;
- Supervisory Board;
- Filed with BOD Secretariat and Archives.

**FOR AND ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN**



Le Danh Thang