

No.: 36 /TB-HĐQT

Thai Nguyen, April 1, 2025

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

To:

- State Securities Commission
- Hanoi Stock Exchange

**I. INFORMATION ABOUT THE DISCLOSING ENTITY:**

Company name: **VVMI La Hien Cement Joint Stock Company**

Stock code: CLH

Head office address: Cay Bong Hamlet, La Hien Commune, Vo Nhai District,  
Thai Nguyen Province, Vietnam

Phone: 0208 3829154 Fax: 0208 3829056

Website: [ximanglahien.com.vn](http://ximanglahien.com.vn)

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

**II. CONTENTS OF INFORMATION DISCLOSURE:**

1. Decision on agreeing to resign from the position of Deputy Director of VVMI La Hien Cement Joint Stock Company.

*(with detailed dispatch attached).*

2. Decision on accepting and appointing the position of Deputy Director of VVMI La Hien Cement Joint Stock Company.

*(with detailed dispatch attached).*

We hereby certify that the disclosed information is accurate and we assume full legal responsibility for the content of the disclosed information.

Sincerely!

**Recipients:**

- As mentioned above;
- Posted on the Company's website;
- Archived at: BOD; Office.

**INFORMATION DISCLOSURE PERSON  
DIRECTOR**



**Tran Quang Khai**

No.: 35 /TB-HDQT

Thai Nguyen, April 1, 2025

**NOTICE OF PERSONNEL CHANGES**

To:

Vietnam Stock Exchange  
Hanoi Stock Exchange

*Pursuant to Resolution No. 17/NQ-HDQT dated March 31, 2025 and Decision No. 18/QD-HDQT dated March 31, 2025 of the Board of Directors of VVMI La Hien Cement Joint Stock Company, on approving and agreeing to resign from the position of Deputy Director of VVMI La Hien Cement Joint Stock Company;*

*Pursuant to Resolution No. 21/NQ-HDQT dated March 31, 2025 and Decision No. 22/QD-HDQT dated March 31, 2025 of the Board of Directors of VVMI La Hien Cement Joint Stock Company, on receiving and appointing the position of Deputy Director of VVMI La Hien Cement Joint Stock Company;*

We respectfully announce the personnel changes of VVMI La Hien Cement Joint Stock Company as follows:

1. Resigned from the position of Deputy Director of VVMI La Hien Cement Joint Stock Company:

- Mr.: **Tong Thanh Son**

- No longer holding the position: Deputy Director of VVMI La Hien Cement Joint Stock Company.

- Reason for dismissal: Organizational transfer

- Effective Date: April 1, 2025.

2. Appointment to the position of Deputy Director of VVMI La Hien Cement Joint Stock Company:

- Mr.: **Nguyen Song Gio**

- Position before appointment: Head of Safety - Security Department, Vinacomin - Viet Bac Mining Industry Holding Corporation.

- Term of appointment: 5 years

- Effective Date: April 1, 2025

3. This information was published on the website of VVMI La Hien Cement Joint Stock Company, on April 1, 2025 at the link:

<http://ximanglahien.com.vn/tintuc/tincongty>.

**Attached documents**

- Resolution No. 17/NQ-HDQT dated March 31, 2025;  
Decision No. 18/QD-HDQT dated March 31, 2025;  
Resolution No. 21/NQ-HDQT dated March 31, 2025;  
Decision No. 22/QD-HDQT dated March 31, 2025.

**LEGAL REPRESENTATIVE  
DIRECTOR**



**Tran Quang Khai**



No.: 17/NQ-HĐQT

Thai Nguyen, March 31, 2025

**RESOLUTION OF THE BOARD OF DIRECTORS**

**Regarding the approval of the resignation from the position of Deputy Director of VVMI La Hien Cement Joint Stock Company**

**BOARD OF DIRECTORS**

**VVMI LA HIEN CEMENT JOINT STOCK COMPANY**

*Pursuant to the Law on Enterprises No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*

*Pursuant to the Charter of organization and operation of VVMI La Hien Cement Joint Stock Company, approved and promulgated by the General Meeting of Shareholders under Decision No. 16/QĐ-HĐQT dated April 26, 2021, of the Board of Directors of the Company;*

*Considering the proposal of the Director of VVMI La Hien Cement Joint Stock Company in the submission No. 400/TTr-TCHC dated March 26, 2025, on agreeing to let Mr. Tong Thanh Son cease to hold the position of Deputy Director of VVMI La Hien Cement Joint Stock Company;*

*Pursuant to the Vote Counting Minutes for opinions of members of the BOD No. 04/BB-HĐQT, of the Board of Directors of VVMI La Hien Cement Joint Stock Company dated March 31, 2025.*

**RESOLUTION:**

**Article 1.** Approval for the agreement of the resignation of Mr. Tong Thanh Son from the position of Deputy Director of VVMI La Hien Cement Joint Stock Company, effective from April 1, 2025.

Assignment of the Director of VVMI La Hien Cement Joint Stock Company to carry out procedures for terminating the labor contract to transfer Mr. Tong Thanh Son to work at VINACOMIN – Viet Bac Mining Industry Holding Corporation.

**Article 2.** Members of the BOD, the Director, Executive management of the Company, and **Mr. Tong Thanh Son** are responsible for implementing this Resolution./.

**Recipients:**

- As stated in Article 2;
- Supervisory Board;
- Archived at: Secretary of the BOD; Office. ✓

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



**Vu Minh Tan**

No.: 18/QĐ-HĐQT

Thai Nguyen, March 31, 2025

**DECISION**

**Regarding the approval of the resignation from the position of Deputy Director of  
VVMI La Hien Cement Joint Stock Company**

**BOARD OF DIRECTORS  
VVMI LA HIEN CEMENT JOINT STOCK COMPANY**

*Pursuant to the Charter of organization and operation of VVMI La Hien Cement Joint Stock Company, issued under Decision No. 16/QĐ-HĐQT dated April 26, 2021, of the Board of Directors of the Company;*

*Pursuant to Decision No. 82/QĐ-HĐQT dated July 17, 2024, of the Board of Directors of the Company, regarding the issuance of the Regulation on personnel management of VVMI La Hien Cement Joint Stock Company;*

*Pursuant to Resolution No. 17/NQ-HĐQT, dated March 31, 2025, of the Board of Directors of VVMI La Hien Cement Joint Stock Company, regarding the approval of the resignation of Mr. Tong Thanh Son from the position of Deputy Director of VVMI La Hien Cement Joint Stock Company.*

**DECISION:**

**Article 1.** Agree to allow Mr. Tong Thanh Son to resign from the position of Deputy Director of VVMI La Hien Cement Joint Stock Company, effective from April 1, 2025.

**Article 2.** Assignment of the Director of VVMI La Hien Cement Joint Stock Company to carry out procedures for terminating the labor contract to transfer Mr. Tong Thanh Son to work at VINACOMIN – Viet Bac Mining Industry Holding Corporation.

**Article 3.** Members of the BOD, the Director, Executive management of VVMI La Hien Cement Joint Stock Company, and **Mr. Tong Thanh Son** are responsible for implementing this Decision./.

**Recipients:**

- As stated in Article 3;
- Supervisory Board;
- Archived at: Secretary of the BOD; Office.

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



**Vu Minh Tan**



No.: 21/NQ-HĐQT

Thai Nguyen, March 31, 2025

**RESOLUTION OF THE BOARD OF DIRECTORS**  
**Regarding the approval of the reception and appointment of the position of Deputy**  
**Director of VVMI La Hien Cement Joint Stock Company**

**BOARD OF DIRECTORS**  
**VVMI LA HIEN CEMENT JOINT STOCK COMPANY**

*Pursuant to the Law on Enterprises No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*

*Pursuant to the Charter of organization and operation of VVMI La Hien Cement Joint Stock Company, approved and promulgated by the General Meeting of Shareholders under Decision No. 16/QĐ-HĐQT dated April 26, 2021, of the Board of Directors of the Company;*

*Considering the proposal of the Director of VVMI La Hien Cement Joint Stock Company in the submission No. 414/TTr-TCHC dated March 28, 2025, on the acceptance and appointment of Mr. Nguyen Song Gio - Head of Safety - Security Department of VINACOMIN – Viet Bac Mining Industry Holding Corporation, to hold the position of Deputy Director of VVMI La Hien Cement Joint Stock Company;*

*Pursuant to the Vote Counting Minutes for opinions of members of the BOD No. 04/BB-HĐQT, of the Board of Directors of VVMI La Hien Cement Joint Stock Company dated March 31, 2025.*

**RESOLUTION:**

**Article 1.** Approval of the reception and appointment of **Mr. Nguyen Song Gio** – Head of Safety – Security Department of VINACOMIN – Viet Bac Mining Industry Holding Corporation, holding the position of Deputy Director of VVMI La Hien Cement Joint Stock Company, effective from April 1, 2025.

**Article 2.** Members of the BOD, the Director, Executive management of the Company, and **Mr. Nguyen Song Gio** are responsible for implementing this Resolution./.

**Recipients:**

- As stated in Article 2;
- Supervisory Board;
- Archived at: Secretary of the BOD; Office. ✓

**ON BEHALF OF THE  
BOARD OF DIRECTORS**

**CHAIRMAN**



**Vu Minh Tan**

No.: 22/ĐQ-HĐQT

Thai Nguyen, March 31, 2025

**DECISION**

**Regarding the reception and appointment of the position of Deputy Director  
of VVMI La Hien Cement Joint Stock Company**

**BOARD OF DIRECTORS  
VVMI LA HIEN CEMENT JOINT STOCK COMPANY**

*Pursuant to the Charter of organization and operation of VVMI La Hien Cement Joint Stock Company, issued under Decision No. 16/QĐ-HĐQT dated April 26, 2021, of the Board of Directors of the Company;*

*Pursuant to Decision No. 82/QĐ-HĐQT dated July 17, 2024, of the Board of Directors of the Company, regarding the issuance of the Regulation on personnel management of VVMI La Hien Cement Joint Stock Company;*

*Pursuant to Resolution No. 21/NQ-HĐQT, dated March 31, 2025, of the Board of Directors of VVMI La Hien Cement Joint Stock Company, regarding the approval of the reception and appointment of the position of Deputy Director of VVMI La Hien Cement Joint Stock Company.*

**DECISION:**

**Article 1.** Reception and appointment of Mr. **Nguyen Song Gio** – Head of Safety – Security Department of VINACOMIN – Viet Bac Mining Industry Holding Corporation, holding the position of Deputy Director of VVMI La Hien Cement Joint Stock Company.

**Article 2.** The term of office of Mr. Nguyen Song Gio is 5 years, starting from April 1, 2025.

**Article 3.** Mr. Nguyen Song Gio is classified as having a salary of VND 14,984,000 (level 1/2 - Deputy Director of enterprise-level II).

**Article 4.** Members of the BOD, Director, Executive management of the Company, and Mr. Nguyen Song Gio are responsible for implementing this Decision./.

**Recipients:**

- As stated in Article 4;
- Supervisory Board;
- Archived at: Secretary of the BOD; Office. ✓

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



**Vu Minh Tan**