

No.: 52/TB-HĐQT

Thai Nguyen, May 5, 2026

**NOTICE OF CHANGE IN PERSONNEL**

To:

Vietnam Exchange (VNX)  
Hanoi Stock Exchange (HNX)

Pursuant to the Minutes of the Board of Directors' Meeting No. 06/BB-HĐQT dated May 5, 2026 of the Board of Directors of VVMI La Hien Cement Joint Stock Company, regarding the election of the Chairman of the Board of Directors of VVMI La Hien Cement Joint Stock Company for the 2023 – 2028 term.

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

1. Appointment of Chairman of the Board of Directors of VVMI La Hien Cement Joint Stock Company:

- **Mr. Le Danh Thang**

- Position prior to appointment: Member of the Board of Directors of VVMI La Hien Cement Joint Stock Company for the 2023 – 2028 term

- Effective date: May 5, 2026

2. Dismissal of Chairman of the Board of Directors of VVMI La Hien Cement Joint Stock Company:

- **Mr. Vu Minh Tan**

- No longer holding the position of: Chairman of the Board of Directors of VVMI La Hien Cement Joint Stock Company

- Reason for dismissal: The shareholders of VINACOMIN – Viet Bac Mining Industry Holding Corporation has issued a decision not to continue appointing Mr. Vu Minh Tan as the representative at the Company.

- Effective date: April 24, 2026

3. This information was published on the website of VVMI La Hien Cement Joint Stock Company, on May 5, 2026, at the following link:

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

**Attachments:**

- Minutes No. 06/BB-HĐQT dated 05/5/2026;
- Notice No. 53/TB-HĐQT dated 05/5/2026 regarding changes of related persons of insiders

**LEGAL REPRESENTATIVE  
DIRECTOR**



**Tran Quang Khai**



**MINUTES OF THE BOARD OF DIRECTORS MEETING**  
**Regarding the election of the Chairman of the Board of Directors**  
**VVMI La Hien Cement Joint Stock Company for the 2023 – 2028 term**

Today, at 08:30 a.m. on May 05 th,2026, at Meeting Room A, 3<sup>rd</sup> floor, Office Building of VVMI La Hien Cement Joint Stock Company – Cay Bong Hamlet, La Hien Commune, Thai Nguyen Province, Vietnam. The Board of Directors of VVMI La Hien Cement Joint Stock Company for the 2023 – 2028 term held a meeting pursuant to the Meeting Invitation Notice No. 49/TB-HĐQT dated April 28, 2026 issued by 02 Members of the Board of Directors, Mr. Le Danh Thang – Member of the Board of Directors and Mr. Tran Quang Khai – Member of the Board of Directors:

**I. Participants in the meeting:**

- |                        |                                    |
|------------------------|------------------------------------|
| 1. Mr. Le Danh Thang   | - Member of the Board of Directors |
| 2. Mr. Tran Quang Khai | - Member of the Board of Directors |
| 3. Mr. Pham Manh Tien  | - Member of the Board of Directors |
| 4. Mr. Nguyen Xuan Hau | - Member of the Board of Directors |
| 5. Mr. Ha Van Chuyen   | - Member of the Board of Directors |
- Total number of members of the Board of Directors: 05 members
  - Number of attendees: 5/5
  - Please attend the meeting with the Control Board Members.

The meeting is valid in accordance with the Law on Enterprises and the Charter of organization and operation of VVMI La Hien Cement Joint Stock Company.

**II. Chairpersons and Secretary of the meeting**

- Chairpersons of the meeting: Mr. Le Danh Thang - Member of the Board of Directors and Mr. Tran Quang Khai - Member of the Board of Directors, acting as co-chairs of the meeting.
- Secretary of the meeting: Mr. Le Xuan Tinh - Secretary of the Board of Directors.

**III. Contents:** Election of the Chairman of the Board of Directors of VVMI La Hien Cement Joint Stock Company for the 2023 – 2028 term.

1. Members of the Board of Directors discussed and nominated candidates for the position of Chairman of the Board of Directors.

After discussion, the members of the Board of Directors unanimously nominated Mr. Le Danh Thang - Member of the Board of Directors to hold the position of Chairman of the Board of Directors of the Company.

2. Members of the Board of Directors conducted voting:

- Total number of votes issued: 05 votes
- Total number of votes collected: 05 votes
- Number of valid votes: 05 votes
- Number of invalid votes: 0 votes

Voting results:

- + *Number of votes in favor:* 05 votes, accounting for 100%
- + *Number of votes against:* 0 votes
- + *Number of abstentions:* 0 votes

Pursuant to the Law on Enterprises, the Charter of organization and operation of VVMI La Hien Cement Joint Stock Company, and the voting results, Mr. Le Danh Thang – Member of the Board of Directors, was elected as the Chairman of the Board of Directors of VVMI La Hien Cement Joint Stock Company for the 2023 – 2028 term.

- Mr. Le Danh Thang shall have the rights and responsibilities in accordance with the Charter of organization and operation of VVMI La Hien Cement Joint Stock Company.

This Minute is made in 02 copies with equal legal validity. The meeting ended at 15:30 on the same day and was unanimously approved by all members of the Board of Directors and signed below.

**MEMBERS OF THE BOARD OF  
DIRECTORS**

1. Mr. Ha Van Chuyen



2. Mr. Pham Manh Tien



3. Mr. Nguyen Xuan Hau



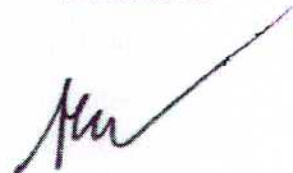
**SECRETARY**



**Le Xuan Tinh**

**CHAIRPERSONS**

1. Member of the Board of  
Directors



**Le Danh Thang**

2. Member of the Board of  
Directors



**Tran Quang Khai**



**VVMI LA HIEN CEMENT  
JOINT STOCK  
COMPANY**

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

No.: 53/TB-HĐQT

Thai Nguyen, May 05, 2026

**NOTICE OF CHANGE IN  
RELATED PERSONS OF INSIDERS**



To:

Vietnam Exchange (VNX)  
Hanoi Stock Exchange (HNX)

1. Insider.

- Mr. **Le Danh Thang**

- Current position: Chairman of the Board of Directors of VVMI La Hien Cement Joint Stock Company

2. Related persons:

No.	Stock code	Full name	Securities trading account (if any)	Position at the Company (if any)	Relationship with the Company/insider	Type of ID document (ID Card/Passport/Enterprise Registration Certificate)	ID No.	Date of Issue	Place of Issue	Head office address / Contact address	Number of shares held at the end of the period	Ownership ratio at the end of the period	Date of becoming a related person of the Company/insider	Date of ceasing to be a related person of the Company/insider	Reasons (in case of changes related to items 13 and 14)	Notes (in case of no ID number and other notes)
I		<b>Declarer</b>														
1		Le Danh Thang	N/A	Chairman of the Board of Directors									24/4/2026			
II		<b>Related Persons</b>														
1.1		Do Thi Dan	N/A		Mother								24/4/2026			
1.2		Le Thi Tuyet Mai			Elder sister								24/4/2026			
1.3		Le Minh Loi			Younger brother								24/4/2026			
1.4		Le Thi Minh Thu			Younger sister								24/4/2026			
1.5		To Thi Bich Ngoc			Wife								24/4/2026			
1.6		Le Ngoc Son			Son								24/4/2026			
1.7		Le Ngoc Anh			Daughter								24/4/2026			

1.8		Nhu Thi Hong			Daught er-in- law								24/4/2026			
1.9		To Thi Ha			Sister- in-law								24/4/2026			
1.10		To Thi Hong			Sister- in-law								24/4/2026			
1.11		To Bao Lam			Brother -in-law								24/4/2026			
1.12		To Hoang Long			Brother -in-law								24/4/2026			
1.13		To Thi Lan			Sister- in-law								24/4/2026			
1.14		Nguyen Thi Hang			Sister- in-law								24/4/2026			
1.15		Nguyen Van Hieu			Brother -in-law								24/4/2026			

- Reason for arising/ceasing of related relationship: Becoming related persons of the organization

- Effective date: April 24, 2026.

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

**Recipients:**

- As above;
- Archived at: BOD; Secretariat. ✓

**LEGAL REPRESENTATIVE  
DIRECTOR**



**Tran Quang Khai**