

No.: 1.35./TB-XPHN

Hanoi, June 17<sup>th</sup>, 2026

### NOTICE OF PERSONNEL CHANGE

- To: - The State Securities Commission;  
- Hanoi Stock Exchange.

Based on the Board of Directors' Decision No. 02/2026/QĐ-HĐQT dated 16/6/2026 and No. 03/2026/QĐ-HĐQT dated 16/6/2026, we would like to announce the personnel change of Hanoi Soap JSC. as follows:

#### 1. Termination appointment

- Mr.: Lê Mạnh Cường
- Former position: Person in charge of accounting.
- Reason: Personnel change according to the Company's organizational requirements.
- Effective date: 16/6/2026.

#### 2. Trường hợp bổ nhiệm/New appointment:

- Ms.: Nguyễn Thị Hồng Thúy
- Former position: Deputy Head of Finance and Accounting Department.
- Newly appointed position: Chief Accountant.
- Term: 05 years.
- Effective date: 16/6/2026.

This information was published on the Company's website on 17/6/2026 at:  
<https://haso.vn>.

*Attached documents:*

- Decision on personnel change;
- Curriculum Vitae (Appendix III);
- Updated list of insiders and related persons.

ORGANIZATION REPRESENTATIVE  
GENERAL DIRECTOR



Lê Việt Phương

No.: 02/2026/QĐ - HĐQT

Hanoi, June 16<sup>th</sup>, 2026

**DECISION**

**Re: Relieving Mr. Le Manh Cuong from the Duties of Person in Charge of  
Accounting of Hanoi Soap Joint Stock Company**

**THE BOARD OF DIRECTORS  
OF HANOI SOAP JOINT STOCK COMPANY**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17<sup>th</sup>, 2020;  
Pursuant to the Law on Accounting No. 88/2015/QH13 dated November 20<sup>th</sup>,  
2015;

Pursuant to the Charter on Organization and Operation of Hanoi Soap Joint Stock  
Company;

Pursuant to the Personnel Management Regulations of Hanoi Soap Joint Stock  
Company;

Pursuant to Resolution No. 18/2026/NQ-BOD dated June 15<sup>th</sup>, 2026 of the Board  
of Directors of Hanoi Soap Joint Stock Company;

At the proposal of the General Director of Hanoi Soap Joint Stock Company;

**DECIDES**

**Article 1.** Mr. Le Manh Cuong shall cease to perform the duties of Person in  
Charge of Accounting of Hanoi Soap Joint Stock Company with effect from June 16<sup>th</sup>,  
2026.

**Article 2.** Mr. Le Manh Cuong shall be responsible for handing over all  
accounting-related records, documents, work assignments and other relevant matters in  
accordance with the Company's regulations and applicable laws.

**Article 3.** This Decision shall take effect from the date of signing. Members of  
the Board of Directors, the General Director, all departments/workshops of the  
Company, and Mr. Le Manh Cuong shall be responsible for the implementation of this  
Decision./.

**Recipients:**

- As stated in Article 3;
- Supervisory Board;
- Archived at: Administration Office,  
Board of Directors, HR & Administration  
Department.

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



**Nguyễn Xuân Bắc**

**DECISION**

**Re: Appointment of the Chief Accountant of Hanoi Soap Joint Stock Company**

**THE BOARD OF DIRECTORS  
OF HANOI SOAP JOINT STOCK COMPANY**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17<sup>th</sup>, 2020;

Pursuant to the Law on Accounting No. 88/2015/QH13 dated November 20<sup>th</sup>, 2015;

Pursuant to the Charter on Organization and Operation of Hanoi Soap Joint Stock Company;

Pursuant to the Personnel Management Regulations of Hanoi Soap Joint Stock Company;

Pursuant to Resolution No. 18/2026/NQ-BOD dated June 15<sup>th</sup>, 2026 of the Board of Directors of Hanoi Soap Joint Stock Company;

At the proposal of the General Director of Hanoi Soap Joint Stock Company;

Considering the professional qualifications, competence and operational requirements of the Company.

**DECIDES**

**Article 1.** To appoint Ms. Nguyen Thi Hong Thuy, Deputy Head of the Finance and Accounting Department, to the position of Chief Accountant of Hanoi Soap Joint Stock Company.

Term of appointment: Five (05) years from June 16<sup>th</sup>, 2026.

**Article 2.** Ms. Nguyen Thi Hong Thuy shall perform all functions, duties and powers of the Chief Accountant in accordance with applicable laws, the Company's Charter, and relevant internal regulations of Hanoi Soap Joint Stock Company.

**Article 3.** Ms. Nguyen Thi Hong Thuy shall be placed at Grade 1 of the salary scale applicable to the position of Chief Accountant and shall be entitled to all benefits and entitlements in accordance with the Company's prevailing regulations from the effective date of this Decision.

**Article 4.** This Decision shall take effect from the date of signing. Members of the Board of Directors, the General Director, all

departments/workshops of the Company, and Ms. Nguyen Thi Hong Thuy shall be responsible for the implementation of this Decision./.

**Recipients:**

- As stated in Article 4;
- Supervisory Board;
- Archived at: Administration Office, Board of Directors, HR & Administration Department.

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



**Nguyễn Xuân Bắc**

1/1/2024

**Phụ lục III  
Appendix III**

**BẢN CUNG CẤP THÔNG TIN  
CURRICULLUM VITAE**

*(Ban hành kèm theo Thông tư số 96/2020/TT-BTC ngày 16 tháng 11 năm 2020 của Bộ trưởng Bộ Tài chính)*

*(Pronndgated with the Circular No 96/2020/TT-BTC on November 16, 2020 of the Minister of Finance)*

**CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM  
Độc lập - Tự do - Hạnh phúc  
THE SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom – Happiness**

*Hà Nội, ngày 16 tháng 6 năm 2026  
Hanoi, day 16 month 6 year 2026.*

**BẢN CUNG CẤP THÔNG TIN/ CURRICULLUM VITAE**

Kính gửi:                   - Ủy ban Chứng khoán Nhà nước;  
                                  - Sở Giao dịch chứng khoán.  
To:                           - The State Securities Commission;  
                                  - The Stock Exchange.

1/ Họ và tên /Full name: *NGUYỄN THỊ HỒNG THÚY*

2/ Giới tính/Sex: *Nữ/Female*

3/ Ngày tháng năm sinh/Date of birth:*02/12/1977*

4/ Nơi sinh/Place of birth: *Hà Nội, Việt Nam*

5/ Số CCCD (hoặc số hộ chiếu)/ ID card No. (or Passport No.): *001177024207*

Ngày cấp/Date of issue: *17/04/2021*. Nơi cấp/Place of issue: *Cục CS QLHC về TTXH/Police Department for Administrative Management of Social Order*

6/ Quốc tịch/Nationality: *Việt Nam*

7/ Dân tộc/Ethnic: *Kinh*

8/ Địa chỉ thường trú/Permanent residence: *Số nhà 90 Thanh Bình, khu TT Xn Gõ, Phường Hà Đông, TP. Hà Nội/No. 90 Thanh Binh Street, Wood Factory Residential Area, Ha Dong Ward, Hanoi City, Viet Nam*

9/ Số điện/Telephone number: *0912349960*

10/ Địa chỉ email/Email: *hongthuyhaso@gmail.com*

11/ Tên tổ chức là đối tượng công bố thông tin/ Organisation's name subject to information disclosure rules:

12/ Chức vụ hiện nay tại tổ chức là đối tượng công bố thông tin/ Current position in an organization subject to information disclosure: *Kế toán trưởng/Chief Accountant*

13/ Các chức vụ hiện đang nắm giữ tại tổ chức khác/*Positions in other companies: Thành viên Ban kiểm soát – Công ty CP Bất động sản Xavinco/Member of the Supervisory Board – Xavinco Real Estate Joint Stock Company*

14/ Số CP nắm giữ: .....chiếm .....% vốn điều lệ, trong đó/*Number of owning shares ..... , accounting for ....% of charter capital, of which:*

+ Đại diện (tên tổ chức là Nhà nước/cổ đông chiến lược/tổ chức khác) sở hữu/*Owning on behalf of (the State/strategic investor/other organisation):*

+ Cá nhân sở hữu/*Owning by Individual: 1.000 cổ phiếu XPH*

15/ Các cam kết nắm giữ (nếu có)/*Other owning commitments (if any):*

16/ Danh sách người có liên quan của người khai\* /*List of affiliated persons of declarant:*

\* Người có liên quan theo quy định tại khoản 46 Điều 4 Luật Chứng khoán ngày 26 tháng 11 năm 2019.

Affiliated persons are stipulated in Article 4, clause 46 of the Law on Securities dated 26<sup>th</sup> Nov 2019.

17/ Lợi ích liên quan đối với công ty đại chúng, quỹ đại chúng (nếu có)/*Related interest with public company, public fund (if any): Không/None.*

18/ Quyền lợi mâu thuẫn với công ty đại chúng, quỹ đại chúng (nếu có)/ *Interest in conflict with public company, public fund (if any): Không/None.*

Tôi cam đoan những lời khai trên đây là đúng sự thật, nếu sai tôi xin hoàn toàn chịu trách nhiệm trước pháp luật/*I hereby certify that the information provided in this cv is true and correct and I will bear the full responsibility to the law.*

**NGƯỜI KHAI /  
DECLARANT**

*(Ký, ghi rõ họ tên)  
(Signature, full name)*



**Nguyễn Thị Hồng Thúy**