

CÔNG TY CỔ PHẦN
XÀ PHÒNG HÀ NỘI
HANOI SOAP
JOINT STOCK COMPANY

Số/No.: 135/TB-XPHN

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 17 tháng 6 năm 2026
Hanoi, day 17 month 6 year 2026

THÔNG BÁO THAY ĐỔI NHÂN SỰ CHANGE IN PERSONNEL

Kính gửi/To: - Ủy ban Chứng khoán Nhà nước/*The State Securities Commission*;
- Sở Giao dịch Chứng khoán Hà Nội/*Hanoi Stock Exchange*.

Căn cứ theo Quyết định số 02/2026/QĐ-HĐQT ngày 16/6/2026 và Quyết định số 03/2026/QĐ-HĐQT ngày 16/6/2026 của Hội đồng quản trị, chúng tôi trân trọng thông báo việc thay đổi nhân sự của Công ty Cổ phần Xà phòng Hà Nội như sau:

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:

Trường hợp bổ nhiệm/In case of appointment

- Bà/Ms.: Nguyễn Thị Hồng Thúy
- Chức vụ trước khi bổ nhiệm/*Former position in the organization*: Phó Trưởng phòng kế toán/*Deputy Head of Finance and Accounting Department*.
- Chức vụ được bổ nhiệm/*Newly appointed position*: Kế toán trưởng/*Chief Accountant*.

- Thời hạn bổ nhiệm/*Term*: 5 năm/5 years.
- Ngày bắt đầu có hiệu lực/*Effective date*: 16/6/2026.

Trường hợp miễn nhiệm/In case of dismissal

- Ông/Mr.: Lê Mạnh Cường.
- Chức vụ trước khi miễn nhiệm/*Former position in the organization*: Người phụ trách kế toán/*Person in charge of accounting*.

- Không còn đảm nhận chức vụ/*Dismissed/Resigned position*: organization: Người phụ trách kế toán/*Person in charge of accounting*.

- Chức vụ còn nắm giữ: Phó trưởng phòng Kế hoạch Vật tư/Sau khi miễn nhiệm, Ông Lê Mạnh Cường không còn là người nội bộ của công ty/*Current position: Deputy Head of Planning and Materials Department/After the dismissal/resignation, Mr. Lê Mạnh Cường is no longer an internal person of the company*.



- Lý do miễn nhiệm (nếu có)/*Reason (if any)*: Thay đổi nhân sự theo nhu cầu tổ chức của Công ty/*Personnel change according to the Company's organizational requirements*.

- Ngày bắt đầu có hiệu lực/*Effective date*: 16/6/2026.

Thông tin này đã được công bố trên trang thông tin điện tử của Công ty vào ngày 17/6/2026 tại đường dẫn: <https://haso.vn/>./*This information was published on the company's website on 17/6/2026, as in the link https://haso.vn.*

Tài liệu đính kèm Attached documents:

- Quyết định thay đổi nhân sự/*Decision on personnel change*;
- Bản cung cấp thông tin người nội bộ (Phụ lục III)/*Curriculum Vitae (Appendix III)*;
- Danh sách NNB và NCLQ cập nhật/*Updated list of insiders and related persons*.

ĐẠI DIỆN TỔ CHỨC
ORGANIZATION REPRESENTATIVE
NGƯỜI ĐẠI DIỆN THEO PHÁP LUẬT
LEGAL REPRESENTATIVE
TỔNG GIÁM ĐỐC/GENERAL DIRECTOR



Lê Việt Phương



No.: 02/2026/QĐ - HĐQT

Hanoi, June 16th, 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 17th, 2020;
Pursuant to the Law on Accounting No. 88/2015/QH13 dated November 20th,
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 15th, 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 16th,
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 17th, 2020;

Pursuant to the Law on Accounting No. 88/2015/QH13 dated November 20th, 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 15th, 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 16th, 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

**Phụ lục III
Appendix III**

**BẢN CUNG CẤP THÔNG TIN
CURRICULUM 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
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*Hà Nội, ngày 16 tháng 6 năm 2026
Hanoi, day 16 month 6 year 2026.*

BẢN CUNG CẤP THÔNG TIN/ CURRICULUM 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 26th 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

LIST OF INSIDERS AND THEIR RELATED PERSONS (INDIVIDUALS AND ORGANIZATIONS)

Stock Code: XPH

Company Name: Hanoi Soap Joint Stock Company

Record Date: June 16, 2026

No.	Stock Code	Full Name	Position in the Company (if any)	Relationship with the Insider	Type of Identification Document (ID Card, Citizen ID Card, Passport, Business Registration Certificate)	Identification Document No.	Date of Issue	Date of Appointment as Insider / Date of Becoming a Related Person	Remarks
1	2	3	4	5	6	7	8	9	10
1	XPH	Nguyen Xuan Bac	Chairman of the Board of Directors		ID	024072002533	25/04/2021	01/6/2023	
1.1	XPH	Nguyen Thi Minh		Spouse	ID	024175000735	14/4/2021		
1.2	XPH	Nguyen Xuan Khanh		Son	ID	024206001568	23/4/2021		
1.3	XPH	Nguyen Khanh Linh		Daughter	ID	024312005809			
1.4	XPH	Nguyen Xuan Tao		Father	ID	040030000183	25/4/2021		
1.5	XPH	Nguyen Thi Doan		Mother					deceased
1.6	XPH	Nguyen Xuan Hung		Brother	Passport No.	2054112	18/4/2019		
1.7	XPH	Nguyen Thi Minh Phuong		Sister	ID	040161019951	26/3/2022		
2	XPH	Do Huy Lap	Member of the Board of Directors		ID	001078044287		15/6/2018	
2.1	XPH	Nguyen Trung Thanh		Spouse	ID	015179000717			
2.2	XPH	Do Huy Anh		Son	ID	001208057540			
2.3	XPH	Do Bao Ngan		Daughter					minor
2.4	XPH	Do Huy Nam		Father	ID	001052008319			
2.5	XPH	Nguyen Thi Hoa		Mother	ID	001154011060			

No.	Stock Code	Full Name	Position in the Company (if any)	Relationship with the Insider	Type of Identification Document (ID Card, Citizen ID Card, Passport, Business Registration Certificate)	Identification Document No.	Date of Issue	Date of Appointment as Insider / Date of Becoming a Related Person	Remarks
1	2	3	4	5	6	7	8	9	10
2.6	XPB	Do Thi Hue		Sister	ID	001176033558			
2.7	XPB	Do Thi Hanh		Sister	ID	001180035192			
2.8	XPB	Do Thi Hoan		Sister	ID	001186000051			
3	XPB	Le Viet Phuong	Member of the Board of Directors, General Director		ID	001082001433		06/02/2022	
3.1	XPB	Than Thi Kieu My		Spouse	ID	001182001112			
3.2	XPB	Le Phuong Han		Daughter	ID	001308020200			
3.3	XPB	Le Tran Lam Phu		Son					minor
3.4	XPB	Le Tran Anh		Son					minor
3.5	XPB	Le Tran Cam		Father	ID	027052000033			
3.6	XPB	Nguyen Thi Dung		Mother	ID	027154000149			
3.7	XPB	Le Khanh Duy		Brother	ID	001087000347			
4	XPB	Nghiem Minh Long	Member of the Board of Directors		ID	001076060004	07/10/2021	23/4/2025	Appointment Date 23/4/2025
4.1	XPB	Pham Thi Mai Hien		Spouse	ID	034178014727	07/10/2021		
4.2	XPB	Nghiem Quang Minh		Son	ID	001203008339			
4.3	XPB	Nghiem Quang Huy		Son	ID	001207049227			

11/02/2025

No.	Stock Code	Full Name	Position in the Company (if any)	Relationship with the Insider	Type of Identification Document (ID Card, Citizen ID Card, Passport, Business Registration Certificate)	Identification Document No.	Date of Issue	Date of Appointment as Insider / Date of Becoming a Related Person	Remarks
1	2	3	4	5	6	7	8	9	10
4.4	XPH	Nghiem Quang Vinh		Father		038051000286			
4.5	XPH	Trinh Thi Mo		Mother		038151002009			
4.6	XPH	Nghiem Thi Anh Thu		Sister	ID	001184003134	13/8/2024		
5	XPH	Doan Thi Thanh Huong	Non-executive Head of the Supervisory Board		ID	033177002324		23/4/2025	Appointment Date 23/4/2025
5.1	XPH	Nguyen Xuan Manh		Spouse					deceased
5.2	XPH	Nguyen Huong Giang		Daughter	ID	001306007962			
5.3	XPH	Nguyen Phuong Anh		Daughter	ID	001308049251			
5.4	XPH	Doan Ngoc Hien		Father	ID	033045000546			
5.5	XPH	Nguyen Thi Tam		Mother	ID	033146000024			
5.6	XPH	Doan Ngoc Thao		Brother	ID	033070000002			
5.7	XPH	Doan Thi Thanh Ha		Sister	ID	033173003403			
6	XPH	Duong Huy Manh	Member of the Supervisory Board		ID	025070011296		30/6/2022	
6.1	XPH	Ha Thi Thanh Huyen		Spouse	ID	025173000204			
6.2	XPH	Duong Huy Long		Son	ID	001200013633			
6.3	XPH	Duong Huy Minh		Son	ID	001204019456			

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1	2	3	4	5	6	7	8	9	10
6.4	XPH	Duong Huy Duc		Father	ID	025028000013			
6.5	XPH	Pham Thi Kinh		Mother	ID	0251136000024			
7	XPH	Dang Ha Thu	Member of the Supervisory Board		ID	001175010827	22/11/2021	23/4/2025	Appointment Date 23/4/2025
7.1	XPH	Dang Van Xuan		Father					deceased
7.2	XPH	Nguyen Thi Hao		Mother	ID	0041500000023	25/4/2021		
7.3	XPH	Dang Viet Vinh		Brother	ID	001077018440	25/4/2021		
7.4	XPH	Do Hoang Long		Spouse					deceased
7.5	XPH	Do Tien Dat		Son	ID	001095032334	18/12/2021		
7.6	XPH	Nguyen Huong Ly		Daughter-in-law	ID	001199104087	17/7/2024		
8	XPH	Nguyen Thi Hong Thuy	Chief Accountant		ID	001177024207	27/04/2021	16/06/2026	Appointment Date 16/6/2026
8.1	XPH	Nguyen Van Duc		Spouse	ID	001076027344	27/04/2021		
8.2	XPH	Nguyen Duc Anh		Son	ID	001206002461	18/11/2021		
8.3	XPH	Nguyen Thanh Van		Daughter	ID	001310006846	22/07/2024		
8.4	XPH	Nguyen Van Lien		Father	ID	001053003413	10/05/2021		
8.5	XPH	Pham Thi Phu		Mother	ID	001155005622	10/05/2021		
8.6	XPH	Nguyen Thi Hong Thu		Sister	ID	001179018226	24/07/2021		

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No.	Stock Code	Full Name	Position in the Company (if any)	Relationship with the Insider	Type of Identification Document (ID Card, Citizen ID Card, Passport, Business Registration Certificate)	Identification Document No.	Date of Issue	Date of Appointment as Insider / Date of Becoming a Related Person	Remarks
1	2	3	4	5	6	7	8	9	10
8.7	XPH	Nguyen Thi Phuong Thanh		Sister	ID	001183025836	06/08/2023		
9	XPH	Nguyen Lan Phuong	Person in Charge of Corporate Governance and Company Secretary		ID	001180027861	24/08/2022	06/04/2024	
9.1	XPH	Do Hong Khue		Daughter					Not provided
9.2	XPH	Do Linh Dan		Daughter					minor
9.3	XPH	Nguyen Van Le		Father	ID	001051001978			
9.4	XPH	Pham Thi Hoa Binh		Mother	ID	001155002448			
9.5	XPH	Nguyen Phuong Lan		Sister	ID	001190026160			
10	XPH	Da Nang Rubber Joint Stock Company		Mr. Nguyen Xuan Bac – Chairman of the Board of Directors	ERC	0400101531	31/12/2005		
11	XPH	Xavinco Land Joint Stock Company		Mr. Le Viet Phuong – Member of the Board of Directors	ERC	0104644263	11/05/2010		

PREPARED BY


Nguyễn Lan Phương

LEGAL REPRESENTATIVE OF THE ORGANIZATION
GENERAL DIRECTOR




Lê Việt Phương