

# HANOI SYNTHETIC PAINT JOINT STOCK COMPANY

*Hanoi, April 16, 2026*

## EXTRAORDINARY INFORMATION DISCLOSURE

**To: HANOI STOCK EXCHANGE (HNX)**

**1. Name of Organization: HANOI SYNTHETIC PAINT JOINT STOCK COMPANY**

- **Stock Code:** HSP
- **Address:** Van Village, Thanh Liet Ward, Hanoi City
- **Telephone:** 0246883182
- **Website:** [www.Sondaibang.com.vn](http://www.Sondaibang.com.vn)

**2. Content of Information Disclosure:**

Appointment General Director, Vice director, Chief Accountant, Secretary, Person in charge of company administration term 2026-2031

**3. This information was published on the Company's website on April 16, 2026.**

We hereby certify that the information disclosed above is true and correct and we are fully responsible before the law for the content of the disclosed information.



# HASYNPAINTCO

## DECISION OF THE BOARD OF DIRECTORS HANOI SYNTHETIC PAINT JOINT STOCK COMPANY (Re: Appointment of General Director)

### THE BOARD OF DIRECTORS HANOI SYNTHETIC PAINT JOINT STOCK COMPANY

- Pursuant to the Charter of Hanoi Synthetic Paint Joint Stock Company approved at the Annual General Meeting of Shareholders 2026 on April 16, 2026.
- Pursuant to the Resolution of the Annual General Meeting of Shareholders 2026 dated April 16, 2026.
- Pursuant to Minutes No: /2026/HĐQT-STH of the Board of Directors dated April 16, 2026.
- Pursuant to operational requirements.

### DECIDES

**Article I:** To approve the appointment Mr. Nguyen Ngoc Anh  
To the position of: **General Director**  
Term of office: 2026–2031

**Article II:** Member of the Board of Director, the Board of general Director, The Heads of the Personnel Organization Department, Administration Department, Finance and Accounting Department, relevant units, and individuals are responsible for implementing this Decision.

*Effective from: April 16, 2026*

ON BEHALF OF THE BOARD OF DIRECTORS



Nguyen Thien Ai

#### Recipients:

- As mentioned in Article II;
- Relevant units;
- Archived.

# HASYNPAINTCO

## DECISION OF THE BOARD OF DIRECTORS HANOI SYNTHETIC PAINT JOINT STOCK COMPANY (Re: Appointment of Secretary, person in charge of company administration)

### THE BOARD OF DIRECTORS HANOI SYNTHETIC PAINT JOINT STOCK COMPANY

- Pursuant to the Charter of Hanoi Synthetic Paint Joint Stock Company approved at the Annual General Meeting of Shareholders 2026 on April 16, 2026.
- Pursuant to the Resolution of the Annual General Meeting of Shareholders 2026 dated April 16, 2026.
- Pursuant to Minutes No: /2026/HĐQT-STH of the Board of Directors dated April 16, 2026.
- Pursuant to operational requirements.

### DECIDES

**Article I:** To approve the appointment Mr. Nguyen Ngoc Anh  
To the position of: Secretary, person in charge of company administration  
Term of office: 2026–2031

**Article II:** Member of the Board of Director, the Board of general Director, The Heads of the Personnel Organization Department, Administration Department, Finance and Accounting Department, relevant units, and individuals are responsible for implementing this Decision.

*Effective from: April 16, 2026*

ON BEHALF OF THE BOARD OF DIRECTORS

Chairman  
  
Nguyễn Thiên Ai

#### Recipients:

- As mentioned in Article II;
- Relevant units;
- Archived.



# HASYNPAINTCO

## DECISION OF THE BOARD OF DIRECTORS HANOI SYNTHETIC PAINT JOINT STOCK COMPANY (Re: Appointment of Deputy General Director)

### THE BOARD OF DIRECTORS HANOI SYNTHETIC PAINT JOINT STOCK COMPANY

- Pursuant to the Charter of Hanoi Synthetic Paint Joint Stock Company approved at the Annual General Meeting of Shareholders 2026 on April 16, 2026.
- Pursuant to the Resolution of the Annual General Meeting of Shareholders 2026 dated April 16, 2026.
- Pursuant to Minutes No: /2026/HĐQT-STH of the Board of Directors dated April 16, 2026.
- Pursuant to operational requirements.

### DECIDES

**Article I:** To approve the appointment Mr. Nguyen Manh Duc  
To the position of: **Deputy General Director**  
Term of office: 2026–2031

**Article II:** Member of the Board of Director, the Board of general Director, The Heads of the Personnel Organization Department, Administration Department, Finance and Accounting Department, relevant units, and individuals are responsible for implementing this Decision.

*Effective from: April 16, 2026*

ON BEHALF OF THE BOARD OF DIRECTORS

**Chairman**  
  
**Nguyen Thien Ai**

**Recipients:**

- As mentioned in Article II;
- Relevant units;
- Archived.

# HASYNPAINTCO

## DECISION OF THE BOARD OF DIRECTORS HANOI SYNTHETIC PAINT JOINT STOCK COMPANY (Re: Appointment of Chief Accountant)

### THE BOARD OF DIRECTORS HANOI SYNTHETIC PAINT JOINT STOCK COMPANY

- Pursuant to the Charter of Hanoi Synthetic Paint Joint Stock Company approved at the Annual General Meeting of Shareholders 2026 on April 16, 2026.
- Pursuant to the Resolution of the Annual General Meeting of Shareholders 2026 dated April 16, 2026.
- Pursuant to Minutes No: /2026/HĐQT-STH of the Board of Directors dated April 16, 2026.
- Pursuant to operational requirements.

### DECIDES

**Article I:** To approve the appointment Ms. **Pham Thu Ha**  
To the position of: **Chief Accountant of the Company**  
Term of office: 2026–2031

**Article II:** Member of the Board of Director, the Board of general Director, The Heads of the Personnel Organization Department, Administration Department, Finance and Accounting Department, relevant units, and individuals are responsible for implementing this Decision.

*Effective from: April 16, 2026*

ON BEHALF OF THE BOARD OF DIRECTORS

**Chairman**  
  
**Nguyen Thien Ai**

**Recipients:**

- As mentioned in Article II;
- Relevant units;
- Archived.