

**Phụ lục I**  
**Appendix I**  
**THÔNG BÁO THAY ĐỔI NHÂN SỰ**  
**CHANGE IN PERSONNEL**

*(Ban hành kèm theo Quyết định số 21/QĐ-SGDVN ngày 21/12/2021 của Tổng Giám đốc Sở Giao dịch Chứng khoán Việt Nam về Quy chế Công bố thông tin tại Sở Giao dịch Chứng khoán Việt Nam)*  
*(Issued with the Decision No. 21/QĐ-SGDVN on 21/12/2021 of the CEO of Vietnam Exchange on the Information Disclosure Regulation of Vietnam Exchange)*

**CÔNG TY CỔ PHẦN XÂY  
DỰNG SỐ 3 HẢI PHÒNG**  
**Hai Phong Construction Joint  
Stock Corporation No.3**

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

Số/No: 05/2026/TB-HC3

*Hải Phòng, ngày 10 tháng 07 năm 2026*  
*Hai Phong, 10 July 2026*

**THÔNG BÁO THAY ĐỔI NHÂN SỰ**  
**CHANGE IN PERSONNEL**

*(Mẫu dùng cho các trường hợp bổ nhiệm và/hoặc miễn nhiệm/từ nhiệm)*  
*Applied to cases of appointment and/or dismissal/resignation)*

**Kính gửi: Sở Giao dịch Chứng khoán Việt Nam/ Sở Giao dịch Chứng khoán Hà Nội**  
**To: Vietnam Exchange/ Hanoi Stock Exchange**

Căn cứ Quyết định của Hội đồng quản trị số 09/2026/QĐ-HĐQT, số 10/2026/QĐ-HĐQT, số 11/2026/QĐ-HĐQT và số 12/2026/QĐ-HĐQT ký ngày 10/07/2026 của Công ty Cổ phần xây dựng số 3 Hải Phòng, chúng tôi trân trọng thông báo việc thay đổi nhân sự của Công ty Cổ phần xây dựng số 3 Hải Phòng như sau:

*Based on BOD's Decision No.09/2026/QĐ-HĐQT, Decision No.10/2026/QĐ-HĐQT, Decision No.11/2026/QĐ-HĐQT and Decision No.12/2026/QĐ-HĐQT dated 10/07/2026 of Hai Phong Construction Joint Stock Corporation No.3, we would like to announce the change in personnel of Hai Phong Construction Joint Stock Corporation No.3 as follows:*

**Trường hợp bổ nhiệm/In case of appointment (\*):**

**1. Ông (bà)/Mr./Ms.: Mr. Phạm Đức Duy**

- Chức vụ trước khi bổ nhiệm/Former position in the organization: Phó Chủ tịch Hội đồng quản trị/Vice Chairman of the Board of Directors

- Chức vụ được bổ nhiệm/Newly appointed position: Chủ tịch Hội đồng quản trị và là Người đại diện theo pháp luật/Chairman of the Board of Directors and Legal Representative

- Thời hạn bổ nhiệm/Term:

+ Chủ tịch HĐQT/ BOD Chairman: đến hết nhiệm kỳ HĐQT 2023-2028/ Until the end of the 2023–2028 Board of Directors' term

- Ngày bắt đầu có hiệu lực/Effective date: 10/07/2026 /10 July 2026

+ Người đại diện theo pháp luật/Legal Representative: Trong thời gian đương nhiệm chức vụ Chủ tịch HĐQT hoặc đến thời điểm HĐQT có quyết định khác theo quy định của pháp luật và Điều lệ Công ty/For the duration of his term of office as the BOD's Chairman or until otherwise resolved by the Board of Directors in accordance with applicable laws and the Company's Charter.

- Ngày bắt đầu có hiệu lực/*Effective date*: Kể từ ngày Công ty hoàn tất thủ tục thay đổi Người đại diện theo pháp luật theo quy định của pháp luật/*From the date the Company completes the registration of the change of its Legal Representative in accordance with applicable laws.*

## **2. Ông (bà)/Mr./Ms.: Mrs. Nguyễn Thị Thuý**

- Chức vụ trước khi bổ nhiệm/*Former position in the organization*: Thành viên Hội đồng quản trị/*Member of the Board of Directors*

- Chức vụ được bổ nhiệm/*Newly appointed position*: Phó Chủ tịch Hội đồng quản trị/*Vice Chairman of the Board of Directors*

- Thời hạn bổ nhiệm/*Term*: đến hết nhiệm kỳ HĐQT 2023-2028/*Until the end of the 2023–2028 Board of Directors' term*

- Ngày bắt đầu có hiệu lực/*Effective date*: 10/07/2026 /10 July 2026

### **Trường hợp miễn nhiệm/từ nhiệm/*In case of dismissal/resignation*:**

#### **1. Ông (bà)/Mr./Ms.: Mr. Phạm Kỳ Hưng**

- Không còn đảm nhận chức vụ/*Dismissed/Resigned position*: Chủ tịch Hội đồng quản trị và Người đại diện theo pháp luật/*Chairman of the Board of Directors and Legal Representative*

- Lý do miễn nhiệm (nếu có)/*Reason (if any)*: Để tạo cơ hội cho đội ngũ lãnh đạo trẻ có năng lực và tiềm năng được tiếp quản trọng trách quản lý, điều hành Công ty, bảo đảm tính kế thừa và phát triển bền vững/*In order to create opportunities for a younger generation of capable and promising leaders to assume the responsibilities of managing and operating the Company.*

- Ngày bắt đầu có hiệu lực/*Effective date*

+ Chủ tịch Hội đồng quản trị /*Chairman of the Board of Directors*: 10/07/2026 /10 July 2026

+ Người đại diện theo pháp luật/*Legal Representative*: Kể từ ngày Công ty hoàn tất thủ tục thay đổi Người đại diện theo pháp luật theo quy định của pháp luật/*From the date the Company completes the registration of the change of its Legal Representative in accordance with applicable laws.*

#### **2. Ông (bà)/Mr./Ms.: Mr. Phạm Đức Duy**

- Không còn đảm nhận chức vụ/*Dismissed/Resigned position*: Phó Chủ tịch Hội đồng quản trị/*Vice Chairman of the Board of Directors*

- Lý do miễn nhiệm (nếu có)/*Reason (if any)*: Bổ nhiệm Chủ tịch HĐQT/*Appointment as Chairman of the Board of Directors*

- Ngày bắt đầu có hiệu lực/*Effective date*: 10/07/2026 /10 July 2026

Thông tin về trường hợp miễn nhiệm ông Phạm Kỳ Hưng, ông Phạm Đức Duy, trường hợp bổ nhiệm ông Phạm Đức Duy và bà Nguyễn Thị Thuý đã được công bố trên trang thông tin điện tử của công ty vào ngày 10/07/2026 tại đường dẫn <https://haco3.com.vn/p18-cong-bo-thong-tin.html>/ *Information regarding the dismissal of Mr. Phạm Kỳ Hưng, Mr. Phạm Đức Duy, regarding the appointment of Mr. Phạm Đức Duy and Mrs. Nguyễn Thị Thuý was published on the company's website on 10/07/2026, as in the link <https://haco3.com.vn/p18-cong-bo-thong-tin.html>*

#### **Tài liệu đính kèm/*Attached documents*:**

- Quyết định số/*Decision No.*09/2026/QĐ-HĐQT
- Quyết định số/*Decision No.*10/2026/QĐ-HĐQT
- Quyết định số/*Decision No.*11/2026/QĐ-HĐQT
- Quyết định số/*Decision No.*12/2026/QĐ-HĐQT
- Bản cung cấp thông tin người nội bộ

*Cirriculum vitae of the insider*

**Đại diện tổ chức**  
**Organization representative**  
Chủ tịch Hội đồng quản trị/*Chairman*  
(Signature)



**CHỦ TỊCH HĐQT**  
**Phạm Đức Duy**

No: 09/2026/QĐ-HĐQT

Hai Phong, July 10, 2026

## DECISION

*Re: Dismissal from positions of Chairman and Vice Chairman of the Board of Directors of Hai Phong Construction Joint Stock Corporation No.3*

### BOARD OF DIRECTORS OF HAI PHONG CONSTRUCTION JOINT STOCK CORPORATION NO. 3

- Pursuant to the Law on Enterprises No.59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of Organization and Operation of the Hai Phong Construction Joint Stock Corporation No.3;
- Pursuant to the BOD's Minutes of Meeting No. 06/2026/BB-HĐQT dated 09 July 2026;
- Pursuant to the Resolution No.05/2026/NQ-HĐQT dated July 10, 2026 of the Board of Directors.

### HEREBY DECIDES

**Article 1.** The Board of Directors of Hai Phong Construction Joint Stock Corporation No.3 hereby resolves to dismiss:

1. Mr. Pham Ky Hung from the position of Chairman of the Board of Directors of Hai Phong Construction Joint Stock Corporation No.3 for the 2023–2028 term.
2. Mr. Pham Duc Duy from the position of Vice Chairman of the Board of Directors of Hai Phong Construction Joint Stock Corporation No.3 for the 2023–2028 term.

**Article 2.** The dismissal shall take effect from 10 July 2026.

**Article 3.** This Decision takes effect from the date of signing. The Board of Directors, the Board of Supervisors, the Board of Management, all relevant departments of the Company, Mr. Pham Ky Hung and Mr. Pham Duc Duy shall be responsible for implementing this Decision.

ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN



**Recipients:**

- As stated in Article 3
- State Securities Commission
- Hanoi Stock Exchange
- BOD Archive

Pham Duc Duy

No: 10/2026/QĐ-HĐQT

Hai Phong, July 10, 2026

## DECISION

*Re: Appointment of the Chairman of the Board of Directors  
of Hai Phong Construction Joint Stock Corporation No.3*

### BOARD OF DIRECTORS OF HAI PHONG CONSTRUCTION JOINT STOCK CORPORATION NO. 3

- Pursuant to the Law on Enterprises No.59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of Organization and Operation of the Hai Phong Construction Joint Stock Corporation No.3;
- Pursuant to the BOD's Minutes of Meeting No. 06/2026/BB-HĐQT dated 09 July 2026;
- Pursuant to the Resolution No.05/2026/NQ-HĐQT dated 10 July 2026 of the Board of Directors.

### HEREBY DECIDES

**Article 1.** The Board of Directors of Hai Phong Construction Joint Stock Corporation No.3 hereby appoints Mr. Pham Duc Duy as a Chairman of the Board of Directors of Hai Phong Construction Joint Stock Corporation No.3 for the 2023–2028 term, effective from 10 July 2026.

**Article 2.** Mr. Pham Duc Duy shall exercise the rights and perform the duties and obligations in accordance with the Company's Charter and applicable laws.

**Article 3.** This Decision takes effect from the date of signing. The Board of Directors, the Board of Supervisors, the Board of Management, all relevant departments of the Company and Mr. Pham Duc Duy shall be responsible for implementing this Decision.

ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN



Pham Duc Duy

**Recipients:**

- As stated in Article 3
- State Securities Commission
- Hanoi Stock Exchange
- BOD Archive

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No: 11/2026/QĐ-HĐQT

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Hai Phong, July 10, 2026

## DECISION

*Re: Appointment of the Vice Chairman of the Board of Directors  
of Hai Phong Construction Joint Stock Corporation No.3*

### BOARD OF DIRECTORS OF HAI PHONG CONSTRUCTION JOINT STOCK CORPORATION NO. 3

- Pursuant to the Law on Enterprises No.59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of Organization and Operation of the Hai Phong Construction Joint Stock Corporation No.3;
- Pursuant to the BOD's Minutes of Meeting No.06/2026/BB-HĐQT dated 09 July 2026;
- Pursuant to the Resolution No.05/2026/NQ-HĐQT dated 10 July 2026 of the Board of Directors.

### HEREBY DECIDES

**Article 1.** The Board of Directors of Hai Phong Construction Joint Stock Corporation No.3 hereby appoints Ms.Nguyen Thi Thuy, currently a member of the Board of Directors, as a Vice Chairman of the Board of Directors of Hai Phong Construction Joint Stock Corporation No.3 for the 2023–2028 term, effective from 10 July 2026.

**Article 2.** Ms.Nguyen Thi Thuy shall exercise the rights and perform the duties and obligations in accordance with the Company's Charter and applicable laws.

**Article 3.** This Decision takes effect from the date of signing. The Board of Directors, the Board of Supervisors, the Board of Management, all relevant departments of the Company and Ms.Nguyen Thi Thuy shall be responsible for implementing this Decision.

ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN

**Recipients:**

- As stated in Article 3
- State Securities Commission
- Hanoi Stock Exchange
- BOD Archive



Pham Duc Duy

No: 12/2026/QĐ-HĐQT

Hai Phong, July 10, 2026

## DECISION

*Re: Change of the Legal Representative of  
Hai Phong Construction Joint Stock Corporation No.3*

### BOARD OF DIRECTORS OF HAI PHONG CONSTRUCTION JOINT STOCK CORPORATION NO. 3

- Pursuant to the Law on Enterprises No.59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of Organization and Operation of the Hai Phong Construction Joint Stock Corporation No.3;
- Pursuant to the BOD's Minutes of Meeting No.06/2026/BB-HĐQT dated 09 July 2026;
- Pursuant to the Resolution No.06/2026/NQ-HĐQT dated 10 July 2026 of the Board of Directors.

### HEREBY DECIDES

**Article 1.** The Board of Directors of Hai Phong Construction Joint Stock Corporation No.3 hereby resolves to approve the change of the Legal Representative of Hai Phong Construction Joint Stock Corporation No.3 as follows:

#### 1. Company's Legal Representative before change:

Full name: PHAM KY HUNG

Date of birth: [REDACTED]

Gender: Male

Nationality: Vietnam

ID card No.: [REDACTED]

Date of issue: [REDACTED]

Position: Chairman of the Board of Directors (*dismissed effective from 10 July 2026*)

Address: [REDACTED]  
City, Vietnam.

#### 2. Company's Legal Representative after change:

Full name: PHAM DUC DUY

Date of birth: [REDACTED]

Gender: Male

Nationality: Vietnam

ID card No.: [REDACTED]

Date of issue: [REDACTED]

Position: Chairman of the Board of Directors (*elected effective from 10 July 2026*)

Address: [REDACTED]  
City, Vietnam.

The change of the Legal Representative shall not affect or amend the contents of the Company's Charter. The new Legal Representative shall have full authority and shall perform all rights and obligations in accordance with the applicable laws and the Company's Charter.

**Article 2.** Effective Date of the Change: The change shall take effect from the date on which the Company completes the registration procedures for the change to its enterprise registration details in accordance with applicable laws.

**Article 3.** This Decision takes effect from the date of signing. The Board of Directors, the Board of Supervisors, the Board of Management, all relevant departments of the Company, Mr. Pham Ky Hung and Mr. Pham Duc Duy shall be responsible for implementing this Decision.

ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN

**Recipients:**

- As stated in Article 3
- State Securities Commission
- Hanoi Stock Exchange
- BOD Archive



Pham Duc Duy