Người ký: PHẠM TRẦN QUỐC VIỆT
Thời gian ký: 05.11.2026 22:48:58 +07:00

VIETNAM ELECTRICITY
POWER ENGINEERING CONSULTING JOINT STOCK COMPANY 3

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 4774/TVĐ3-TKCT

Ho Chi Minh City, November 05, 2026

CHANGE IN PERSONNEL

To: - State Securities Commission of Vietnam;
- Hanoi Stock Exchange.

Pursuant to Resolution No. 200/NQ-ĐHĐCĐ-TVĐ3 dated November 05, 2026 of the General Meeting of Shareholders of Power Engineering Consulting Joint Stock Company 3;

Pursuant to Resolution No. 195/NQ-HĐQT-TVĐ3 dated November 04, 2026 of the Board of Directors of Power Engineering Consulting Joint Stock Company 3.

We hereby respectfully announce the change in personnel of Power Engineering Consulting Joint Stock Company 3 as follows:

In case of Dismissal:

1. Mr. Nguyen Nhu Hoang Tuan

- Position no longer held: Member of the Board of Directors
- Effective date: November 05, 2026.

2. Mr. Lac Thai Phuoc

- Position no longer held: Member of the Board of Directors
- Effective date: November 05, 2026.

In case of Election, Appointment:

1. Mr. Nguyen Cong Thang

- Position elected by the GMS: Member of the Board of Directors
- Term: 5 years
- Effective date: November 05, 2026
- Current positions: Member of the Board of Directors, General Director

2. Mr. Ngo Kien Cuong

- Former position in the organization: Deputy Director of the Thermal Power & Renewable Energy Center
- Newly appointed position: Deputy General Director
- Term: 05 years
- Effective date: December 01, 2026

This information was published on the Company's website on November 05, 2026, as in the link https://www.pecc3.com.vn/quan-he-co-dong/thong-tin-bat-thuong/

Sincerely./.

Attached documents:
- Resolution No. 200/NQ-ĐHĐCĐ-TVĐ3;
- Resolution No. 195/NQ-HĐQT-TVĐ3;
- List of internal person and their related persons (form 03_CBTT/SGDHN).

Recipients:
- As above;
- BOD, GD (for reporting);
- Archive: Office.

Organization representative
Person authorized to disclose information

M.S.D.N: 0301...102 - C.T.C.P
CÔNG TY CỔ PHẦN TƯ VẤN XÂY DỰNG ĐIỆN 3
THÀNH PHỐ HỒ CHÍ MINH

Phạm Tran Quoc Viet

5102 - C.T.C.P
TY
HẦN
ÂY DỰNG
N 3
HỒ CHÍ MINH

SOCIALIST REPUBLIC OF VIETNAM
.. Independence - Freedom - Happiness

No.: 200 /NQ-ĐHĐCĐ-TVĐ3 *Ho Chi Minh City, November 05, 2026*

RESOLUTION
THE EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS POWER ENGINEERING CONSULTING JOINT STOCK COMPANY 3

- *Pursuant to the Charter of Power Engineering Consulting Joint Stock Company 3, as approved by the General Meeting of Shareholders on September 19, 2007, and as amended for the 14th time on April 23, 2026;*
- *Pursuant to the Minutes of the Extraordinary General Meeting of Shareholders of Power Engineering Consulting Joint Stock Company 3, No.: 199/BB-ĐHĐCĐ-TVĐ3 dated November 05, 2026.*

RESOLVES

Article 1. Approval of the amendments and supplements to the Company's Charter (15th amendment) *(as detailed in the Appendix and the draft Charter attached hereto)*, including:

- Amend point a, clause 4, Article 2 regarding the Company's Legal Representative;
- Amend clause 2, Article 24 regarding the term of the Board of Directors members.

Assign the Legal Representative of the Company to issue the 15th amended Charter of the Company to comply with applicable laws.

Article 2. Approval of the dismissal of Mr. Nguyen Nhu Hoang Tuan from the position of Member of the Board of Directors of Power Engineering Consulting Joint Stock Company 3 for the 2022-2027 term, effective on November 05, 2026.

Article 3. Approval of the dismissal of Mr. Lac Thai Phuoc from the position of Member of the Board of Directors of Power Engineering Consulting Joint Stock Company 3 for the 2022-2027 term, effective on November 05, 2026.

Article 4. Approval of the election of Mr. Nguyen Cong Thang as a Member of the Board of Directors of Power Engineering Consulting Joint Stock Company 3 for the 2026-2031 term.

Article 5. The Extraordinary General Meeting of Shareholders of Power Engineering Consulting Joint Stock Company 3 hereby approves this Resolution comprising 05 Articles and assigns the Board of Directors to organize its implementation.

Appendix attached to the Resolution:

- Appendix. Amendments and supplements to the Company's Charter.

ON BEHALF OF THE GMS
CHAIRMAN

(Signed and sealed)

Tran Quoc Dien

Appendix. Amendments and supplements to the Charter of Power Engineering Consulting Joint Stock Company 3.

Clause	Current Charter (14th Amendment)	Draft Charter, 15th Amendment	Reason/Basis
Article 2. Name, form, headquarters and term of operation of the Company			
4.	Legal representative:		
a.	Legal representative of the Company: - In case the Company has appointed a General Director: The Company has 01 (one) legal representative who is the General Director. - In case the Company has not appointed a General Director but only has a person exercising the rights of the General Director: The Company has 02 (two) legal representatives who are the Chairman of the Board of Directors and the person exercising the rights of the General Director with specific titles according to the provisions of law. In which, the rights and obligations of each legal representative are stipulated as follows: + *Chairman of the Board of Directors*: Exercise the rights and obligations stipulated in Article 26 of this Charter. + *Acting General Director*: Exercise the duties and powers of the General Director and have the rights and obligations of the Legal Representative as stipulated in this Charter and relevant laws, except for the rights and obligations of the Legal Representative exercised by the Chairman of the Board of Directors as stated above.	Legal representative of the Company: - The General Director shall be the legal representative of the Company. The rights and obligations of the legal representative shall be exercised and performed in accordance with applicable laws and this Charter. - In case where the Company has no General Director, or where the General Director is absent from Vietnam for more than 30 days without authorizing another person to exercise the rights and obligations of the Company's legal representative, or dies, is missing, is subject to criminal prosecution, is held in temporary detention, is serving a prison sentence, is subject to an administrative handling measure at a compulsory detoxification establishment or compulsory education establishment, has restricted or lost civil act capacity, has difficulties in cognition or behavior control, or is prohibited by a court from holding certain positions, practicing certain professions or performing certain jobs, the Board of Directors shall decide to appoint the person authorized to act as General Director or the person assigned to perform the duties and responsibilities of the General Director as the Company's legal representative until the position of General Director is duly filled.	The amendment is intended to establish a single legal representative, ensure a transparent and clear allocation of governance authority, and specifically define the authority and responsibilities between the Board of Directors and the Executive Board.

Clause	Current Charter (14th Amendment)	Draft Charter, 15th Amendment	Reason/Basis
Article 24. Composition and term of office of members of the Board of Directors			
2.	In case all members of the Board of Directors end their term at the same time, those members shall continue to be members of the Board of Directors until a new member is elected to replace them and take over the work.	In case all members of the Board of Directors end their term at the same time, those members shall continue to be members of the Board of Directors until a new member is elected to replace them and take over the work. Where any member of the Board of Directors reaches the end of his/her term of office, such member shall continue to serve as a member of the Board of Directors until a new member is elected as his/her replacement and assumes the relevant duties at the next General Meeting of Shareholders.	Members of the BOD may be elected at different times and, therefore, their terms of office may not expire simultaneously. The current Charter does not provide for a transitional mechanism applicable to individual Board members; accordingly, such mechanism should be supplemented to ensure continuity in the operations of the BOD.

POWER ENGINEERING CONSULTING JOINT STOCK COMPANY 3
BOARD OF DIRECTORS

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: 195/NQ-HĐQT-TVĐ3

Ho Chi Minh City, November 04, 2026

RESOLUTION
OF THE BOARD OF DIRECTORS
POWER ENGINEERING CONSULTING JOINT STOCK COMPANY 3

Pursuant to the Minutes of the Extraordinary Meeting of the Board of Directors No. 188/BB-HĐQT-TVĐ3 dated November 04, 2026.

The Board of Directors of Power Engineering Consulting Joint Stock Company 3 hereby resolves as follows:

RESOLUTION

Article 1. Appoint Mr. Ngo Kien Cuong, Deputy Director of the Thermal Power & Renewable Energy Center of Power Engineering Consulting Joint Stock Company 3, as Deputy General Director of Power Engineering Consulting Joint Stock Company 3, effective December 01, 2026, for a term of five (05) years.

- Assign Mr. Tran Quoc Dien, Member of the Board of Directors, to issue the appointment decision mentioned above on behalf of the Board of Directors.

Article 2. This Resolution shall take effect from the date of issuance. Members of the Board of Directors, the Board of Supervisors, the Executive Board, and Heads of relevant units under the Company shall be responsible for implementing this Resolution./.

Recipients:
- As stated in Article 2;
- Archives: Office, BOD.

ON BEHALF OF THE BOARD OF DIRECTORS
MEMBER OF THE BOD

(Signed and sealed)

Tran Quoc Dien