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: 09/2026/CBTT-HC3	*Hải Phòng, ngày 10 tháng 07 năm 2026* *Hai Phong, 10 July 2026*

CÔNG BỐ THÔNG TIN
TRÊN CỔNG THÔNG TIN ĐIỆN TỬ CỦA ỦY BAN CHỨNG KHOÁN NHÀ NƯỚC
VÀ SỞ GIAO DỊCH CHỨNG KHOÁN HÀ NỘI
DISCLOSURE OF INFORMATION
ON THE STATE SECURITIES COMMISSION'S PORTAL
AND HANOI STOCK EXCHANGE'S PORTAL

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

I. Thông tin chung/ *General Information*

Tên Tổ chức phát hành: **Công ty cổ phần xây dựng số 3 Hải Phòng**
Organization name: *Hai Phong Construction Joint Stock Corporation No.3*

Tên giao dịch: Công ty cổ phần xây dựng số 3 Hải Phòng
Trading name: *Hai Phong Construction Joint Stock Corporation No.3*

Mã chứng khoán/ *Stock symbol*: HC3

Trụ sở chính: Tầng 3, tòa nhà Htower II, số 195 Văn Cao, Phường Gia Viên, Thành phố Hải Phòng.
Head office address: 3rd floor, HTower II, 195 Van Cao Street, Gia Viên Ward, Hai Phong City

Người thực hiện công bố thông tin: Bà Vũ Thị Vân Thường - Người được uỷ quyền công bố thông tin
Person in charge of information disclosure: Ms. Vu Thi Van Thuong - Person authorized to disclose information

Điện thoại/ *Telephone*: 0225.3849481 Fax: 0225.3840314

Loại thông tin công bố/ *Type of information disclosure*:

x **24 giờ** ***Within 24 hours***	□ 72 giờ *Within 72 hours*	□
□ Định kỳ *Periodic*	□ Bất thường *Extraordinary*	□ Theo yêu cầu *Upon request*

II. Nội dung thông tin công bố/ *Contents of information disclosure*

Công ty cổ phần xây dựng số 3 Hải Phòng công bố thông tin về các Quyết định của Hội đồng quản trị như sau:

Hai Phong Construction Joint Stock Corporation No.3 hereby discloses information on the Decisions of the Board of Directors as follows:

1. **Miễn nhiệm Chủ tịch, Phó Chủ tịch HĐQT/*Dismissal of Chairman and Vice Chairman***

Quyết định số 09/2026/QĐ-HĐQT ký ngày 10/07/2026 về việc miễn nhiệm chức vụ Chủ tịch HĐQT đối với ông Phạm Kỳ Hưng và miễn nhiệm chức vụ Phó Chủ tịch HĐQT đối với ông Phạm Đức Duy, kể từ ngày 10/07/2026.
Decision No. 09/2026/QĐ-HĐQT, dated 10 July 2026, regarding the dismissal of Mr. Pham Ky Hung from the position of Chairman of the Board of Directors and the dismissal of Mr. Pham Duc Duy from the position of Vice Chairman of the Board of Directors, effective from 10 July 2026.

2. **Bổ nhiệm Chủ tịch HĐQT/*Appointment of Chairman***

Quyết định số 10/2026/QĐ-HĐQT ký ngày 10/07/2026 về việc bổ nhiệm ông Phạm Đức Duy giữ chức vụ Chủ tịch HĐQT Công ty CP Xây dựng số 3 Hải Phòng, kể từ ngày 10/07/2026.
Decision No. 10/2026/QĐ-HĐQT, dated 10 July 2026, regarding the appointment of Mr. Pham Duc Duy as Chairman of the Board of Directors of Hai Phong Construction Joint Stock Corporation No.3, effective from 10 July 2026.

3. **Bổ nhiệm Phó Chủ tịch HĐQT/*Appointment of Vice Chairman***

Quyết định số 11/2026/QĐ-HĐQT ký ngày 10/07/2026 về việc bổ nhiệm bà Nguyễn Thị Thuý giữ chức vụ Phó Chủ tịch HĐQT Công ty CP Xây dựng số 3 Hải Phòng, kể từ ngày 10/07/2026.
Decision No. 11/2026/QĐ-HĐQT, dated 10 July 2026, regarding the appointment of Mrs. Nguyen Thi Thuy as Vice Chairman of the Board of Directors of Hai Phong Construction Joint Stock Corporation No.3, effective from 10 July 2026.

4. **Thay đổi Người đại diện theo pháp luật/ *Change of Legal Representative***

Quyết định số 12/2026/NQ-HĐQT ký ngày 10/07/2026 về việc thay đổi Người đại diện theo pháp luật của Công ty CP Xây dựng số 3 Hải Phòng, theo đó:
Decision No. 12/2026/NQ-HĐQT, dated 10 July 2026, regarding the change of the Legal Representative of Hai Phong Construction Joint Stock Corporation No.3, whereby:

+ Người đại diện theo pháp luật trước khi thay đổi *Legal Representative before the change*	Ông/*Mr.* Phạm Kỳ Hưng
+ Người đại diện theo pháp luật sau khi thay đổi *Legal Representative after the change*	Ông/*Mr.* Phạm Đức Duy

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

III. Thông tin này đã được công bố trên trang thông tin điện tử của Công ty cổ phần xây dựng số 3 Hải Phòng vào ngày 10/07/2026 tại đường dẫn *https://haco3.com.vn/p18-cong-bo-thong-tin.html (Chuyên mục Thông tin cổ đông).*
This Information 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 (Shareholder Information section).

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố.

We hereby certify that the above information is true and correct and we take full responsibility before the law for the disclosed information.

NGƯỜI ỦY QUYỀN CÔNG BỐ THÔNG TIN

PERSON AUTHORIZED TO DISCLOSE INFORMATION

CÔNG TY CỔ PHẦN XÂY DỰNG SỐ 3 HẢI PHÒNG

PHÓ PHÒNG KẾ TOÁN

Vũ Thị Vân Thường

Nơi nhận/ Recipients:
- Như trên/ As above
- HĐQT/BOD
- Ban kiểm soát/BS
- Lưu/ For filing

HAI PHONG CONSTRUCTION JOINT STOCK CORPORATION NO.3

No: 09/2026/QĐ-HĐQT

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

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

M.S.D.N: 0200309423 CTCP
CÔNG TY CỔ PHẦN XÂY DỰNG SỐ 3 HẢI PHÒNG
THÀNH PHỐ HẢI PHÒNG

Pham Duc Duy

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

HAI PHONG CONSTRUCTION JOINT STOCK CORPORATION NO.3

No: 10/2026/QĐ-HĐQT

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

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

M.S.D.N: 0200504... CTCP
CÔNG TY CỔ PHẦN XÂY DỰNG SỐ 3 HẢI PHÒNG
THÀNH PHỐ HẢI PHÒNG

Pham Duc Duy

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

HAI PHONG CONSTRUCTION JOINT STOCK CORPORATION NO.3

No: 11/2026/QĐ-HĐQT

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

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-HDQT 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

M.S.D.N: 0200503... CTCP
CÔNG TY CỔ PHẦN XÂY DỰNG SỐ 3 HẢI PHÒNG
THÀNH PHỐ HẢI PHÒNG

Pham Duc Duy

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

HAI PHONG CONSTRUCTION JOINT STOCK CORPORATION NO.3

No: 12/2026/QĐ-HĐQT

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

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:

   Gender: Male Nationality: Vietnam

   ID card No.: Date of issue:

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

   Address: City, Vietnam.

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

   Full name: PHAM DUC DUY

   Date of birth:

   Gender: Male Nationality: Vietnam

   ID card No.: Date of issue:

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

   Address: 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

M.S.D.N: 0200504238 C.T.C.P
CÔNG TY CỔ PHẦN XÂY DỰNG SỐ 8 HẢI PHÒNG
THÀNH PHỐ HẢI PHÒNG

Pham Duc Duy

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