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 PHONG
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: 03/2026/TB-HC3

Hải Phòng, ngày 16 tháng 04 năm 2026
Hai Phong, 16th April 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 theo Quyết định của Hội đồng quản trị số 04/2026/QĐ-HĐQT ký ngày 15/04/2026 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.04/2026/QĐ-HĐQT dated 15/04/2026 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 (*):

- Ông (bà)/*Mr./Ms.*: Mr. Bùi Ngọc Xuân

- Chức vụ trước khi bổ nhiệm/*Former position in the organization:* Giám đốc Xí nghiệp xây dựng và kinh doanh vật liệu trực thuộc Công ty cổ phần xây dựng số 3 Hải Phòng/ *Director of the Construction and Building Materials Business Enterprise under Hai Phong Construction Joint Stock Company No.3*

- Chức vụ được bổ nhiệm/*Newly appointed position:* Phó Tổng giám đốc Công ty kiêm Giám đốc Xí nghiệp xây dựng và kinh doanh vật liệu trực thuộc Công ty cổ phần xây dựng số 3 Hải Phòng/ *Deputy General Director of the Company, concurrently Director of the Construction and Building Materials Business Enterprise under Hai Phong Construction Joint Stock Company No.3*

- Thời hạn bổ nhiệm/*Term:*

- Ngày bắt đầu có hiệu lực/*Effective date:* 15/04/2026

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

- Ông (bà)/*Mr./Ms.:*

- Không còn đảm nhận chức vụ/*Dismissed/Resigned position:*

- Lý do miễn nhiệm (nếu có)/*Reason (if any):*

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

Thông tin về trường hợp bổ nhiệm ông Bùi Ngọc Xuân đã được công bố trên trang thông tin điện tử của công ty vào ngày 16/04/2026 tại đường dẫn https://haco3.com.vn/p18-cong-bo-thong-tin.html/ *Information regarding the appointment of Mr. Bui Ngoc Xuan was published on the company's website on 16/04/2026, 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.*04*/2026/QĐ-HĐQT

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

CÔNG TY CỔ PHẦN XÂY DỰNG SỐ 3 HẢI PHÒNG
THÀNH PHỐ HẢI PHÒNG

Chủ tịch HĐQT
PHẠM KỲ HƯNG

HAI PHONG CONSTRUCTION JOINT-STOCK CORPORATION NO.3

No: 04/2026/QĐ-HĐQT

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Hai Phong, April 15th, 2026

DECISION

Re: Appointment of Deputy General Director of the Company, concurrently Director of the Construction and Building Materials Business Enterprise under 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 Labor Code No. 45/2019/QH14 dated November 20, 2019;*
- *Pursuant to the Charter of Organization and Operation of the Hai Phong Construction Joint Stock Corporation No.3;*
- *Pursuant to the Resolution No.03/2026/NQ-HDQT dated April 15, 2026 of the Board of Directors regarding appointment of Deputy General Director of the Company, concurrently Director of the Construction and Building Materials Business Enterprise.*

HEREBY DECIDES

Article 1. To appoint Mr.:

- Full name: **BUI NGOC XUAN**
- Profession: Civil Engineer
- Current position: Director of the Construction and Building Materials Trading Enterprise

to the position of Deputy General Director of Hai Phong Construction Joint Stock Corporation No.3, concurrently Director of the Construction and Building Materials Business Enterprise under the Company, effective from April 15, 2026.

Article 2. Mr.Bui Ngoc Xuan shall perform his duties and responsibilities as assigned and shall be accountable to the Board of Directors and the General Director for all his activities in accordance with the laws and the Company's Charter.

Article 3. The salary, allowances, and other benefits of Mr. Bui Ngoc Xuan shall be in accordance with the current regulations of the Company.

Article 4. This Decision shall take effect from the date of signing. The Board of Directors, the Board of Management, the Chief Accountant, the Construction and Building Materials Trading Enterprise, relevant departments and Mr.Bui Ngoc Xuan shall be responsible for the implementation of this Decision in compliance with the laws and the Company's Charter.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

M.S.D.N: 0200589429-C.T.C.P
CÔNG TY CỔ PHẦN XÂY DỰNG SỐ 3 HẢI PHÒNG
THÀNH PHỐ HẢI PHÒNG

Phạm Kỳ Hưng

Recipients:
- As stated in Article 4
- State Securities Commission
- Hanoi Stock Exchange
- BOD Archive

HAI PHONG CONSTRUCTION JOINT-STOCK CORPORATION NO.3

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No: 03/2026/QĐ-HĐQT

Hai Phong, April 15th, 2026

RESOLUTION

Re: Appointment of Deputy General Director of the Company, concurrently Director of the Construction and Building Materials Business Enterprise under 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 Minutes No.04/2026/BB-HDQT dated April 15, 2026 of the Board of Directors.*

HEREBY RESOLVES

Article 1. To appoint Mr. Bui Ngoc Xuan – currently Director of the Construction and Building Materials Business Enterprise - to hold the position of Deputy General Director of Hai Phong Construction Joint Stock Corporation No.3, concurrently Director of the Construction and Building Materials Business Enterprise under the Company, effective from April 15, 2026.

Article 2. This Resolution has been approved and adopted by the Board of Directors. The Board of Directors, the Supervisory Board, the Board of Management, Heads of departments and Mr.Bui Ngoc Xuan shall be responsible for the implementation of this Resolution.

This Resolution shall take effect from the date of signing.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

CÔNG TY CỔ PHẦN XÂY DỰNG SỐ 3 HẢI PHÒNG

Phạm Kỳ Hưng

Recipients:
- As stated in Article 2
- State Securities Commission
- Hanoi Stock Exchange
- BOD Archive