HAIPHONG CONSTRUCTION JOINT STOCK CORP. No.3	THE SOCIALIST REPUBLIC OF VIETNAM
-------	Independence – Freedom - Happiness

No: 02/2026/ BCQT-HC3

Hai Phong, July 28, 2026

REPORT ON CORPORATE GOVERNANCE
(First Half of 2026)

To: **- The State Securities Commission**
- The Stock Exchange

- Name of company: Hai Phong Construction Joint Stock Corporation No.3
- Address of head office: 3rd floor, HTower II building, No 195 Van Cao, Gia Vien ward, Hai Phong city
- Telephone: 0225.3849481 Fax: 0225.3840314 Email: haco3vn@gmail.com
- Charter capital: **206.857.170.000 VND** *(In words: Two hundred and six billion eight hundred and fifty-seven million one hundred and seventy thousand Vietnamese dong.)*
- Stock symbol: HC3
- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors, General Director
- The implementation of internal audit: Implemented

I. Activities of the General Meeting of Shareholders

Information on meetings, resolutions and decisions of the General Meeting of Shareholders (including the resolutions of the General Meeting of Shareholders approved in the form of written comments):

No	Resolution/ Decision No.	Date	Content
1	01/2026/NQ-ĐHĐCĐ	May 20, 2026	- Approval of the Report of the Board of Directors (BOD) and the Report of the Board of Supervisors (BS) for 2025 - Approval of the 2025 Audited Financial Statements - Approval of performance statement, profit distribution and dividend payment in 2025, financial targets in 2026 and other issues - Approval of dividend payment plan for 2025 - Approval of remuneration for the Board of Directors and the Board of Supervisors for 2025 and plan for 2026 - Approval of authorizing the Board of Directors to select the auditing company for the audit of the 2026 Financial Statements and authorizing the General Director to execute the audit contract

			- Approval of the amendments and supplements to the current Charter on organization and operation of the Company, Regulations on the Operation of the Board of Directors, Internal Corporate Governance Regulations.

II. Board of Directors

1. Information about the members of the Board of Directors (BOD)

No	Member of the BOD	Position	The date becoming to be the member of the BOD	Number of meetings attended by the BOD	Attendance rate	Reason for not absence/ Notes
1	Mr. Pham Ky Hung	Chairman	11/12/2002	5/5	100%	
2	Mr. Pham Duc Duy	Vice Chairman	11/4/2017	5/5	100%	
3	Ms. Nguyen Thi Thuy	Member	25/4/2008	5/5	100%	
4	Ms. Bui Thi Ngoc Anh	Member	06/06/2023	5/5	100%	
5	Ms. Dao Thanh Binh	Member	06/06/2023	5/5	100%	

2. Supervising the Board of Management by the Board of Directors:

- Regularly monitor the Board of Management in implementing the Resolutions and Decisions of the General Meeting of Shareholders (GMS) and the Board of Directors.
- Supervise the management of the Company's finance, capital and assets; oversee risk management, senior executive personnel matters, and the development, issuance and implementation of internal regulations under the authority of the Board of Management.
- Check the implementation and compliance with the provisions of the Enterprise Law, the Company Charter, the Corporate Governance Regulations and the provisions of current Law.
- Direct the Company's production and business activities. Issue solutions, provide timely direction and regularly monitor the Company's Board of Management in implementation to achieve the set goals.
- Check and supervise the implementation of the Company's investment projects.
- Convene regular quarterly meeting to review and evaluate the company's operations; and convene additional meetings as required when matters requiring resolution arise.
- Successfully organized the 2026 Annual General Meeting of Shareholders.

3. Activities of the Board of Directors's subcommittees: Currently, the Board of Directors has not established any subcommittees. The Board of Directors is advised by the secretariat and specialized departments in relevant areas.

4. Resolutions/Decisions of the Board of Directors

No	Resolution/ Decision No	Date	Content
	Resolution		
1	01/2026/NQ-HĐQT	09/03/2026	Approval of the extension of the deadline for holding the 2026 Annual General Meeting of Shareholders
2	02/2026/NQ-HĐQT	30/03/2026	Termination of the Labor Contract and dismissal of Mr. Bui Thanh Hai from the positions of Deputy General Director of the Company, concurrently Director of the Construction and Building Materials Business Enterprise
3	03/2026/NQ-HĐQT	15/04/2026	Appointment of Deputy General Director of the Company, concurrently Director of the Construction and Building Materials Business Enterprise
4	04/2026/NQ-HĐQT	09/06/2026	Payment of the Second Cash Dividend for 2025
	Decision		
1	01/2026/QĐ-HĐQT	27/01/2026	First Interim Cash Dividend Payment for 2025
2	02/2026/QĐ-HĐQT	19/03/2026	Decision on the record date, time and venue of the 2026 Annual General Meeting of Shareholders
3	03/2026/QĐ-HĐQT	30/03/2026	Termination of the Labor Contract and dismissal of Mr. Bui Thanh Hai from the positions of Deputy General Director of the Company, concurrently Director of the Construction and Building Materials Business Enterprise
4	04/2026/QĐ-HĐQT	15/04/2026	Appointment of Deputy General Director of the Company, concurrently Director of the Construction and Building Materials Business Enterprise
5	05/2026/QĐ-HĐQT	15/04/2026	Salary, Allowances and Benefits of Mr. Bui Ngoc Xuan
6	06/2026/QĐ-HĐQT	20/05/2026	Promulgation of the Revised Regulations on the Operation of the Board of Directors,
7	07/2026/QĐ-HĐQT	20/05/2026	Promulgation of the Revised Internal Corporate Governance Regulations.
8	08/2026/QĐ-HĐQT	27/05/2026	Appointment of the Executive Manager of HTower

III. Board of Supervisors

1. Information about the member of the Board of Supervisors (BS)

No	Members of the Board of Supervisors	Position	The date becoming to be the member of the Board of Supervisors	Number of meetings attended by the Board of Supervisors	Attendance rate	Reason for absence/ Notes
1	Mr. Nguyen Hoang Hiep	Head of the Board of Supervisors	06/06/2023	2/2	100%	
2	Ms. Nguyen Thi Minh Thu	Member	11/4/2017	2/2	100%	
3	Ms. Tran Hong Van	Member	14/4/2020	2/2	100%	

2. Supervising Board of Directors, Board of Management and shareholders by Board of Supervisors

- Supervise the implementation of Resolutions of the General Meeting of Shareholders, Resolutions of the Board of Directors, the Company Charter and documents of the Company's Board of Directors.
- Supervise compliance with laws, transparency, and effectiveness in the management and administration of the Board of Directors and the Board of Management.
- Supervise financial and accounting activities, tax obligations, investment activities, and financial investments.
- Review the implementation and progress of construction projects in the investment phase.
- Review the Financial Statements for the third and fouth quarters of 2025, the 2025 Financial Statements and the audited 2025 Financial Statements.
- In 2025, representatives of the Board of Supervisors attended 05 meetings of the Board of Directors and regularly supervised and collected information to evaluate the management work of the Board of Directors and the operation of the Board of Management.
- The Board of Supervisors held 02 meetings to evaluate the company's production and business activities, outline the activities of the Board of Supervisors.

3. The coordination between the Board of Supervisors and the activities of the Board of Directors, Board of Management and other management personnel

- The representative of the Board of Supervisors fully participates in the meetings of the Board of Directors and proposes ideas to enhance the Company's operational efficiency.
- Before each meeting, the Board of Directors sends meeting documents to the Head of the Board of Supervisors. After each meeting, the Board of Directors sends minutes and resolutions (if any) to the Head of the Board of Supervisors.
- Access information to serve regular monitoring, collect information to serve the evaluation of the management work of the Board Directors and the operation of the Board of Management.

4. Other activities of the Board of Supervisors

- Participate in activities as required by the company's business and production operations, in accordance with the functions and duties of each member of the Board of Supervisors.
- Strictly and fully implement reports on control work according to regulations.

IV. Board of Directors

No	Member of Board of Directors	Position	Date of birth	Qualifications	Date of appointment/ dismissal
1	Ms. Bui Thi Ngoc Anh	General Director	02/12/1985	Master	Appointed on 01/11/2025
2	Mr. Pham Duc Duy	Deputy General Director	16/04/1983	Master	Appointed on 03/07/2018
3	Mr. Bui Ngoc Xuan	Deputy General Director	17/11/1969	Bachelor	Appointed on 15/04/2026
4	Mr. Bui Thanh Hai	Deputy General Director	01/11/1982	Bachelor	Dismissal from 01/04/2026 (Termination of the Labour Contract)

V. Chief Accountant

No	Full name	Position	Date of birht	Professional qualifications	Date of appointment/ dismissal
1	Ms. Luu Thi Phuong	Chief accountant	02/09/1978	Bachelor	Appointed on 21/04/2017

VI. Training courses on corporate governance

Training courses on corporate governance were involved by members of Board of Directors, the Board of Supervisors, Director (General Director), other managers and secretaries in accordance with regulations on corporate governance: Not attended.

VII. The list of affiliated persons of the public company and transactions of affiliated persons of the Company

1. The list of affiliated persons of the Company: *According to the attached appendix 1*

2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons: *None*

3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power: *None*

4. Transactions between the company and other objects

4.1. Transactions between the Company and the company that its members of Board of Directors, the Board of Supervisors, Director (General Director) have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting): *None*

4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director (General Director) and other managers as a member of Board of Directors, Directors (General Director of CEO): *None*

4.3. Other transactions of the Company (if any) may bring material or non-material benefits for members of Board of Directors, members of the Board of Supervisors, Director (General Director) and other managers: *None*

VIII. Share transactions of internal persons and their affiliated persons

1. The list of internal persons and their affiliated persons:

2. Transactions of internal persons and affiliated persons with shares of the Company: *None*

No.	Transaction executor	Relationship with internal persons	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increasing, decreasing (buying, selling, converting, rewarding…)
			Number of shares	Percentage	Number of shares	Percentage	

IX. Other significant issues: None

CHAIRMAN OF THE BOARD OF DIRECTORS

M.S.D.N: 0200509429-CTCP
CÔNG TY CỔ PHẦN XÂY DỰNG SỐ 3 HẢI PHÒNG
THÀNH PHỐ HẢI PHÒNG

CHỦ TỊCH HĐQT

Phạm Đức Duy

Recipients:
- Ha Noi Stock Exchange
- For filling

APPENDIX 1: THE LIST OF AFFILIATED PERSONS AND RELATED PERSONS OF THE
(Issued with the Report on Corporate Governance No.02/2026/BCQT-HC3 dated 28/07/2026)

Stock symbol: HC3
Name of company: Hai Phong Construction Joint Stock Corporation No.3

No	Stock symbol	Full name	Position	Relationships with affiliated persons	Time the person became an affiliated person/ related person	Notes
1	**HC3**	**Phạm Kỳ Hưng**	**Chairman**		**11/12/2002**	
1.01	HC3	Phạm Thị Kim Thoa		Wife		
1.02	HC3	Phạm Đức Duy		Son		
1.03	HC3	Chu Mai Phương		Daughter in law		
1.04	HC3	Phạm Văn Thành		Father		Dead
1.05	HC3	Nguyễn Thị Thi		Mother		Dead
1.06	HC3	Phạm Khánh		Father in law		Dead
1.07	HC3	Dương Thị Ân		Mother in law		Dead
1.07	HC3	Dương Thị Ân		Mother in law		Dead
1.09	HC3	Phạm Thị Tố Hòa		Older sister		
1.10	HC3	Phạm Thị Kim Thịnh		Younger sister		
1.11	HC3	Phạm Thị Kim Hoa		Younger sister		
1.12	HC3	Phạm Kỳ Hùng		Younger brother		
1.13	HC3	Phạm Thị Bích Thủy		Younger sister		
1.14	HC3	Trần Ngọc Giang		Brother in law		
1.15	HC3	XiaoWenzhi		Brother in law		
1.16	HC3	Ngô Vũ Vân		Brother in law		
1.17	HC3	Nguyễn Thị Dung		Sister in law		
1.18	HC3	Thanh Hung Joint Stock Company		Mr. Pham Ky Hung is Vice chairman	1/10/2007	
1.19	HC3	GS-HP Sunflower International Village Joint Venture		Mr. Pham Ky Hung is Chairman of the Board of Members	15/01/1997	
2	**HC3**	**Phạm Đức Duy**	**Vice Chairman**		**7/6/2023**	
2	**HC3**	**Phạm Đức Duy**	**Deputy General Director**		**3/7/2018**	
2.01	HC3	Chu Mai Phương		Wife		
2.02	HC3	Phạm Gia Hân		Daughter		
2.03	HC3	Phạm Khánh Ngân		Daughter		
2.04	HC3	Phạm Kỳ Hưng		Father		
2.05	HC3	Phạm Thị Kim Thoa		Mother		
2.06	HC3	Chu Tiến Vĩnh		Father in law		Dead
2.07	HC3	Phạm Thị Tiến		Mother in law		
3	**HC3**	**Nguyễn Thị Thúy**	**Member of Board of Directors**		**25/04/2008**	
3.01	**HC3**	Dương Ngọc Tuấn		Wife		
3.02	HC3	Dương Ngọc Tú		Son		
3.03	HC3	Dương Minh Hoàng		Son		
3.04	HC3	Nguyễn Thị Thanh Thuỷ		Daughter in law		
3.05	HC3	Cồ Thị Thu Thuỷ		Daughter in law		
3.06	HC3	Nguyễn Đình Lâm		Father		Dead
3.07	HC3	Lã Thị Châm		Mother		Dead
3.08	HC3	Dương Ngọc Quang		Father in law		Dead
3.09	HC3	Nguyễn Thị Toan		Mother in law		Dead
3.10	HC3	Nguyễn Đình Hùng		Older brother		Dead

No	Stock symbol	Full name	Position	Relationships with affiliated persons	Time the person became an affiliated person/ related person	Notes
3.11	HC3	Nguyễn Thị Hảo		Older sister		
3.12	HC3	Nguyễn Đình Tuấn		Older brother		
3.13	HC3	Nguyễn Đình Dũng		Older brother		
3.14	HC3	Nguyễn Thị Huyền		Older sister		
3.15	HC3	Nguyễn Thị Linh		Older sister		
3.16	HC3	Nguyễn Đình Khánh		Older brother		Dead
3.17	HC3	Nguyễn Thị Bảo		Older sister		
3.18	HC3	Nguyễn Đình Thủy		Older brother		
3.19	HC3	Vương Thị Xuân		Sister in law		
3.20	HC3	Trần Văn Cống		Brother in law		
3.21	HC3	Nguyễn Thị Phụng		Sister in law		
3.22	HC3	Phương Thị Doan		Brother in law		
3.23	HC3	Phạm Văn Thông		Brother in law		
3.24	HC3	Đặng Định Phượng		Brother in law		Dead
3.25	HC3	Nguyễn Thị Hoa		Sister in law		
3.26	HC3	Nguyễn Hồng Lâm		Brother in law		
4	**HC3**	**Bùi Thị Ngọc Anh**	**Member of Board of Directors**		**6/6/2023**	
4	**HC3**	**Bùi Thị Ngọc Anh**	**General Director**		**01/11/2025**	
4	**HC3**	**Bùi Thị Ngọc Anh**	**Person in charge of corporate governance**		**13/10/2025**	
4.01	HC3	Bùi Ngọc Phương		Father		
4.02	HC3	Lê Thị Thuỷ		Mother		
4.03	HC3	Nguyễn Văn Bình		Father in law		
4.04	HC3	Nguyễn Thị Mỹ Lợi		Mother in law		
4.05	HC3	Nguyễn Hoàng		Husband		
4.06	HC3	Nguyễn Hoàng Lam Giang		Daughter		
4.07	HC3	Nguyễn Hiển Long		Son		
4.08	HC3	Bùi Ngọc Khôi		Younger brother		
4.09	HC3	Trần Lam Giang		Sister in law		
5	**HC3**	**Đào Thanh Bình**	**Member of Board of Directors**		**6/6/2023**	
5.01	HC3	Trần Long Khánh		Husband		
5.02	HC3	Trần Quang Bách		Son		
5.03	HC3	Đào Viết Trúc		Father		
5.04	HC3	Đỗ Thị Mai		Mother		
5.05	HC3	Trần Quang Thành		Father in law		Dead
5.06	HC3	Đào Thị Nga		Mother in law		
5.07	HC3	Đào Thanh Nhàn		Older sister		
5.08	HC3	Lê Sỹ Tùng		Brother in law		
6	**HC3**	**Bùi Ngọc Xuân**	**Phó Tổng Giám đốc**		**15/04/2026**	
6.01	HC3	Bùi Văn Ngòi		Father		Dead
6.02	HC3	Đỗ Thị Cóm		Mother		Dead
6.03	HC3	Nguyễn Đình Tốt		Father in law		Dead
6.04	HC3	Nguyễn Thị Hiền		Mother in law		
6.05	HC3	Nguyễn Thị Cẩm Nhung		Wife		
6.06	HC3	Bùi Ngọc Lân		Son		

No	Stock symbol	Full name	Position	Relationships with affiliated persons	Time the person became an affiliated person/ related person	Notes
6.07	HC3	Bùi Ngọc Linh		Daughter		
6.08	HC3	Trần Thị Vội		Older sister		
6.09	HC3	Bùi Ngọc Phương		Anh trai		
6.10	HC3	Bùi Thị Hà		Older sister		
6.11	HC3	Bùi Thị Hằng		Older sister		
6.12	HC3	Bùi Thị Nga		Older sister		
6.13	HC3	Bùi Thị Bình		Younger sister		
6.14	HC3	Lê Thị Thuỷ		Sister in law		
6.15	HC3	Trần Văn Chính		Brother in law		
6.16	HC3	Nguyễn Thanh Nhã		Brother in law		
6.17	HC3	Bùi Xuân Hưng		Brother in law		
7	**HC3**	**Bùi Thanh Hải**	**Deputy General Director**		**16/09/2024**	**Dissmisal from position from 01/04/2026**
7.01	HC3	Phạm Thị Toan		Wife		
7.02	HC3	Bùi Quang Minh		Son		
7.03	HC3	Bùi Thu Ngân		Daughter		
7.04	HC3	Bùi Đình Chu		Father		Dead
7.05	HC3	Trần Thị Thắm		Mother		
7.06	HC3	Phạm Văn Duẩn		Father in law		Dead
7.07	HC3	Phan Thị Đua		Mother in law		
7.08	HC3	Bùi Văn Tuấn		Older brother		
7.09	HC3	Bùi Thị Kim Thêu		Younger sister		
7.10	HC3	Trần Thị Liên		Sister in law		
7.11	HC3	Trần Văn Hưởng		Brother in law		
8	**HC3**	**Lưu Thị Phương**	**Chief accountant**		**21/04/2017**	
8.01	HC3	Lưu Bá Khả		Father		Dead
8.02	HC3	Phạm Thị Mận		Mother		
8.03	HC3	Đinh Hữu Thìn		Father in law		
8.04	HC3	Đinh Thị Táp		Mother in law		Dead
8.05	HC3	Đinh Hữu Hưng		Husband		
8.06	HC3	Đinh Phương Diệp		Daughter		
8.07	HC3	Đinh Thị Ngân Giang		Daughter		
8.08	HC3	Lưu Thị Thúy Nga		Younger sister		
8.09	HC3	Vũ Xuân Quân		Brother in law		
9	**HC3**	**Nguyễn Hoàng Hiệp**	**Head of the Board of Supervisors**		**06/06/2023**	
9.01	HC3	Nguyễn Hoàng Rộng		Father		
9.02	HC3	Hoàng Thị Muộn		Mother		
9.03	HC3	Dương Văn Châu		Father in law		
9.04	HC3	Nguyễn Thị Loan		Mother in law		
9.05	HC3	Nguyễn Hoàng Trường		Older brother		
9.06	HC3	Nguyễn Thị Kim Thanh		Sister in law		
9.07	HC3	Dương Thúy Diệu		Wife		
9.08	HC3	Nguyễn Hoàng Lân		Son		
9.09	HC3	Nguyễn Hoàng Phương Linh		Daughter		
10	**HC3**	**Trần Hồng Vân**	**Member of Board of Supervisors**		**14/04/2020**	
10.01	HC3	Trần Viết Tiến		Father		
10.02	HC3	Lê Kim Liên		Mother		

No	Stock symbol	Full name	Position	Relationships with affiliated persons	Time the person became an affiliated person/ related person	Notes
10.03	HC3	Phạm Tuấn Anh		Husband		
10.04	HC3	Phạm Trần Nhật Minh		Son		
10.05	HC3	Trần Sơn		Older brother		
10.06	HC3	Đỗ Thị Hằng		Mother in law		
10.07	HC3	Phạm Văn Tuấn		Father in law		
11	**HC3**	**Trần Thị Minh Thu**	**Member of Board of Supervisors**		**11/04/2017**	
11.01	HC3	Phạm Văn Thắng		Husband		
11.02	HC3	Phạm Thanh Phong		Son		
11.03	HC3	Phạm Trần Bảo Chi		Daughter		
11.04	HC3	Trần Thị Ngận		Mother		
11.05	HC3	Trần Văn Hiền		Father		
11.06	HC3	Trần Mạnh Hà		Older brother		
11.07	HC3	Phùng Thị Nhàn		Sister in law		
11.08	HC3	Trần Xuân Đông		younger brother		
11.09	HC3	Đỗ Thị Hiên		Sister in law		
11.10	HC3	Trần Thị Hạnh		Mother in law		
11.11	HC3	Phạm Văn Thái		Father in law		
12	**HC3**	**Chu Phương Mai**	**Secretary**		**01/07/2018**	
12	HC3	Nguyễn Lân		Husband		
12	HC3	Nguyễn Khánh Linh		Daughter		
12	HC3	Nguyễn Khánh Ngọc		Daughter		
12	HC3	Nguyễn Minh Quân		Son		
12.1	HC3	Nguyễn Quốc Cường		Son in law		
12.1	HC3	Chu Tiến Vĩnh		Father (dead)		
12.1	HC3	Phạm Thị Tiến		Mother		
12.08	HC3	Nguyễn Long		Father in law		
12.09	HC3	Lê Thị Hải		Mother in law		
12.10	HC3	Chu Mai Phương		Younger sister		
12.11	HC3	Phạm Đức Duy		Brother in law		
13	**HC3**	**Vũ Thị Vân Thường**	**Secretary**		**26/07/2017**	
13	**HC3**	**Vũ Thị Vân Thường**	**Authorized person to disclose information**		**27/07/2017**	
13	HC3	Hoàng Văn Đạt		Husband		
13	HC3	Hoàng An Đông		Son		
13	HC3	Hoàng Thanh Hải		Son		
13	HC3	Vũ Văn Sứ		Father		
13.1	HC3	Vũ Thị Viết		Mother		
13.1	HC3	Vũ Nam		Younger brother		
13.1	HC3	Hoàng Đại Đường		Father in law		
13.1	HC3	Vũ Thị Mai		Mother in law		
13.1	HC3	Hoàng Tiến Đại		Brother in law		
14	**HC3**	**Party Committee of Hai Phong Construction Joint Stock Company No. 3**		Political and social organizations of public companies (Unions, Youth Unions, etc.)		Political and social organizations of public companies (Unions, Youth Unions, etc.)

No	Stock symbol	Full name	Position	Relationships with affiliated persons	Time the person became an affiliated person/ related person	Notes
15	HC3	**Trade Union of Hai Phong Construction Joint Stock Company No. 3**		Political and social organizations of public companies (Unions, Youth Unions, etc.)		Political and social organizations of public companies (Unions, Youth Unions, etc.)

PREPARED BY

Chu Phuong Mai

REPRESENTATIVE OF ORGANIZATION

M.S.D.N: 0200509429-CTCP
CÔNG TY CỔ PHẦN XÂY DỰNG SỐ 3 HẢI PHÒNG
THÀNH PHỐ HẢI PHÒNG

CHỦ TỊCH HĐQT

Phạm Đức Duy