Phụ lục I
(Ban hành kèm theo Quyết định số 31/QĐ-HĐTV ngày 31/3/2026)

CÔNG TY CỔ PHẦN
ĐẦU TƯ VÀ XÂY DỰNG 3-2
3-2 INVESTMENT AND CONSTRUCTION JOINT STOCK COMPANY

Số/ *No*: 396../TB-CTY

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

TP. Hồ Chí Minh, ngày 25 tháng 8 năm 2026
Ho Chi Minh City, day 25 month 8 year 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/ *To*: Sở Giao dịch Chứng khoán Thành phố Hồ Chí Minh/*Hochiminh Stock Exchange.*

Căn cứ theo Nghị quyết ĐHĐCĐ số 02/NQ-ĐHĐCĐ ngày 25/8/2026, Nghị quyết HĐQT số 32/NQ-HĐQT ngày 25/8/2026 và Nghị quyết HĐQT số 33/NQ-HĐQT ngày 25/8/2026 của Công ty cổ phần Đầu tư và Xây dựng 3-2, chúng tôi trân trọng thông báo việc thay đổi nhân sự của Công ty cổ phần Đầu tư và Xây dựng 3-2 như sau:/*Based on General Mandate No. 02/NQ-ĐHĐCĐ dated August 25, 2026, Board Resolution No. 32/NQ-HĐQT dated August 25, 2026 and Board Resolution No. 33/NQ-HĐQT dated August 25, 2026 of 3-2 Investment and Construction Joint Stock Company, we would like to announce the change in personnel of 3-2 Investment and Construction Joint Stock Company as follows:*

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

1 - Ông/Mr.: NGUYỄN TRỌNG LIÊM/NGUYEN TRONG LIEM

- Chức vụ trước khi bổ nhiệm/*Former position in the organization*: Không có/ *None.*

- Chức vụ được bổ nhiệm/*Newly appointed position*: Thành viên HĐQT độc lập; Chủ tịch Ủy ban Kiểm toán/*Independent Member of the Board of Directors; Chairman of the Audit Committee.*

- Thời hạn bổ nhiệm/*Term*: 5 năm/*5 years*

- Ngày bắt đầu có hiệu lực/*Effective date*: 25/8/2026/*August 25, 2026.*

2 - Ông/Mr.: PHAN HUY THUẬN / PHAN HUY THUAN

- Chức vụ trước khi bổ nhiệm/*Former position in the organization*: Trưởng phòng Tài chính – Kế toán/*Head of the Finance and Accounting Department.*

- Chức vụ được bổ nhiệm/*Newly appointed position*: Kế toán trưởng/*Chief Accountant.*

- Thời hạn bổ nhiệm/*Term*: 5 năm/*5 years*

- Ngày bắt đầu có hiệu lực/*Effective date*: 25/8/2026/*August 25, 2026.*

Trường hợp miễn nhiệm/In case of dismissal:

- Ông/Mr.: LÊ HÙNG CHIẾN/LE HUNG CHIEN

- Chức vụ trước khi miễn nhiệm/ *Former position in the organization:* Thành viên HĐQT độc lập; Chủ tịch Ủy ban Kiểm toán/*Independent Member of the Board of Directors; Chairman of the Audit Committee.*

- Không còn đảm nhận chức vụ/*Dismissed/Resigned position*: Thành viên HĐQT độc lập; Chủ tịch Ủy ban Kiểm toán/*Independent Member of the Board of Directors; Chairman of the Audit Committee.*

- Chức vụ còn nắm giữ: Không có/Sau khi miễn nhiệm, ông Lê Hùng Chiến không còn là người nội bộ của Công ty/*Current position: None/After the dismissal, Mr. Le Hung Chien is no longer an internal person of the Company.*

- Lý do miễn nhiệm/*Reason*: Theo Đơn xin từ nhiệm/*In accordance with his Letter of Resignation.*

- Ngày bắt đầu có hiệu lực/Effective date: 25/8/2026/*August 25, 2026.*

Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 25/8/2026 tại đường dẫn: www.c32.vn - Quan hệ cổ đông – Thông báo cổ đông – Năm 2026/ *This information was published on the Company's website on August 25, 2026 at the following link: www.c32.vn – Shareholder Relations – Shareholder Notices – 2026.*

Tài liệu đính kèm/Attached documents:
- Nghị quyết ĐHĐCĐ số 02/NQ-ĐHĐCĐ ngày 25/8/2026 về việc thay đổi nhân sự/*General Mandate No. 02/NQ-ĐHĐCĐ dated August 25, 2026 on the change in personnel;*
- Nghị quyết HĐQT số 32/NQ-HĐQT ngày 25/8/2026 về việc thay đổi nhân sự/*Board Resolution No. 32/NQ-HĐQT dated August 25, 2026 on the change in personnel;*
- Nghị quyết HĐQT số 33/NQ-HĐQT ngày 25/8/2026 về việc thay đổi nhân sự/ *Board Resolution No. 33/NQ-HĐQT dated August 25, 2026 on the change in personnel;*
- Bản cung cấp thông tin theo mẫu Phụ lục III ban hành kèm theo Thông tư số 96/2020/TT-BTC/ *Information Disclosure Form as Appendix III issued with Circular No. 96/2020/TT-BTC.*

TỔNG GIÁM ĐỐC
GENERAL DIRECTOR

CÔNG TY CỔ PHẦN ĐẦU TƯ VÀ XÂY DỰNG 3-2

Nguyễn Thế Phi
Nguyen The Phi

CÔNG TY CỔ PHẦN ĐẦU TƯ VÀ XÂY DỰNG 3-2

Digitally signed by CÔNG TY CỔ PHẦN ĐẦU TƯ VÀ XÂY DỰNG 3-2
DN: C=VN, S=HỒ CHÍ MINH, L=Lái Thiêu, CN=CÔNG TY CỔ PHẦN ĐẦU TƯ VÀ XÂY DỰNG 3-2, OID.0.9.2342.19200300.100.1.1=MST:3700146225
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3-2 INVESTMENT AND CONSTRUCTION JOINT STOCK COMPANY

No.: 02/NQ-ĐHĐCĐ

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ho Chi Minh City, 25/8/2026

RESOLUTION
GENERAL MEETING OF SHAREHOLDERS
Written Shareholder Consultation - Round 01 in 2026

GENERAL MEETING OF SHAREHOLDERS OF 3-2 INVESTMENT AND CONSTRUCTION JOINT STOCK COMPANY

Pursuant to the Law on Enterprises No. 59/2020/QH14 and its amending and supplementing documents;

Pursuant to the Charter of 3-2 Investment and Construction Joint Stock Company;

Pursuant to Vote Counting Minutes for Round 01 of the written shareholder consultation in 2026 No. 02/BBKP-ĐHĐCĐ dated 25/8/2026.

HEREBY RESOLVES:

Article 1. To approve the following matters:

Item 1. The Voting and Election Regulations for Round 01 of the written shareholder consultation in 2026.

Item 2. Dismissal of Mr. Lê Hùng Chiến from the position of Independent Member of the Board of Directors for the 2026–2031 term pursuant to his Letter of Resignation.

Item 3. Result of the election of an additional Independent Member of the Board of Directors for the 2026–2031 term:

No.	Full name	Date of birth	Professional qualification
1	Mr. Nguyễn Trọng Liêm	18/09/1981	Bachelor's Degree in Accounting and Auditing

Article 2. This Resolution takes effect from the date of its approval by the General Meeting of Shareholders.

Article 3. The Board of Directors, the Audit Committee, the General Director, the Person in charge of Corporate Governance, shareholders, and relevant units and individuals shall be responsible for implementing this Resolution in accordance with law and the Company's Charter.

Recipients:
- As stated in Article 3;
- Filed: Records and Secretariat.

FOR THE GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN OF THE BOARD OF DIRECTORS

Từ Vĩnh Trung

3-2 INVESTMENT AND CONSTRUCTION JOINT STOCK COMPANY
BOARD OF DIRECTORS

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 33/NQ-HĐQT

Ho Chi Minh City, August 25, 2026

RESOLUTION
On the dismissal and appointment of the Chairman of the Audit Committee

THE BOARD OF DIRECTORS OF INVESTMENT AND CONSTRUCTION JOINT STOCK COMPANY 3-2

Pursuant to Law on Enterprises No. 59/2020/QH14, as amended and supplemented;

Pursuant to Decree No. 155/2020/ND-CP, as amended and supplemented;

Pursuant to the Charter of Investment and Construction Joint Stock Company 3-2;

Pursuant to the Internal Regulations on Corporate Governance;

Pursuant to the Rules of Operation of the Company's Board of Directors;

Pursuant to the Rules of Operation of the Company's Audit Committee;

Pursuant to Resolution of the General Meeting of Shareholders No. 02/NQ-ĐHĐCĐ dated August 25, 2026, adopted by written consultation of shareholders, on the dismissal and additional election of an Independent Member of the Board of Directors for the 2026-2031 term;

Pursuant to Minutes of the Board of Directors' Meeting No. 50/BB-HĐQT dated August 25, 2026.

HEREBY RESOLVES:

Article 1. To dismiss Mr. Lê Hùng Chiến, born in 1972, from the position of Chairman of the Audit Committee at his personal request stated in the Resignation Letter dated June 1, 2026, effective from August 25, 2026.

Mr. Lê Hùng Chiến shall fully hand over the relevant work, records and documents in accordance with the Company's regulations.

Article 2. To appoint Mr. Nguyễn Trọng Liêm, an Independent Member of the Board of Directors, as Chairman of the Audit Committee from August 25, 2026 until the expiry of his term as a Board member for the 2026-2031 term or until the Board of Directors issues another decision.

Mr. Nguyễn Trọng Liêm shall exercise the rights and perform the obligations in accordance with applicable laws, the Charter and the Company's relevant internal regulations and rules.

The remuneration of the Chairman of the Audit Committee shall be commensurate with the nature of the work, functions and duties, and shall be included in the total remuneration of the Board of Directors approved by the General Meeting of Shareholders and implemented in accordance with the Company's regulations.

Article 3. This Resolution was adopted by the Board of Directors with 5/5 attending members voting in favor, representing 100% of the total members attending the meeting, and shall take effect from the date of signing.

Article 4. The members of the Board of Directors, the Audit Committee, the General Director, Mr. Lê Hùng Chiến, Mr. Nguyễn Trọng Liêm and the relevant individuals and units shall be responsible for implementing this Resolution./.

Recipients:
- As stated in Article 4;
- State Securities Commission (for reporting);
- HOSE (for information disclosure);
- Filed: Administration Office, BOD Secretariat.

FOR THE BOARD OF DIRECTORS
CHAIRMAN

Từ Vĩnh Trung

3-2 INVESTMENT AND CONSTRUCTION JOINT STOCK COMPANY
BOARD OF DIRECTORS

No. 32/NQ-HĐQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ho Chi Minh City, August 25, 2026

RESOLUTION
On the appointment of the Company's Chief Accountant

THE BOARD OF DIRECTORS OF INVESTMENT AND CONSTRUCTION JOINT STOCK COMPANY 3-2

Pursuant to Law on Enterprises No. 59/2020/QH14, as amended and supplemented;

Pursuant to Law on Accounting No. 88/2015/QH13 and its implementing regulations;

Pursuant to the Charter of Investment and Construction Joint Stock Company 3-2;

Pursuant to the Rules of Operation of the Company's Board of Directors;

Considering Proposal No. 371/TTr-TGĐ dated August 7, 2026 of the General Director on the appointment of the Company's Chief Accountant;

Pursuant to Minutes of the Board of Directors' Meeting No. 50/BB-HĐQT dated August 25, 2026.

HEREBY RESOLVES:

Article 1. To appoint Mr. Phan Huy Thuận, born in 1976, as the Company's Chief Accountant, effective from August 25, 2026.

- The term of office shall be 05 (five) years from the appointment date or until the Board of Directors issues another decision in replacement thereof.

- Mr. Phan Huy Thuận shall perform the duties, exercise the powers and assume the responsibilities of the Chief Accountant in accordance with applicable laws, the Charter, the Company's internal regulations and the assignment of the General Director.

Article 2. The base salary, performance-based salary, benefits and entitlements of Mr. Phan Huy Thuận shall be implemented in accordance with his labor contract and the Company's applicable regulations, policies and rules.

Article 3. This Resolution was adopted by the Board of Directors with 5/5 attending members voting in favor, representing 100% of the total Board members attending the meeting, and shall take effect from August 25, 2026.

Article 4. The members of the Board of Directors, the General Director, Mr. Phan Huy Thuận and the relevant departments and individuals of the Company shall be responsible for implementing this Resolution./.

Recipients:
- As stated in Article 4;
- State Securities Commission (for reporting);
- HOSE (for information disclosure);
- Filed: Administration Office, BOD Secretariat.

FOR THE BOARD OF DIRECTORS
CHAIRMAN

Từ Vĩnh Trung