

**RESOLUTION
On Personnel Matters
at PVChem Industrial Technical Services Company Limited (PVChem – ITS)**



THE BOARD OF DIRECTORS

PETROVIETNAM CHEMICAL AND SERVICES CORPORATION

★ Pursuant to the Charter on Organization and Operation of PetroVietnam Chemical and Services Corporation (PVChem);

★ Pursuant to the Regulations on Management of title holders, office holders, and representatives of PVChem's capital contribution in other enterprises;

Pursuant to Resolution No. 30/NQ-PVChem dated 06 January 2026 of the PVChem Party Committee regarding personnel matters at PVChem's affiliated units;

Considering the proposal of the General Director of PVChem set out in Official Letter No. 124/BTGD-DTH dated 30 December 2025 regarding personnel matters at PVChem's affiliated units, and the consolidated opinion form of the Board of Directors No. 01/TK-HĐQT dated 06 January 2026.

RESOLVES:

Article 1. Approval:

- Mr. Bui Tuan Ngoc, Deputy General Director of PVChem, shall cease holding the concurrent position as PVChem's capital representative at PVChem Industrial Technical Services Company Limited (PVChem – ITS) and shall cease holding the concurrent position of Chairman of PVChem-ITS.
- Mr. Nguyen Kim Manh Hoang, Deputy General Director of PVChem, shall cease holding the concurrent position of Director of PVChem-ITS.
- Mr. Nguyen Kim Manh Hoang, Deputy General Director of PVChem, is assigned to concurrently serve as PVChem's capital representative at PVChem-ITS and to concurrently hold the position of Chairman of PVChem-ITS.
- Mr. Nguyen Huy Hoang, Deputy Director of PVChem-ITS, is assigned to be in charge of the management and operation of PVChem-ITS during the interim period pending the completion of the appointment of the Director of the Company.

Article 2. The General Director, the Chief Accountant, Heads of relevant Departments/Offices of the Parent Company – PVChem, the capital representative of PVChem at PVChem-ITS, and the individuals named in Article 1 shall be responsible for the implementation of this Resolution.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

TRUONG DAI NGHIA