



ANNOUNCEMENT ON PERSONNEL CHANGES

To: Hanoi Stock Exchange

Pursuant to the following Resolutions:

- No. 19/NQ-PVChem dated 08 January 2026 of the Board of Directors of PVChem regarding personnel matters at PVChem-CS Branch;
- No. 21/NQ-PVChem dated 08 January 2026 regarding personnel matters at DRILLING MUD AND SERVICES COMPANY LTD (DMC);
- No. 23/NQ-PVChem dated 08 January 2026 regarding personnel matters at M-I OIL & GAS Services Vietnam Limited Liability Company;
- No. 36/NQ-PVChem dated 09 January 2026 regarding personnel matters at PVChem Industrial Technical Services Company Limited (PVChem – ITS).

Pursuant to the following Decisions:

- No. 20/QD-PVChem dated 08 January 2026 of the Board of Directors of PVChem regarding Mr. Vu Chi Cong ceasing to concurrently hold the position of Director of PVChem-CS Branch;
- No. 28/QD-PVChem dated 08 January 2026 regarding the assignment of Mr. Vu Chi Cong to concurrently hold the position of Chairman of DMC;
- No. 24/QD-PVChem dated 08 January 2026 regarding Mr. Vu Chi Cong ceasing to concurrently hold the position of Member in charge of the Members' Council of M-I Vietnam;
- No. 25/QD-PVChem dated 08 January 2026 regarding the assignment of Mr. Tran Ngoc Lan to concurrently hold the position of Chairman of the Members' Council of M-I Vietnam;
- No. 37/QD-PVChem dated 09 January 2026 regarding Mr. Bui Tuan Ngoc ceasing to concurrently hold the position of Chairman of PVChem – ITS;
- No. 38/QD-PVChem dated 09 January 2026 regarding Mr. Nguyen Kim Manh Hoang concurrently holding the position of Chairman of PVChem – ITS;
- No. 39/QD-PVChem dated 09 January 2026 regarding Mr. Nguyen Kim Manh Hoang ceasing to concurrently hold the position of Director of PVChem – ITS.

We hereby respectfully announce the personnel changes of PVChem as follows:

1. Cessation of concurrent positions

Mr. Vu Chi Cong

- Positions no longer held: Concurrent positions of Director of PVChem-CS Branch and Member in charge of the Members' Council of M-I Vietnam;
- Reason: Pursuant to Resolution Nos. 19/NQ-PVChem, 23/NQ-PVChem dated 08 January 2026 and Decision Nos. 20/QD-PVChem, 24/QD-PVChem dated 08 January 2026 of the Board of Directors of PVChem;
- Effective date: 08 January 2026.

2. Cessation of concurrent position

Mr. Bui Tuan Ngoc

- Position no longer held: Concurrent position of Chairman of PVChem Industrial Technical Services Company Limited (PVChem – ITS);
- Reason: Pursuant to Resolution No. 36/NQ-PVChem dated 09 January 2026 and Decision No. 37/QD-PVChem dated 09 January 2026 of the Board of Directors of PVChem;
- Effective date: 09 January 2026.

3. Cessation of concurrent position

Mr. Nguyen Kim Manh Hoang

- Position no longer held: Concurrent position of Director of PVChem – ITS;
- Reason: Pursuant to Resolution No. 36/NQ-PVChem and Decision No. 39/QD-PVChem dated 09 January 2026 of the Board of Directors of PVChem;
- Effective date: 09 January 2026.

4. Assignment of concurrent position

Mr. Tran Ngoc Lan

- Position prior to assignment: Member of the Board of Directors of PVChem;
- Assigned position: Member of the Board of Directors of PVChem concurrently serving as Chairman of the Members' Council of M-I OIL & GAS Services Vietnam Limited Liability Company (pursuant to Resolution No. 23/NQ-PVChem and Decision No. 25/QD-PVChem dated 08 January 2026);
- Term of assignment: Fixed term;
- Effective date: 08 January 2026.

5. Assignment of concurrent position

Mr. Vu Chi Cong

- Position prior to assignment: Deputy General Director of PVChem;
- Assigned position: Deputy General Director of PVChem concurrently serving as Chairman of DRILLING MUD AND SERVICES COMPANY LTD (DMC) (pursuant to Resolution No. 21/NQ-PVChem and Decision No. 28/QD-PVChem dated 08 January 2026 of the Board of Directors of PVChem);
- Term of assignment: Fixed term;
- Effective date: 08 January 2026.

6. Assignment of concurrent position

Mr. Nguyen Kim Manh Hoang

- Position prior to assignment: Deputy General Director of PVChem concurrently serving as Director of PVChem – ITS;
- Assigned position: Deputy General Director of PVChem concurrently serving as Director of PVChem – ITS and Chairman of PVChem – ITS (pursuant to Resolution No. 36/NQ-PVChem and Decision No. 38/QD-PVChem dated 09 January 2026);

- Term of assignment: Fixed term;
- Effective date: 09 January 2026.

This information was disclosed by PVChem on its official website at www.pvchem.com.vn on 09 January 2026.

PetroVietnam Chemical and Services Corporation hereby respectfully announces.

**AUTHORIZED PERSON FOR INFORMATION DISCLOSURE
PERSON IN CHARGE OF CORPORATE GOVERNANCE**

DO THI HONG HANH

Attachments:

- Resolution No. 19/NQ-PVChem dated 08 January 2026 regarding personnel matters at PVChem-CS Branch;
- Resolution No. 21/NQ-PVChem dated 08 January 2026 regarding personnel matters at DMC;
- Resolution No. 23/NQ-PVChem dated 08 January 2026 regarding personnel matters at M-I Vietnam;
- Resolution No. 36/NQ-PVChem dated 09 January 2026 regarding personnel matters at PVChem-ITS;
- Decision No. 20/QD-PVChem dated 08 January 2026 regarding Mr. Vu Chi Cong ceasing to concurrently hold the position of Director of PVChem-CS Branch;
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