

No: 02/TB-POS

Ho Chi Minh City, October 09, 2026

CHANGE IN PERSONNEL

To: Hanoi Stock Exchange

Based on Board Decision No. 1116/QD-POS-HDQT dated October 08, 2026 of PTSC Offshore Services Joint Stock Company, we would like to announce the change in personnel of PTSC Offshore Services Joint Stock Company as follows:

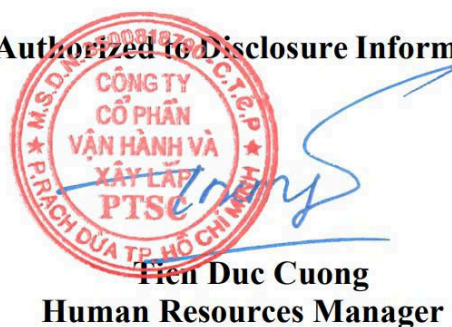
In cases of appointment:

- Mr. Luong Van Luc
- Former position in the organization: Deputy Director of PTSC Offshore Services Joint Stock Company
- Newly appointed position: Mr. Luong Van Luc – Deputy Director of the Company is concurrently appointed to the position of Director at two (02) overseas subsidiaries, specifically:
 1. Director of POS Abu Dhabi OPC in the United Arab Emirates.
 2. Director of POS Doha LLC in the State of Qatar
- Term: according to Decision No. 1116/QD-POS-HDQT.
- Effective date: October 08, 2026

This information was published on the company's website on October 09, 2026, as in the link: www.pos.ptsc.com.vn.

Sincerely./.

Person Authorized to Disclosure Information



Tien Duc Cuong
Human Resources Manager

Recipients:

- SSC, HNX;
- Board of Directors;
- Heads of functional departments;
- Company Website
- Archived: Administration, BOD Secretary.

Attached documents:

- Decision No. 1116/QD-POS-HDQT dated October 08, 2026;
- The information supply form according to the form in Appendix III issued together with Circular No. 96/2020/TT-BTC

CÔNG TY CỔ
PHẦN VẬN HÀNH
VÀ XÂY LẬP PTSC

Digitally signed by
CÔNG TY CỔ PHẦN VẬN
HÀNH VÀ XÂY LẬP PTSC
Date: 2026.10.09
23:30:41 +07'00'

No. 1116/QD-POS-HDQT

Ho Chi Minh City, October 8, 2026

English
translation

DECISION
Regarding the appointment of Mr. Luong Van Luc

THE BOARD OF DIRECTORS
PTSC OFFSHORE SERVICES JOINT STOCK COMPANY

Pursuant to the current Charter of PTSC Offshore Services Joint Stock Company;
Pursuant to Official Letter No. 1579/PTSC-QTNL dated September 29, 2026 of
PetroVietnam Technical Services Corporation on personnel work;
Considering the work needs, professional abilities and moral qualities of cadres;
Considering the Director's Report No. 39/TTr-POS-GĐ dated September 30, 2026;
Pursuant to the summary of the written opinion collection sheets from members of
the Board of Directors No. 22/PYK-POS-HDQT dated October 01, 2026.

HEREBY DECIDES:

Article 1. To appoint Mr. Luong Van Luc – Deputy Director of PTSC Offshore Services Joint Stock Company to concurrently hold the position of Director at the Company's overseas subsidiaries, specifically:

1. Director of POS Abu Dhabi OPC in the United Arab Emirates.
2. Director of POS Doha LLC in the State of Qatar.

Article 2. This Decision takes effect from the date of signing.

Article 3. The Director, Heads of functional Departments, relevant organizations and individuals of PTSC Offshore Services Joint Stock Company, and Mr. Luong Van Luc are responsible for the implementation of this Decision./.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Recipients:

- As in Article 3;
- PTSC Corporation (for report);
- POS Party Committee;
- BOD, BOS, BOM;
- Archived: Administration, BOD Secretary.

(signed)

Nguyen Tien Phong

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ho Chi Minh City, October 08, 2026

CURRICULUM VITAE

To: - State Securities Commission
- Hanoi Stock Exchange

- 1/ Full name: LUONG VAN LUC 2/ Sex: Male
3/ Date of birth: 10/08/1975 4/ Place of birth: Thanh Hoa
5/ ID card No: ... date of issue: ... Place of issue:....
6/ Nationality: Vietnamese 7/ Ethnic: Kinh
8/ Permanent residence: ...
9/ Telephone number: ...
10/ Email: ...
11/ Organisation's name subject to information disclosure rules: PTSC Offshore Services Joint Stock Company (Stock Code: POS).
12/ Current position in an organization subject to information disclosure: Deputy Director of PTSC Offshore Services Joint Stock Company.
13/ Positions in other companies:
Director at subsidiaries of PTSC Offshore Services Joint Stock Company, specifically:
- Director of POS Abu Dhabi OPC in the United Arab Emirates.
- Director of POS Doha LLC in the State of Qatar.
14/ Number of shares owned: 0 shares, accounting for 0% of charter capital.
15/ Other owning commitments (if any): None.
16/ List of affiliated persons of declarant*: As attached in Appendix 1.
17/ Related benefits to public companies and public funds (if any): None.
18/ Conflicting interests with public companies or public funds (if any): None.
I hereby declare that the above statements are true and accurate. I shall bear full legal responsibility for any untrue statements.

DECLARANT



Luong Van Luc

*Affiliated persons are stipulated in Article 4, clause 46 of the Law on Securities dated 26th Nov 2019

Appendix 1
List of affiliated persons of declarant

No	Securities symbol	Name	Securities trading accounts (if available)	Position at the company (if available)	Relationship with the company/ internal person	Type of documents (ID/ Passport/ Business Registration Certificate)	ID No.	Date of issue	Place of issue	Address/Head office address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Time to start as a related person of the company/ internal person (Date of appointment)	Time the person ceased to be an affiliated person/ internal person	Reasons (when arising changes related to sections of 13 and 14)	Notes (i.e. not in possession of a ID No. and other notes)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1	POS	Luong Van Luc		Deputy Director							0	0	13/01/2025			
1.1	POS	Pham Thuy Anh Thu		Cost Control Specialist	Wife						11.215	0,02%	13/01/2025			
1.2	POS	Pham Van Thuy			Father-in-law						0	0	13/01/2025			
1.3	POS	Nguyen Thi Hue			Mother-in-law						0	0		15/01/2026	Deceased	
1.4	POS	Luong The Kiet			Son						0	0	13/01/2025			
1.5	POS	Luong Thuy Nhat Ha			Daughter						0	0	13/01/2025			
1.6	POS	Luong Van Long			Father						0	0	13/01/2025			
1.7	POS	Luong Thi Lai			Mother						0	0	13/01/2025			
1.8	POS	Luong Van Sy			Brother						0	0	13/01/2025			
1.9	POS	POS Abu Dhabi OPC			Enterprises in which the declarant is the Director						0	0	08/10/2026			In the process of business registration
1.10	POS	POS Doha LLC			Enterprises in which the declarant						0	0	08/10/2026			In the process of business

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