

NOTICE OF PERSONNEL CHANGES

To: Hanoi Stock Exchange.

Pursuant to Decision No. 10/QĐ-HĐQT, Decision No. 11/QĐ-HĐQT and Decision No. 12/QĐ-HĐQT dated November 27, 2025 of the Company's Board of Directors, we respectfully announce the personnel change of PetroVietnam Coating Joint Stock Company as follows:

I. Appointment cases:

1. Mr. Nguyen Thanh Minh

- Position before appointment: Director of PetroVietnam Gas South East Transmission Company.
- Appointed position: Deputy Director of PetroVietnam Coating Joint Stock Company.
- Term of appointment: 05 years.
- Effective date: November 27, 2025.

2. Mr. Do Tan

- Position before appointment: Deputy Chief of Office in charge of the Office of the Party Committee of Vietnam Gas Corporation.
- Appointed position: Deputy Director of PetroVietnam Coating Joint Stock Company.
- Term of appointment: 05 years.
- Effective date: November 27, 2025.

II. Cases of dismissal:

1. Mrs. Nguyen Thi Huyen:

- Relieved from the position of Deputy Director of PetroVietnam Coating Joint Stock Company.
- Reason for dismissal: End of term of office
- Effective date: December 1, 2025.

This information was published on the Company's website on November 28, 2025 at the link www.pvcoating.vn Investor Relations Section.

Best regards./.

Recipient: 

- As above;
- Board of Directors (report);
- File VT.

**Legal Representative
DIRECTOR**




Nguyen Phuong Cao

No: 10./QD - HĐQT

Phu My, November 27, 2025

DECISION

On the appointment of Deputy Director of the Company.

**BOARD OF DIRECTORS
PETROVIETNAM COATING JOINT STOCK COMPANY**

Pursuant to the Law on Enterprises No. 59/2020/QH14; Law amending and supplementing a number of articles of the Law on Enterprises No. 76/2025/QH15;

Pursuant to the Charter of PetroVietnam Coating Joint Stock Company;

Pursuant to Resolution No. 04-NQ/ĐU dated November 27, 2025 of the Company's Party Committee on personnel work;

Pursuant to Resolution No. 26/NQ-HĐQT dated November 27, 2025 of the Company's Board of Directors on personnel work;

Considering the proposal of the Company Director in Submission No. 40/TTr - BODK dated November 25, 2025,

DECISION:

Article 1. To Appoint Mr. **Nguyen Thanh Minh**, born on November 14, 1980; professional qualifications: Bachelor of Social Management, Bachelor of Business Administration, Master of Business Administration, holding the position of Deputy Director of PetroVietnam Coating Joint Stock Company.

The appointment term is 5 years.

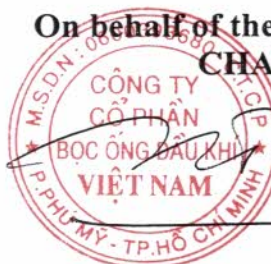
Article 2. This Decision takes effect from the date of signing.

Article 3. Directors, Deputy Directors, Chief Accountants, Heads of units in the Company and Mr. **Nguyen Thanh Minh** responsible for implementing this Decision.

Recipient: 

- As in Article 3;
- Company Party Committee (for reporting);
- Board of Directors, Board of Supervisors of the company;
- File VT.

**On behalf of the board of Directors
CHAIRMAN**



Bui Tuong Dinh

No.: *M...*/QD - HĐQT

Phu My, November 27, 2025

DECISION

On the appointment of Deputy Director of the Company.

**BOARD OF DIRECTORS
PETROVIETNAM COATING JOINT STOCK COMPANY**

Pursuant to the Law on Enterprises No. 59/2020/QH14; Law amending and supplementing a number of articles of the Law on Enterprises No. 76/2025/QH15;

Pursuant to the Charter of PetroVietnam Coating Joint Stock Company;

Pursuant to Resolution No. 04-NQ/ĐU dated November 27, 2025 of the Company's Party Committee on personnel work;

Pursuant to Resolution No. 26/NQ-HĐQT dated November 27, 2025 of the Company's Board of Directors on personnel work;

Considering the proposal of the Company Director in Submission No. 40/TTr - BODK dated November 25, 2025,

DECISION:

Article 1. To appoint Mr. **Do Tan**, born on July 15, 1972, professional qualifications: Bachelor of Planning Economics, Master of Business Administration, holding the position of Deputy Director of PetroVietnam Coating Joint Stock Company.

The appointment term is 5 years.

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

Article 3. Directors, Deputy Directors, Chief Accountants, Heads of units in the Company and Mr. **Do Tan** responsible for implementing this Decision.

Recipient: *UB*

- As in Article 3;
- Company Party Committee (for reporting);
- Board of Directors, Board of Supervisors of the company;
- File VT.

**On behalf of the board of Directors
CHAIRMAN**



Bui Tuong Dinh

No: 12./QD – HĐQT

Phu My, November 27, 2025

DECISION

Regarding the resignation of Deputy Director of the Company.

**BOARD OF DIRECTORS
PETROVIETNAM COATING JOINT STOCK COMPANY**

Pursuant to the Law on Enterprises No. 59/2020/QH14; Law amending and supplementing a number of articles of the Law on Enterprises No. 76/2025/QH15;

Pursuant to the Charter of PetroVietnam Coating Joint Stock Company;

Pursuant to Resolution No. 04-NQ/ĐU dated November 27, 2025 of the Company's Party Committee on personnel work;

Pursuant to Resolution No. 26/NQ-HĐQT dated November 27, 2025 of the Company's Board of Directors on personnel work;

Considering the proposal of the Company Director in Submission No. 40/TTr - BODK dated November 25, 2025,

DECISION:

Article 1. Mrs. **Nguyen Thi Huyen** Resigned from the position of Deputy Director of PetroVietnam Coating Joint Stock Company

Article 2. This Decision takes effect from December 1, 2025.

Article 3. Directors, Deputy Directors, Chief Accountants, Heads of units in the Company and Mrs. **Nguyen Thi Huyen** responsible for implementing this Decision.

Recipient: 

- As in Article 3;
- Company Party Committee (for reporting);
- Board of Directors, Board of Supervisors of the company;
- File VT.

**On behalf of the board of Directors
CHAIRMAN**




Bui Tuong Dinh