

No. 780 : /BC-PVChem

HaNoi, July 23 ,2025

CORPORATE GOVERNANCE REPORT – FIRST HALF OF 2025
PETROVIETNAM CHEMICAL AND SERVICES CORPORATION (PVChem)

To:

- State Securities Commission
- Hanoi Stock Exchange

Name of the public company: PetroVietnam Chemical and Services Corporation (PVChem)

Head Office Address: 6th Floor, Vietnam Petroleum Institute Building, No. 167 Trung Kinh Street, Yen Hoa Ward, Hanoi

Phone: 024.3514.0350 Fax: 024.3856.2552 Email: pvchem.com.vn

Charter Capital: VND 811,944,630,000 (Eight hundred eleven billion, nine hundred forty-four million, six hundred thirty thousand dong)

Stock Code: PVC

Corporate Governance Model pursuant to Point b, Article 137 of the Law on Enterprises: General Meeting of Shareholders, Board of Directors (BOD), Chief Executive Officer, and Audit Committee under the BOD.

Implementation of the internal audit function: The Internal Audit Division (IAD) of PVChem performs the internal audit function in accordance with the annual plan approved by the BOD. In the first half of 2025, the IAD fully implemented the 2025 internal audit plan as approved under Decision No. 1418/QD-PVChem dated December 31, 2024, issued by the BOD of PVChem.

I. Activities of the General Meeting of Shareholders in 2025

Information on meetings and resolutions of the General Meeting of Shareholders (GMS) in 2025 is as follows:

- Minutes of the 2025 Annual General Meeting of Shareholders No. 438/BB-PVChem dated April 28, 2025;
- Resolutions No. 439/NQ-PVChem and No. 444/NQ-PVChem dated April 28, 2025

II. Activities of the Board of Directors in 2025

1. Information on Members of the Board of Directors (BOD):



No.	BOD Member	Position	Start Date	End Date / Notes
1	Mr. Truong Dai Nghia	Chairman of the BOD	26/6/2023 (re-elected)	
2	Mr. Duong Tri Hoi	BOD Member cum CEO	26/4/2024 (newly elected)	
3	Mr. Tran Hong Kien	Independent BOD Member	28/4/2025 (re-elected)	
4	Mr. Nguyen Ngoc Quynh	BOD Member	22/6/2020	28/4/2025
5	Mr. Ha Duy Tan	BOD Member	28/4/2025 (re-elected)	
6	Mr. Tran Ngoc Lan	BOD Member	28/4/2025 (newly elected)	

2. Meetings of the BOD:

No.	BOD Member	Meetings Attended	Attendance Rate	Reason for Absence
1	Mr. Truong Dai Nghia	3/3	100%	
2	Mr. Duong Tri Hoi	3/3	100%	
3	Mr. Tran Hong Kien	3/3	100%	
4	Mr. Nguyen Ngoc Quynh	1/3	33.3%	Resigned from BOD on 28/4/2025
5	Mr. Ha Duy Tan	3/3	100%	
6	Mr. Tran Ngoc Lan	2/3	66.7%	Joined BOD from 28/4/2025

3. Supervision by the BOD over the Executive Management:

The BOD has supervised the Executive Management in complying with PVChem's regulations, policies, and resolutions/decisions of the GMS/BOD. This supervision was conducted through regular meetings, monthly/quarterly briefings, and other specialized sessions. The BOD frequently discussed matters with the Executive Management regarding development strategy, long-term plans, implementation of the 2025 business plan, restructuring, organizational and human resource matters, investment, and financial operations.

Supervision results: In the first half of 2025, the Executive Management executed business activities in compliance with the resolutions/decisions of the GMS/BOD, the Charter, PVChem's regulations and relevant laws.

4. Activities of the subcommittees under the BOD: Not yet established.

5. Resolutions/Decisions of the BOD: See Appendix 1.

III. Audit Committee

1. Information on Members of the Audit Committee:

No.	Audit Committee Member	Position	Tenure	Qualification
1	Mr. Tran Hong Kien	Chairman of Audit Committee	From 12/5/2021	Master of Finance
2	Mr. Ha Duy Tan	Member	From 12/5/2021	Engineer in Offshore and Petroleum Construction
3	Mr. Nguyen Ngoc Quynh	Member	From 12/5/2021 to 28/4/2025	Engineer in Civil Construction

2. Meetings of the Audit Committee:

No.	Audit Committee Member	Meetings Attended	Attendance Rate	Voting Rate	Reason for Absence
1	Mr. Tran Hong Kien	1/1	100%	100%	
2	Mr. Ha Duy Tan	1/1	100%	100%	
3	Mr. Nguyen Ngoc Quynh	0	0%	0%	No longer member as of 28/4/2025

3. Supervision by the Audit Committee over the BOD, Executive Board and shareholders:

The Audit Committee has fulfilled its roles and responsibilities in accordance with the Law on Enterprises, relevant regulations, PVChem's Charter, and the Audit Committee's internal regulations.

In the first half of 2025, the BOD, Executive Management, and shareholders complied fully with the resolutions/decisions of the GMS, as well as with legal regulations and PVChem's Charter.

4. Coordination between the Audit Committee, the BOD, the Executive Management, and other senior managers:

The Audit Committee actively coordinated with the BOD, the Executive Management, and other managers in task execution, while also providing full support to the Executive Board in carrying out the business operations. The Audit Committee fully participated in all Board of Directors meetings and provided independent opinions on matters under the BOD's authority.

In the first half of 2025, the Audit Committee held one meeting to review its activities,

propose the selection of an auditing firm for the 2025 financial statements of PVChem, and coordinate in implementing PVChem's risk management regulations.

5. Other activities of the Audit Committee: None.

IV. Executive Management

No	Executive Member	Date of Birth	Qualification	Appointment/Dissal Date
1	Mr. Duong Tri Hoi	18/4/1978	Bachelor in Planning & Investment Economics; Industrial Electrical Engineer	25/1/2024 (newly appointed)
2	Mr. Bui Tuan Ngoc	23/3/1966	Bachelor in Industrial Finance	12/12/2024 (re-appointed)
3	Mr. Vu Chi Cong	17/8/1977	Master of Economics	1/7/2025 (newly appointed)
4	Mr. Nguyen Kim Manh Hoang	11/11/1981	Engineer in Petrochemical Technology	2/7/2025 (newly appointed)
5	Mr. Pham Ngoc Khuê	26/3/1967	Master in Petroleum Technology	7/5/2025 (dismissed)

V. Chief Accountant

Name	Date of Birth	Professional Qualification	Appointment Date
Mr. Tran Van Trinh	06/3/1971	Master of Economic Management	28/7/2023 (re-appointed)

VI. Corporate Governance Training in the First Half of 2025

Corporate governance training courses attended by members of the Board of Directors, the Chief Executive Officer, other management personnel, and the Corporate Secretary in accordance with corporate governance regulations: None.

VII. List of Related Parties and Related Party Transactions in the First Half of 2025

1. List of related parties of the company: Appendix 2.
2. Transactions between the company and its related parties; or with major shareholders, insiders, and their related persons: Appendix 3.
3. Transactions between insiders and their related persons with subsidiaries or controlled entities:
4. Transactions between the company and other entities:
 - 4.1. Transactions with companies where BOD members, the CEO, or senior managers are or were founders or managers in the last three years: None.

4.2. Transactions with companies where related persons of the BOD members, Supervisory Board, CEO, or senior managers hold managerial positions: None.

4.3. Other transactions (if any) that may bring material or non-material benefits to BOD members, the Supervisory Board, CEO, or senior managers: None.

VIII. Share Transactions by Insiders and Their Related Persons

1. List of insiders and their related persons: Appendix 4.

2. Share transactions by insiders and their related persons: None.

IX. Other Notable Issues: None.

This concludes the Corporate Governance Report for the first half of 2025 by PetroVietnam Chemical and Services Corporation.

Sincerely,

Chairman of the Board of Directors



Truong Dai Nghia

APPENDIX 1

(Attached to Report No. ~~780~~nd/BC-PVChem dated ~~23~~rd month ~~07~~th year 2025)

LIST OF RESOLUTIONS / DECISIONS OF THE BOARD OF DIRECTORS IN THE FIRST HALF OF 2025

1. Resolutions

No.	Code	Date of Issuance	Content	Approval Rate (%)
1	52/NQ-PVChem	10/01/2025	Personnel work at DMC-WS Branch	100
2	68/NQ-PVChem	13/01/2025	Personnel work at PVChem Parent Company	100
3	126/NQ-PVChem	04/02/2025	Approval of policy to terminate the land lease advantage transfer from PVChem to DMCMN	100
4	138/NQ-PVChem	07/02/2025	Approval of personnel work at PVChem-CS	100
5	168/NQ-PVChem	19/02/2025	Approval of working capital limit for PVChem-CS	100
6	172/NQ-PVChem	20/02/2025	Approval of collateralizing circulating goods under PVChem's commercial cooperation contract at VCB	100
7	177/NQ-PVChem	24/02/2025	Establishment of the 2025 AGM Organizing Committee and its supporting team	100
8	247/NQ-PVChem	12/03/2025	Issuance of action plan on thrift practice and anti-wastefulness 2025	100
9	246/NQ-PVChem	12/03/2025	Distribution of 2024 post-tax profit – PVChem-Tech	100
10	304/NQ-PVChem	27/03/2025	Distribution of post-tax profit – PVChem-CS	100
11	305/NQ-PVChem	27/03/2025	Distribution of post-tax profit – PVChem-ITS	100
12	338/NQ-PVChem	04/04/2025	Approval of BOD member dismissal – DMC Southern	100
13	374/NQ-PVChem	16/04/2025	Distribution of 2024 post-tax profit – DMC	100
14	381/NQ-PVChem	18/04/2025	Adjustment to 2025 AGM date	100
15	397/NQ-PVChem	22/04/2025	Approval of salary fund implementation for DMC Southern	100
16	402/NQ-PVChem	22/04/2025	Personnel work at DMC Southern	100
17	407/NQ-PVChem	23/04/2025	Approval of agenda for 2025 AGM – DMC Southern	100

18	430/NQ-PVChem	25/04/2025	Personnel work at DMC Southern	100
19	478/NQ-PVChem	07/05/2025	Personnel work at DMC	100
20	479/NQ-PVChem	07/05/2025	Personnel work at MIVN	100
21	528/NQ-PVChem	19/05/2025	Action plan for implementation of Resolution No.951/NQ-DU PVN dated 03/01/2025 on development of science-technology, innovation and digital transformation	100
22	536/NQ-PVChem	21/05/2025	Approval of 2025 business plan – PVChem-CS	100
23	537/NQ-PVChem	21/05/2025	Approval of 2025 business plan – PVChem-ITS	100
24	538/NQ-PVChem	21/05/2025	Approval of 2025 business plan – PVChem-Tech	100
25	539/NQ-PVChem	21/05/2025	Approval of 2025 business plan – DMC	100
26	540/NQ-PVChem	21/05/2025	Approval of 2025 business plan – DMC Southern	100
27	600/NQ-PVChem	09/06/2025	Personnel work at DMC Southern	100
28	636/NQ-PVChem	17/06/2025	Approval of personnel policies at parent company and units	100
29	686/NQ-PVChem	25/06/2025	Approval of staffing norms for deputy directors of member units for 2026–2030	100

2. Decisions

No.	Code	Date of Issuance	Content	Approval Rate (%)
1	35/QĐ-PVChem	08/01/2025	Approval of the 2025–2030 personnel planning for positions under PVChem’s management	100
2	43/QĐ-PVChem	08/01/2025	Approval of the 2024 actual salary fund for PVChem-RT	100
3	44/QĐ-PVChem	08/01/2025	Approval of the 2024 actual salary fund for PVChem-Tech	100
4	42/QĐ-PVChem	08/01/2025	Approval of the 2024 actual salary fund for PVChem-ITS	100
5	41/QĐ-PVChem	08/01/2025	Approval of the 2024 actual salary fund for PVChem-CS	100
6	43/QĐ-PVChem	08/01/2025	Approval of the 2024 actual salary fund for DMC-MN	100

7	39/QĐ-PVChem	08/01/2025	Approval of the 2024 actual salary fund for DMC	100
8	38/QĐ-PVChem	08/01/2025	Approval of the 2024 actual salary fund for the Parent Company	100
9	88/QĐ-PVChem	17/1/2025	Establishment of the Steering Committee for the 2030 Strategy with Vision to 2050	100
10	90/QĐ-PVChem	17/1/2025	Appointment of Mr. Tu as Director of DMC-WS Branch	100
11	100/QĐ-PVChem	21/01/2025	Appointment of Mr. Tran Kien as Head of Planning & Investment Division	100
12	139/QĐ-PVChem	7/2/2025	Reappointment of Mr. Vu Chi Cong as Director of PVChem-CS Branch	100
13	340/QĐ-PVChem	4/4/2025	Official evaluation of the performance of 2024 production and business plan of the Parent Company and PVChem-RT Branch	100
14	398/QĐ-PVChem	22/4/2025	Approval of 2024 actual salary fund for PVChem-Tech	100
15	396/QĐ-PVChem	22/4/2025	Approval of 2024 actual salary fund for DMC	100
16	395/QĐ-PVChem	22/4/2025	Approval of 2024 actual salary fund for PVChem-CS	100
17	394/QĐ-PVChem	22/4/2025	Approval of 2024 actual salary fund for PVChem-RT	100
18	393/QĐ-PVChem	22/4/2025	Approval of 2024 actual salary fund for PVChem-ITS	100
19	403/QĐ-PVChem	22/4/2025	Authorization to manage PVChem's capital contribution at DMC-Southern	100
20	459/QĐ-PVChem	5/5/2025	Approval of 2024 actual salary fund for the Parent Company	100
21	475/QĐ-PVChem	7/5/2025	Assignment of responsibilities in professional fields and supervision of affiliated units among PVChem's Board of Directors	100
22	497/QĐ-PVChem	8/5/2025	Salary arrangement for Mr. Tran Ngoc Lan – Member of PVChem's Board of Directors	100
23	783/QĐ-PVChem	7/5/2025	Assignment of management of capital contribution at DMC to Mr. Nguyen Thanh Tu	100
24	484/QĐ-PVChem	7/5/2025	Assignment of management of capital contribution at MIVN to Mr. Nguyen Thanh Tu and Mr. Vu Chi Cong	100

25	480/QĐ-PVChem	7/5/2025	Mr. Pham Ngoc Khue resigns from Deputy General Director position at PVChem	100
26	481/QĐ-PVChem	7/5/2025	Mr. Pham Ngoc Khue resigns as capital representative of PVChem at MIVN	100
27	482/QĐ-PVChem	7/5/2025	Mr. Nguyen Ngoc Quynh resigns as capital representative of PVChem at DMC	100
28	496/QĐ-PVChem	7/5/2025	Appointment of Mr. Nguyen Thanh Tu concurrently as Chairman of DMC	100
29	600/QĐ-PVChem	9/5/2025	Decision on retirement for social insurance benefits for Mr. Nguyễn Phúc Hoa	100
30	612/QĐ-PVChem	9/6/2025	Approval of the list of credit institutions for deposit placement in 2025 of the Parent Company – PVChem	100
31	615/QĐ-PVChem	10/6/2025	Amendment of the Operational Regulations of PVChem's Audit Committee	100



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APPENDIX 2

LIST OF AFFILIATED PERSONS OF PVCHEM
(Attached to Report No. ~~380~~.../BC-PVChem dated ~~July~~ ^{23rd}, 2025)

STT	Mã CK	Họ và tên	Chức vụ tại công ty	Mối quan hệ đối với người nội bộ	Loại hình Giấy NSH	Giấy NSH	Ngày cấp
Number(10)	Varchar(10)	Varchar(50)	Varchar(100)	Varchar(100)	Integer (CCCD; Hộ chiếu; ĐKKD)	Varchar(30)	Date (dd/mm/yyyy)
1	PVC	Truong Dai Nghia	Chairman of the Board of Directors		CCCD		
1.1	PVC	Chu Nguyen Bach Duong		Wife	CCCD		
1.2	PVC	Truong Minh Quang		Son	Hộ chiếu		
1.3	PVC	Trương My An		Daughter	Hộ chiếu		
1.4	PVC	Truong Minh		Biological Father	CCCD		
1.5	PVC	Ngo Thi Gam		Biological Mother	CCCD		
1.6	PVC	Truong Thi Thu Giang		Younger Sister	CCCD		
1.7	PVC	Chu Tuan Hiep		Brother-in-law	CCCD		
1.8	PVC	Nguyen Hong Nga		Mother-in-law	CCCD		
1.9	PVC	Chu Van Thom		Father-in-law	CCCD		
1.10	PVC	PetroVietnam		Representative of the Capital Contribution of Petrovietnam	ĐKKD		
2	PVC	Dương Trí Hội	Member of the Board of Directors, CEO		CCCD		
2.1	PVC	Tran Thi To		Biological Mother	CMND		
2.2	PVC	Duong Thi Ha		Elder Sister	CMND		
2.3	PVC	Duong Chi Hai			CMND		
2.4	PVC	Duong Thi Tam		Elder Sister	CMND		
2.5	PVC	Duong Thi Hoa		Elder Sister	CMND		
2.6	PVC	Hoang Tuyet Mai		Wife	CMND		
2.7	PVC	Duong Tri Thanh		Son			
2.8	PVC	Duong Khanh Linh		Daughter			
2.9	PVC	Vu Thi Huyen		Sister-in-law	CCCD		
2.10	PVC	Dang The Ly		Brother-in-law	CMND		
2.11	PVC	Nguyen Dinh Thu		Brother-in-law			
2.12	PVC	Bui Van Mau		Brother-in-law			
2.13	PVC	Hoang Dinh Tu		Father-in-law	CMND		
2.14	PVC	Do Thi Hoa		Mother-in-law	CMND		
2.15	PVC	PetroVietnam		Representative of the Capital Contribution of Petrovietnam	ĐKKD		

3	PVC	Trần Hồng Kiên	Member of the Board of Directors		CCCD
3.1	PVC	Tran Ngoc Canh		Biological Father	CCCD
3.2	PVC	Tran Thi Bich Hien		Biological Mother	CCCD
3.3	PVC	Nguyen Huu Thu		Brother-in-law	CCCD
3.4	PVC	Nguyen Kim Hanh		Mother-in-law	CCCD
3.5	PVC	Nguyen Thu Huong		Wife	CCCD
3.6	PVC	Tran Ngoc Bao Han		Daughter	
3.7	PVC	Tran Hong Nam		Elder Brother	CCCD
3.8	PVC	Nguyen Thanh Nam		Sister-in-law	CCCD
4	PVC	Trần Ngọc Lan	Member of the Board of Directors		CCCD
4.1	PVC	Tran Xuan Mai		Brother-in-law	CCCD
4.2	PVC	Nguyen Thi Hue		Mother-in-law	CCCD
4.3	PVC	Tran Thai Ninh		Wife	CCCD
4.4	PVC	Tran Thai An		Son	CCCD
4.5	PVC	Tran Thuc Anh		Daughter	CCCD
4.6	PVC	Tran Van Hoa		Elder Brother	CCCD
4.7	PVC	Dau Thi Soa		Sister-in-law	CCCD
4.8	PVC	Tran Van Binh		Elder Brother	CCCD
4.9	PVC	Nguyen Thi Mai		Sister-in-law	CCCD
4.10	PVC	Tran Van Phuc		Elder Brother	CCCD
4.11	PVC	Ngo Thi Xuan		Sister-in-law	CCCD
4.12	PVC	Tran Van Hai		Elder Brother	
4.13	PVC	Tran Van Hoe		Elder Brother	CCCD
4.14	PVC	Tran Thi Van		Sister-in-law	CCCD
4.15	PVC	Tran Van Phuong		Elder Brother	CCCD
4.16	PVC	Le Thi Thuy		Sister-in-law	CCCD
4.17	PVC	Tran Thi Soa		Younger Sister	CCCD
4.18	PVC	Nguyen Quang Vinh		Brother-in-law	CCCD
4.19	PVC	Tran Thi Ngoc Huyen		Sister-in-law	CCCD
4.20	PVC	Nguyen Van Mau		Brother-in-law	CCCD
4.21	PVC	Tran Thi Hoang Anh		Sister-in-law	CCCD
5	PVC	Ha Duy Tan	Member of the Board of Directors		CCCD
5.1	PVC	Dao Thi Huyen		Biological Mother	CCCD
5.2	PVC	Nguyen Vuong Manh		Brother-in-law	CCCD
5.3	PVC	Chu Thi Thien		Mother-in-law	CCCD
5.4	PVC	Nguyen Thi Quynh Anh		Wife	CCCD

5.5	PVC	Ha Duy Anh		Son	CCCD
5.6	PVC	Ha Duy Khanh Trung		Son	CCCD
5.7	PVC	Ha Thi Bich Hang		Elder Sister	CCCD
5.8	PVC	Tran Duc Son		Brother-in-law	CCCD
5.9	PVC	PVChem-Tech		Chairman of the Company	ĐKKD
5.10	PVC	PetroVietnam		Representative of the Capital Contribution of Petrovietnam	ĐKKD
6	PVC	Nguyen Kim Manh Hoang	Deputy General Director		CCCD
6.1	PVC	Nguyen Kim Minh		Biological Father	CCCD
6.4	PVC	Bui Thi Khang		Mother-in-law	CCCD
6.5	PVC	Le Thi Phuong Nhung		Wife	CCCD
6.6	PVC	Nguyen Le Dieu Linh		Daughter	CCCD
6.7	PVC	Nguyen Km Manh Hung		Son	CCCD
6.8	PVC	Nguyen Thi Van Huong		Elder Sister	CCCD
6.9	PVC	Nguyen Trong Hong		Brother-in-law	CCCD
6.10	PVC	PVChem-ITS		Director of PVChem-ITS Company	ĐKKD
6.11	PVC	PVChem-ITS Branch		Director of PVChem-ITS Branch	ĐKKD
7	PVC	Bui Tuan Ngoc	Deputy General Director		CCCD
7.1	PVC	Cao Thi Tuyet		Mother-in-law	CCCD
7.2	PVC	Bui Thi Minh Hang		Sister	CCCD
7.3	PVC	Bùi Công Hoan		Elder Brother	CCCD
7.4	PVC	Bui Thi Minh Phuong		Sister	CCCD
7.5	PVC	Bui Thi Phuong Thao		Sister	CCCD
7.6	PVC	Bui Quang Thach		Younger Brother	
7.7	PVC	Bui Quoc Thanh		Younger Brother	CCCD
7.8	PVC	Bui Ngoc Minh		Younger Brother	CCCD
7.9	PVC	Le Thi Thu Ha		Wife	CCCD
7.10	PVC	Bui Thi Anh Linh		Daughter	CCCD
7.11	PVC	Bui Thien Cam		Daughter	CCCD
7.12	PVC	Bui Duc Thu		Brother-in-law	CCCD
7.13	PVC	Nguyen Tra Huong		Sister-in-law	CCCD
7.14	PVC	Do Thi Tam		Younger Sister-in-law	CCCD
7.15	PVC	Nguyen Thi Thuy Hang		Younger Sister-in-law	CCCD
7.16	PVC	Pham Thi Bich Hong		Younger Sister-in-law	CCCD
7.17	PVC	PVChem-ITS		Chairman of the Company	ĐKKD
7.18	PVC	PVChem-CS		Chairman of the Company	ĐKKD
8	PVC	Vũ Chí Công	Deputy General Director		CCCD
8.1	PVC	Vu Van Tuong		Biological Father	CCCD

8.2	PVC	Tran Thi Dien		Biological Mother	CCCD
8.3	PVC	Nguyen Duy Can		Brother-in-law	CCCD
8.4	PVC	Dao Phuong Tram		Mother-in-law	CCCD
8.5	PVC	Nguyen Thi Ngoc Anh		Wife	CCCD
8.6	PVC	Vu Nhat Duong		Son	CCCD
8.7	PVC	Vu Minh Chau		Daughter	CCCD
8.8	PVC	Vu Ha My		Daughter	CCCD
8.9	PVC	Vu Binh Minh		Brother	CCCD
8.10	PVC	Le thi Kim Thuy		Sister-in-law	CCCD
8.11	PVC	Vu Thi Thu Dung		Daughter	CCCD
8.12	PVC	Pham The Truong		Brother-in-law	CCCD
8.13	PVC	Vu Manh Tien		Elder Brother	CCCD
8.14	PVC	Le Thi Thu Huong		Sister-in-law	CCCD
8.15	PVC	PVChem-CS		Director of PVChem-ITS Company	ĐKKD
8.16	PVC	PVChem-CS Branch		Director of PVChem-ITS Branch	ĐKKD
8.17	PVC	Công ty TNHH MIVN		In Charge of the Members' Council of MIVN	ĐKKD
9	PVC	Tran Van Trinh	Chief Accountant		CCCD
9.1	PVC	Nguyen Thi Thu Hang		Wife	CCCD
9.2	PVC	Tran Van Thuat		Biological Father	CMND
9.3	PVC	Tran Minh Quan		Son	CMND
9.4	PVC	Tran Phuc Thanh		Son	CCCD
9.5	PVC	Tran Van Truong		Elder Brother	CCCD
9.6	PVC	Tran Van Trinh		Younger Brother	CCCD
9.7	PVC	Tran Van Bang		Younger Brother	CCCD
9.8	PVC	Tran Thi Hoan		Younger Sister	CMND
9.9	PVC	Dang Thi Kim Anh		Sister-in-law	CMND
9.10	PVC	Nguyen Thi Le Thuy		Younger Sister-in-law	CCCD
9.11	PVC	Ngo Thi Luong		Younger Sister-in-law	CCCD
9.12	PVC	Vu Minh Tuan		Brother-in-law	CCCD
10	PVC	Nguyen Thi Minh Hang	Member of the Internal Audit Committee		CCCD
10.1	PVC	Nguyen Duc Tan		Biological Father	CMND
10.2	PVC	Nguyen Thi Minh Nga		Biological Mother	CMND
10.3	PVC	Nguyen Hong Nhung		Daughter	CMND
10.4	PVC	Nguyen Minh Khoi		Son	
10.5	PVC	Nguyen Minh Tri		Elder Brother	CMND
10.6	PVC	Tran Thi Kim Oanh		Sister-in-law	CMND

11	PVC	Do Thi Hong Hanh	Corporate Governance Officer/Authorized Person for Information Disclosure		CCCD
11.1	PVC	Do Thi Ngoc		Biological Mother	CCCD
11.2	PVC	Le Van Linh		Husband	CCCD
11.3	PVC	Le Bao Minh		Son	
11.4	PVC	Do Manh Hung		Elder Brother	CCCD
11.5	PVC	Do Thi Linh Hoat		Elder Sister	CCCD
11.6	PVC	Do Minh Huong		Elder Brother	CCCD
11.7	PVC	Dao Dinh Truong		Brother-in-law	CCCD
11.8	PVC	Nguyen Thi Ha			CCCD
11.9	PVC	Tran Thi Thuy Hang			CMND
11.10	PVC	Le Van Binh		Father-in-law	CMND
11.11	PVC	Vu Thi Phuong		Mother-in-law	CCCD
12	PVC	Nguyen Viet Thang	Corporate Governance Officer		CCCD
12.1	PVC	Bui Thi Van		Biological Mother	CCCD
12.2	PVC	Vu Kim Chi		Wife	CCCD
12.3	PVC	Nguyen Vu Hoan Chau		Son	CMND
12.4	PVC	Nguyen Huu Khanh		Daughter	CCCD
12.5	PVC	Nguyen Thi Van Anh		Younger Sister	CMND
12.6	PVC	Nguyen Anh Tuan		Younger Brother	CCCD
12.7	PVC	Le Duc Luong		Brother-in-law	CMND
12.8	PVC	Hoang Thi Nga		Mother-in-law	CCCD
13	PVC	Tran Phu	Member of the Internal Audit Committee		CMND
13.1	PVC	Tran Thi Thu Huyen		Wife	CMND
13.2	PVC	Tran Trung Dung		Biological Father	CMND
13.3	PVC	Nguyen Thi Thuoc		Biological Mother	CMND
13.4	PVC	Tran Thuc Anh		Daughter	
13.5	PVC	Tran Diep Anh		Daughter	
13.6	PVC	Tran Trung Phan		Elder Brother	CMND
13.7	PVC	Nguyen Thanh Thuy		Sister-in-law	CCCD
13.8	PVC	Tran Trong Chuong		Father-in-law	CCCD
13.9	PVC	Dao Thi Bich		Mother-in-law	CCCD

14		Ta Dinh Khang	Head of the Internal Audit Committee		CCCD
	PVC				
14.1	PVC	Ta Dinh Khiem		Biological Father	CCCD
14.2	PVC	Ta Thi Vien		Biological Mother	CCCD
14.3	PVC	Ta Thuy Ngan		Daughter	
14.4	PVC	Ta Dinh Binh		Elder Brother	CCCD
14.5	PVC	Ta Dinh An		Elder Brother	CCCD
14.6	PVC	Ta Thi Hanh		Elder Sister	CCCD
14.7	PVC	Ta Thi Trinh		Younger Brother	CCCD
14.8	PVC	Ta Thi Hien		Younger Brother	CCCD
14.9	PVC	Nguyen Ngoc Cuu		Brother-in-law	CCCD
14.10	PVC	Pham Van Tuy		Younger Brother-in-law	CCCD
14.11	PVC	Nguyen Thi Phuong Hoa		Sister-in-law	CCCD
14.12	PVC	Phung Thi Phuong Loan		Sister-in-law	CCCD
15	PVC	PetroVietnam		Parent company of the listed organization	ĐKKD
16	PVC	PVChem-CS		Subsidiary of the listed organization	ĐKKD
17	PVC	DMC		Subsidiary of the listed organization	ĐKKD
18	PVC	PVChem-ITS		Subsidiary of the listed organization	ĐKKD
19	PVC	PVChem-Tech		Subsidiary of the listed organization	ĐKKD
20	PVC	DMC-MN		Subsidiary of the listed organization	ĐKKD
21	PVC	MIVN		Subsidiary of the listed organization	ĐKKD
22	PVC	Trade Union of PetroVietnam Chemical and Services Corporation		Socio-political organization of the listed organization"	

APPENDIX 3

(Attached to Report No. 180.../PVChem-BOD dated 23rd month 07th year 2025)

Transactions between the company and its related parties; or between the company and major shareholders, insiders, or related persons of insiders

No.	Name of Entity/Individual	Relationship with the Company	Business Registration No., Date & Place of Issue	Head Office / Contact Address	Time of Transaction	Resolution /Decision of the GSM/BO D (if any, specify date)	Transaction Content and Quantity	Total Transaction Value (VND million)
1	DMC-Southern Petroleum Chemicals JSC	Subsidiary	3500850392	24/8 Le Thanh Tong, Ward 9, Vung Tau City, Ba Ria - Vung Tau	2025		Sale of goods and services	3,611
							Purchase of goods and services	126
2	M-I Vietnam Co., Ltd.	Subsidiary	3500101322	99 Le Loi, Thang Nhi Ward, Vung Tau City, Ba Ria - Vung Tau	2025		Sale of goods and services	4,053
							Profit distributed	12,750



3	DMC Co., Ltd.	Subsidiary	3502441229	35, 30/4 Street, Ward 9, Vung Tau City, Ba Ria - Vung Tau	2025		Sale of goods and services	952
							Purchase of goods and services	70,665
							Profit distributed	12,662
4	PVChem-Tech Co., Ltd.	Subsidiary	0109467561	12th Floor, VPI Tower, 167 Trung Kinh, Cau Giay, Hanoi	2025		Sale of goods and services	865
							Purchase of goods and services	18,406
							Profit distributed	542
5	PVChem-ITS Co., Ltd.	Subsidiary	0110398224	12th Floor, VPI Tower, 167 Trung Kinh, Cau Giay, Hanoi	2025		Sale of goods and services	1,091
							Purchase of goods and services	37,504
							Profit distributed	971
6	PVChem-CS Co., Ltd.	Subsidiary	0317824165	163 Hai Ba Trung, Vo Thi	2025		Sale of goods and services	4,044

				Sau Ward, District 3, Ho Chi Minh City			Purchase of goods and services	15,985
							Profit distributed	3,071

APPENDIX 4

LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS

(Attached to Report No. TSO/BC-PVChem dated July 23rd, 2025)

STT	Mã CK	Họ và tên	Chức vụ tại công ty	Mối quan hệ đối với người nội bộ	Loại hình Giấy NSH	Giấy NSH	Ngày cấp
Number(10)	Varchar(10)	Varchar(50)	Varchar(100)	Varchar(100)	Integer (CCCD; Hộ chiếu; ĐKKD)	Varchar(30)	Date (dd/mm/yyyy)
1	PVC	Truong Dai Nghia	Chairman of the Board of Directors		CCCD		
1.1	PVC	Chu Nguyen Bach Duong		Wife	CCCD		
1.2	PVC	Truong Minh Quang		Son	Hộ chiếu		
1.3	PVC	Trương My An		Daughter	Hộ chiếu		
1.4	PVC	Truong Minh		Biological Father	CCCD		
1.5	PVC	Ngo Thi Gam		Biological Mother	CCCD		
1.6	PVC	Truong Thi Thu Giang		Younger Sister	CCCD		
1.7	PVC	Chu Tuan Hiep		Brother-in-law	CCCD		
1.8	PVC	Nguyen Hong Nga		Mother-in-law	CCCD		
1.9	PVC	Chu Van Thom		Father-in-law	CCCD		
1.10	PVC	PetroVietnam		Representative of the Capital Contribution of Petrovietnam	ĐKKD		
2	PVC	Dương Trí Hội	Member of the Board of Directors, CEO		CCCD		
2.1	PVC	Tran Thi To		Biological Mother	CMND		
2.2	PVC	Duong Thi Ha		Elder Sister	CMND		
2.3	PVC	Duong Chi Hai			CMND		
2.4	PVC	Duong Thi Tam		Elder Sister	CMND		
2.5	PVC	Duong Thi Hoa		Elder Sister	CMND		
2.6	PVC	Hoang Tuyen Mai		Wife	CMND		
2.7	PVC	Duong Tri Thanh		Son			
2.8	PVC	Duong Khanh Linh		Daughter			
2.9	PVC	Vu Thi Huyen		Sister-in-law	CCCD		
2.10	PVC	Dang The Ly		Brother-in-law	CMND		
2.11	PVC	Nguyen Dinh Thu		Brother-in-law			
2.12	PVC	Bui Van Mau		Brother-in-law			
2.13	PVC	Hoang Dinh Tu		Father-in-law	CMND		
2.14	PVC	Do Thi Hoa		Mother-in-law	CMND		
2.15	PVC	PetroVietnam		Representative of the Capital Contribution of Petrovietnam	ĐKKD		

3	PVC	Trần Hồng Kiên	Member of the Board of Directors		CCCD
3.1	PVC	Tran Ngoc Canh		Biological Father	CCCD
3.2	PVC	Tran Thi Bich Hien		Biological Mother	CCCD
3.3	PVC	Nguyen Huu Thu		Brother-in-law	CCCD
3.4	PVC	Nguyen Kim Hanh		Mother-in-law	CCCD
3.5	PVC	Nguyen Thu Huong		Wife	CCCD
3.6	PVC	Tran Ngoc Bao Han		Daughter	
3.7	PVC	Tran Hong Nam		Elder Brother	CCCD
3.8	PVC	Nguyen Thanh Nam		Sister-in-law	CCCD
4	PVC	Trần Ngọc Lan	Member of the Board of Directors		CCCD
4.1	PVC	Tran Xuan Mai		Brother-in-law	CCCD
4.2	PVC	Nguyen Thi Hue		Mother-in-law	CCCD
4.3	PVC	Tran Thai Ninh		Wife	CCCD
4.4	PVC	Tran Thai An		Son	CCCD
4.5	PVC	Tran Thuc Anh		Daughter	CCCD
4.6	PVC	Tran Van Hoa		Elder Brother	CCCD
4.7	PVC	Dau Thi Soa		Sister-in-law	CCCD
4.8	PVC	Tran Van Binh		Elder Brother	CCCD
4.9	PVC	Nguyen Thi Mai		Sister-in-law	CCCD
4.10	PVC	Tran Van Phuc		Elder Brother	CCCD
4.11	PVC	Ngo Thi Xuan		Sister-in-law	CCCD
4.12	PVC	Tran Van Hai		Elder Brother	
4.13	PVC	Tran Van Hoe		Elder Brother	CCCD
4.14	PVC	Tran Thi Van		Sister-in-law	CCCD
4.15	PVC	Tran Van Phuong		Elder Brother	CCCD
4.16	PVC	Le Thi Thuy		Sister-in-law	CCCD
4.17	PVC	Tran Thi Soa		Younger Sister	CCCD
4.18	PVC	Nguyen Quang Vinh		Brother-in-law	CCCD
4.19	PVC	Tran Thi Ngoc Huyen		Sister-in-law	CCCD
4.20	PVC	Nguyen Van Mau		Brother-in-law	CCCD
4.21	PVC	Tran Thi Hoang Anh		Sister-in-law	CCCD
5	PVC	Ha Duy Tan	Member of the Board of Directors		CCCD
5.1	PVC	Dao Thi Huyen		Biological Mother	CCCD
5.2	PVC	Nguyen Vuong Manh		Brother-in-law	CCCD
5.3	PVC	Chu Thi Thien		Mother-in-law	CCCD
5.4	PVC	Nguyen Thi Quynh Anh		Wife	CCCD

5.5	PVC	Ha Duy Anh		Son	CCCD
5.6	PVC	Ha Duy Khanh Trung		Son	CCCD
5.7	PVC	Ha Thi Bich Hang		Elder Sister	CCCD
5.8	PVC	Tran Duc Son		Brother-in-law	CCCD
5.9	PVC	PVChem-Tech		Chairman of the Company	ĐKKD
5.10	PVC	PetroVietnam		Representative of the Capital Contribution of Petrovietnam	ĐKKD
6	PVC	Nguyen Kim Manh Hoang	Deputy General Director		CCCD
6.1	PVC	Nguyen Kim Minh		Biological Father	CCCD
6.4	PVC	Bui Thi Khang		Mother-in-law	CCCD
6.5	PVC	Le Thi Phuong Nhung		Wife	CCCD
6.6	PVC	Nguyen Le Dieu Linh		Daughter	CCCD
6.7	PVC	Nguyen Km Manh Hung		Son	CCCD
6.8	PVC	Nguyen Thi Van Huong		Elder Sister	CCCD
6.9	PVC	Nguyen Trong Hong		Brother-in-law	CCCD
6.10	PVC	PVChem-ITS		Director of PVChem-ITS Company	ĐKKD
6.11	PVC	PVChem-ITS Branch		Director of PVChem-ITS Branch	ĐKKD
7	PVC	Bui Tuan Ngoc	Deputy General Director		CCCD
7.1	PVC	Cao Thi Tuyet		Mother-in-law	CCCD
7.2	PVC	Bui Thi Minh Hang		Sister	CCCD
7.3	PVC	Bui Công Hoan		Elder Brother	CCCD
7.4	PVC	Bui Thi Minh Phuong		Sister	CCCD
7.5	PVC	Bui Thi Phuong Thao		Sister	CCCD
7.6	PVC	Bui Quang Thach		Younger Brother	
7.7	PVC	Bui Quoc Thanh		Younger Brother	CCCD
7.8	PVC	Bui Ngoc Minh		Younger Brother	CCCD
7.9	PVC	Le Thi Thu Ha		Wife	CCCD
7.10	PVC	Bui Thi Anh Linh		Daughter	CCCD
7.11	PVC	Bui Thien Cam		Daughter	CCCD
7.12	PVC	Bui Duc Thu		Brother-in-law	CCCD
7.13	PVC	Nguyen Tra Huong		Sister-in-law	CCCD
7.14	PVC	Do Thi Tam		Younger Sister-in-law	CCCD
7.15	PVC	Nguyen Thi Thuy Hang		Younger Sister-in-law	CCCD
7.16	PVC	Pham Thi Bich Hong		Younger Sister-in-law	CCCD
7.17	PVC	PVChem-ITS		Chairman of the Company	ĐKKD
7.18	PVC	PVChem-CS		Chairman of the Company	ĐKKD
8	PVC	Vũ Chí Công	Deputy General Director		CCCD
8.1	PVC	Vu Van Tuong		Biological Father	CCCD

8.2	PVC	Tran Thi Dien		Biological Mother	CCCD
8.3	PVC	Nguyen Duy Can		Brother-in-law	CCCD
8.4	PVC	Dao Phuong Tram		Mother-in-law	CCCD
8.5	PVC	Nguyen Thi Ngoc Anh		Wife	CCCD
8.6	PVC	Vu Nhat Duong		Son	CCCD
8.7	PVC	Vu Minh Chau		Daughter	CCCD
8.8	PVC	Vu Ha My		Daughter	CCCD
8.9	PVC	Vu Binh Minh		Brother	CCCD
8.10	PVC	Le thi Kim Thuy		Sister-in-law	CCCD
8.11	PVC	Vu Thi Thu Dung		Daughter	CCCD
8.12	PVC	Pham The Truong		Brother-in-law	CCCD
8.13	PVC	Vu Manh Tien		Elder Brother	CCCD
8.14	PVC	Le Thi Thu Huong		Sister-in-law	CCCD
8.15	PVC	PVChem-CS		Director of PVChem-ITS Company	ĐKKD
8.16	PVC	PVChem-CS Branch		Director of PVChem-ITS Branch	ĐKKD
8.17	PVC	Công ty TNHH MIVN		In Charge of the Members' Council of MIVN	ĐKKD
9	PVC	Tran Van Trinh	Chief Accountant		CCCD
9.1	PVC	Nguyen Thi Thu Hang		Wife	CCCD
9.2	PVC	Tran Van Thuat		Biological Father	CMND
9.3	PVC	Tran Minh Quan		Son	CMND
9.4	PVC	Tran Phuc Thanh		Son	CCCD
9.5	PVC	Tran Van Truong		Elder Brother	CCCD
9.6	PVC	Tran Van Trinh		Younger Brother	CCCD
9.7	PVC	Tran Van Bang		Younger Brother	CCCD
9.8	PVC	Tran Thi Hoan		Younger Sister	CMND
9.9	PVC	Dang Thi Kim Anh		Sister-in-law	CMND
9.10	PVC	Nguyen Thi Le Thuy		Younger Sister-in-law	CCCD
9.11	PVC	Ngo Thi Luong		Younger Sister-in-law	CCCD
9.12	PVC	Vu Minh Tuan		Brother-in-law	CCCD
10	PVC	Nguyen Thi Minh Hang	Member of the Internal Audit Committee		CCCD
10.1	PVC	Nguyen Duc Tan		Biological Father	CMND
10.2	PVC	Nguyen Thi Minh Nga		Biological Mother	CMND
10.3	PVC	Nguyen Hong Nhung		Daughter	CMND
10.4	PVC	Nguyen Minh Khoi		Son	
10.5	PVC	Nguyen Minh Tri		Elder Brother	CMND
10.6	PVC	Tran Thi Kim Oanh		Sister-in-law	CMND

11	PVC	Do Thi Hong Hanh	Corporate Governance Officer/Authorized Person for Information Disclosure		CCCD
11.1	PVC	Do Thi Ngoc		Biological Mother	CCCD
11.2	PVC	Le Van Linh		Husband	CCCD
11.3	PVC	Le Bao Minh		Son	
11.4	PVC	Do Manh Hung		Elder Brother	CCCD
11.5	PVC	Do Thi Linh Hoat		Elder Sister	CCCD
11.6	PVC	Do Minh Huong		Elder Brother	CCCD
11.7	PVC	Dao Dinh Truong		Brother-in-law	CCCD
11.8	PVC	Nguyen Thi Ha			CCCD
11.9	PVC	Tran Thi Thuy Hang			CMND
11.10	PVC	Le Van Binh		Father-in-law	CMND
11.11	PVC	Vu Thi Phuong		Mother-in-law	CCCD
12	PVC	Nguyen Viet Thang	Corporate Governance Officer		CCCD
12.1	PVC	Bui Thi Van		Biological Mother	CCCD
12.2	PVC	Vu Kim Chi		Wife	CCCD
12.3	PVC	Nguyen Vu Hoan Chau		Son	CMND
12.4	PVC	Nguyen Huu Khanh		Daughter	CCCD
12.5	PVC	Nguyen Thi Van Anh		Younger Sister	CMND
12.6	PVC	Nguyen Anh Tuan		Younger Brother	CCCD
12.7	PVC	Le Duc Luong		Brother-in-law	CMND
12.8	PVC	Hoang Thi Nga		Mother-in-law	CCCD
13	PVC	Tran Phu	Member of the Internal Audit Committee		CMND
13.1	PVC	Tran Thi Thu Huyen		Wife	CMND
13.2	PVC	Tran Trung Dung		Biological Father	CMND
13.3	PVC	Nguyen Thi Thuoc		Biological Mother	CMND
13.4	PVC	Tran Thuc Anh		Daughter	
13.5	PVC	Tran Diep Anh		Daughter	
13.6	PVC	Tran Trung Phan		Elder Brother	CMND
13.7	PVC	Nguyen Thanh Thuy		Sister-in-law	CCCD
13.8	PVC	Tran Trong Chuong		Father-in-law	CCCD
13.9	PVC	Dao Thi Bich		Mother-in-law	CCCD

14	PVC	Ta Dinh Khang	Head of the Internal Audit Committee		CCCD
14.1	PVC	Ta Dinh Khien		Biological Father	CCCD
14.2	PVC	Ta Thi Vien		Biological Mother	CCCD
14.3	PVC	Ta Thuy Ngan		Daughter	
14.4	PVC	Ta Dinh Binh		Elder Brother	CCCD
14.5	PVC	Ta Dinh An		Elder Brother	CCCD
14.6	PVC	Ta Thi Hanh		Elder Sister	CCCD
14.7	PVC	Ta Thi Trinh		Younger Brother	CCCD
14.8	PVC	Ta Thi Hien		Younger Brother	CCCD
14.9	PVC	Nguyen Ngoc Cuu		Brother-in-law	CCCD
14.10	PVC	Pham Van Tuy		Younger Brother-in-law	CCCD
14.11	PVC	Nguyen Thi Phuong Hoa		Sister-in-law	CCCD
14.12	PVC	Phung Thi Phuong Loan		Sister-in-law	CCCD

CORPORATE GOVERNANCE SURVEY – FIRST HALF OF 2025

Company Name: PetroVietnam Chemical and Services Corporation (PVChem)

Stock Code: PVC

(Attached to Report No.....780...../BC-PVChem dated.23/07/2025)

No.	Evaluation Criteria	Answer (First Half 2025)	Additional Information (if any)
1	Percentage of State ownership (%)	0.36	
2	Corporate governance model (1 or 2) - 1: According to Point a, Clause 1, Article 137 of the 2020 Enterprise Law - 2: According to Point b, Clause 1, Article 137 of the 2020 Enterprise Law	2	
3	Number of legal representatives of the company	1	
4	Charter amended in accordance with the 2020 Enterprise Law	Yes	
5	Internal corporate governance regulations issued in accordance with the Enterprise Law and charter	Yes	
6	Date of Annual General Meeting of Shareholders (AGM)	2025-04-28	
7	Date of public disclosure of AGM documents	2025-04-01	
8	Date of public disclosure of AGM Minutes and Resolutions	2025-04-29	
9	AGM held successfully as per disclosed plan	1	
10	Company involved in lawsuits related to the organization of the AGM	No	
11	Number of reminders/warnings by the Stock Exchange	No	
12	Number of reminders/warnings by the State Securities Commission	No	
13	Number of members of the Board of Directors (BOD)	5	
14	Number of independent BOD members	1	
15	Chairman concurrently holding the CEO position	No	
16	Number of BOD meetings	3	
17	Existence of subcommittees under the BOD (Yes/No)	No	
18	Names of BOD subcommittees (if any)	No	
19	Company has independent BOD member(s)	No	

	with professional expertise in accounting/auditing		
20	Appointment of a person in charge of corporate governance	Yes	
21	Head of Supervisory Board works full-time at the company	No	
22	Number of members in the Supervisory Board	No	
23	Number of supervisors who are related persons of BOD members/CEO/other managers	No	
24	Number of supervisors concurrently holding managerial positions in the company or subsidiaries	No	
25	Number of supervisors working in the internal audit department	No	
26	Number of Supervisory Board meetings	No	
27	Does the company have an Audit Committee? (Yes/No)	Yes	
28	Is the Audit Committee under the BOD?	Yes	
29	Number of members of the Audit Committee	3	
30	Number of meetings of the Audit Committee	1	
31	Company website provides sufficient information for shareholders	Yes	
32	Company paid dividends within 6 months from the date of AGM resolution approval		PVChem's 2025 Annual General Meeting of Shareholders approved not to pay dividends for 2024
33	Company received warnings or sanctions from the Stock Exchange or SSC regarding information disclosure obligations	No	

