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中海油田服务股份有限公司
China Oilfield Services Limited

(Incorporated in the People's Republic of China as a joint stock limited liability company)

(Stock Code: 2883)

ANNOUNCEMENT
RESIGNATION OF EXECUTIVE DIRECTOR AND APPOINTMENT OF
EMPLOYEE REPRESENTATIVE DIRECTOR

On 10 December 2025, the Board of the Company received the written resignation report from Mr. Xiao Jia, an executive director. The resignation of Mr. Xiao Jia as an executive director of the Company was due to the adjustment of the corporate governance structure, which took effect from 10 December 2025. Mr. Xiao Jia was elected as an employee representative director at the employee representative congress of the Company held on 10 December 2025, and such appointment took effect from 10 December 2025 with a term of three years.

References are made to the announcement dated 26 August 2025 and the circular dated 14 November 2025 of China Oilfield Services Limited (the “**Company**”) in relation to, among others, the proposed cancellation of the Supervisory Committee and amendments to the Articles of Association. The above resolution in relation to the proposed cancellation of the Supervisory Committee and amendments to the Articles of Association has been approved by the shareholders at the 2025 first extraordinary general meeting of the Company held on 2 December 2025. In accordance with the revised Articles of Association, the Board shall include one employee representative director who shall be democratically elected by the Company’s employees through the employee representative congress, employee meeting or other methods.

RESIGNATION OF EXECUTIVE DIRECTOR

On 10 December 2025, the board of directors (the “**Board**”) of the Company received the written resignation report from Mr. Xiao Jia (“**Mr. Xiao**”), an executive director. The resignation of Mr. Xiao Jia as an executive director of the Company was due to the adjustment of the corporate governance structure, which took effect from 10 December 2025.

Mr. Xiao has confirmed with the Board that there is no disagreement between him and the Board and there is no matter related to his resignation that needs to be brought to the attention of the shareholders of the Company and The Stock Exchange of Hong Kong Limited.

APPOINTMENT OF EMPLOYEE REPRESENTATIVE DIRECTOR

The Company is pleased to announce that Mr. Xiao Jia was elected as an employee representative director at the employee representative congress of the Company held on 10 December 2025, and such appointment took effect from 10 December 2025 with a term of three years.

Mr. Xiao Jia, Chinese, born in 1982, Deputy Party Secretary and Chairman of Labour Union of the Company, is a senior political engineer. He graduated from the history department of Renmin University of China in 2004 and obtained a bachelor's degree in history; graduated from the School of History of Renmin University of China in 2007, majoring in modern and contemporary history of the world, and obtained a master's degree in history. From 2004 to 2005, Mr. Xiao Jia was a youth volunteer teacher of Yunshishan Junior Middle School in Ruijin City, Jiangxi Province. From 2007 to 2010, he worked in the Culture and Education Division of the Research Office of Beijing Municipal Committee of the Communist Party of China. From 2010 and prior to joining the Company, he successively served as a theoretical senior supervisor of ideological and political work department and the deputy head and head of ideological building division of China National Offshore Oil Corporation, the head of party building research division of the party and mass work department and the deputy director of the party and mass work department of China National Offshore Oil Corporation, and the secretary of Youth League Committee of China National Offshore Oil Corporation. Mr. Xiao has been the Deputy Party Secretary of the Company since October 2024 and served as the executive director of the Company from December 2024 to December 2025. He has served as the Chairman of Labour Union of the Company since February 2025.

Mr. Xiao will not receive any remuneration in respect of his appointment as an employee representative director of the Company, save for the corresponding remuneration in relation to his other positions within the Company. His remuneration will be implemented according to the remuneration management measures of the Company and with reference to the standard of senior management. The annual remuneration of Mr. Xiao is expected to be ranged from RMB0.9 million to RMB1.25 million. The specific amount shall be determined after taking into account the recommendations made by the remuneration and assessment committee of the Board in accordance with its terms of reference, and with reference to (among other things) his duties and responsibilities. The Company will disclose the relevant remuneration when it is determined. For the specific remuneration, please refer to the annual report to be published by the Company in due course.

Save as disclosed above, Mr. Xiao has not held any directorship in other listed companies in the past three years, and has not held any positions in the Company and its subsidiaries.

Save as disclosed above, Mr. Xiao has no relationship with any directors, senior management or substantial or controlling shareholders of the Company. As at the date of this announcement, Mr. Xiao does not have any interest in the shares of the Company within the meaning of Part XV of the Securities and Futures Ordinance of Hong Kong (Chapter 571 of the Laws of Hong Kong).

Save as disclosed above, there is no other information required to be disclosed pursuant to Rule 13.51(2) of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited, and the Company is not aware of any other matters that need to be brought to attention of the shareholders of the Company.

By Order of the Board
China Oilfield Services Limited
Sun Weizhou
Company Secretary

10 December 2025

As at the date of this announcement, the executive directors of the Company are Messrs. Zhao Shunqiang (Chairman) and Lu Tao; the employee representative director of the Company is Mr. Xiao Jia; the non-executive directors of the Company are Messrs. Fan Baitao and Liu Qiudong; and the independent non-executive directors of the Company are Ms. Chiu Lai Kuen, Susanna, Messrs. Kwok Lam Kwong, Larry and Yao Xin.