

No: 16^E/2025/CIAS

Khanh Hoa, January 23, 2025

Re: Report on Corporate Governance 2024

**THE ELECTRONIC INFORMATION PORTAL OF THE STATE SECURITIES
COMMISSION OF VIETNAM**

To: - The State Securities Commission
- Hanoi Stock Exchange

Name of company: Cam Ranh International Airport Services Joint-Stock Company

Stock symbol: CIA

Address of headoffice: Cam Ranh International Airport, Cam Nghia Ward, Cam Ranh City,
Khanh Hoa Province

Telephone: 0258.6265588

Fax: 0258.6266262

The authorized person to disclose information: Mr. TRAN XUAN BINH

Position: Deputy Director

Type of Information Disclosure: ☐ 24h ☐ 72h ☐ Request ☐ Extraordinary ☒ Periodic

Content of Information Disclosure:

Cam Ranh International Airport Services Joint-Stock Company discloses the Report on
Corporate Governance for 2024.

This information has been disclosed on the company website at the following link:
www.cias.vn

We hereby certify that the information provided above is true and correct and we take full
responsibility to the law for our information disclosure.

Recipients:

- As above;
- Archived at the Office.

**THE AUTHORIZED PERSON
TO DISCLOSE INFORMATION**



Tran Xuan Binh

No: 01/2025/BC-HĐQT/CIAS

Khanh Hoa, January 23, 2025

REPORT ON CORPORATE GOVERNANCE
(2024)

To: - The State Securities Commission
- Hanoi Stock Exchange

- Name of company: **CAM RANH INTERNATIONAL AIRPORT SERVICES JOINT-STOCK COMPANY**
- Address of headoffice: Cam Ranh International Airport, Cam Nghia Ward, Cam Ranh City, Khanh Hoa Province.
- Telephone: 0258.6265588. Fax: 0258.6266262. Email: contact@cias.vn
- Charter capital: 197,099,040,000 VND.
- Stock symbol: CIA.
- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors and Director.
- The implementation of internal audit: Implemented.

I. Activities of the General Meeting of Shareholders:

On April 26, 2024, CIAS successfully held its 2024 Annual General Meeting of Shareholders and passed the Shareholders' Meeting Resolution with the following main contents:

No.	Resolution No.	Date	Content
01	01/2024/NQ-DHĐCĐ/CIAS	26/04/2024	<p>The 2024 Annual General Meeting of Shareholders (AGM) approved the following:</p> <ol style="list-style-type: none">Report on the 2023 business performance and the 2024 business plan of the Board of Management.Report on the 2023 activities of the Board of Directors and the 2024 orientations and tasks.Report of the Board of Supervisors.Proposal for the approval of the Audited Separate and Consolidated Financial Statements for 2023.Proposal for the approval of the 2023 profit distribution plan and the 2024 profit distribution plan.Proposal for the approval of the settlement of remuneration for the Board of Directors and the

			<p>Supervisory Board in 2023 and the remuneration plan for 2024.</p> <p>7. Proposal for the approval of the production and business targets for 2024.</p> <p>8. Proposal for the approval of transactions with related parties.</p> <p>9. Proposal for the approval of additions to the business lines and amendments to Appendix I of the CIAS Company Charter.</p> <p>10. Proposal for the adjustment of the number of Board members, amendments to the Charter, Internal Corporate Governance Regulations, and the Operational Regulations of the Board of Directors.</p> <p>11. Proposal for the dismissal and additional election of Board of Directors and Supervisory Board members for the 2022–2027 term.</p> <p>12. Proposal for the approval of the list of candidates for additional election to the Board of Directors and Supervisory Board for the 2022–2027 term.</p> <p>13. Results of the additional election of Board of Directors and Supervisory Board members of CIAS for the 2022–2027 term.</p>
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II. Board of Directors

1. Information about the members of the Board of Directors

The CIAS Board of Directors (BOD) for the 2022-2027 term had two members were dismissed and one member receive an appointment at the Annual General Meeting of Shareholders (AGM) held on April 26, 2024. Information on the BOD members as of the reporting date is as follows:

No.	Board of Directors' members	Position	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Mr. Truong Minh Hoang	Chairman of the Board of Directors		26/04/2024

No.	Board of Directors' members	Position	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
2	Mr. Tran Quoc Hung	Chairman of the Board of Directors	26/04/2024	
3	Mr. Dong Luong Son	Non-executive members of the Board of Directors		26/04/2024
4	Mr. Ly Lam Duy	Member of the Board of Directors	24/06/2022	
5	Mr. Khong Minh Dung	Independent Member of the Board of Directors	24/06/2022	

2. Meetings of the Board of Directors

No.	Board of Director' member	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
1	Mr. Truong Minh Hoang	08/21	38%	Dismissed from April 26, 2024
2	Mr. Tran Quoc Hung	13/21	62%	Appointed from April 26, 2024
3	Mr. Dong Luong Son	07/21	33%	Dismissed from April 26, 2024
4	Mr. Ly Lam Duy	21/21	100%	
5	Mr. Khong Minh Dung	21/21	100%	

3. Supervising the Board of Management by the Board of Directors:

In general, the aviation industry in 2024 faced significant challenges due to a decline in domestic flight volume and unpredictable market conditions. International and domestic passenger traffic exhibited contrasting growth trends.

According to data from the 2024 year-end review conference of the Airports Corporation of Vietnam, total passenger traffic reached 109 million, equivalent to 96% of the 2024 target and 97% of 2023 levels. Of which, international passengers numbered 41 million, achieving 98% of the 2024 target and increasing by 26% compared to 2023; Meanwhile, Domestic passengers numbered 68

million, achieving 95% of the 2024 target, but decreasing by 15% compared to 2023.

In response to this situation, the Board of Directors (BOD) regularly consulted with the Board of Management on the implementation of business plans and contents approved by the General Meeting of Shareholders (GMS)/BOD. They also applied flexible solutions suitable to market developments, through various flexible means, such as by phone, email, etc., to promptly update information.

Based on the Company's Charter and Corporate Governance Regulations, in addition to defining business orientations and objectives, the BOD conducted inspections and supervised the Board of Management's operations in managing business production and implementing the Resolutions/Decisions issued by the GMS and BOD in 2024.

The BOD discussed and approved contents related to business production plans and personnel plans, issued Resolutions/Decisions to guide the Management in their implementation, and requested the Management to report on implementation results at BOD meetings or ad-hoc reports as needed. At the same time, the BOD also provided timely guidance and direction during the execution of these Resolutions/Decisions.

The BOD monitored the Board of Management's activities by coordinating with the Board of Supervisors to inspect and evaluate reports from the Management and the independent audit firm.

4. Activities of the Board of Directors' subcommittees: Nil.

5. Resolutions/Decisions of the Board of Directors:

In 2024, the CIAS Board of Directors (BOD) held 06 meetings, including in-person and hybrid in-person/online meetings, and conducted 15 written consultations with BOD members to review and approve matters within the BOD's authority.

The CIAS BOD approved 33 Resolutions and Decisions through meetings and written consent resolutions.

(Appendix 01 – List of BOD Resolutions/Decisions attached).

III. Board of Supervisors

1. Information about members of Board of Supervisors

The Board of Supervisors of CIAS for the 2022-2027 term had one member was dismissed and one member newly elected at the Annual General Meeting of Shareholders (AGM) held on April 26, 2024. The following is information on the current members of the Board of Supervisors:

No.	Members	Position	The date becoming a member	Qualification
1	Mrs. Dang Thi Phuong Nga	Head of the Board of Supervisors	24/6/2022	Bachelor of Accounting
2	Mrs. Nguyen Thi Bich Ngoc (Dismissed from April 26, 2024)	Member of the Board of Supervisors	24/6/2022	Master of Business Administration (MBA), Bachelor of English, Hospitality Management
3	Mrs. Do Huu Anh Lien (Appointed from April 26, 2024)	Member of the Board of Supervisors	26/04/2024	Bachelor of Economics
4	Mr. Luu Viet Bac	Member of the Board of Supervisors	24/6/2022	Master of Accounting

2. Meetings of the Board of Supervisors

No.	Members	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Mrs. Dang Thi Phuong Nga	02/02	100%	100%	
2	Mrs. Nguyen Thi Bich Ngoc	01/02	50%	100%	Dismissed from April 26, 2024
3	Mrs. Do Huu Anh Lien	01/02	50%	100%	Appointed from April 26, 2024
4	Mr. Luu Viet Bac	02/02	100%	100%	

3. Supervising Board of Directors, Board of Management and shareholders by the Board of Supervisors:

In 2024, the Board of Supervisors fully performed its function of overseeing compliance with the Resolutions of the General Meeting of Shareholders (GMS), the Charter, and relevant legal regulations regarding the Board of Directors (BOD), the Board of Management, and shareholders. The main activities carried out by the Board of Supervisors included: Reviewing the appropriateness

of the BOD's Resolutions/Decisions and the Board of Management's Decisions in management and operations to ensure compliance with legal regulations and the Company's Charter; Reviewing the audited 2023 Separate Financial Statements and Consolidated Financial Statements and key financial indicators before submitting them to the 2024 Annual General Meeting of Shareholders for approval; Reviewing the Financial Statements of Quarters I, II, III, and IV/2024; Organizing inspections and supervision of the Company's financial situation, business operations, and compliance with tax obligations, social insurance, and other financial obligations in accordance with legal regulations.

In the past year, the BOD and the Board of Management have been flexible in providing solutions to respond to changes in the aviation market and actively sought new opportunities to develop the scale and efficiency of business operations.

4. The coordination among the Board of Supervisors, the Board of Management, Board of Directors and other managers:

The Board of Supervisors received the cooperation of the Board of Directors (BOD), the Board of Management, and the Company's functional departments in updating the Company's operational status and collecting information and documents for inspection and supervision activities.

The Board of Supervisors, the Board of Directors (BOD), and the Board of Management worked closely together to promptly address any issues arising during the inspection and oversight process conducted by the Board of Supervisors.

5. Other activities: Nil.

IV. Board of Management

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment/ dismissal members of the Board of Management
1	Mr. Ly Lam Duy – Director	23/10/1983	Master of Business Administration (MBA)	Dismissal decision dated April 26, 2024
2	Mr. Pham Quang Minh – Director	21/04/1985	Master of Business Administration, Master of Engineering and Technology	Appointment decision dated April 26, 2024
3	Mr. Tran Xuan Binh – Deputy Director	15/9/1976	Bachelor of Accounting	Appointment decision dated June 15, 2022

V. Chief Accountant

Name	Date of birth	Qualification	Date of appointment/ dismissal
Mr. Nguyen Dinh Viet	14/11/1989	Bachelor of Economics (Major: Accounting)	Appointment decision dated June 16, 2023

VI. Training courses on corporate governance:

Corporate governance training courses attended by members of the Board of Directors (BOD), Board of Supervisors, Chief Executive Officer (CEO), other management personnel, and the Company Secretary in accordance with corporate governance regulations:

The BOD, the Board of Supervisors, CEO, and other management personnel have attended corporate governance training courses in previous years. In 2024, the Company sent representatives to attend conferences and consulted and updated materials from training programs on corporate governance, listing regulations, and information disclosure regulations of the State Securities Commission (SSC) and the Hanoi Stock Exchange (HNX).

VII. The list of affiliated persons of the public company and transactions of affiliated persons of the Company

1. The list of affiliated persons of the Company.
(Appendix 02 - The list of affiliated persons of the Company attached).
2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons.
(Appendix 03 – Transactions between the Company and its affiliated persons attached).
3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power: *Nil*.
4. Transactions between the Company and other objects:
 - 4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, Director (General Director) have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting): *As detailed in Appendix 03.*
 - 4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director (General Director) and other managers as a member of Board of Directors, Director (General Director or CEO): *Nil*.
 - 4.3. Other transactions of the Company (if any) may bring material or non- material benefits for members of Board of Directors, members of the Board of Supervisors, Director (General

Director) and other managers: *Nil*.

VIII. Share transactions of internal persons and their affiliated persons

1. The list of internal persons and their affiliated persons
(*Appendix 04 – The list of internal persons and their affiliated persons*).
2. Transactions of internal persons and affiliated persons with shares of the company: *Nil*.

IX. Other significant issues: *Nil*.

Recipients:

- As above;
- BoD;
- BoS;
- BoM;
- Secretary to the Board of Directors.

ON BEHALF OF THE BOARD OF DIRECTORS.

CHAIRMAN



Tran Quoc Hung

Appendix 01
(Attached to the 2024 Corporate Governance Report)
List of Resolutions/Decisions by the Board of Directors
Cam Ranh International Airport Services Joint Stock Company
(From January 1, 2024 to December 31, 2024)

No.	Resolution Number	Date	Content	Approval Rate
I – RESOLUTIONS				
1	01/2024/NQ-HDQT/CIAS	26/01/2024	Extend the loan terms of ASG Aviation Services Company Limited (ASGA).	100%
2	02/2024/NQ-HDQT/CIAS	1/02/2024	Pay the 13th-month salary for the year 2023.	100%
3	03/2024/NQ-HDQT/CIAS	1/03/2024	Finalizing the list of shareholders attending the 2024 Annual General Meeting of Shareholders.	100%
4	04/2024/NQ-HDQT/CIAS	4/03/2024	Provision of a loan to ASG Aviation Services Company Limited.	100%
5	05/2024/NQ-HDQT/CIAS	29/03/2024	- Selection of the auditing firm to audit the financial statements for the 2024-2025 term.	100%
			- Approval of the time and venue; establishment of organizing committees; agenda and documents for the 2024 Annual General Meeting of Shareholders.	



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No.	Resolution Number	Date	Content	Approval Rate
6	06/2024/NQ-HDQT/CIAS	4/04/2024	Approve the content of exemptions for members of the Board of Directors and Supervisory Board submitted to the 2024 Annual General Meeting of Shareholders	100%
7	07/2024/NQ-HDQT/CIAS	17/04/2024	Approval of amendments and supplements to the agenda and documents of the 2024 General Meeting of Shareholders.	100%
8	08/2024/NQ-HDQT/CIAS	23/04/2024	Approval of the list of candidates for additional election to the Board of Directors and Supervisory Board for the 2022-2027 term.	100%
9	09/2024/NQ-HDQT/CIAS	26/04/2024	Approval of the dismissal and appointment of the Company's Director, changes in the legal representative of subsidiaries, and heads of branches and business locations.	100%
10	10/2024/NQ-HDQT/CIAS	17/05/2024	Approval of the addition of business lines for subsidiaries, branches, and business locations, and the change of the head of Chu Lai branch.	100%
11	11/2024/NQ-HDQT/CIAS	19/06/2204	Approval for ASG Corporation to borrow funds.	100%
12	12/2024/NQ-HDQT/CIAS	25/06/2024	Approval of the policy for short-term lending.	100%
13	13/2024/NQ-HDQT/CIAS	8/07/2024	Approval of policy for signing contracts and transactions with ASG Aviation Services Company Limited	100%
14	14/2024/NQ-HDQT/CIAS	29/07/2024	Approval of the termination of operations and establishment of a business location at premises (location code: IDG08) in collaboration with Tan Son Nhat International Airport.	100%

No.	Resolution Number	Date	Content	Approval Rate
15	15/2024/NQ-HDQT/CIAS	12/09/2024	Approval of several items at the Board of Directors meeting in the third quarter of 2024.	100%
16	16/2024/NQ-HDQT/CIAS	24/09/2024	Approval of long-term financial investment policy.	100%
17	17/2024/NQ-HDQT/CIAS	14/11/2024	Approve granting loans.	100%
18	18/2024/NQ-HDQT/CIAS	20/11/2024	Approve the business investment plan.	100%
19	19/2024/NQ-HDQT/CIAS	23/12/2024	Approve several contents in the meeting of the Board of Directors for Quarter IV/2024.	100%
II – DECISION				
1	01/2024/QĐ-HDQT/CIAS	26/01/2024	Extension of the loan for ASG Aviation Services Company Limited.	100%
2	02/2024/QĐ-HDQT/CIAS	4/03/2024	Provision of a loan to ASG Aviation Services Company Limited.	100%
3	03/2024/QĐ-HDQT/CIAS	29/03/2024	Approval of the time, venue, agenda, and documents for the 2024 Annual General Meeting of Shareholders.	100%

No.	Resolution Number	Date	Content	Approval Rate
4	04/2024/QĐ-HĐQT/CIAS	26/04/2024	Approval of the election of the Chairman of the Board of Directors and endorsement of changes to the legal representative.	100%
5	05/2024/QĐ-HĐQT/CIAS	26/04/2024	Approval of the dismissal and appointment of the Director.	100%
6	06/2024/QĐ-HĐQT/CIAS	26/04/2024	Approval of the issuance of the amended Charter.	100%
7	07/2024/QĐ-HĐQT/CIAS	2/05/2024	Approval of the salary and other benefits for the Director.	100%
8	08/2024/QĐ-HĐQT/CIAS	2/05/2024	Change of the legal representative of Cam Ranh Aviation Trading Company Limited.	100%
9	09/2024/QĐ-HĐQT/CIAS	2/05/2024	Change of the legal representative of Cam Ranh Cargo Terminal Company Limited.	100%
10	10/2024/QĐ-HĐQT/CIAS	10/06/2024	Approval of the addition and update of business registration information (regarding business lines) for Cam Ranh Aviation Trading Company Limited.	100%
11	11/2024/QĐ-HĐQT/CIAS	19/06/2024	Approval for ASG Corporation to borrow funds.	100%
12	12/2024/QĐ-HĐQT/CIAS	29/07/2024	Approval of the termination of operations at the business location.	100%

No.	Resolution Number	Date	Content	Approval Rate
13	13/2024/QĐ-HĐQT/CIAS	14/11/2024	Approve granting loans.	100%
14	14/2024/QĐ-HĐQT/CIAS	23/12/2024	Approval of the issuance of regulations on the appointment and dismissal of personnel.	100%

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APPENDIX 02*(Attached to the 2024 Corporate Governance Report)***THE LIST OF AFFILIATED PERSONS OF THE COMPANY AS AT DECEMBER 31, 2024**

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1	Truong Minh Hoang		Chairman			24/6/2022	26/4/2024	Dismissal	Chairman, Legal Representative
2	Dong Luong Son		Member of the Board of Directors			24/6/2022	26/4/2024	Dismissal	Member of the Board of Directors
3	Tran Quoc Hung		Chairman			26/4/2024		Elected as Chairman of the Board of Directors	Chairman, Legal Representative

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
4	Ly Lam Duy		Member of the Board of Directors			24/6/2022			Member of the Board of Directors
5	Khong Minh Dung		Member of the Board of Directors			24/6/2022			Independent Member of the Board of Directors
6	Dang Thi Phuong Nga		Head of the Supervisors			24/6/2022			Head of the Board of Supervisors

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
7	Nguyen Thi Bich Ngoc		Member of the Board of Supervisors			24/6/2022	26/04/2024	Dismissal	Member of the Board of Supervisors
8	Do Huu Anh Lien		Member of the Board of Supervisors			26/04/2024		Elected as Member of the Supervisory Board	Member of the Board of Supervisors
9	Luu Viet Bac		Member of the Board of Supervisors			24/6/2022			Member of the Board of Supervisors, Internal Auditor in charge

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No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
10	Pham Quang Minh		Director			01/05/2024		Appointed	
11	Tran Xuan Binh		Deputy Director			15/6/2022			Deputy Director, The authorized person to disclose information
12	Nguyen Dinh Viet		Chief Accountant			16/6/2023			Chief Accountant

for

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	No. *, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
13	Nguyen Thi Hien		Secretary to the Board of Directors			21/7/2022			Person in charge of Corporate Governance
14	CAM RANH AVIATION TRADING LIABILITY LIMITED COMPANY			4201728325, Date of issue: 27/02/2017, Place of issue: Department of Planning and Investment of Khanh Hoa Province	Cam Ranh International Airport, Cam Nghia Ward, Cam Ranh City, Khanh Hoa	27/02/2018			Subsidiary company
15	CAM RANH CARGO TERMINAL LIMITED COMPANY			4201744863, Date of issue: 06/06/2017, Place of issue: Department of Planning and Investment of Khanh Hoa Province	Cam Ranh International Airport, Cam Nghia Ward, Cam Ranh City, Khanh Hoa	06/06/2017			Subsidiary company

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	No. *, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
16	ASG AVIATION SERVICES COMPANY LIMITED			0109240049, Date of issue: 24/06/2020, Place of issue: Hanoi Authority for Planning and Investment	Logistics Service Area, Noi Bai International Airport, Phu Minh Commune, Soc Son District, Hanoi City	30/9/2021			Parent Company
17	ASG CORPORATION			0104960269, Date of issue: 22/10/2010, Place of issue: Hanoi Authority for Planning and Investment	Logistics Service Area, Noi Bai International Airport, Phu Minh Commune, Soc Son District, Hanoi City	22/6/2018			Owner of Parent Company

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	No. *, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
18	AVIATION GROUND SERVICES CO., LTD			4201671132, Date of issue: 30/12/2015, Place of issue: Department of Planning and Investment of Khanh Hoa Province	Cam Ranh International Airport, Cam Nghia Ward, Cam Ranh City, Khanh Hoa Province	30/12/2015			Subsidiary of ASGA Company
19	HOANG GIA TRANG REAL ESTATE LIMITED COMPANY			0308945734, Date of issue: 08/6/2009, Place of issue: Department of Planning and Investment of Khanh Hoa Province	Gate 2, Alley 86, Tran Phu Street, Loc Tho Ward, Nha Trang City, Khanh Hoa Province	30/9/2021			Subsidiary of ASGA Company
20	NGOC BAO LINH SERVICES TRADING AND PRODUCTION JOINT STOCK COMPANY			0106060753, Date of issue: 11/12/2012, Place of issue: Hanoi Authority for Planning and Investment	3rd Floor, NTS Building, Noi Bai International Airport, Phu Cuong Commune, Soc Son District, Hanoi City	26/8/2024			Subsidiary of ASGA Company

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason's	Relationship with the Company
21	List of related people of the Company's Managers, Legal Representatives, and Controllers: As specified in Appendix 04 of this report.								



APPENDIX 03

(Attached to the 2024 Corporate Governance Report)

TRANSACTIONS BETWEEN THE COMPANY AND ITS AFFILIATED PERSONS OR BETWEEN THE COMPANY AND ITS MAJOR SHAREHOLDERS, INTERNAL PERSONS AND AFFILIATED PERSONS

No.	Name of organization/ individual	Relationship with the Company	No.*, date of issue, place of issue	Address	The time of transaction with the Company	Resolution No. or Decision No. approved by GMS/BOD (if any, specifying date of issue)	Content, quantity, total value of transaction	Notes
1	ASG CORPORATION	Owner of the parent company	0104960269, Date of issue: October 22, 2010, Place of issue: Hanoi Authority for Planning and Investment	Logistics Service Area, Noi Bai International Airport, Phu Minh Commune, Soc Son District, Hanoi City	01/01/2024-31/12/2024	01/2024/NQ-HDQT/CIAS; 11/2024/NQ-HDQT/CIAS	Loan: 50,000,000,000 VND Loan repayment: 30,000,000,000 VND Loan interest: 2,036,904,108 VND Interest repayment: 2,173,287,671 VND	

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No.	Name of organization/ individual	Relationship with the Company	No.*, date of issue, place of issue	Address	The time of transaction with the Company	Resolution No. or Decision No. approved by GMS/BOD (if any, specifying date of issue)	Content, quantity, total value of transaction	Notes
2	ASG AVIATION SERVICES CO., LTD	Parent company	0109240049, Date of issue: June 24, 2020, Place of issue: Hanoi Authority for Planning and Investment	Logistics service area, Noi Bai International Airport, Phu Minh Commune, Soc Son District, City. Hanoi	01/01/2024-31/12/2024	01/2024/NQ-DHDCD/CIAS; 01, 02/2024/QD-HDQT/CIAS; 13/2024/NQ-HDQT/CIAS	<ul style="list-style-type: none"> - Loan: 13,000,000,000 VND - Loan repayment: 37,000,000,000 VND - Loan interest: 1,400,260,271 VND - Service purchase and lease of premises: 4,228,587,758 VND - Payment for service purchase and lease of premises: 3,777,035,353 VND 	
3	CAM RANH AVIATION TRADING LIABILITY CO., LTD	Subsidiary company	4201728325, Date of issue: 27/02/2017, Place of issue: Department of Planning and Investment of Khanh Hoa Province	Cam Ranh International Airport, Cam Nghia Ward, Cam Ranh City, Khanh Hoa	01/01/2024-31/12/2024	03/2019/NQ-HDQT/CIAS	<ul style="list-style-type: none"> - Revenue from providing services and sales: 3,736,200 VND - Cash received from services provided and sales: 98,500,140 VND - Service purchase and lease of premises: 2,348,978 VND - Payment for service purchase and lease of premises: 16,609,433 VND 	

No.	Name of organization/ individual	Relationship with the Company	No.*, date of issue, place of issue	Address	The time of transaction with the Company	Resolution No. or Decision No. approved by GMS/BOD (if any, specifying date of issue	Content, quantity, total value of transaction	Notes
4	AVIATION GROUND SERVICES CO., LTD	Subsidiary of ASGA	4201671132, Date of issue: December 30, 2015, Place of issue: Department of Planning and Investment of Khanh Hoa Province	Cam Ranh International Airport, Cam Nghia Ward, Cam Ranh City, Khanh Hoa Province	01/01/2024- 31/12/2024	01/2024/NQ- DHDCD/CIAS	- Revenue from services provided and sales: 6,380,384,931 VND - Cash received from services provided and sales: 4,022,319,413 VND	
5	HOANG GIA TRANG REAL ESTATE CO., LTD	Subsidiary of ASGA	0308945734, Date of issue: June 8, 2009, Place of issue: Department of Planning and Investment of Khanh Hoa Province	Gate No. 2, Lane 86 Tran Phu, Ward Loc Tho, City. Nha Trang, Khanh Hoa	01/01/2024- 31/12/2024	03/2019/NQ- HDQT/CIAS	- Purchase of services and rental of premises: 545,454,541 VND - Payment for purchase of services and rental of premises: 1,050,000,000 VND	
6	NGOC BAO LINH SERVICES TRADING AND PRODUCTION JOINT STOCK COMPANY	Subsidiary of ASGA	0106060753, Date of issue: December 11, 2012, Place of issue: Hanoi Authority for Planning and Investment	3rd floor, NTS building, Noi Bai International Airport, Phu Cuong Commune, Soc Son District, City. Hanoi	01/01/2024- 31/12/2024	03/2019/NQ- HDQT/CIAS	- Revenue from providing services and sales: 1,080,000 VND - Purchase of services and rental of premises: 564,102,044 VND	

APPENDIX 04

(Attached to the 2024 Corporate Governance Report)

THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS AS AT DECEMBER 31, 2024

No.	Full name	Securities trading account (if any)	Position at the Company	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Notes
1	Truong Minh Hoang		Chairman			548,626	2.94	Dismissed since April 26, 2024
1.1	Truong Van Tuan					0	0	Father
1.2	Nguyen Thi Tam					0	0	Mother
1.3	Nguyen Cao Thanh					0	0	Father-in-law (wife's side)
1.4	Vu Thi Thuy					0	0	Mother-in-law (wife's side)
1.5	Nguyen Thi Anh Phuc					0	0	Wife
1.6	Truong Nguyen Bao					0	0	Child

No.	Full name	Securities trading account (if any)	Position at the Company	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Notes
1.7	Truong Bao Minh					0	0	Child
1.8	Truong Thi Minh Hang					0	0	Older sister
1.9	Nguyen Manh Ha					0	0	Older brother-in-law
1.10	ASG CORPORATION		Member of the Board of Directors, vice general director in charge	0104960269, Date of issue: October 22, 2010, Place of issue: Hanoi Authority for Planning and Investment	Logistics service area, Noi Bai International Airport, Phu Minh Commune, Soc Son District, Hanoi	0	0	Related organization

No.	Full name	Securities trading account (if any)	Position at the Company	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Notes
1.11	AVIATION GROUND SERVICES CO., LTD		Chairman	4201671132, Date of issue: December 30, 2015, Place of issue: Department of Planning and Investment of Khanh Hoa Province	Cam Ranh International Airport, Cam Nghia Ward, Cam Ranh City, Khanh Hoa Province	0	0	Related organization
1.12	ASG INFRASTRUCTURE AND INDUSTRIAL ZONE DEVELOPMENT CO., LTD		Member of the Board of Directors cum General Director	4601543128, Date of issue: August 9, 2019, Place of issue: Department of Planning and Investment of Thai Nguyen Province	Cam Ranh International Airport, Cam Nghia Ward, Cam Ranh City, Khanh Hoa Province	0	0	Related organization
1.13	ASG AVIATION SERVICES CO., LTD		General Director	0109240049, Date of issue: June 24, 2020, Place of issue: Hanoi Authority for Planning and Investment	Logistics service area, Noi Bai International Airport, Phu Minh Commune, Soc Son District, Hanoi	9,623,152	51.6	Related organization

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No.	Full name	Securities trading account (if any)	Position at the Company	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Notes
1.14	SOUTHERN AIRPORT SERVICES CO., LTD		Member of the Board of Directors	0108895483, Date of issue: September 10, 2019, Place of issue: Hanoi Authority for Planning and Investment	4th Floor, NTS Building, Noi Bai International Airport, Phu Cuong Commune, Soc Son District, Hanoi	0	0	Related organization
1.15	HOANG GIA TRANG REAL ESTATE CO., LTD		Member of the Board of Directors	0308945734, Date of issue: June 8, 2009, Place of issue: Department of Planning and Investment of Khanh Hoa Province	Gate No. 2, Lane 86 Tran Phu, Ward Loc Tho, City. Nha Trang, Khanh Hoa	0	0	Related organization
2	Tran Quoc Hung		Chairman			0	0	Elected since April 26, 2024
2.1	Le Thu Giang					0	0	Wife
2.2	Tran Tung Lam					0	0	Child

No.	Full name	Securities trading account (if any)	Position at the Company	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Notes
2.3	Tran Le Khoi					0	0	Child
2.4	Tran Le Khanh					0	0	Child
2.5	Tran Quoc Toan					0	0	Father
2.6	Dong Thi Nhu Khanh					0	0	Mother
2.7	Le Cao Binh					0	0	Father-in-law (wife's side)
2.8	Thai Thi Giao					0	0	Mother-in-law (wife's side)
2.9	Tran Thi Lan Huong					0	0	Older sister
2.10	To Nam Toan					0	0	Older brother-in-law

No.	Full name	Securities trading account (if any)	Position at the Company	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Notes
2.11	ASG AVIATION SERVICES LIMITED COMPANY		Deputy General Director	0109240049; Date of issue: June 24, 2020, Place of issue: Hanoi Authority for Planning and Investment	Logistics service area, Noi Bai International Airport, Phu Minh Commune, Soc Son District, Hanoi	9,623,152	51.6	Related organization
2.12	ASG CORPORATION		Head of Investment Committee	0104960269, Date of issue: October 22, 2010, Place of issue: Hanoi Authority for Planning and Investment	Logistics service area, Noi Bai International Airport, Phu Minh Commune, Soc Son District, Hanoi	0	0	Related organization
2.13	NGOC BAO LINH SERVICES TRADING AND PRODUCTION JOINT STOCK COMPANY		Chairman	0106060753, Date of issue: December 11, 2012, Place of issue: Hanoi Authority for Planning and Investment	3rd floor, NTS building, Noi Bai International Airport, Phu Cuong Commune, Soc Son District, Hanoi	0	0	Related organization
3	Dong Luong Son		Member of the Board of Directors			196,912	1.06	Dismissed since April 26, 2024

No.	Full name	Securities trading account (if any)	Position at the Company	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Notes
3.1	Nguyen Thi My Kim					0	0	Wife
3.2	Dong Son Lam					0	0	Child
3.3	Nguyen Phuong Ngoc					0	0	Daughter-in-law
3.4	Dong Son Hiep					0	0	Child
3.5	Trieu Tuong Chi					0	0	Daughter-in-law
3.6	Dong Luong Nhon					0	0	Older brother
3.7	Dong Luong Binh					0	0	Older brother
3.8	Dong Luong Hai					0	0	Younger sibling

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No.	Full name	Securities trading account (if any)	Position at the Company	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Notes
3.9	NINH PHUOC JOINT STOCK COMPANY		Deputy Director	4200576221, Date of issue: August 28, 2002, Place of issue: Department of Planning and Investment of Khanh Hoa Province	Ninh Tinh Village, Ninh Phuoc Commune, Ninh Hoa Town, Khanh Hoa Province	0	0	
4.	Ly Lam Duy		Member of the Board of Directors			59,812	0.32	
4.1	Ly Thai Long					0	0	Father
4.2	Tran Minh Nga					0	0	Mother
4.3	Ly Diem My					0	0	Younger sibling
4.4	AVIATION GROUND SERVICES CO., LTD		Member of the BOD, Deputy Director cum CFO	4201671132, Date of issue: December 30, 2015, Place of issue: Department of Planning and Investment of Khanh Hoa Province	Cam Ranh International Airport, Cam Nghia Ward, Cam Ranh City, Khanh Hoa Province	0	0	Related organization

No.	Full name	Securities trading account (if any)	Position at the Company	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Notes
4.5	ASG LOGISTICS JOINT STOCK COMPANY		Member of the Board of Directors	4601126886, Date of issue: April 18, 2013, Place of issue: Department of Planning and Investment of Thai Nguyen Province	Lot No. 5, Yen Binh Industrial Park, Dong Tien Ward, City. Pho Yen, Thai Nguyen Province	0	0	Related organization
4.6	SAI GON AIRFIELD SERVICES JOINT STOCK COMPANY		Chairman	0107372515, Date of issue: March 25, 2016, Place of issue: Hanoi Authority for Planning and Investment	Logistics Service Area, Noi Bai International Airport, Phu Minh Commune, Soc Son District, Hanoi	566.662	3,04	Related organization
4.7	VINAFCO JOINT STOCK CORPORATION		Member of the Board of Directors	0100108504, Date of issue: April 8, 2008, Place of issue: Hanoi Authority for Planning and Investment	Tu Khoat Village, Ngu Hiep Commune, Thanh Tri, Hanoi	0	0	Related organization

No.	Full name	Securities trading account (if any)	Position at the Company	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Notes
4.8	A PLUS FREIGHT JOINT STOCK COMPANY		Member of the Board of Directors	0108486628, Date of issue: October 25, 2018, Place of issue: Hanoi Authority for Planning and Investment	Logistics service area, Noi Bai International Airport, Phu Minh commune, Soc Son district, Hanoi	0	0	Related organization
4.9	CAM RANH AVIATION TRADING LIABILITY CO., LTD		Chairman	4201728325, Date of issue: February 27, 2017, Place of issue: Department of Planning and Investment of Khanh Hoa Province	Cam Ranh International Airport, Cam Nghia Ward, Cam Ranh City, Khanh Hoa Province	0	0	Related organization
4.10	CAM RANH CARGO TERMINAL CO., LTD		Chairman	4201744863, Date of issue: June 6, 2017, Place of issue: Department of Planning and Investment of Khanh Hoa Province	Cam Ranh International Airport, Cam Nghia Ward, Cam Ranh City, Khanh Hoa Province	0	0	Related organization

No.	Full name	Securities trading account (if any)	Position at the Company	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Notes
5	Khong Minh Dung		Member of the Board of Directors			105,151	0.56	
5.1	Khong Vu Ky					0	0	Father
5.2	Vu Thi Tam					0	0	Mother
5.3	Nguyen Thi Kim Sinh					0	0	Mother-in-law (wife's side)
5.4	Chu Hai Ha					0	0	Wife
5.5	Khong Thai Minh					0	0	Child
5.6	Khong Nhat Minh					0	0	Child

No.	Full name	Securities trading account (if any)	Position at the Company	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Notes
5.7	Khong Thi Tam Hang					0	0	Older sister
5.8	Nguyen Van Hieu					0	0	Older brother-in-law
5.9	Khong Thi Huyen					0	0	Older sister
5.10	Bui Ngo Phuc					0	0	Older brother-in-law
5.11	NOIBAI TECHNOLOGY SERVICE AND TRADING JOINT STOCK COMPANY		Director	0104065562, Date of issue: January 29, 2010, Place of issue: Department of Planning and Investment of Hanoi City	Tan Phu Village, Phu Cuong Ward, Soc Son District, Hanoi	23	0	Related organization
6	Dang Thi Phuong Nga	091C524517	Head of the Supervisors			0	0	



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No.	Full name	Securities trading account (if any)	Position at the Company	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Notes
6.1	Tran Trung Thanh	091C00819 6				0	0	Husband
6.2	Tran Phuong Linh					0	0	Child
6.3	Tran Ha Linh					0	0	Child
6.4	Tran Viet Linh					0	0	Child
6.5	Dang Van Be					0	0	Father
6.6	Duong Thi Dung					0	0	Mother
6.7	Dang Thi Bich					0	0	Older sister
6.8	Nguyen Xuan Van					0	0	Older brother-in-law
6.9	Dang Van Huynh					0	0	Younger sibling

No.	Full name	Securities trading account (if any)	Position at the Company	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Notes
6.10	Ngo Thi Chi					0	0	Younger sister-in-law
6.11	Tran Trong Triet					0	0	Father-in-law (husband's side)
6.12	Hoang Thi Mat					0	0	Mother-in-law (husband's side)
6.13	ASG CORPORATION		Chief Accountant	0104960269, Date of issue: October 22, 2010, Place of issue: Hanoi Authority for Planning and Investment	Logistics service area, Noi Bai International Airport, Phu Minh Ward, Soc Son District, Hanoi	0	0	Related organization
6.14	ASG AVIATION SERVICES CO., LTD		Member of the Board of Supervisors	0109240049, Date of issue: June 24, 2020, Place of issue: Hanoi Authority for Planning and Investment	Logistics service area, Noi Bai International Airport, Phu Minh Ward, Soc Son District, Hanoi	9,623,152	51.6	Related organization

No.	Full name	Securities trading account (if any)	Position at the Company	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Notes
7	Nguyen Thi Bich Ngoc		Member of the Board of Supervisors			76,212	0.41	Dismissed since April 26, 2024
7.1	Tran Thi Bac					0	0	Mother
7.2	Le Van Phuoc					0	0	Father-in-law (husband's side)
7.3	Nguyen Thi Thanh Canh					0	0	Mother-in-law (husband's side)
7.4	Le Nguyen Hoang Tram					0	0	Child
7.5	Le Tran Trung					0	0	Son-in-law

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No.	Full name	Securities trading account (if any)	Position at the Company	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Notes
7.6	Le Nguyen Hoang Anh					0	0	Child
7.7	Nguyen Duyen Khanh					0	0	Younger sibling
7.8	Steffany Vu					0	0	Younger sister-in-law
7.9	TO HAP TOURISM SERVICES COMPANY LIMITED		Director	4200646119, Date of issue: April 27, 2006, Place of issue: Department of Planning and Investment of Khanh Hoa Province	77 Tran Quy Cap, Van Thang Ward, City. Nha Trang, Khanh Hoa Province	0	0	Related organization
8	Pham Quang Minh		Director			4,725	0.02	
8.1	Pham Quang Thuan					0	0	Father

No.	Full name	Securities trading account (if any)	Position at the Company	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Notes
8.2	Luong Thi Phan					0	0	Mother
8.3	Nguyen Ai Thuan An					0	0	Wife
8.4	Pham Xuan Hai					0	0	Younger sibling
8.5	Pham Tran Khanh Linh					0	0	Child
8.6	Pham Tran Phuong Linh					0	0	Child
8.7	Pham Minh Khoi					0	0	Child
8.8	Nguyen Hai Son					0	0	Father-in-law (wife's side)
8.9	Nguyen Thi Ai Phuong					0	0	Mother-in-law (wife's side)
8.10	HOANG GIA TRANG REAL		Director	0308945734, Date of issue: June 8, 2009; Place of issue: Department of	Gate No. 2, Lane 86 Tran Phu, Ward	0	0	Related organization

No.	Full name	Securities trading account (if any)	Position at the Company	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Notes
	ESTATE CO., LTD			Planning and Investment of Khanh Hoa Province	Loc Tho, Nha Trang, Khanh Hoa			
8.11	CAM RANH AVIATION TRADING LIABILITY CO., LTD		Chairman	4201728325, Date of issue: February 27, 2017, Place of issue: Department of Planning and Investment of Khanh Hoa Province	Cam Ranh International Airport, Cam Nghia Ward, Cam Ranh City, Khanh Hoa Province	0	0	Related organization
8.12	CAM RANH CARGO TERMINAL LIMITED COMPANY		Chairman	4201744863, Date of issue: June 6, 2017, Place of issue: Department of Planning and Investment of Khanh Hoa Province	Cam Ranh International Airport, Cam Nghia Ward, Cam Ranh City, Khanh Hoa Province	0	0	Related organization
9	Tran Xuan Binh		Deputy Director			0	0	
9.1	Tran Van Hoa					0	0	Father
9.2	Duong Thi Due					0	0	Mother

No.	Full name	Securities trading account (if any)	Position at the Company	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Notes
9.3	Nguyen Van Ban					0	0	Father-in-law (wife's side)
9.4	Hoang Thi Tuyet					0	0	Mother-in-law (wife's side)
9.5	Nguyen Thi Hoang Yen					0	0	Wife
9.6	Tran Xuan Tuyet Nhi					0	0	Child
9.7	Tran Anh Tuan					0	0	Child
9.8	Tran Minh Yen					0	0	Younger sibling
9.9	Nguyen Van Oanh					0	0	Younger brother-in-law
9.10	Tran Anh Dung					0	0	Younger sibling

No.	Full name	Securities trading account (if any)	Position at the Company	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Notes
9.11	To Thi Hong Ngoc					0	0	Younger sister-in-law
9.12	Tran Xuan Bac					0	0	Younger sibling
9.13	Bui Thi Le					0	0	Younger sister-in-law
9.14	Tran Thi Tuyet Mai					0	0	Younger sibling
9.15	Nguyen Quoc Danh					0	0	Younger brother-in-law

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No.	Full name	Securities trading account (if any)	Position at the Company	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Notes
9.16	CAM RANH AVIATION TRADING LIABILITY CO., LTD		Deputy Director	4201728325, Date of issue: February 27, 2017, Place of issue: Department of Planning and Investment of Khanh Hoa Province	Cam Ranh International Airport, Cam Nghia Ward, City. Cam Ranh, Khanh Hoa Province	0	0	Related organization
10	Luu Viet Bac		Head of the Supervisors, Internal Auditor in charge			0	0	
10.1	Tran Thi Diu					0	0	Wife
10.2	Luu Phuong Thao					0	0	Child
10.3	Luu Minh Hieu			Young	Phuc Dong Ward, Long Bien District, Hanoi	0	0	Child

No.	Full name	Securities trading account (if any)	Position at the Company	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Notes
10.4	Luu Quang Nam					0	0	Father
10.5	Tran Thi Loan					0	0	Mother
10.6	Luu Thi Phuong					0	0	Older sister
10.7	Luu Thi Khanh					0	0	Older sister
10.8	Luu Thi Phuong					0	0	Younger sibling
10.9	Nguyen Viet Huy					0	0	Younger brother-in-law
10.10	Nguyen Hong Tu					0	0	Older brother-in-law
10.11	Tran Van Nghiep					0	0	Older brother-in-law
10.12	Tran Van Suy					0	0	Father-in-law (wife's side)

No.	Full name	Securities trading account (if any)	Position at the Company	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Notes
10.13	Le Thi Tuoi					0	0	Mother-in-law (wife's side)
10.14	A PLUS FREIGHT JOINT STOCK COMPANY		Head of the Supervisors	0108486628, Date of issue: October 25, 2018, Place of issue: Hanoi Authority for Planning and Investment	Logistics service area, Noi Bai International Airport, Phu Minh Commune, Soc Son District, Hanoi	0	0	Related organization
10.15	ASG AVIATION SERVICES CO., LTD		Chief Accountant	0109240049, Date of issue: June 24, 2020, Place of issue: Hanoi Authority for Planning and Investment	Logistics service area, Noi Bai International Airport, Phu Minh Commune, Soc Son District, Hanoi	9,623,152	51.6	Related organization
10.16	AVIATION LOGISTICS CORPORATION		Member of the Board of Supervisors	0102355611, Date of issue: August 29, 2007, Place of issue: Hanoi Authority for Planning and Investment	4th Floor, ALS Cargo Terminal, Noi Bai International Airport, Phu Minh Ward, Soc Son District, Hanoi	73	0	Related organization

No.	Full name	Securities trading account (if any)	Position at the Company	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Notes
10.17	NGOC BAO LINH SERVICES TRADING AND PRODUCTION JOINT STOCK COMPANY		Chief Accountant	0106060753, Date of issue: December 11, 2012, Place of issue: Hanoi Authority for Planning and Investment	3rd floor, NTS building, Noi Bai International Airport, Phu Cuong Commune, Soc Son District, Hanoi	0	0	Related organization
11	Do Huu Anh Lien		Member of the Board of Supervisors			1,821	0.01	Elected since April 26, 2024
11.1	Do Tan Si					0	0	Father
11.2	Ho Thi Tho					0	0	Mother
11.3	Ho Trong Ty					0	0	Father-in-law (husband's side)
11.4	Nguyen Thi Ninh					0	0	Mother-in-law (husband's side)

No.	Full name	Securities trading account (if any)	Position at the Company	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Notes
11.5	Ho Duong Hai					0	0	Husband
11.6	Ho Khanh Linh					0	0	Child
11.7	Ho Trong Hieu					0	0	Child
11.8	Do Tu Tai					0	0	Older brother
11.9	Chau Thi Thuy					0	0	Older sister-in-law
11.10	Do Cu Nhan					0	0	Older brother
11.11	Nguyen Thi Nhu Truc					0	0	Older sister-in-law
11.12	Do Thu Khoa					0	0	Older brother
11.13	Nguyen Thi Hong Quang					0	0	Older sister-in-law
11.14	Do Huu Anh Nguyet					0	0	Older sister

No.	Full name	Securities trading account (if any)	Position at the Company	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Notes
11.15	Lo Van Hung					0	0	Older brother-in-law
11.16	Do Huu Anh Nga					0	0	Older sister
11.17	Nguyen Dang Khoa					0	0	Older brother-in-law
11.18	Do Huu Truong Giang					0	0	Younger sibling
11.19	Luu Duc Binh					0	0	Younger brother-in-law
11.20	Do Huu Truong An					0	0	Younger sibling
11.21	Pham Thanh Binh					0	0	Younger brother-in-law

No.	Full name	Securities trading account (if any)	Position at the Company	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Notes
11.22	AVIATION GROUND SERVICES CO., LTD		Chief Accountant	4201671132, Date of issue: December 30, 2015, Place of issue: Department of Planning and Investment of Khanh Hoa province	Cam Ranh International Airport, Cam Nghia Ward, City. Cam Ranh, Khanh Hoa Province	0	0	Related organization
12	Nguyen Thi Hien		Person in charge of Corporate Governance			0	0	
12.1	Nguyen Ba Nguyen					0	0	Husband
12.2	Nguyen Hoang Quan					0	0	Child
12.3	Nguyen Minh Chau					0	0	Child
12.4	Nguyen Van Hung					0	0	Father
12.5	Hoang Thi Oanh					0	0	Mother

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No.	Full name	Securities trading account (if any)	Position at the Company	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Notes
12.6	Nguyen Quang Huong					0	0	Younger sibling
12.7	Vu Thi Hong Linh					0	0	Younger sister-in-law
12.8	Nguyen Thi Thu Huong					0	0	Younger sibling
12.9	Tran Manh Truong					0	0	Younger brother-in-law
12.10	Nguyen Ba Trung					0	0	Father-in-law (husband's side)
12.11	Tran Thi Huong					0	0	Mother-in-law (husband's side)

No.	Full name	Securities trading account (if any)	Position at the Company	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Notes
13	Nguyen Dinh Viet		Chief Accountant			0	0	
13.1	Nguyen Dinh Buu					0	0	Father
13.2	Nguyen Thi Tien					0	0	Mother
13.3	Nguyen Thi Dung					0	0	Mother-in-law (wife's side)
13.4	Thai Nguyen Hoai Thanh					0	0	Wife
13.5	Nguyen Dinh Nhat Minh					0	0	Child
13.6	Nguyen Dinh Anh Quan					0	0	Child
13.7	Nguyen Thi Chau Diem					0	0	Younger sibling