

No: 136E/2025/CIAS
Re: Report on Corporate Governance
First Half of 2025

Khanh Hoa, July 30, 2025

**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, Bac Cam Ranh Ward, Khanh Hoa Province

Telephone: 0258.6265588

Fax: 0258.6266262

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

Position: Deputy General 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 (First Half of 2025).

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**

DEPUTY GENERAL DIRECTOR



Tran Xuan Binh

No.: 03/2025/BC-HĐQT/CIAS

Khanh Hoa, July 30, 2025

REPORT ON CORPORATE GOVERNANCE
(First Half of 2025)

To: - The State Securities Commission
- Hanoi Stock Exchange

- Name of company: **Cam Ranh International Airport Services Joint-Stock Company (CIAS)**
- Address of head office: Cam Ranh International Airport, Bac Cam Ranh Ward, Khanh Hoa Province.
- Telephone: 0258.6265588.
- Charter capital: VND 186.612.430.000.
- Stock code: CIA.
- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors and General Director.
- The implementation of internal audit: Implemented.

I. Activities of the General Meeting of Shareholders:

On April 25, 2025, CIAS successfully held the 2025 Annual General Meeting of Shareholders and approved the Resolution of the General Meeting of Shareholders with the following main contents:

No.	Resolution No.	Date	Content
01	01/2025/NQ-ĐHĐCĐ/CIAS	25/04/2025	1. Approval of the Report on 2024 business performance and the 2025 business plan. 2. Approval of the Report on activities of the Board of Directors (BOD) in 2024 and the orientation and tasks for 2025. 3. Approval of the Report of the Board of Supervisors (BOS). 4. Approval of the Company's audited separate and consolidated Financial Statements for 2024. 5. Approval of the 2024 profit distribution plan and the 2025

			<p>projected profit distribution plan.</p> <p>6. Approval of the 2024 final settlement of remuneration and bonus for the Board of Directors and the Board of Supervisors, and the 2025 remuneration plan.</p> <p>7. Approval of the key targets in the 2025 business plan.</p> <p>8. Approval of the addition of business lines and the amendment of Appendix I of the Company's Charter.</p> <p>9. Approval of the change of title from Director to General Director (from Board of Management to Board of Management (*)), and amendments to the Charter, Regulations, and Rules of the Company..</p> <p>10. Approval of the plan to cancel treasury shares, reduce charter capital, and amend the Company's Charter.</p> <p>11. Approval of the list of selected audit firms for auditing and reviewing financial statements for the period 2026–2028.</p> <p>12. Approval of transactions with related parties.</p> <p><i>*: Board of Management (comprising the General Director and Deputy General Directors)</i></p>
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II. Board of Directors:

1. Information about the members of the Board of Directors:

The Board of Directors of CIAS for the 2022–2027 term consists of 03 members. Information about the members of the Board of Directors at the time of reporting 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. Tran Quoc Hung	Chairman of the Board of Directors	26/04/2024	
2	Mr. Ly Lam Duy	Member of the Board of Directors	24/06/2022	

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
3	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. Tran Quoc Hung	15/15	100%	
2	Mr. Ly Lam Duy	15/15	100%	
3	Mr. Khong Minh Dung	15/15	100%	

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

In the first six months of 2025, the total number of flights increased by 13%, and the total passenger volume at airports where CIAS operates rose by 15% compared to the same period in 2024. These favorable conditions contributed to CIAS's revenue growth.

Conversely, at several local airports, the number of flights and passenger volume dropped significantly or operations were temporarily suspended.

In response to this situation, the Board of Directors maintained regular communication with the Board of Management regarding the implementation of the contents and business plans approved by the General Meeting of Shareholders and the Board of Directors, as well as the application of flexible solutions in line with market developments. Communication was conducted through various flexible forms such as phone calls, emails, and online meetings to ensure timely information updates.

Pursuant to the Company's Charter and Corporate Governance Regulations, in addition to setting business directions and objectives, the Board of Directors has carried out the supervision and monitoring of the Board of Management in managing business operations and implementing the Resolutions/Decisions issued by the General Meeting of Shareholders and the Board of Directors

during the first six months of 2025.

The Board of Directors discussed and approved matters related to the business and production plan, human resources plan, and issued Resolutions/Decisions to provide a basis for the Board of Management to implement. The Board of Directors also requested the Board of Management to report on the implementation results during Board meetings or through ad-hoc reports, depending on actual circumstances. At the same time, the Board of Directors provided timely guidance and direction during the implementation of the Resolutions/Decisions.

The Board of Directors supervises the activities of the Board of Management through coordination with the Board of Supervisors by reviewing and evaluating reports from the Board of Management and the independent audit firm.

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

5. Resolutions/Decisions of the Board of Directors:

In the first six months of 2025, the CIAS Board of Directors held 2 in-person meetings, including one combining both in-person and online formats, and conducted 13 rounds of written consultations with Board members to review and approve matters under the Board's authority.

The CIAS Board of Directors approved a total of 22 Resolutions and Decisions through meetings and written requests for opinions from Board members.

(Appendix 01 – List of Resolutions/Decisions of the Board of Directors attached.)

III. Board of Supervisors:

1. Information about members of Board of Supervisors:

The Board of Supervisors of CIAS for the 2022–2027 term consists of 3 members. Information about the current members of the Board of Supervisors is as follows:

No.	Members of Board of Supervisors	Position	The date becoming to be the member of the Board of Supervisors	Qualification
1	Ms. Dang Thi Phuong Nga	Head of the BOS	24/6/2022	Bachelor of Accounting
2	Ms. Do Huu Anh Lien	Member of the BOS	26/04/2024	Bachelor of Economics
3	Mr. Luu Viet Bac	Member of the BOS	24/6/2022	Master of Accounting

2. Meetings of Board of Supervisors:

No.	Members of Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Ms. Dang Thi Phuong Nga	01/01	100%	100%	
2	Ms. Do Huu Anh Lien	01/01	100%	100%	
3	Mr. Luu Viet Bac	01/01	100%	100%	

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

In the first six months of 2025, the Board of Supervisors performed its supervisory functions in full, overseeing the compliance with the Resolutions of the General Meeting of Shareholders, the Charter, and relevant legal regulations by the Board of Directors, the Board of Management, and shareholders. The main activities carried out by the Board of Supervisors included: reviewing the compliance and appropriateness of the Resolutions/Decisions of the Board of Directors and the Decisions of the Board of Management in the management and operation of the Company to ensure adherence to legal regulations and the Company Charter; reviewing the audited separate and consolidated financial statements for 2024 and key financial indicators before submission to the 2025 Annual General Meeting of Shareholders for approval; reviewing the financial statements for Q I and

Q II/2025; conducting inspections and supervising the Company's financial position, business operations, and compliance with tax obligations, social insurance, and other financial obligations in accordance with the law.

In the first six months of 2025, the Board of Directors and the Board of Management have been flexible in proposing solutions to respond to changes in the aviation market, actively seeking new opportunities to expand the scale and efficiency of business operations, as well as implementing reasonable cost-saving measures to optimize expenses.

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

The Board of Supervisors received cooperation from the Board of Directors, the Board of Management, and the Company's functional departments in updating the Company's operational status and collecting information and documents to support inspection and supervision activities.

The Board of Supervisors, the Board of Directors, and the Board of Management closely coordinated to promptly address issues arising during the inspection and supervision process conducted by the Board of Supervisors.

5. Other activities of the Board of Supervisors: Nil.

IV. Board of Management:

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment / dismissal of members of the Board of Management
1	Mr. Pham Quang Minh – General Director	21/04/1985	Master of Business Administration, Master of Engineering and Technology	Appointment Decision dated 26/04/2024
2	Mr. Tran Xuan Binh – Deputy General Director	15/9/1976	Bachelor of Accounting	Reappointment Decision dated 16/6/2025
3	Mr. Nguyen Duc Vu – Deputy General Director	15/01/1994	Bachelor of Accounting – Auditing	Appointment Decision dated 30/05/2025

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 16/6/2023

VI. Training courses on corporate governance:

Corporate governance training courses attended by members of the Board of Directors, members of the Board of Supervisors, the General Director, other management personnel, and the Company Secretary in accordance with corporate governance regulations:

The Board of Directors, the Board of Supervisors, the General Director, and other management personnel have participated in corporate governance training programs in previous years. In the first six months of 2025, the Company continued to delegate representatives to attend conferences, consult materials, and update knowledge from training programs on corporate governance, listing regulations, and information disclosure requirements issued by the State Securities Commission and the Hanoi Stock Exchange.

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 – List of related 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 with related person 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: *Nil.*
- 4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, 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 stated 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, General Director and other managers as a member of Board of Directors, General Director: *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, General Director and other managers: *Nil*.

VIII. Share transactions of internal persons and their affiliated persons (Semi-annual report/annual report).

1. The list of internal persons and their affiliated persons / Transactions of internal persons and affiliated persons with shares of the Company:

(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*.

VII. Other significant issues: *Nil*.

Recipients:

- As above;
- Members of the BOD;
- BOS;
- BOM;
- Archive: Secretary of the BOD.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**



Tran Quoc Hung



Appendix 01
(Attached to the first half of 2025 Corporate Governance Report)
List of Resolutions/Decisions by the Board of Directors
Cam Ranh International Airport Services Joint Stock Company
((From January 1, 2025 to June 30, 2025))

No.	Resolution Number	Date	Content	Approval Rate
I – RESOLUTIONS				
1	01/2025/NQ-HĐQT/CIAS	21/01/2025	Approval of bonus payment for exceeding the 2024 business plan targets	100
2	02/2025/NQ-HĐQT/CIAS	17/02/2025	Approval of the share transfer plan	100
3	03/2025/NQ-HĐQT/CIAS	18/02/2025	Approval of the financial investment plan	100
4	04/2025/NQ-HĐQT/CIAS	04/03/2025	Approval of the record date for the list of shareholders entitled to attend the 2025 Annual General Meeting of Shareholders	100
5	05/2025/NQ-HĐQT/CIAS	07/03/2025	Approval of the adjustment of income levels for management staff and certain other cases	100
6	06/2025/NQ-HĐQT/CIAS	07/03/2025	Approval of the investment plan at 01 location of Terminal T3, Tan Son Nhat International Airport	100
7	07/2025/NQ-HĐQT/CIAS	02/04/2025	Approval of the program and materials for the 2025 Annual General Meeting of Shareholders	100
8	08/2025/NQ-HĐQT/CIAS	31/3/2025	Approval of capital lending	100
9	09/2025/NQ-HĐQT/CIAS	31/03/2025	Approval of investment at 03 locations of Terminal T3, Tan Son Nhat International Airport	100

10	10/2025/NQ-HĐQT/CIAS	25/04/2025	<p>Approval of the following matters:</p> <ol style="list-style-type: none"> 1. Approval of the establishment of Business Locations at Terminal T3, Tan Son Nhat International Airport 2. Approval of the content and issuance of the Information Disclosure Regulation. 3. Approval of bonus payment for exceeding the 2024 business plan targets for the Board of Management and Board of Supervisors. 4. Approval of the establishment of a Business Location at the domestic terminal, Cam Ranh International Airport. 5. Approval of the implementation of certain contents under Resolution No. 01/2025/NQ-AGM/CIAS of the 2025 Annual General Meeting of Shareholders. 	100
11	11/2025/NQ-HĐQT/CIAS	05/05/2025	Approval of the internal audit plan	100
12	12/2025/NQ-HĐQT/CIAS	23/05/2025	Approval of the change of authorized representative for managing contributed capital at Hanoi Aviation Travel and Services JSC	100
13	13/2025/NQ-HĐQT/CIAS	30/05/2025	Approval of the appointment of Deputy General Director and change of Director of Tan Son Nhat Branch	100
II – DECISIONS				
1	01/2025/QĐ-HĐQT/CIAS	02/04/2025	Approval of the 2025 business plan targets to be submitted to the 2025 Annual General Meeting of Shareholders	100
2	02/2025/QĐ-HĐQT/CIAS	25/04/2025	Approval of the content and issuance of the amended Information Disclosure Regulation (2025)	100
3	03/2025/QĐ-HĐQT/CIAS	25/04/2025	Approval of the title change from Director to General Director for Mr. Pham Quang Minh	100
4	04/2025/QĐ-HĐQT/CIAS	25/04/2025	Approval of the title change from Deputy Director to Deputy General Director for Mr. Tran Xuan Binh	100

5	05/2025/QĐ-HĐQT/CIAS	25/04/2025	Approval of the issuance of the amended Regulations (2025): Internal Regulations on Corporate Governance, Regulations on the Operation of the Board of Directors, Regulations on the Operation of the Board of Supervisors.	100
6	06/2025/QĐ-HĐQT/CIAS	30/05/2025	Approval of the appointment of Deputy General Director (Mr. Nguyen Duc Vu)	100
7	07/2025/QĐ-HĐQT/CIAS	30/05/2025	Approval of the change of Director of Tan Son Nhat Branch (Mr. Nguyen Duc Vu)	100
8	08/2025/QĐ-HĐQT/CIAS	16/06/2025	Approval of the reappointment of Deputy General Director (Mr. Tran Xuan Binh)	100
9	09/2025/QĐ-HĐQT/CIAS	17/06/2025	Approval of the establishment of Da Nang Branch	100

APPENDIX 02*(Attached to the first half of 2025 Corporate Governance Report)***THE LIST OF AFFILIATED PERSONS OF THE COMPANY AS AT JUNE 30, 2025**

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	Tran Quoc Hung		Chairman			26/4/ 2024			Chairman, Legal Representative
2	Ly Lam Duy		Member of the Board of Directors			24/6/ 2022			Member of the Board of Directors
3	Khong Minh Dung		Member of the Board of Directors			24/6/ 2022			Independent Member of the Board of Directors
4	Dang Thi Phuong Nga		Head of the Supervisors			24/6/2022			Head of the Board of Supervisors
5	Do Huu Anh Lien		Member of the Board of Supervisors			26/04/2024			Member 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
6	Luu Viet Bac		Member of the Board of Supervisors			24/6/2022			Member of the Board of Supervisors, Internal Auditor in charge
7	Pham Quang Minh		General Director			01/05/2024			General Director
8	Tran Xuan Binh		Deputy General Director			15/6/2022			Deputy Director, The authorized person to disclose information
9	Nguyen Duc Vu		Deputy General Director			01/06/ 2025		Appoint ed	Deputy Director
10	Nguyen Dinh Viet		Chief Accountant			16/6/2023			Chief Accountant
11	Nguyen Thi Hien		Secretary to the Board of Directors			21/7/2022			Person in charge of Corporate Governance

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
12	Cam Ranh Aviation Trading Liability Company Limited			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
13	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
14	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	30/9/2021			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
15	Truong Minh Hoang					30/9/ 2021			Legal representative of ASGA Company
16	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 Dist., Hanoi	22/06/2018			Owner of Parent Company
17	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, Cam Ranh, Khanh Hoa	30/12/2015			Subsidiary of ASGA Company
18	Hoang Gia Trang Real Estate Company Limited			0308945734, Date of issue: 08/6/2009, Place of issue: Department of Planning and Investment of Khanh Hoa	Gate 2, Alley 86, Tran Phu Street, Loc Tho Ward,	30/9/2021			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	Reasons	Relationship with the Company
				Province	Nha Trang, City, Khanh Hoa Province				
19	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	26/8/2024			Subsidiary of ASGA Company
20	ASG Aviation Services Company Limited			4601543128, Date of issue: 09/08/2019, Place of issue: Thainguyen Authority for Planning and Investment	Logistics Service Area, Noi Bai International Airport, Phu Minh Commune, Soc Son District, Hanoi	09/08/ 2019			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	Reasons	Relationship with the Company
21	VINAFCO JSC			0100108504, Date of issue: 08/04/2008, Place of issue: Hanoi Authority for Planning and Investment	Tu Khoat Hamlet, Ngu Hiep Commune, Thanh Tri District, Hanoi	04/05/ 2022			Subsidiary of ASGA Company
22	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 first half of 2025 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	01/2025/NQ- ĐHĐCĐ/CIAS; 11/2024/QĐ- HĐQT/CIAS.	- Revenue from services provided and sale VND 192,194,444 - Cash received from services provided and sales: VND 152,640,000 - Loan interest income: VND 1,710,821,919	

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 Company Limited	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	01/01/2025 — 30/06/2025	01/2025/NQ-ĐHĐCĐ/CIAS; 01, 02/2024/QĐ-HĐQT/CIAS; 13/2024/NQ-HĐQT/CIAS	<ul style="list-style-type: none"> - Revenue from services provided and sale: VND 38,583,333 - Cash received from services provided and sales: VND 41,670,000 - Loan interest income: VND 505,808,218 - Cash received from loan interest income: VND 2,596,594,515 - Purchase of services and lease of premises: VND 9,843,552,928 - Payment for purchase of services and lease of premises: VND 9,397,431,839 	
3	Cam Ranh Aviation Trading Liability Company 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	01/01/2025 — 30/06/2025	03/2019/NQ-HĐQT/CIAS.	<ul style="list-style-type: none"> - Revenue from services provided and sale VND 373,541 - Purchase of services and lease of premises: VND 1,615,656 	

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	01/01/2025 — 30/06/2025	01/2025/NQ-ĐHĐCĐ/CIAS.	- Revenue from services provided and sale VND 2,855,886,419. - Cash received from services provided and sales: VND 4,929,131,491	
5	HOANG GIA TRANG REAL ESTATE COMPANY LIMITED	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	01/01/2025 — 30/06/2025	03/2019/NQ-HĐQT/CIAS.	- Purchase of services and lease of premises: VND 272,727,270 - Payment for purchase of services and lease of premises: VND 300,000,000	
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	3rd floor, NTS building, Noi Bai International Airport, Phu Cuong Commune, Soc	01/01/2025 — 30/06/2025	03/2019/NQ-HĐQT/CIAS.	- Revenue from services provided and sale VND 13,638,889 - Cash received from services provided and sales: VND 14,730,000 - Purchase of services and lease of premises: VND 255,071,073	

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
			Planning and Investment	Son District, City. Hanoi			- Payment for purchase of services and lease of premises: VND 278,359,014	
7	ASG Infrastructure And Industrial Zone Development Company Limited		4601543128, Date of issue: 09/08/2019, Place of issue: Thainguyen Authority for Planning and Investment	Logistics Service Area, Noi Bai International Airport, Phu Minh Commune, Soc Son District, Hanoi City	01/01/2025 – 30/06/2025	01/2025/NQ-ĐHĐCĐ/CIAS.	- Revenue from services provided and sale VND 80,851,852 - Cash received from services provided and sales: VND 87,320,000	
8	VINAFCO Joint Stock Corporation		0100108504, Date of issue: 08/04/2008, Place of issue: Hanoi Authority for Planning and Investment	Tu Khoat Hamlet, Ngu Hiep Commune, Thanh Tri District, Hanoi	01/01/2025 – 30/06/2025	01/2025/NQ-ĐHĐCĐ/CIAS.	- Revenue from services provided and sale VND 219,583,334. - Cash received from services provided and sales: VND 174,750,000.	

APPENDIX 04

(Attached to the first half of 2025 Corporate Governance Report)

THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS AS AT JUNE 30, 2025

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	Tran Quoc Hung		Chairman			0	0	
1.1	Le Thu Giang					0	0	Wife
1.2	Tran Tung Lam					0	0	Child
1.3	Tran Le Khoi					0	0	Child
1.4	Tran Le Khanh					0	0	Child
1.5	Tran Quoc Toan					0	0	Father
1.6	Dong Thi Nhu Khanh					0	0	Mother
1.7	Le Cao Binh					0	0	Father-in-law (wife's side)
1.8	Thai Thi Giao					0	0	Mother-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	Percent age of share ownership at the end of the period (%)	Notes
1.9	Tran Thi Lan Huong					0	0	Older sister
1.10	To Nam Toan					0	0	Older brother-in-law
1.11	ASG Aviation Services Company Limited		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
1.12	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
1.13	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

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	Percent age of share ownership at the end of the period (%)	Notes
2.	Ly Lam Duy		Member of the Board of Directors			59,812	0.32	
2.1	Ly Thai Long					0	0	Father
2.2	Tran Minh Nga					0	0	Mother
2.3	Ly Diem My					0	0	Younger sibling
2.4	Aviation Ground Services Co., Ltd		Member of the Board of Directors, Deputy Director cum Chief Financial Officer	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
2.5	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	Percent age of share ownership at the end of the period (%)	Notes
3	Khong Minh Dung		Member of the Board of Directors			105,151	0.56	
3.1	Khong Vu Ky					0	0	Father
3.2	Vu Thi Tam					0	0	Mother
3.3	Nguyen Thi Kim Sinh					0	0	Mother-in-law (wife's side)
3.4	Chu Hai Ha					0	0	Wife
3.5	Khong Thai Minh					0	0	Child
3.6	Khong Nhat Minh					0	0	Child
3.7	Khong Thi Tam Hang					0	0	Older sister
3.8	Nguyen Van Hieu					0	0	Older brother-in-law
3.9	Khong Thi Huyen					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	Percent age of share ownership at the end of the period (%)	Notes
3.10	Bui Ngo Phuc					0	0	Older brother-in-law
3.11	Noi Bai 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 City	23	0	Related organization
4	Dang Thi Phuong Nga		Head of the Supervisors			0	0	
4.1	Tran Trung Thanh					0	0	Husband
4.2	Tran Phuong Linh					0	0	Child
4.3	Tran Ha Linh					0	0	Child
4.4	Tran Viet Linh					0	0	Child
4.5	Dang Van Be					0	0	Father
4.6	Duong Thi Dung					0	0	Mother
4.7	Dang Thi Bich					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	Percent age of share ownership at the end of the period (%)	Notes
4.8	Nguyen Xuan Van					0	0	Older brother-in-law
4.9	Dang Van Huynh					0	0	Younger sibling
4.10	Ngo Thi Chi					0	0	Younger sister-in-law
4.11	Tran Trong Triet					0	0	Father-in-law (husband's side)
4.12	Hoang Thi Mat					0	0	Mother-in-law (husband's side)
4.13	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 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	Percent age of share ownership at the end of the period (%)	Notes
4.14	ASG Aviation Services Company Limited		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
5.	Pham Quang Minh		General Director			4,725	0.02	
5.1	Pham Quang Thuan					0	0	Father
5.2	Luong Thi Phan					0	0	Mother
5.3	Nguyen Ai Thuan An					0	0	Wife
5.4	Pham Xuan Hai					0	0	Younger sibling
5.5	Pham Tran Khanh Linh					0	0	Child
5.6	Pham Tran Phuong Linh					0	0	Child
5.7	Pham Minh Khoi					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	Percent age of share ownership at the end of the period (%)	Notes
5.8	Nguyen Hai Son					0	0	Father-in-law (wife's side)
5.9	Nguyen Thi Ai Phuong					0	0	Mother-in-law (wife's side)
5.10	Hoang Gia Trang Real Estate Company Limited		Director	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
5.11	Cam Ranh Aviation Trading Liability Company Limited		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
5.12	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

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	Percent age of share owners hip at the end of the period (%)	Notes
6	Tran Xuan Binh		Deputy General Director			0	0	
6.1	Tran Van Hoa					0	0	Father
6.2	Duong Thi Due					0	0	Mother
6.3	Nguyen Van Ban					0	0	Father-in-law (wife's side)
6.4	Hoang Thi Tuyet					0	0	Mother-in-law (wife's side)
6.5	Nguyen Thi Hoang Yen					0	0	Wife
6.6	Tran Xuan Tuyet Nhi					0	0	Child
6.7	Tran Anh Tuan					0	0	Child
6.8	Tran Minh Yen					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	Percent age of share ownership at the end of the period (%)	Notes
6.9	Nguyen Van Oanh					0	0	Younger brother-in-law
6.10	Tran Anh Dung					0	0	Younger sibling
6.11	To Thi Hong Ngoc					0	0	Younger sister-in-law
6.12	Tran Xuan Bac					0	0	Younger sibling
6.13	Bui Thi Le					0	0	Younger sister-in-law
6.14	Tran Thi Tuyet Mai					0	0	Younger sibling
6.15	Nguyen Quoc Danh					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	Percent age of share ownership at the end of the period (%)	Notes
6.16	Cam Ranh Aviation Trading Liability Company Limited		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
7	Nguyen Duc Vu		Deputy General Director			0	0	
7.1	Nguyen Duc Hanh					0	0	Father
7.2	Nguyen Thi Thu					0	0	Mother
7.3	Be Anh Tuan					0	0	Father-in-law (wife's side)
7.4	Luong Thi Ai Van					0	0	Mother-in-law (wife's side)
7.5	Be Linh Chi					0	0	Wife

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	Percent age of share ownership at the end of the period (%)	Notes
7.6	Nguyen Vu Phuong Linh					0	0	Child
7.7	Nguyen Duc Long					0	0	Younger sibling
7.8	Le Thi Ha					0	0	Younger sister-in-law
7.9	Ngoc Bao Linh Services Trading And Production Joint Stock Company			0106060753; Date of issue: 11/12/2012, Place of issue: Hanoi Department of Planning and Investment	3rd Floor, NTS Building, Noi Bai International Airport, Phu Cuong Commune, Soc Son District, Hanoi	0	0	Related organization
7.10	VIETAIR Logistics Jsc			0314023199; Date of issue: 21/09/2016, Place of issue: Hochiminh Department of Planning and Investment	1st Floor, Hai Au Building, 39B Truong Son, Ward 4, Tan Binh District, Ho Chi Minh City	0	0	Related organization
7.11	ASG Logistics JSC			4601126886; Date of issue: 18/4/2013, Place of issue: Thainguuyen Department of Planning and Investment	Lot No. 5, Yen Binh Industrial Park, Dong Tien Ward, Pho Yen City, Thai Nguyen 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	Percent age of share ownership at the end of the period (%)	Notes
8	Luu Viet Bac		Member of the Board of Supervisors, Internal Auditor in charge			0	0	
8.1	Tran Thi Diu					0	0	Wife
8.2	Luu Phuong Thao					0	0	Child
8.3	Luu Minh Hieu					0	0	Child
8.4	Luu Quang Nam					0	0	Father
8.5	Tran Thi Loan					0	0	Mother
8.6	Luu Thi Phuong					0	0	Older sister
8.7	Luu Thi Khanh					0	0	Older sister
8.8	Luu Thi Phuong					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	Percent age of share ownership at the end of the period (%)	Notes
8.9	Nguyen Viet Huy					0	0	Younger brother-in-law
8.10	Nguyen Hong Tu					0	0	Older brother-in-law
8.11	Tran Van Nghiep					0	0	Older brother-in-law
8.12	Tran Van Suy					0	0	Father-in-law (wife's side)
8.13	Le Thi Tuoi					0	0	Mother-in-law (wife's side)
8.14	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 Dist, 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
8.15	ASG Aviation Services Company Limited		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
8.16	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
8.17	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, City. Hanoi	0	0	Related organization
9	Do Huu Anh Lien		Member of the Board of Supervisors			1,821	0.01	Elected since April 26, 2024
9.1	Do Tan Si					0	0	Father
9.2	Ho Thi Tho					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	Percent age of share ownership at the end of the period (%)	Notes
9.3	Ho Trong Ty					0	0	Father-in-law (husband's side)
9.4	Nguyen Thi Ninh					0	0	Mother-in-law (husband's side)
9.5	Ho Duong Hai					0	0	Husband
9.6	Ho Khanh Linh					0	0	Child
9.7	Ho Trong Hieu					0	0	Child
9.8	Do Tu Tai					0	0	Older brother
9.9	Chau Thi Thuy					0	0	Older sister-in-law
9.10	Do Cu Nhan					0	0	Older brother

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	Percent age of share ownership at the end of the period (%)	Notes
9.11	Nguyen Thi Nhu Truc					0	0	Older sister-in-law
9.12	Do Thu Khoa					0	0	Older brother
9.13	Nguyen Thi Hong Quang					0	0	Older sister-in-law
9.14	Do Huu Anh Nguyet					0	0	Older sister
9.15	Lo Van Hung					0	0	Older brother-in-law
9.16	Do Huu Anh Nga					0	0	Older sister
9.17	Nguyen Dang Khoa					0	0	Older brother-in-law
9.18	Do Huu Truong Giang					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	Percent age of share ownership at the end of the period (%)	Notes
9.19	Luu Duc Binh					0	0	Younger brother-in-law
9.20	Do Huu Truong An					0	0	Younger sibling
9.21	Pham Thanh Binh					0	0	Younger brother-in-law
9.22	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	Cam Ranh International Airport, Cam Nghia Ward, City. Cam Ranh, Khanh Hoa	0	0	Related organization
10	Nguyen Thi Hien		Person in charge of Corporate Governance			0	0	
10.1	Nguyen Ba Nguyen					0	0	Husband
10.2	Nguyen Hoang Quan					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
10.3	Nguyen Minh Chau					0	0	Child
10.4	Nguyen Van Hung					0	0	Father
10.5	Hoang Thi Oanh					0	0	Mother
10.6	Nguyen Quang Huong					0	0	Younger sibling
10.7	Vu Thi Hong Linh					0	0	Younger sister-in-law
10.8	Nguyen Thi Thu Huong					0	0	Younger sibling
10.9	Tran Manh Truong					0	0	Younger brother-in-law
10.10	Nguyen Ba Trung					0	0	Father-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	Percent age of share ownership at the end of the period (%)	Notes
10.11	Tran Thi Huong					0	0	Mother-in-law (husband's side)
11	Nguyen Dinh Viet		Chief Accountant			0	0	
11.1	Nguyen Dinh Buu					0	0	Father
11.2	Nguyen Thi Tien					0	0	Mother
11.3	Nguyen Thi Dung					0	0	Mother-in-law (wife's side)
11.4	Thai Nguyen Hoai Thanh					0	0	Wife
11.5	Nguyen Dinh Nhat Minh					0	0	Child
11.6	Nguyen Dinh Anh Quan					0	0	Child
11.7	Nguyen Thi Chau Diem					0	0	Younger sibling