

No: 20^E/2026/CIAS

Khanh Hoa, January 30, 2026

Re: Report on Corporate Governance 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 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.: 01/2026/BC-HĐQT/CIAS

Khanh Hoa, January 30, 2026

REPORT ON CORPORATE GOVERNANCE
(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.
- Tel: 0258.6265588 Fax: 0258.6266262 Email: contact@cias.vn
- 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:

Information on meetings, resolutions and decisions of the General Meeting of Shareholders (including the resolutions of the General Meeting of Shareholders approved in the form of written comments):

| No. | Resolution No. | Date | Content |
|-----|-----------------------|------------|--|
| 01 | 01/2025/NQ-ĐHĐCĐ/CIAS | 25/04/2025 | <ol style="list-style-type: none">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 projected profit distribution plan.6. Approval of the 2024 final settlement of remuneration |

| | | | |
|----|-----------------------|------------|---|
| | | | <p>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> |
| 02 | 02/2025/NQ-ĐHĐCĐ/CIAS | 08/08/2025 | <p>1. Approval of the dismissal and supplementary election of members of the Board of Directors.</p> <p>2. Approval of the amendment to the Company's address in the Charter (according to the two-level administrative unit).</p> |

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. Dam Duy Toan | Chairman of the Board of Directors | 08/08/2025 | |
| 2 | Mr. Tran Quoc Hung | Chairman of the Board of Directors | 26/04/2024 | 08/08/2025 |

| 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. Ly Lam Duy | Member of the Board of Directors | 24/06/2022 | |
| 4 | 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. Dam Duy Toan | 06/06 | 100% | Elected as a member of the Board of Directors starting from August 8, 2025. |
| 2 | Mr. Tran Quoc Hung | 17/17 | 100% | Dismissed as a member of the Board of Directors starting from August 8, 2025. |
| 3 | Mr. Ly Lam Duy | 23/23 | 100% | |
| 4 | Mr. Khong Minh Dung | 23/23 | 100% | |

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

In 2025, CIAS achieved positive business results, with both revenue and profit exceeding targets and recording strong growth compared to the previous year.

The objective reason is that the aviation industry's operational output has already grown significantly by 2025. Additionally, the Board of Directors (BOD) regularly communicated with the Board of Management to implement the business plans approved by the General Meeting of Shareholders (GMS)/BOD, as well as applying various solutions suitable for market conditions. In the past year of 2025, the Board of Directors and the Board of Management have been flexible and made efforts to implement solutions for business expansion and cost savings in order to enhance the effectiveness of business operations.

Based on the Company's Charter and Governance Regulations, in addition to setting production

and business goals, the Board of Directors carried out monitoring and supervision of the Board of Management's activities in managing operations and implementing the Resolutions/Decisions issued by the GMS and BOD in 2025.

Through meetings, the Board of Directors discussed and approved plans for production and business, personnel plans, and issued Resolutions/Decisions for the Board of Management to implement. At the same time, the Board of Directors required the Board of Management to report on the results of implementation during BOD meetings or through ad-hoc reports based on actual circumstances. Furthermore, the Board of Directors also provided timely guidance and direction during the implementation of the Resolutions/Decisions using various flexible methods such as phone calls, emails, online meetings, etc., to ensure up-to-date information.

The Board of Directors monitored the activities of the Board of Management by coordinating with the The Board of Supervisors to check and evaluate the reports from the Board of Management and the independent auditing company.

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

5. Resolutions/Decisions of the Board of Directors:

In 2025, the CIAS Board of Directors held 4 in-person meetings, including two combining both in-person and online formats, and conducted 19 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 31 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 | 02/02 | 100% | 100% | |
| 2 | Ms. Do Huu Anh Lien | 02/02 | 100% | 100% | |
| 3 | Mr. Luu Viet Bac | 02/02 | 100% | 100% | |

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

In 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 Q1 and Q2/2025; 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.

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, General Director, and other management staff have participated in corporate governance training courses in previous years. In addition, the person in charge of corporate governance (Board Secretary) has participated in a training course and was awarded a Certificate of Completion for the Corporate Governance course issued by the Institute of Human Resources and Business Development (HUREDIN) – University of Economics Ho Chi Minh City, on September 18, 2025.

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:

- 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:

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

**ON BEHALF OF THE BOARD OF DIRECTORS_{7/8}
CHAIRMAN**



Dam Duy Toan

