

NOTICE

Invitation to the 2026 Annual General Meeting of Shareholders Southern Airports Services Joint Stock Company (SASCO)

To: ESTEEMED SHAREHOLDERS

Southern Airports Services Joint Stock Company (SASCO) is pleased to cordially invite our esteemed shareholders to attend the 2026 Annual General Meeting of Shareholders of the Company, with details as follows.

- Time: 08:30 – 11:30 AM, Thursday, June 25, 2026.**
(Shareholder registration and reception begin at 08:00 AM)
- Venue: SASCO Headquarters Auditorium**
No. 45 Truong Son Street, Ward 2, Tan Binh District, Ho Chi Minh City
(Entrance via Truong Son Street)
- Meeting Agenda:**

Time	Agenda
A	OPENING OF THE MEETING
8h00 – 8h30	Shareholder eligibility verification.
8h30 – 9h00	Opening remarks and declaration of purpose;
	Report on the results of shareholder eligibility verification;
	Introduction and approval of the Meeting personnel: Chairing Committee and Secretariat;
	Introduction and approval of the Election and Vote Counting Committee;
	Approval of the Working Regulations and Meeting Agenda.
B	REPORTS AND PROPOSALS PRESENTATION
9h00 – 10h15	1. Report of the Board of Directors on the Company's governance activities in 2025;
	2. Report of the Supervisory Board on inspection and supervision activities in 2025 and operational plan for 2026;
	3. Report of the Board of Management on business performance in 2025 and business plan for 2026;
	4. Report on remuneration, salary fund, and bonuses for the Board of Directors and Supervisory Board in 2025;
	5. Proposal for approval on remuneration, salary fund and bonuses for the Board of Directors and Supervisory Board in 2026;
	6. Proposal for approval of the audited financial statements for 2025;
	7. Proposal on distribution of after-tax profits for fiscal year 2025;
	8. Proposal on authorization for the selection of an independent auditing firm to conduct the review and audit of the 2025 financial statements;



Time	Agenda
	9. Proposal on amendments and supplements to the Charter on organization and operation of SASCO;
	10. Other matters falling under the authority of the General Meeting of Shareholders (if any).
C	DISCUSSION & VOTING SESSION
10h15 – 10h30	Discussion and voting on the submitted matters.
D	BREAK
10h30 – 10h45	Tea break.
E	CLOSING SESSION
10h45 – 11h00	Approval of Meeting Minutes and Resolutions.
	Closing remarks and adjournment of the Meeting.

All meeting documents will be regularly updated and made available to shareholders on the Company's investor relations page at: <https://www.sasco.com.vn/shareholders>

4. Registration for Attendance:

To facilitate the organization of the Meeting, kindly submit the Registration Form or Authorization Letter (template enclosed with this notice) **by 2:00 PM on June 22, 2026** to the address below:

Southern Airports Services Joint Stock Company (SASCO)

Address : Tan Son Nhat International Airport, Ward 2, Tan Binh District, HCMC

Contact : Ms. Ho Thi Tuong Vy – Legal & Compliance Department

Tel : (028) 3844 8358 (Ext: 204)

Email : vyhtt@sasco.com.vn

When attending the Meeting, shareholders are kindly requested to bring their ID/Passport and Authorization Letter (if applicable) for verification purposes.

We are honored to welcome your participation.

HCMC, June 3, 2026.
ON BEHALF OF
THE BOARD OF DIRECTORS



CHAIRMAN
Nguyen Hanh



**POWER OF ATTORNEY***

For the 2026 Annual General Meeting of Shareholders
Southern Airports Services Joint Stock Company

Today,2026, at

1. Principal: (Shareholder).....

Address:

Phone:..... Email:.....

ID/Passport/Business License No.:

Date of issue: Place of issue:

Number of shares owned:

(In words:)

2. Authorized Representative: Mr./Ms.:

Address:

ID/Passport/Business License No.:

Date of issue: Place of issue:

Phone:..... Email:.....

Number of shares authorized: shares

(In words:)

3. Scope of Authorization:

3.1. The Authorized Representative is empowered to attend the 2026 Annual General Meeting of Shareholders of Southern Airports Services Joint Stock Company and to fully exercise all rights and obligations of the Principal related to the authorized shares.

3.2. Both parties commit to comply with the laws and the Charter of Southern Airports Services Joint Stock Company and accept full legal responsibility for this authorization.

4. Term of Authorization: From the date of signing until the end of the 2026 Annual General Meeting of Shareholders of Southern Airports Services Joint Stock Company.

AUTHORIZED REPRESENTATIVE

PRINCIPAL (SHAREHOLDER)
(Signature, full name – seal if organization)

* Shareholders are kindly requested to submit the Power of Attorney together with the Registration Form to the Meeting Organizing Committee at the address provided in the Invitation Notice, or send it via Fax: (028) 3844 7812 / Email: vyhtt@sasco.com.vn no later than 2:00 PM on June 25, 2026.



SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

REGISTRATION FORM ¹

For the 2026 Annual General Meeting of Shareholders
Southern Airports Services Joint Stock Company

To: SOUTHERN AIRPORTS SERVICES JOINT STOCK COMPANY

Shareholder's name:

Address:

Phone:..... Email:.....

ID/Passport/Business License No.:

Date of issue:..... Place of issue:

Number of shares owned:

(In words:)

Pursuant to the invitation from the Board of Directors, I hereby confirm my participation in the 2026 Annual General Meeting of Shareholders of Southern Airports Services Joint Stock Company, scheduled on **June 25, 2026**, as follows:

☐ I will attend in person

☐ I authorize another person to attend and exercise shareholder rights on my behalf.²

SHAREHOLDER

(Signature, full name – seal if organization)

¹ Shareholders are kindly requested to submit the Registration Form to the Meeting Organizing Committee at the address provided in the Invitation Notice or via Fax: (028) 3844 7812 / Email: vyhtt@sasco.com.vn **no later than 2:00 PM on June 22, 2026.**

² In case of authorizing another person to attend, shareholders are requested to fill in the additional information as per Form 02/AGM attached to the Invitation Notice for the Annual General Meeting.

THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS AGENDA

Time	Agenda
A	OPENING OF THE MEETING
8h00 – 8h30	Shareholder eligibility verification.
8h30 – 9h00	Opening remarks and declaration of purpose;
	Report on the results of shareholder eligibility verification;
	Introduction and approval of the Meeting personnel: Chairing Committee and Secretariat;
	Introduction and approval of the Election and Vote Counting Committee;
	Approval of the Working Regulations and Meeting Agenda.
B	REPORTS AND PROPOSALS PRESENTATION
9h00 – 10h15	1. Report of the Board of Directors on the Company's governance activities in 2025;
	2. Report of the Supervisory Board on inspection and supervision activities in 2025 and operational plan for 2026;
	3. Report of the Board of Management on business performance in 2025 and business plan for 2026;
	4. Report on remuneration, salary fund, and bonuses for the Board of Directors and Supervisory Board in 2025;
	5. Proposal for approval on remuneration, salary fund and bonuses for the Board of Directors and Supervisory Board in 2026;
	6. Proposal for approval of the audited financial statements for 2025;
	7. Proposal on distribution of after-tax profits for fiscal year 2025;
	8. Proposal on authorization for the selection of an independent auditing firm to conduct the review and audit of the 2025 financial statements;
	9. Proposal on amendments and supplements to the Charter on organization and operation of SASCO;
	10. Other matters falling under the authority of the General Meeting of Shareholders (if any).
C	DISCUSSION & VOTING SESSION
10h15 – 10h30	Discussion and voting on the submitted matters.
D	BREAK
10h30 – 10h45	Tea break.
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10h45 – 11h00	Approval of Meeting Minutes and Resolutions.
	Closing remarks and adjournment of the Meeting.

Ho Chi Minh City, , 2026

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WORKING REGULATIONS ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*
- *The Law on Securities No. 54/2019/QH14 dated November 26, 2019 and relevant guiding documents;*
- *Decree No. 155/2020/ND-CP dated December 31, 2020;*
- *The Charter of Southern Airports Services Joint Stock Company.*
- *The internal governance regulations of Southern Airports Services Joint Stock Company.*

To ensure the successful conduct of the 2026 Annual General Meeting of Shareholders (AGM) of Southern Airports Services Joint Stock Company, the Board of Directors (BOD) hereby promulgates the following working regulations, principles of conduct, and voting procedures for the meeting:

Article 1. Purpose:

- To ensure the proper order, principles of conduct, and voting procedures at the Annual General Meeting of Shareholders (AGM) of **Southern Airports Services Joint Stock Company** are conducted in compliance with regulations and successfully.
- The resolutions of the AGM shall represent the unanimous will of the shareholders, meet their aspirations and rights, and comply with the law.

Article 2. Scope and Subjects of Application

- **Subjects of application:** All shareholders, representatives (authorized persons) of shareholders holding shares of Southern Airports Services Joint Stock Company, and invited guests attending the AGM must comply with the provisions of this Regulation, the Company's Charter, and applicable laws.
- **Scope of application:** This Regulation applies to the organization of the Annual General Meeting of Shareholders in 2026 of Southern Airports Services Joint Stock Company.

Article 3. Terminology and Abbreviations

- The Company : Southern Airports Services Joint Stock Company
- BOD : Board of Directors
- SB : Supervisory Board
- MOC : Meeting Organizing Committee

- AGM : Annual General Meeting of Shareholders
- Delegate : Shareholder, representative (*authorized person*)

Article 4. Conditions for Convening the General Meeting of Shareholders

- The General Meeting of Shareholders may be convened when the attending shareholders represent more than fifty percent (50%) of the total voting shares based on the shareholder list finalized on the record date for the Meeting.
- In case the first meeting is not qualified to proceed, the convener shall cancel the meeting. The General Meeting of Shareholders must be reconvened within thirty (30) days from the originally scheduled date of the first meeting. The second meeting shall be held when the attending shareholders and their authorized representatives represent at least thirty-three percent (33%) of the total voting shares.
- If the meeting still does not meet the quorum requirements, subsequent meetings shall be convened and conducted in accordance with the Company Charter and the Law on Enterprises.

Article 5. Delegates Participating in the 2026 Annual General Meeting

- All shareholders on the finalized shareholder list dated **May 18, 2026** have the right to attend or authorize their representatives to attend the AGM at the meeting venue. In case of multiple authorized representatives, the number of shares represented by each representative must be specified.
- Delegates should note the following:
 - Arrive on time, dress appropriately and formally, comply with security checks (if any), and present valid identification documents as required by the MOC.
 - Collect meeting documents and materials at the reception desk before entering the meeting room.
 - Late-arriving shareholders have the right to register and immediately participate and vote. The Chairperson is not required to suspend the meeting to allow late registration; voting results on issues already voted on before the arrival of late delegates shall remain unaffected.
 - Set mobile phones to silent mode; make calls outside the meeting room when necessary.
 - Smoking is prohibited; maintain order within the meeting room.
 - Comply with the regulations of the Organizing Committee and the Chairperson.
 - If any delegate fails to comply with security or other regulations, the Chairperson, after careful consideration, may refuse or expel such delegate from the meeting venue to ensure the Meeting proceeds normally according to the agenda.
 - Delegates must present themselves directly at the AGM venue, provide valid identification documents and authorization documents (if any) to complete registration procedures and receive voting ballots.

Article 6. Invited Guests at the Meeting

- Invited guests include company management personnel, guests, and members of the Meeting Organizing Committee who are not shareholders but are invited to attend the AGM.

- Guests are not entitled to speak at the Meeting *(unless invited by the Chairperson or registered in advance with the Organizing Committee and approved by the Chairperson)*.

Article 7. Chairperson and Chairing Committee

- The Chairing Committee consists of three members, including one Chairperson and two members. The Chairman of the Board of Directors shall chair meetings convened by the Board or may authorize another Board member to chair the AGM, as follows:

No.	Name	Position
1	Nguyễn Hạnh	Chairman of the Board of Directors
2	Nguyễn Văn Hùng Cường	Chief Executive Officer
3	Tôn Nữ Diệu Trí	Deputy General Manager

- If the Chairman is absent or temporarily unable to perform duties, the remaining Board members shall elect one among themselves to act as the Chairperson of the AGM based on the majority principle. If no Chairperson is elected, the Head of the Supervisory Board shall preside over the Meeting to elect the Chairperson, and the person receiving the highest number of votes shall act as the Chairperson of the Meeting.
- In other cases, the person who signed the meeting notice shall preside over the Meeting to elect the Chairperson, and the person who receives the highest number of votes shall be appointed as the Chairperson of the Meeting.
- Responsibilities of the Chairing Committee:
 - Conduct the Meeting in accordance with the approved agenda and regulations.
 - Assign and introduce representatives of the Board of Directors and Supervisory Board to present reports at the Meeting;
 - Introduce the Vote Counting Committee for the AGM to vote on;
 - Introduce the Chairing Committee for AGM approval (if applicable);
 - Guide discussions and collect votes on agenda items and related issues throughout the Meeting;
 - Respond to and record issues related to the approved agenda;
 - Resolve arising issues during the Meeting;
 - Approve and issue official documents, minutes, and resolutions after the Meeting.
 - Operate under the principle of democratic centralism and decide by majority vote.

Article 8. Shareholder Credentials Verification Committee

- The Committee consists of three members, including one Head and two members, responsible to the Chairing Committee and the AGM. The members are appointed by the Chairperson as follows:

No.	Name	Position
1	Đỗ Thị Minh Châu	Chief Accountant, Head of Finance and Accounting Department

2	Đỗ Quảng Đức	Member of Internal Audit Team
3	Nguyễn Ngọc Hải Đăng	IT Department Staff

- Responsibilities:
- Receive shareholders' documents (if any) and verify the validity of attendees' credentials.
- Report to the AGM on the verification results before the Meeting officially commences.
- Coordinate with the Vote Counting Committee to guide, support, and supervise voting.

Article 9. Secretariat of the Meeting:

- The Secretariat consists of two (02) members appointed by the Chairperson, who shall be responsible to the Chairing Committee and the AGM and operate under the direction of the Chairing Committee:

No.	Name	Position
1	Nguyễn Lê Quỳnh Trâm	Head of Legal & Compliance Department, cum Corporate Governance Personnel.
2	Hồ Thị Tường Vy	Legal Staff, Legal & Compliance Department.

- Responsibilities:
- Receive and review shareholders' speech registration forms and submit them to the Chairing Committee for consideration;
- Accurately and honestly record the minutes of the AGM, including all proceedings and resolutions approved or noted during the Meeting.
- Assist the Chairperson in announcing draft minutes and resolutions approved by the AGM.

Article 10. Vote Counting Committee

- The Vote Counting Committee introduced by the Chairperson consists of three members, including one Head and two members.
- The Committee members are as follows:

No	Name	Position
1	Phạm Thị Phương Ly	Deputy Head of Finance and Accounting Department
2	Chu Tùng Nguyên	Team Leader, Information Technology Department
3	Hồng Vĩnh Cửu	Team Leader, Information Technology Department

- Responsibilities:

- Inform the AGM of voting regulations and guide delegates on the use of voting ballots; Conduct vote counting, calculating, and excluding shareholders with conflicts of interest who are not entitled to vote (if any) for each voting item.
- Prepare vote counting minutes and ensure the accuracy and integrity of voting results before the Chairing Committee and the General Meeting of Shareholders during their duties.
- Accurately determine the voting results on each issue put to vote at the Meeting.
- Promptly report voting results to the Secretariat.
- Review and report to the AGM any violations or complaints relating to voting results.
- Safeguard and hand over all voting ballots and vote counting records to the Board of Directors immediately after the Meeting concludes.

Article 11. Discussions at the General Meeting

1. Principles:

- Discussions shall only take place within the allotted time and agenda approved by the AGM.
- Only delegates are entitled to participate in discussions;
- Delegates wishing to speak must register their discussion topics following the prescribed procedure:
- Delegates wishing to speak at the Meeting must obtain the approval of the Chairperson. Speakers shall keep their remarks brief and focus on the key matters relevant to the approved agenda or submit their opinions in writing to the Secretariat for consolidation and reporting to the Chairperson.
- The Chairperson shall arrange delegates to speak in the order of registration and respond to shareholders' questions during the Meeting or record such questions for subsequent written responses.
- Delegates may submit questions using the Speaker Registration Form provided by the Organizing Committee.
- The Secretariat will organize the delegates' questions and submit them to the Chairperson.

2. Response to Delegates' Opinions:

- Based on the Speaker Registration Forms submitted by delegates, the Chairperson or a member designated by the Chairperson shall respond to delegates' opinions.
- If time is limited, questions that cannot be answered directly during the Meeting shall be responded to by the Company in writing afterward.

Article 12. Voting Ballots

- Voting ballots bearing the Company's stamp shall be issued by the Shareholder Credentials Verification Committee to shareholders or authorized representatives attending the Meeting (together with the AGM meeting documents). Voting ballots shall contain the shareholder identification number, shareholder's full name, number of voting shares owned or represented under authorization, and other technical details to ensure accurate and convenient vote counting.
- The voting value of each voting ballot shall correspond to the number of voting shares owned or represented under authorization by the shareholder attending the AGM.

Article 13. Voting at the Meeting

1. Principles:

All matters included in the Meeting agenda and contents must be discussed and publicly voted on by the AGM.

2. Voting Methods:

- Delegates shall vote to Approve, Disapprove, or Abstain on matters submitted for voting at the Meeting by raising their voting ballots. The front side of the voting ballot must face the Chairing Committee.
- If a delegate does not raise their voting ballot for any of the three voting options (Approve, Disapprove, Abstain) for an issue, it shall be considered as an Approval vote.
- If a delegate raises the voting ballot more than one (01) time for any voting option (Approve, Disapprove, Abstain) on the same matter, such vote shall be deemed invalid.
- **Valid voting ballots** are pre-printed ballots issued by the Organizing Committee, bearing the Company's red stamp, without erasures, alterations, tears, damage, or any additional content beyond the prescribed information, and containing the full name of the attending delegate.
- **Invalid voting ballots include:**
 - Ballots containing additional content beyond the prescribed information;
 - Ballots not issued in the pre-printed form by the Organizing Committee, ballots without the Company's red stamp, ballots containing erasures, alterations, or additional content beyond the prescribed information, or ballots lacking the full name of the delegate. All votes on such ballots shall be deemed invalid.

3. Voting Regulations:

- One share shall be equivalent to one voting right. Each attending delegate represents one or more voting rights.
- As of the shareholder record date (May 18, 2026), the total number of voting shares of the Company is **133,451,910 shares, equivalent to 133,451,910 voting rights** (due to SASCO holding 29,400 treasury shares).
- Matters submitted for voting at the Meeting shall be approved when more than 50% of the total voting shares represented at the Meeting vote in favor. For certain matters specified in Clause 1, Article 21 of the Company Charter, approval by at least 65% of the voting shares represented at the Meeting shall be required.
- Notes:
 - Shareholders/authorized representatives having related interests shall not have voting rights on contracts and transactions valued at thirty-five percent (35%) or more of the total assets of the Company as stated in the latest financial statements; such contracts or transactions shall only be approved upon obtaining approval from shareholders/authorized representatives representing at least 65% of the remaining voting shares (pursuant to Clause 4, Article 167, Law on Enterprises 2020).
 - Shareholders/authorized representatives holding 51% or more of the total voting shares, or their related persons, shall not have voting rights on contracts and transactions valued at more than 10% of the total assets of the Company as stated in

the latest financial statements involving such shareholders (pursuant to Point b, Clause 3 and Clause 4, Article 167, Law on Enterprises 2020).

4. Recording Voting Results:

The Vote Counting Committee shall verify, aggregate, and report the voting results for each matter under the Meeting agenda to the Chairperson. The voting results shall be announced by the Chairperson immediately before the adjournment of the Meeting.

Article 14. Minutes and Resolutions of the General Meeting of Shareholders

- All proceedings of the General Meeting of Shareholders must be recorded by the Secretariat in the Minutes of the General Meeting of Shareholders as a basis for issuing the Meeting Resolutions. The Chairperson and the Secretariat shall be responsible for the accuracy and integrity of the Minutes.
- Based on the results of the Meeting, the Chairperson shall prepare the AGM Resolutions on matters approved by the General Meeting of Shareholders.
- The Minutes and Resolutions of the General Meeting of Shareholders must be read and approved before the adjournment of the Meeting and disclosed in accordance with applicable laws.

Article 15. Implementation of the Regulation

This Regulation shall be publicly read before the 2026 Annual General Meeting of Shareholders and shall take effect immediately upon approval by the General Meeting of Shareholders of Southern Airports Services Joint Stock Company.

Shareholders, authorized representatives, and invited guests who violate this Regulation may be subject to appropriate actions by the Chairing Committee in accordance with the Company Charter and the Law on Enterprises.

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

NGUYEN HANH

No.: - 2026/SASCO-HDQT

HCMC,

2026

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**REPORT OF THE BOARD OF DIRECTORS
ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE
FINANCIAL YEAR 2025**

To: GENERAL MEETING OF SHAREHOLDERS

- Pursuant to Law on Enterprise No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to Law on Securities No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to the Charter of organization and operation of Southern Airports Services JSC approved by the General Meeting of Shareholders on June 30, 2021;

The Board of Directors of Southern Airports Services JSC (SASCO) respectfully reports to the General Meeting of Shareholders on the Company's governance in 2025 as follows:

I. ACTIVITIES OF THE BOARD OF DIRECTORS

1. Board of Directors Composition in 2025:

The members and structure of the Board of Directors (BOD) shall implement the working regulations according to the Charter, the tasks of inspecting and evaluating the performance, strategy and business orientation each year. In 2025, there will be changes in the membership structure as follows::

No.	Board Member	Position	Date of commencement/cease of membership of the Board of Directors	
			Date of Appointment	Date of Dismissal
1	Mr. Nguyen Hanh	Chairman of the Board	20/04/2017	
2	Ms. Le Hong Thuy Tien	Board Member	10/04/2024	
3	Mr. Nguyen Van Hung Cuong	Board Member	15/09/2023	
4	Mr. Tran Anh Vu	Board Member	26/6/2025	
5	Mr. Chu Khanh Toan	Board Member	26/6/2025	

2. Board of Directors' Activities in 2025:

In 2025, the Board of Directors issued 49 Resolutions and 14 Decisions, all Board of Directors meetings were attended by the Supervisory Board as observers. The report records the attendance of Board members at Board of Directors meetings for the fiscal year ending December 31, 2025 as follows:

No.	Board Member	Number of Board Meetings Attended	Meeting attendance rate	Reason for not attending the meeting
1	Mr. Nguyen Hanh	04/04	100%	
2	Ms. Le Hong Thuy Tien	04/04	100%	
3	Mr. Nguyen Van Hung Cuong	04/04	100%	
4	Mr. Tran Anh Vu	03/03	100%	Appointed from 26/6/2025
5	Mr. Chu Khanh Toan	03/03	100%	Appointed from 26/6/2025

3. Activities of the Board of Directors' subcommittees:

3.1. Internal Audit Team Activities:

- Pursuant to Resolution No. 36-2025/NQ-HDQT dated August 22, 2025 of the Board of Directors on the approval of SASCO's internal audit plan for the period from August 2025 to December 2025, the Internal Audit Team has conducted audits at a number of units under SASCO in accordance with the approved plan. Specifically, as follows:
 - + Audit of business operations of the In-flight Services Center (IFSC);
 - + Audit of warehouse management activities of the SASCO Tan Son Nhat Trading Center.
- The audited units ensured full compliance with applicable regulations, rules and procedures related to their operations. At the same time, the Internal Audit Team made a number of recommendations for the units to further enhance the effectiveness of the internal control system.
- The Internal Audit Team reported the audit results at the units to the Board of Directors and issued official documents to the Executive Board and the relevant units for the implementation of corrective actions to address the identified non-conformities.

3.2. Investment Subcommittee Activities:

Investment Subcommittee coordinates with Investment Department:

- Quarterly, report to the Board of Directors on the implementation of the Company's investment preparation projects. Advise the Board of Directors on planning, investment strategies, development plans and project implementation.
- Timely report to the Executive Board and Board of Directors on problems arising in projects to seek guidance on implementation.
- Work closely with local authorities to update regulations and guidelines applicable to projects.

II. BOARD OF DIRECTORS' ASSESSMENT OF BUSINESS PERFORMANCE IN 2025

The Board of Directors closely oriented and directed the Company's Executive Board to implement the 2025 business plan approved by the 2025 Annual General Meeting of Shareholders. The plan targets achieved are as follows:

Unit: Billion VND

No.	Indicator	Actual 2025	Plan 2025	Actual 2024	% of Plan	Growth Rate (%)
1	Total Revenue	3.535	3.183	3.082	111%	115%
2	Net Revenue from Core Business Activities	3.316	3.015	2.906	110%	114%
3	Earnings Before Tax	844	555	504	152%	167%
4	Basic Earnings per Share (VND/share)	4.602	3.100	2.789	148%	165%

- The total revenue in 2025 is 3.535 billion VND, reaching 111% of the plan, increasing 15% compared to 2024.
- The net revenue from business operations in 2025 is 3.316 billion VND, reaching 110% of the plan, increasing 14% compared to 2024.
- The earnings before tax in 2025 is 844 billion VND, reaching 152% of the plan, increasing 67% compared to 2024.
- Basic earnings per share in 2025 is 4.602 VND/share, reaching 148% of the plan, increasing 65% compared to 2024.

III. SUPERVISION ACTIVITIES

1. Supervision methods

The Board of Directors has supervised the implementation of the Resolutions of the General Meeting of Shareholders and the Resolutions of the Board of Directors issued in 2025 by the Executive Board through the following methods:

- Listening to reports from the Executive Board and key personnel, closely monitoring the progress of production and business activities, and at the same time contributing opinions and proposing direct solutions to outstanding issues.
- Through quarterly meetings of the Board of Directors and, when necessary, the Board of Directors listens to reports from the Executive Board, reviews the CEO's submissions, and conducts discussions and questioning with the CEO regarding production and business operations. The Board of Directors works together with the Executive Board to identify the best solutions to arising issues, as well as to analyze and assess risks.
- Closely coordinating with the Supervisory Board, as a supervisory body representing shareholders, to grasp the actual implementation of production and business targets. The Board of Directors openly receives comments and recommendations from the Supervisory Board and takes them into consideration in its management and executive decisions.

In 2025, the Board of Directors issued 49 Resolutions and 14 Decisions. *(Appendix attached to this Report).*

2. Monitoring results

- In 2025, SASCO successfully fulfilled the production and business plan assigned by the General Meeting of Shareholders, recording an impressive profit growth, the highest since the Company's establishment.
- In line with the State's policy on streamlining the organizational structure, SASCO implemented a comprehensive system restructuring, reducing intermediary layers to optimize operational efficiency; concurrently promoting comprehensive digital transformation and prioritizing investment in technology to personalize customer experience.
- SASCO not only maintained its position as Vietnam's leading airport service brand, highly appreciated, commended and honored for its outstanding achievements by prestigious organizations, customers and partners at home and abroad; but also became **a pioneering enterprise in readiness and service deployment to meet operational and service quality requirements when Terminal 3 of Tan Son Nhat International Airport came into operation**, while proactively preparing resources to meet high-quality service standards at Long Thanh International Airport in the near future.

3. Conclusion

Based on the Charter, the issued governance regulations and relevant regulations, the Board of Directors has delegated the Executive Board to decide on the Company's day-to-day business operations and to organize the implementation of decisions, business plans and operating programs assigned by the Board of Directors and the General Meeting of Shareholders. At the same time, the Board of Directors closely monitors production and business activities and promptly considers and handles unplanned developments, as well as decides on matters beyond the delegated authority of the Executive Board, thereby successfully completing assigned tasks.

Through the inspection and supervision mechanism, including periodic quarterly reports on business performance and the Company's operational situation, as well as ad hoc reports when required, the Board of Directors assesses that the Executive Board has exercised its assigned rights and duties in full compliance with current laws, the Company's Charter, and the resolutions of the General Meeting of Shareholders and the Board of Directors. The Executive Board has performed its duties in an honest and prudent manner, ensuring the maximum legitimate interests of the Company and its shareholders.

IV. PLAN AND ORIENTATION OF THE BOARD OF DIRECTORS

1. In 2026, SASCO continues to identify Tan Son Nhat International Airport as its key strategic market. However, the business environment continues to be significantly affected by geopolitical factors, particularly the ongoing tensions and conflicts in the Middle East; furthermore, the duty-free business is currently undergoing a transitional phase and is being temporarily operated under a self-managed model while the Company proceeds with the selection of a new business cooperation partner. This transition necessitates certain adjustments in operational management and the formulation of the Company's 2026 business plan.

Accordingly, the 2026 business plan has been developed based on a prudent approach, more accurately reflecting the Company's realistic revenue-generating and profit-

making capabilities, while ensuring feasibility and alignment with the Company's long-term strategy of stable and sustainable development.

Based on the aforementioned factors, the 2026 business plan is developed with the following indicators:

Unit: Billion VND

No.	Indicator	Actual 2025	Plan 2026	Ratio (%) Plan 2026/ 2025
1	Total Net Revenue	3.535	3.451	98%
2	Net Revenue from Production & Business	3.316	3.247	98%
3	Profit Before Tax	844	802	95%
4	Budget Contribution (Tax Paid)	269	229	85%
5	Basic Earnings Per Share (VND/share)	4.602	4.443	97%

Notes:

Should market conditions shift due to pandemic, particularly geopolitical factors such as the Middle East conflict, which significantly impact SASCO's business operations, the Company submits to the General Meeting of Shareholders to authorize the Board of Directors to decide on adjustments to the 2026 business plan in alignment with the actual situation.

2. Entering 2026, as the world faces risks stemming from geopolitical tensions and supply chain disruptions, SASCO remains steady and proactively activates its operating system, accelerating execution with the following strategic thrusts:
 - Optimizing the core business value chain and enhancing operational efficiency.
 - Integrating premium services to deliver an unlimited experience across the entire ecosystem.
 - Accelerating digital and green transformation in alignment with global sustainability trends.
 - Streamlining and elevating the workforce, fostering a craftsman mindset and creative excellence to deliver differentiated, world-class services.

SASCO is committed to striving for new heights, successfully fulfilling its business plan, and making positive contributions to the overall development of the aviation industry and the nation in this era of dynamic growth.

V. TRANSACTIONS, REMUNERATIONS AND BENEFITS OF THE BOARD OF DIRECTORS

1. **Stock transactions of internal shareholders:** There were no stock transactions of internal shareholders during the year.
2. **Other transactions of related parties:** The total value of other transactions of related parties disclosed in the notes to the consolidated financial statements for 2025 has been audited by Deloitte Auditing Company Limited.

3. *Salaries and remunerations of the Members of the Board of Directors:*

The salaries and remunerations of the Members of the Board of Directors in 2025 (excluding the Chief Executive Officer and members of the Board of Directors participating in executive management) were implemented in accordance with the Resolution of the General Meeting of Shareholders and paid in compliance with the Company's internal regulations, amounting to VND 384.000.000. The performance-based bonus for 2025 will be submitted to the 2026 Annual General Meeting of Shareholders for approval.

The above is the 2025 Operational Report of the Board of Directors of Southern Airports Services Joint Stock Company. On behalf of the Board of Directors, we would like to sincerely thank our shareholders, customers, partners, and all employees of the Company who have been and continue to work tirelessly alongside the Company on the journey ahead.

Sincerely./.

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

NGUYEN HANH

Recipient:

- General meeting of shareholders;
- Note: VT, Legal and Audit Department (P.PL&KSTT),
Finance and Accounting Department (P.TCKT)



No: 06-26/BKS-SASCO

DRAFT

REPORT
SUPERVISORY BOARD'S MONITORING ACTIVITIES IN 2025
AND OPERATION PLAN FOR 2026

Submitted to: **GENERAL MEETING OF SHAREHOLDERS (GMS)**

Pursuant to:

- *Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*
- *Decree 155/2020/ND-CP dated December 31, 2020, detailing the implementation of several articles of the Securities Law.;*
- *Pursuant to the Charter on the Organization and Operation of Southern Airports Services Joint Stock Company (SASCO);*
- *Regulation on the Organization and Operation of the Supervisory Board of Southern Airports Services Joint Stock Company (SASCO).*

The Supervisory Board of Southern Airports Services Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders the report on the supervision and inspection of SASCO's operations in 2025, together with the Supervisory Board's operational plan for 2026, as follows:

PART I: SUPERVISORY BOARD'S REVIEW AND SUPERVISION RESULTS ON SASCO'S OPERATIONS IN 2025.

I. Supervisory Board's Performance Results:

1. Activities of the Supervisory Board and Board Members:

The Supervisory Board (SB) for the 2024-2029 term consists of three (03) members elected by the 2024 Annual General Meeting of Shareholders (GMS), including one (01) Chairman, two (02) Part-time member.

The activities of the Supervisory Board are conducted in accordance with the provisions of the Law on Enterprises, the Company Charter, and the Regulations on the Organization and Operation of the Supervisory Board.

To ensure effective inspection and supervision, the Supervisory Board has closely adhered to and promptly implemented the 2025 Supervisory Board's Activity Plan approved by the GMS.

In 2025, the Supervisory Board convened five (05) official meetings, with full attendance of its members, to solicit their opinions on the following matters:

- Developing the Supervisory Board's Activity Plan for 2025.
- Reviewing the Consolidated Financial Statements for the fiscal year ended December 31, 2024.

- Finalizing the draft of the Supervisory Board's 2024 Supervisory Report for submission to the GMS.
- Finalizing the draft proposal for selecting an independent auditing firm to audit SASCO's 2025 Financial Statements for submission to the GMS.
- Implement the Supervisory Board's 2025 work plan. Supervise the company's operations.

In 2025, the Supervisory Board proactively monitored the Company's production and business activities according to the plans approved by the GMS and the Board of Directors (BOD), making timely recommendations for adjustments to ensure the achievement of the 2025 production and business plan targets and to protect the interests of the Company and its shareholders. The members of the Supervisory Board made efforts and proactively resolved issues, proposed solutions to emerging problems, and successfully completed the 2025 inspection and supervision plan approved by the General Meeting of Shareholders and the assigned tasks, complying with the provisions of the Law, the Company Charter, and the Regulations on the Organization and Operation of the Supervisory Board. The inspection and supervision of the Company's activities were carried out as follows:

- Attended all meetings of the Board of Directors (BOD) and Company-wide briefings chaired by the Executive Board, thereby engaging in discussions, providing feedback, and offering objective and independent recommendations on matters related to the Company's business operations.
- Contributed opinions on the development and completion of internal regulations and rules, such as: the Regulation on the management of SASCO's representatives at other enterprises; the Regulation on investment, procurement, and fixed asset repair at SASCO...
- Supervised the compliance with the Company's Charter, internal regulations and rules, as well as adherence to laws and State regulations in business and production activities.
- Monitoring the implementation of resolutions of the General Meeting of Shareholders, the Board of Directors, and decisions of the General Management Board.
- Monitored the implementation of the 2025 business and production plan.
- Supervised the implementation of investment and asset procurement projects, including monitoring the contractor selection process to ensure compliance with prevailing regulations.
- Monitoring the progress of signing and implementing sales and service contracts with customers and partners.
- Monitoring SASCO's capital investment activities in other businesses, valuation, and divestment in underperforming enterprises.
- Monitoring the disclosure of information related to SASCO's operations.
- Reviewing the 6-month and 2025 annual financial statements.
- Monitoring and urging the collection of outstanding debts related to SASCO's signed contracts for the supply of goods and services.
- Conducting a review of legal documents for the final settlement of investment projects before the Board of Directors approves them within its authority.

In 2025, in addition to recommendations and opinions of the Supervisory Board raised at the Company's meetings, the Supervisory Board also issued official documents proposing to the Board of Directors and the CEO on certain matters related to investment activities, procurement, business operations, and investment cooperation...

2. Salaries, remunerations, operating expenses, and other benefits of the Supervisory Board and its members:

Salaries, remuneration, operating expenses, and other benefits of the Supervisory Board members are implemented according to the resolutions of the General Meeting of Shareholders and are paid in compliance with the Company's internal regulations. The total income (salaries and remuneration) of the Supervisory Board in 2025 (03 current members, including 01 full-time Chairman, 02 part-time members, and 02 resigned members) is VND 1,002,424,241.

II. Supervision Results for 2025:

Based on the Company's Charter on organization and operation and the Internal Governance Regulations, the Supervisory Board has conducted inspections and supervision of the activities of the Board of Directors and the Executive Board in implementing the Resolutions of the General Meeting of Shareholders in 2024. The results are as follows:

1. Activities of the Board of Directors:

The Board of Directors (BOD) of SASCO has diligently implemented the Resolutions of the General Meeting of Shareholders, fulfilling its duties and authorities in directing and managing the Company's business operations within its authorized scope:

- Implement the production and business plan according to the Resolution approved by the General Shareholders' Meeting in 2025.
- Approved investment policies and content within the authority of the BOD as stipulated in the decentralization regulations and the Company's Charter.
- In 2025, the BOD held 4 regular meetings. In addition, the Board of Directors also solicited written opinions from its members to make timely decisions.
- The BOD issued 49 Resolutions and 14 Decisions. Some contents of the Resolutions are being continued in 2026.
- Issued management regulations within the authority of the BOD.
- Reviewed and provided comments on the documents for the General Meeting of Shareholders and the financial statements of companies where SASCO holds equity, to assist the representatives in voting at the General Meeting of Shareholders.
- Proposed the Executive Board to review and implement the recommendations of the Supervisory Board.
- The BOD worked with a high sense of responsibility, effectively fulfilling its supervisory and directive roles while facilitating the CEO in managing the Company's production and business operations.

1. Activities of the Executive Board:

The Executive Board (EB) has performed its duties and exercised its powers in managing and implementing the Company's production and business activities as follows:

- Manage and operate the Company according to assigned functions and responsibilities.
- Timely implement resolutions and decisions of the General Meeting of Shareholders and the Board of Directors, as well as production and business plans, to functional departments and units within the Company.
- Regularly report to the Board of Directors and seek guidance on matters beyond authorized scope.
- Proactively and thoroughly manage production and business activities, contributing to the Company's achievement of its 2025 production and business plan targets.
- Implement and respond to recommendations from the Supervisory Board.

2. Evaluation of the Coordination between the Supervisory Board, the Board of Directors, and the Executive Board:

The Supervisory Board, the Board of Directors, and the Executive Board have maintained a working relationship based on the principle of sustainable development of the Company, ensuring the rights and interests of the Company and its shareholders, transparency, clarity, and compliance with the law and the Company's internal regulations and rules.

The Supervisory Board has closely coordinated with the Board of Directors and the CEO in inspecting and supervising the Company's activities, in order to promptly address existing problems and improve management and operational efficiency, ensuring compliance with current State regulations, and safeguarding the Company's interests and the rights of shareholders.

The Board of Directors and the Executive Board have consistently facilitated the Supervisory Board's inspection and supervision work; provided relevant information and documents; and invited it to attend meetings of the Board of Directors and the Executive Board. The recommendations of the Supervisory Board are considered, directed, and implemented by the Board of Directors and the Executive Board.

3. Appraisal of the 2025 Financial Statements:

The Supervisory Board has conducted a review of the Company's Financial Statements for the fiscal year 2025 and has unanimously confirmed the following results:

BALANCE SHEET As at December 31, 2025

Unit: VND

ASSET		Code	End of Year (31/12/2025)	Beginning of Year (01/01/2025)
A.	CURRENT ASSETS	100	1,627,905,363,144	1,539,212,677,200
I.	Cash and Cash Equivalents	110	392,733,842,179	217,245,829,384
II.	Short-term Financial Investments	120	585,700,000,000	537,200,000,000
III.	Short-term Receivables	130	370,308,545,749	403,951,183,384
IV.	Inventories	140	68,911,497,308	219,537,441,613
V.	OTHER CURRENT ASSETS	150	210,251,477,908	161,278,222,819

ASSET		Code	End of Year (31/12/2025)	Beginning of Year (01/01/2025)
B.	LONG-TERM ASSETS	200	836,343,250,209	830,465,776,424
I.	Long-term Receivables	210	247,027,416,748	244,967,847,806
II.	Fixed Assets	220	160,642,917,885	164,573,265,507
III.	Investment Properties	230	32,243,749,055	32,243,749,055
IV.	Long-term Work in Progress	240	115,918,116,342	107,965,522,813
V.	Long-term Financial Investments	250	254,341,289,319	254,547,400,569
VI.	OTHER LONG-TERM ASSETS	260	26,169,760,860	26,167,990,674
	TOTAL ASSETS	270	2,464,248,613,353	2,369,678,453,624

LIABILITIES & OWNER'S EQUITY		Code	End of Year (31/12/2025)	Beginning of Year (01/01/2025)
C.	LIABILITIES	300	585,435,385,741	730,120,158,703
I.	Short-term liabilities	310	581,494,188,741	727,960,910,703
II.	Long-term liabilities	330	3,941,197,000	2,159,248,000
D.	OWNER'S EQUITY	400	1,878,813,227,612	1,639,558,294,921
I.	Owner's Equity	410	1,878,813,227,612	1,639,558,294,921
	TOTAL LIABILITIES & EQUITY	440	2,464,248,613,353	2,369,678,453,624

INCOME STATEMENT AS A RESULT OF BUSINESS ACTIVITIES

For the fiscal year ended December 31,2025

Unit: VND

TARGETS		Code	FY 2025	FY 2024
1.	Revenue from sales of goods and provision of services	01	3,315,595,019,376	2,906,581,743,072
2.	Deductions from revenue	02	74,128,642	404,445,889
3.	Net revenue from sales and services	10	3,315,520,890,734	2,906,177,297,183
4.	Cost of goods sold	11	1,227,883,071,249	1,187,118,647,022
5.	Gross profit from sales and services	20	2,087,637,819,485	1,719,058,650,161
6.	Financial income	21	198,000,457,734	157,484,690,477
7.	Financial expenses	22	15,956,221,698	36,459,236,415
8.	Selling expenses	25	1,017,588,067,641	953,107,193,905
9.	General and administrative expenses	26	375,686,388,360	399,869,899,929
10.	Net operating profit	30	876,407,599,520	487,107,010,389
11.	Other income	31	21,407,182,659	17,857,387,403
12.	Other expenses	32	54,050,353,997	758,068,853
13.	Other profit	40	(32,643,171,338)	17,099,318,550
14.	Profit before tax	50	843,764,428,182	504,206,328,939
15.	Current corporate income tax expense	51	145,411,936,178	79,919,484,239
16.	Deferred corporate income tax benefit	52	2,858,326,792	(5,720,694,926)
17.	Net profit after tax	60	695,494,165,212	421,577,902,270
18.	Basic earnings per share	70	4,602	2,789
19.	Diluted earnings per share	71	4,602	2,789

The financial statements were prepared by the Executive Board (audited by the independent audit firm – Branch of Deloitte Vietnam Co., Ltd) which present fairly, in all material respects, the 2025 financial position and operational results of SASCO as at December 31,2025, in accordance with Vietnamese Accounting Standards and other applicable legal regulations on accounting.



Analysis and Evaluation:

a/ Owner's Equity Contribution:

During the year, the Company's charter capital remained unchanged. As at December 31, 2025, the ownership structure was as follows:

Unit: 1.000 VND

No	Shareholder Name	Value	Ownership
1	Airports Corporation of Vietnam (ACV)	655.042.000	49.07%
2	Imex Pan Pacific Co. (IPP)	333.402.000	24.98%
3	Au Chau Fashion and Cosmetic Co.,Ltd (AFCF)	198.714.000	14.89%
4	Duy Anh Fashion and Cosmetic Co.,Ltd (DAFC)	65.750.000	4.93%
5	Other shareholders	81.611.100	6.11%
6	Treasury shares	294.000	0.02%
Total		1.334.813.100	100%

b/ Business Performance:

Unit: Million VND

Indicator	2025 Actual	2024 Actual	2025 Plan	% Actual 2025/ 2024	% Actual 2025/ Plan 2025
Total net revenue	3.535.002	3.081.519	3.183.000	114,73%	111,05%
Net Revenue from Core Business Activities	3.315.520	2.906.177	3.015.000	114,07%	104,3%
Profit Before Tax	843.764	504.206	555.000	167,06%	151,89%
Basic Earnings per Share (VND/share)	4.602	2.789	3.100	165,00%	148,45%

c/ Other Financial Ratios:

Financial Ratio	Year 2025	Year 2024
Current ratio	1,06	2,12
Quick ratio	2,66	1,81
Debt ratio	0,24	0,31
Return on Net Revenue	20,98%	14,5%
Return on Assets (ROA)	28,22%	17,79%
Return on Equity (ROE)	52,10	31,58%
Capital Preservation Index	1,41	1,23

In 2025, the tourism market in general and the aviation market in particular in Vietnam are expected to experience strong development and recovery, reaching and growing at levels equivalent to, or even higher than, those before the Covid-19 pandemic. This is thanks to favorable visa policies and tourism promotion programs intensified by localities nationwide, attracting a significantly higher number of international visitors compared to the same period in previous years (before 2024).

With a remarkable increase in passenger volume - especially international tourists, who are the main contributors to the Company's business performance - along with SASCO's enhanced investments in technology, infrastructure upgrades, and continuous improvements in service quality to elevate customer experience and satisfaction, as well as the implementation of various policies and measures to control costs and optimize resources, SASCO successfully exceeded all business targets approved by the General Meeting of Shareholders.

Both the current and quick ratios increased significantly. The debt ratio decreased. Profitability ratios (on revenue, assets, and equity) all grew impressively. The capital preservation index was maintained and improved, indicating that the Company is growing well and preserving capital, thereby laying a solid foundation for SASCO's next phase of development.

The positive business results reflect SASCO's "Ambition to Soar" in its next stages of development, continuing its 30-year journey of building and growth, thanks to the determination and efforts of the leadership and the entire SASCO workforce.

4. Recommendations:

The Supervisory Board makes the following recommendations to the Company:

- Strengthen internal control, mitigate risks, and streamline the organizational structure to enhance business efficiency in line with the Company's expanding scale and development, ensuring compliance with legal regulations.
- Review and revise certain policies and regulations to align with current legal requirements.
- Continue to refine the digital transformation plan across business areas and locations, aiming to gradually improve governance efficiency and reduce costs, ...
- Continue to complete legal procedures related to the Company's ongoing projects.
- Strengthen measures to recover debts and overdue receivables undersigned goods and service supply contracts.
- Continue implementing the recommendations previously issued by the Supervisory Board.

PART II: REPORT ON TRANSACTIONS BETWEEN THE COMPANY, ITS SUBSIDIARIES, AND OTHER COMPANIES IN WHICH SASCO HOLDS OVER 50% OF CHARTER CAPITAL, AND MEMBERS OF THE BOARD OF DIRECTORS, CEO, AND THEIR RELATED PERSONS; TRANSACTIONS BETWEEN SASCO AND COMPANIES IN WHICH BOARD MEMBERS HAVE BEEN FOUNDERS OR MANAGERS WITHIN 3 YEARS PRIOR TO THE TRANSACTION

Unit: VND

No	Transaction Party	Relationship to BOD Member / CEO	Description	Total Transaction Value in 2025
1	SASCO and Airports Corporation of Vietnam (ACV)	Transactions between the Company and related persons of BOD Members: Mr. Nguyễn Văn Hùng Cường, Ms. Lê Thị Diệu Thúy, Mr. Lê Anh Tuấn	Sale of goods and services	9.570.876.156
			Purchase goods and services	555.088.639.551
			Dividend payment for the second quarter of 2024 and the first quarter of 2025.	184.001.297.800
2	SASCO & Imex Pan Pacific Co. (IPP)	Transactions with related persons of BOD Members: Mr. Nguyễn Hạnh, Ms. Lê Hồng Thủy Tiên	Sale of services	4.539.135.142
			Dividend payment for the second quarter of 2024 and the first quarter of 2025.	93.652.621.800
3	SASCO & Au Chau Fashion and Cosmetic Co., Ltd (AFCF)	Transactions with related persons of BOD Members: Mr. Nguyễn Hạnh, Ms. Lê Hồng Thủy Tiên	Dividend payment for the second quarter of 2024 and the first quarter of 2025.	55.818.762.600
4	SASCO & Duy Anh Fashion and Cosmetic Co., Ltd (DAFC)	Transactions with related persons of BOD Members: Mr. Nguyễn Hạnh, Ms. Lê Hồng Thủy Tiên	Dividend payment for the second quarter of 2024 and the first quarter of 2025.	18.469.175.000
5	SASCO & Duy Anh Trading Joint Stock Company	Transactions with related persons of BOD Members: Mr. Nguyễn Hạnh, Ms. Lê Hồng Thủy Tiên	Dividend payment for the second quarter of 2024 and the first quarter of 2025.	6.409.295.300
6	SASCO & Cam Ranh International Terminal Services Company Limited.	Transactions with related persons of BOD Members: Mr. Nguyễn Hạnh, Ms. Lê Hồng Thủy Tiên	Purchase of services	10.030.385.606

PART III: SUPERVISORY BOARD'S OPERATION PLAN FOR 2026

In 2026, the Supervisory Board will continue to focus on regular supervision and inspection of SASCO's operations, as well as strengthen coordination among the

Supervisory Board, the Board of Directors, the Executive Board, and relevant departments and units to ensure the most effective information exchange and handling among parties. The Supervisory Board's operation plan for 2026 will mainly focus on the following areas:

- Fulfill the responsibilities of the Supervisory Board as stipulated in the Board's Charter and Operating Regulations.
- Supervise the management and operation of the Company in accordance with the functions and duties stipulated in the Enterprise Law and the Company's Charter.
- Monitor compliance with legal regulations, state policies, and the Company's internal regulations and rules.
- Monitor the implementation of the resolutions of the General Meeting of Shareholders and the Board of Directors for 2026.
- Monitor the implementation of the 2026 production and business plan.
- Inspect and monitoring the implementation of investment and procurement projects.
- Inspect and monitoring the management of owner's equity and SASCO's capital invested in other enterprises.
- Reviewing ineffective investments and capital contributions, and recommending to competent authorities the approval of plans for selling equity or divesting.
- Monitor the implementation of recommendations from inspection teams of competent state agencies.
- Appraising the Company's quarterly, semi-annual, and annual financial statements.
- Continue to improve the quality and effectiveness of the Supervisory Board's operations.
- Perform other duties as required by shareholders, in accordance with the law and the Company's Articles of Association.

The above is the report on the Supervisory Board's performance in 2025 and the operation plan for 2026.

Respectfully submitted to the General Meeting of Shareholders.

Wishing the Company continued growth and sustainability. Wishing all Shareholders good health. May the Meeting be a great success!

Sincerely thank you!

Recipients:

*-General Meeting of Shareholders
(GMS), Board of Directors (BOD),
Executive Board.*

*-Archived: Office, Supervisory
Board.*

**ON BEHALFF OF THE
SUPERVISORY BOARD
HEAD OF BOARD**

LƯU QUỐC HOÀNG

DRAFT

REPORT

***Re. “Business Production and Operation Situation in 2025 and
Production and Business Plan for 2026”***

To: THE GENERAL MEETING OF SHAREHOLDERS

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to the Charter on Organization and Operation of Southern Airports Services Joint Stock Company;

Southern Airports Services Joint Stock Company (SASCO) respectfully submits to the General Meeting of Shareholders for consideration and approval the report on business production and operation situation in 2025 and the production and business plan for 2026, as detailed below:

I. BUSINESS PRODUCTION AND OPERATION SITUATION IN 2025

1. Macroeconomic Situation

In 2025, the global economy continued to face numerous challenges and complex fluctuations. Following the post-COVID-19 recovery period, global economic growth slowed significantly due to various factors, including:

- High inflation: Inflationary pressures increased due to supply chain disruptions, surging energy prices, and expansive economic stimulus policies;
- Geopolitical tensions: Conflicts and geopolitical tensions - particularly the Russia-Ukraine conflict - caused significant instability in the global economy;
- Tightened monetary policies: Central banks around the world raised interest rates to curb inflation, which in turn could slow economic growth.

This complicated global economic landscape posed many challenges for Vietnam. However, with continued efforts in reform and international economic integration, Vietnam maintained stable growth.

According to the General Statistics Office, key socio-economic indicators in 2025 are as follows:

- The average Consumer Price Index (CPI) in 2025 increased by 3.31% year-over-year, and the core inflation rate rose by 3.21% compared to the previous year;
- The total retail sales of consumer goods and services at current prices were estimated at VND 7,008.9 trillion, up 9.2% compared to the previous year. After adjusting for inflation, the growth was 6.7%;

- The average USD exchange rate in 2025 increased by approximately 3.92% year-over-year due to the impact of tightened international monetary policies.

Overall, the stable macroeconomic environment continued to create favorable conditions for the service sectors, particularly aviation and tourism, to maintain their growth momentum in 2025.

2. Target Market of the Company

Total Passenger Throughput in 2025 at Three Key Target Markets:

- Tan Son Nhat International Airport:

In 2025, the total number of arriving and departing passengers at Tan Son Nhat International Airport reached 42.1 million, an increase of 6% compared to the same period in 2024 (39.9 million). Specifically: International passengers: 17.7 million, an increase of 8% compared to the same period (16.3 million); Domestic passengers: 24.5 million, an increase of 4% compared to the same period (23.6 million).

- Phu Quoc International Airport:

At Phu Quoc International Airport, the total number of arriving and departing passengers in 2025 reached 5.8 million, a significant increase of 41% compared to the same period in 2024 (4.1 million). Specifically: International passengers: 2.9 million, an increase of 56% compared to the same period (1.8 million); Domestic passengers: 3.0 million, an increase of 28% compared to the same period (2.3 million).

- Cam Ranh International Airport:

At Cam Ranh International Airport, the total number of arriving and departing passengers in 2025 reached 7.4 million, an increase of 8% compared to the same period in 2024 (6.8 million). Specifically: International passengers: 4.8 million, an increase of 9% compared to the same period (4.4 million); Domestic passengers: 2.6 million, an increase of 7% compared to the same period (2.4 million).

3. Company Business Performance

In 2025, SASCO exceeded the business targets assigned by the General Meeting of Shareholders, recording impressive profit growth, the highest since the company's establishment. This achievement was driven by the strong recovery of the aviation market, in which the growth of international passenger volume served as the primary contributor to the Company's performance. Furthermore, this profit growth was reinforced by strong management capabilities. The Executive Board effectively implemented measures for cost control, operational optimization, and enhanced resource utilization efficiency across the entire system. This was coupled with increased investment in technology, infrastructure upgrades, and continuous improvements in service quality to meet the growing demands of customers.

The achieved results for the key indicators in 2025 are as follows:

Unit: Billion VND

No.	Indicator	Actual 2025	Plan 2025	Ratio (%) Actual/Plan 2025
1	Total Revenue	3.535	3.183	111%
2	Total Expenses	2.691	2.628	102%
3	Profit Before Tax	844	555	152%
4	Budget Contribution (Tax Paid)	269	141	191%
5	Basic Earnings Per Share (VND/share)	4.602	3.100	148%

Specifically:

- Total revenue in 2025 reached 3,535 billion VND, an increase of 11% over the plan;
- Profit before tax in 2025 reached 844 billion VND, an increase of 52% over the plan;
- Budget contribution (Tax Paid) in 2025 reached 269 billion VND, an increase of 91% over the plan;
- Basic earnings per share in 2025 reached 4,602 VND per share, an increase of 48% over the plan.

Financial Situation:

Unit: Billion VND

Indicator	31/12/2025	31/12/2024	Ratio (%) 2025/2024
I. Current Assets	1.628	1.539	106%
1. Cash and Cash Equivalents	393	217	181%
2. Short-term Financial Investments	586	537	109%
3. Short-term Receivables	370	404	92%
4. Inventories	69	220	31%
5. Other Current Assets	210	161	130%
II. Non-current Assets	836	830	101%
TOTAL ASSETS	2.464	2.370	104%
I. Liabilities	585	730	80%
1. Short-term Liabilities	581	728	80%

Indicator	31/12/2025	31/12/2024	Ratio (%) 2025/2024
2. Long-term Liabilities	4	2	183%
II. Owner's Equity	1.879	1.640	115%
1. Owner's Equity	1.879	1.640	115%
TOTAL EQUITY AND LIABILITIES	2.464	2.370	104%

Financial Ratios	2025	2024
1. Capital Structure and Assets		
Current Assets / Total Assets	66%	65%
Non-current Assets / Total Assets	34%	35%
Total Liabilities / Total Capital	24%	31%
Owner's Equity / Total Capital	76%	69%
Total Liabilities / Owner's Equity	31%	45%
2. Liquidity		
Current Ratio	2,80	2,11
Quick Ratio	2,68	1,81

- The total assets as at December 31, 2025, amounted to 2,464 billion VND, an increase of 4% compared to the previous year. Of this, current assets were 1,628 billion VND, up 6%, mainly due to cash and cash equivalents reaching 393 billion VND (an 81% increase), alongside receivables of 370 billion VND (an 8% decrease); while non-current assets were 836 billion VND, up slightly by 1%.

The asset structure consists of current assets accounting for 66% of total assets, while non-current assets account for 34%.

The capital structure consists of equity accounting for 76% of total capital, with total liabilities making up 24%.

The liquidity ratios remain at a safe level: the current ratio is 2.80 times, and the quick ratio is 2.68 times.

- Overall, the company's financial indicators in 2025 demonstrate improvement and high stability, indicating that the company has effectively managed its assets, maintained tight control over liabilities, and sustained a safe capital structure.

4. Investment Activities

- In 2025, the Company invested in and successfully launched commercial outlets at Tan Son Nhat's new Domestic Terminal 3. SASCO was honored to pioneer the opening of its business lounge, joining the Terminal 3 in welcoming the very first passengers prior to its official inauguration. Beyond meeting project deadlines, the Company demonstrated a strong sense of responsibility by partnering with the Domestic Terminal 3 to promptly open various retail, F&B (Food and Beverage) outlets and restaurants, actively contributing to the successful official commencement of operations at Tan Son Nhat's Terminal 3.
- Concurrently, the Company continued to focus on procurement, infrastructure upgrades, and maintenance based on cost-saving principles, while strictly ensuring high service quality and investment efficiency.
- For projects currently in the investment preparation phase, the Company continues to focus on resolving outstanding legal issues and gradually completing the necessary procedures in accordance with regulations prior to project implementation.

5. Human Resource Development

- The Company fosters a professional, transparent, and people-centric working environment while continuously enhancing its compensation and benefits policies to be highly competitive and comprehensive.
- The Company has successfully attracted a young, dynamic, highly skilled, ambitious, and passionate workforce dedicated to fulfilling SASCO's mission, thereby preparing a strong human resource foundation for operations at Long Thanh International Airport.
- Taking pioneering and responsible initiatives in gender equality, the Company implements diverse, equal, inclusive, and engaging human resource policies. This approach maximizes internal potential, fostering solidarity and collaboration toward the Company's shared goals.
- Training activities are implemented with a highly practical approach, closely aligned with actual job requirements and the objective of enhancing execution capabilities. Training programs prioritize internal and on-the-job training (OJT), helping to bridge the gap between theoretical training and practical operations. Through these efforts, the professional competence, managerial mindset, and problem-solving skills of the workforce are steadily improved.

6. Enhancing Service Quality and Customer Experience

- In 2025, SASCO continued to enhance service quality and customer experience by accelerating digitalization and developing an integrated airport service ecosystem.
- SASCO successfully launched the SASCO Airport Lounge Privilege (ALP) card. Designed as a non-personalized card, it offers flexible usage and can be easily gifted to family, friends, and business partners. The card grants access to a network of nearly 30 premium lounges nationwide.
- Concurrently, SASCO leveraged its strategic partnership with Airport Dimensions, a leading global lounge operator, and comprehensively refreshed its brand image at the Tan Son Nhat's Terminal 3. The new brand identity embraces a modern and youthful vibe while honoring traditional Vietnamese cultural values. Furthermore, the upgrade of the Rose Business Lounge at Tan Son Nhat International Airport to meet international standards has

created a distinct emotional and visual identity. These initiatives have solidified the Company's leading position in the quality of non-aviation services at the airport.

- The Company implemented a customer-centric sales service model, gradually shifting the workforce from a purely transactional approach to a mindset focused on service, consultation, and customer companionship. This transformation has significantly contributed to profit growth, enhanced competitiveness, elevated brand value, and sustainable development.

7. Implementing the Digital Transformation Project

In 2025, SASCO's digital transformation initiatives yielded significant results, enhancing operational efficiency and establishing a solid foundation for long-term growth. The ongoing refinement and leveraging of digital transformation have helped standardize operational control processes, while increasing transparency and ensuring timely data management. Furthermore, the application of digital technologies has enhanced the personalization of customer experiences, thereby driving revenue growth, improving retention rates, and increasing customer spending.

8. Corporate Social Responsibility

At SASCO, corporate social responsibility (CSR) extends beyond short-term economic assistance, evolving into a core pillar of our corporate culture. Key achievements include:

- Local Economic Driver: By expanding the service ecosystem at new destinations, SASCO has directly created thousands of employment opportunities, enhancing the quality of life and promoting regional economic restructuring.
- Community Connectivity: Through close collaboration between the Labor Union and Youth Union, SASCO implements community care programs such as "Spring of Love" in Quang Tri and Dak Lak to support disadvantaged populations. Additionally, the company partners with Thanh Nien Newspaper for the "Together with Children on Their Life Journey" scholarship program and spearheads SASCO's own "Nurturing Green Seeds" scholarship initiative. These efforts aim to empower underprivileged students to overcome hardships and excel academically, reflecting an unwavering commitment to investing in the future generation.
- Gratitude and Remembrance: Organizing and coordinating tribute activities for War Invalids and Martyrs Day (July 27) in Long Phuoc and Long Thanh, demonstrating social responsibility and the traditional philosophy of demonstrating social responsibility and the profound tradition of gratitude and honoring national contributors.
- Natural Disaster Relief: Proactively mobilizing internal resources to support areas affected by storms and floods; organizing fundraising, and facilitating the collection and transportation of essential supplies to disaster-stricken regions.

9. Achievements in 2025

- In 2025, SASCO continued to receive high recognition, commendations, and honors from reputable organizations, customers, and partners both domestically and internationally, with notable achievements including:
 - Ranked among the Top 10 Sustainable Development Enterprises in Vietnam, certified by VCCI and the Vietnam Sustainable Development Council;

- Marking a decade-long journey of excellence in the Top 10 Sustainable Development Enterprises, SASCO was honored with the “CSI Star” award in 2025 - a testament to the company’s unwavering commitment and prestige in the green economy era;
- Successfully maintained the Vietnam National Brand title, certified by the Ministry of Industry and Trade;
- Recognized as a Green Enterprise in Ho Chi Minh City by the Ho Chi Minh City People’s Committee, Ho Chi Minh City Business Association (HUBA), and Saigon Liberation Newspaper;
- Ranked among the Top 10 Listed Companies for excellence in information disclosure and transparency;
- Ranked in the Top 10 Most Reputable Retail Companies in Vietnam; Top 500 Most Profitable Enterprises in Vietnam; and Top 500 Largest Enterprises in Vietnam, honored by Vietnam Report;
- Included in the Top 500 Leading Value-Creating Enterprises (Value500) and Top 10 Leading Value-Creating Retail Enterprises in Vietnam (Value10), certified by Viet Research and Investment Newspaper;
- Sub-brand Awards:
 - Recognized The Sens Business Lounge (Phu Quoc International Airport) as the Best Business Lounge in Asia.
 - L’Azure Resort & Spa Phu Quoc Vonsistently achieved high ratings on online review platforms and was honored at the World Luxury Hotel Awards 2025, the world's leading awards in the hotel industry, in two categories::
 - Luxury Family Beach Resort Country Winner (Vietnam)
 - Luxury Seaside Resort Regional Winner (South East Asia).

II. BUSINESS PRODUCTION PLAN FOR 2026

1. Business Plan for 2026

- In 2026, SASCO continues to identify Tan Son Nhat International Airport as its key strategic market. Passenger traffic at Tan Son Nhat is projected to reach 46.3 million passengers, representing a 10% increase compared to 2025, including an estimated 19.9 million international passengers, up 13%, and 26.3 million domestic passengers, up 8%.

However, the business environment continues to be significantly affected by geopolitical factors, particularly the ongoing tensions and conflicts in the Middle East (Iran - Israel/United States), which have contributed to persistently high oil and aviation fuel prices. These developments have impacted airlines’ operational plans through reduction of flight frequencies, operational optimization, and flight schedule adjustments. In addition, rising transportation costs, extended delivery lead times, fluctuations in the USD exchange rate, and reduced passenger spending have directly affected the Company's revenue and profitability.

- Furthermore, the duty-free business is currently undergoing a transitional phase and is being temporarily operated under a self-managed model while the Company proceeds with the selection of a new business cooperation partner. This transition necessitates certain

adjustments in operational management and the formulation of the Company's 2026 business plan.

- Accordingly, the 2026 business plan has been developed based on a prudent approach, more accurately reflecting the Company's realistic revenue-generating and profit-making capabilities, while ensuring feasibility and alignment with the Company's long-term strategy of stable and sustainable development.
- With extensive experience in the non-aviation service sector, combined with strong management and cost control capabilities, the SASCO Executive Board, with high determination, will continue to accelerate digital transformation, maintain operational efficiency, and ensure a stable financial foundation, sustaining steady profit growth barring any extraordinary fluctuations.
- Based on the aforementioned factors, the 2026 business plan is developed with the following indicators:

Unit: Billion VND

No.	Indicator	Actual 2025	Plan 2026	Ratio (%) Plan 2026/ 2025
1	Total Net Revenue	3.535	3.451	98%
2	Net Revenue from Production & Business	3.316	3.247	98%
3	Profit Before Tax	844	802	95%
4	Budget Contribution (Tax Paid)	269	229	85%
5	Basic Earnings Per Share (VND/share)	4.602	4.443	97%

Should market conditions shift due to pandemic, particularly geopolitical factors such as the Middle East conflict, which significantly impact SASCO's business operations, the Company submits to the General Meeting of Shareholders to authorize the Board of Directors to decide on adjustments to the 2026 business plan in alignment with the actual situation.

2. Solutions for Implementing the 2025 Plan

To successfully achieve the production and business plan, the company is focused on and directs its efforts towards the following business solutions:

2.1 Business Solutions

- The Board of Management shall closely monitor and regularly update market developments, including geopolitical factors (particularly conflicts in the Middle East), in order to assess their impacts on passenger traffic, consumer demand, and input costs. Based on such assessments, the Board of Management shall proactively advise the Board of Directors on appropriate management directions, while flexibly adjusting product mix,

optimizing inventory and procurement activities, controlling logistics costs, and adjusting selling prices to ensure supply stability and maintain business efficiency.

- Continue to innovate and promote high-efficiency business activities while effectively utilizing existing resources to consolidate and maintain the traditional market at Tan Son Nhat International Airport, while meticulously preparing for business operations at Long Thanh International Airport.
- Closely monitor the tendering and operational development plans of Long Thanh International Airport, and proactively prepare business concepts, operating plans, human resources, financial resources, and bidding documentation to participate in all relevant tender packages, with the objective of maintaining the Company's market share in airport-related business activities.
- Cooperate with reputable partners possessing extensive experience in duty-free, F&B, retail, take-away, and convenience store businesses to ensure the maintenance of international service standards, stable product supply, a diverse portfolio of strong and high-quality brands, and offerings that meet customer preferences. Through such cooperation, the Company aims to maintain and enhance its competitiveness in its core business segments while laying a solid foundation for efficient operations at Long Thanh International Airport.
- The business cooperation with Airport Dimensions forms part of the Company's strategy to position its premium lounge system under the brand promise of "Elite Privileges for Boundless Experiences". As a world-leading airport hospitality and travel experiences company, Airport Dimensions has officially entered into a long-term strategic partnership with the Company to deliver the best possible experience to both domestic and international customers.
- Continuously monitor market developments, particularly in international markets, and regularly update customer demands and preferences in order to create service differentiation and achieve the highest level of customer satisfaction.
- Amplify brand presence and broaden distribution networks for the Company's core competitive products, specifically focusing on the export of fish sauce and premium Vietnamese agricultural goods, while scaling up travel and tourism operations.

2.2 Financial

- Develop financial plans, including revenue forecasts, to assess income sources and identify growth strategies; prepare reasonable expenditure budgets for operational, marketing, and human resource activities; and monitor cash inflows and outflows to ensure the stability of the Company's cash flow.
- Control costs and optimize profitability by negotiating with suppliers to secure competitively priced sources of goods, materials, and services; and leverage technology, including accounting and financial management software, to optimize processes and reduce operating costs.
- Minimize bad debts through close monitoring of receivables, timely debt collection efforts, and effective control measures to mitigate the risk of delayed customer payments.

2.3 Human Resource Management

- Implement organizational restructuring and workforce streamlining, while gradually developing a pool of planned successors for the next phase. Apply the 3P salary policy (P1 - Position, P2 - Person/Competency, P3 - Performance) to attract, retain, and develop high-quality human resources, meeting the Company's long-term development requirements.
- Strengthen internal training programs and organize activities that encourage initiatives and ensure their effective application in business operations.
- Create an efficient working environment that fosters responsibility and creativity.
- Apply technology in human resource management to optimize workflows and improve labor productivity.
- Implement timely reward policies, organize discussions, and competitions for innovative initiatives to improve service quality, thereby maximizing labor productivity and contributing positively to the Company's overall performance.

2.4 Investment

- The Company remains committed to prioritizing essential investments to uphold service excellence and support business operations at Tan Son Nhat International Airport.
- Develop investment implementation plans for commercial sites at Long Thanh International Airport, based on projected premises to be secured via the procurement process.
- For projects currently in the investment preparation stage, continue focusing on completing the necessary legal procedures in accordance with regulations for investment project approval.

The above is the Company's report presented at the 2026 Annual General Meeting of Shareholders on the 2025 performance results and the 2026 production and business plan. On behalf of the Company's Board of Management, I sincerely thank our valued shareholders for their trust and continuous support of SASCO. Wishing you good health, happiness, and success.

Respectfully./.

CHIEF EXECUTIVE OFFICER

Nguyen Van Hung Cuong

No: -2026/SASCO-HĐQT

Ho Chi Minh City,

2026.

DRAFT

REPORT

Re: “Remuneration Fund, Salary Fund, and Bonus Fund for the Board of Directors and the Supervisory Board in 2025”

To: GENERAL MEETING OF SHAREHOLDERS

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of Organization and Operation of Southern Airports Services Joint Stock Company;
- Pursuant to Resolution No. 02-NQ/SASCO-ĐHĐCĐ-2025 dated June 26, 2025 of the 2025 Annual General Meeting of Shareholders;

The Board of Directors of Southern Airports Services Joint Stock Company hereby reports to the General Meeting of Shareholders on the remuneration fund, salary fund, and bonus fund for members of the Board of Directors and the Supervisory Board of Southern Airports Services Joint Stock Company in 2025 as follows:

Content	Plan Approved by the General Meeting of Shareholders on June 26, 2025		Implementation in 2025		Proposal
	Amount	Funding source	Amount	Funding source	
Remuneration Fund for the BOD and the SB	<ul style="list-style-type: none"> • Monthly remuneration: - Member of the BOD: 8.000.000 VND/month - Member of SB: 5.000.000 VND/month 	Operating expenses	<ul style="list-style-type: none"> - Member of the BOD: 8.000.000 VND/month - Member of SB: 5.000.000 VND/month 	Operating expenses	Proposing the General Meeting of Shareholders to consider and approve the 2025 remuneration fund for the Board of Directors (excluding the CEO - member of the Board of Directors with executive role) and the Supervisory Board in the amount of VND 474.833.333.
Salary Fund for the SB	<ul style="list-style-type: none"> • Monthly salary: - Full-time Head of the SB: 63.000.000 VND/month - Full-time Supervisor: 28.000.000 VND/month 	Salary expenses	<ul style="list-style-type: none"> - Full-time Head of the SB: 63.000.000 VND/month - Full-time Supervisor: 28.000.000 VND/month 	Salary expenses	Proposing that the General Meeting of Shareholders to consider and approve the 2025 salary fund for the full-time Head and members of the Supervisory Board in the amount of VND 911.590.908.
Bonus Fund for the BOD and the SB	1.2% of actual after-tax profit in 2025	After-tax profit	1.2% of actual after-tax profit in 2024	After-tax profit	Proposing that the General Meeting of Shareholders to consider and approve the 2025 bonus fund for the Board of Directors (excluding the CEO – member of the Board of Directors with executive role) and the Supervisory Board in the amount of VND 8.345.929.983.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Sincerely.

**ON BEHALF OF THE BOD
CHAIRMAN**

Nguyen Hanh

No: -2026/SASCO-HĐQT

HCMC, _____, 2026

DRAFT

PROPOSAL

Re: “Remuneration/Salary and Bonus for the Board of Directors and the Supervisory Board in 2026”

To: THE GENERAL MEETING OF SHAREHOLDERS

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of Organization and Operation of Southern Airports Services Joint Stock Company;
- Pursuant to the 2026 Business and Production Plan and The Requirements for governance and supervision in 2026,

The Board of Directors of Southern Airports Services Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval the proposed remuneration/salary levels and the bonus fund for the Board of Directors and the Supervisory Board in 2026 as follows:

1. Remuneration/Salary Levels for 2026:

1.1 Remuneration for Members of the Board of Directors and the Supervisory Board:

No.	Content	Remuneration (VND/person/month)	
		Before adjustment (*)	After adjustment
1	Remuneration for Members of the Board of Directors	8.000.000	12.000.000
2	Remuneration for Members of the Supervisory Board	5.000.000	7.000.000

(*): The above remuneration levels have been applied from 2015 to 2025.

1.2 Salary for Full-time Head of the Supervisory Board:

No.	Content	Salary (VND/person/month) (**)
1	Full-time Head of the Supervisory Board	63.000.000

(**): The above salary level was applied from 2024.

Funding source: Company operating expenses

2. Bonus Fund for the Board of Directors and the Supervisory Board in 2026:

Proposal for the bonus fund of the Board of Directors and the Supervisory Board at **1.20% of 2026 Profit after-tax** (equivalent to the rate applied in 2024 and 2025).

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

**ON BEHALF OF THE BOD
CHAIRMAN**

Nguyen Hanh

No: -2026/SASCO-HĐQT

HCMC, _____, 2026

DRAFT

PROPOSAL

Re: “Approval of the Audited Financial Statements for 2025”

To: THE GENERAL MEETING OF SHAREHOLDERS

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*
- *The Law on Securities No. 54/2019/QH14 dated November 26, 2019;*
- *Decree No. 155/2020/ND-CP dated December 31, 2020 providing detailed regulations on the implementation of certain articles of the Law on Securities;*
- *The Charter of Organization and Operation of Southern Airports Services Joint Stock Company;*
- *Resolution No. 02-NQ/SASCO-ĐHĐCĐ-2025 dated June 26, 2025 of the 2025 Annual General Meeting of Shareholders;*
- *Resolution No. 29-2025/NQ-HĐQT dated July 14, 2025 of the Board of Directors regarding the signing of the contract for the review of the consolidated semi-annual financial statements and the audit of the 2025 consolidated financial statements with Branch of Deloitte Vietnam Company Limited;*
- *The audited consolidated financial statements of Southern Airports Services Joint Stock Company for the fiscal year 2025;*

The Board of Directors of Southern Airports Services Joint Stock Company (SASCO) respectfully submits to the General Meeting of Shareholders for consideration and approval of the audited consolidated financial statements for the fiscal year 2025, which were audited by the Branch of Deloitte Vietnam Company Limited. The 2025 audited consolidated financial statements of SASCO have been disclosed in accordance with regulations and published on SASCO’s official website, with key highlights as follows:

Unit: VND

No.	INDICATOR	AMOUNT
1	Total Assets	2.464.248.613.353
2	Total Revenue	3.534.928.531.127
2.1.	Net Revenue from Business Activities	3.315.520.890.734
2.2.	Financial Income	198.000.457.734
2.3.	Other Income	21.407.182.659
3	Total Expenses	2.691.164.102.945
4	Profit Before Tax	843.764.428.182
5	Current Corporate Income Tax Expense	145.411.936.178
6	Deferred Corporate Income Tax Expense	2.858.326.792
7	Profit After Tax	695.494.165.212

Respectfully submit to the General Meeting of Shareholders for consideration and approval.

**ON BEHALF OF THE BOD
CHAIRMAN**

Nguyen Hanh

No: -2026/SASCO-HDQT

HCMC,

2026

DRAFT

PROPOSAL

Re “Proposal on the Distribution of Profit After Tax for the Fiscal Year 2025”

To: GENERAL MEETING OF SHAREHOLDERS

Pursuant to:

- *Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*
- *Decree No. 155/2020/ND-CP dated December 31, 2020 detailing the implementation of a number of articles of the Law on Securities;*
- *The Charter on Organization and Operation of Southern Airports Services Joint Stock Company;*
- *The Financial Management Regulations of Southern Airports Services Joint Stock Company;*
- *The audited consolidated financial statements of Southern Airports Services Joint Stock Company for the fiscal year 2025.*

The Board of Directors of Southern Airports Services Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval the profit distribution plan for 2025 as follows:

Unit: VND

NO	DESCRIPTION	RATIO	AMOUNT
1	Profit after tax as at December 31, 2025		701.339.849.220
<i>1.1</i>	<i>Retained profit after tax from previous years</i>		<i>5.845.684.008</i>
<i>1.2</i>	<i>Profit after tax for 2025</i>		<i>695.494.165.212</i>
2	Profit after tax proposed for distribution:		701.339.849.220
2.1	<i>Allocation to funds in 2025</i>	11,7%	81.372.817.331
	<i>Allocation to Bonus Fund</i>	<i>5,5%</i>	<i>38.252.179.087</i>
	<i>Allocation to Welfare Fund</i>	<i>5%</i>	<i>34.774.708.261</i>
	<i>Allocation to Bonus Fund for the Board of Directors and the Supervisory Board</i>	<i>1,2%</i>	<i>8.345.929.983</i>
2.2	<i>Dividend distribution to shareholders (Dividend rate: VND 4,624/share)</i>		617.081.631.840
	<i>First interim dividend payment (Dividend rate: VND 600/share)</i>	<i>6%</i>	<i>80.071.146.000</i>
	<i>Proposed second dividend payment (Dividend rate: VND 4,024/share)</i>	<i>40,24%</i>	<i>537.010.485.840</i>
3	Undistributed retained earnings	0,22%	2.885.400.049
	<i>Including: Undistributed retained earnings arising from the recognition of deferred corporate income tax expenses relating to the provision for receivables from Bamboo Airways JSC.</i>		<i>2.862.368.134</i>

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the profit distribution plan, and authorization for the Board of Directors to determine the timing and implement all necessary procedures for the second dividend payment for 2025 in accordance with the prevailing regulations.

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

Nguyễn Hạnh

No: -2026/SASCO-BKS

HCMC,

2026

DRAFT

PROPOSAL

RE: Proposal on the Selection of an Independent Audit Firm to Conduct the Review and Audit of the 2026 Financial Statements

To: THE GENERAL MEETING OF SHAREHOLDERS

- *Pursuant to the Charter on Organization and Operation of Southern Airports Services Joint Stock Company (SASCO).*

In exercising the rights and duties of the Supervisory Board as stipulated in Article 50 of the Company Charter (hereinafter referred to as the “Company”), the Supervisory Board of Southern Airports Services Joint Stock Company (SASCO) respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval the authorization for the Board of Directors to select one of the following Big4 independent audit firms to conduct the review and audit of the 2026 Financial Statements, including:

1. EY & Young
2. PwC
3. KPMG
4. Deloitte

And satisfying the following criteria:

- Being legally operating in Vietnam and approved by the State Securities Commission of Vietnam to audit listed companies in 2026;
- Having experience in auditing public companies in Vietnam;
- Having a strong reputation for audit quality;
- Having a team of qualified and experienced auditors;
- Being able to satisfy SASCO’s requirements regarding audit scope and timeline;
- Offering reasonable and competitive audit fees commensurate with the quality and scope of the audit services.

Respectfully submitted for consideration and approval.

**ON BEHALF OF THE
SUPERVISORY BOARD
HEAD OF BOARD**

Recipients:

- *The General Meeting of Shareholders;*
- *Archived at: Administration Department,
Supervisory Board, Legal & Internal Control
Department, Finance & Accounting Department.*

LUU QUỐC HOÀNG

No: -2026/SASCO-HDQT

HCMC,

2026.

DRAFT

PROPOSAL

Re “On the Amendment and Supplementation of the Company's Charter”

To: GENERAL MEETING OF SHAREHOLDERS

Pursuant to:

- *Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*
- *The current Charter on Organization and Operation of Tan Son Nhat Airport Aviation Services Joint Stock Company (SASCO);*

Based on the prevailing legal regulations and practical requirements to facilitate the Company's organization and operations, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the amendments and supplements to the SASCO Charter in accordance with the list of proposed amendments and supplements attached to this Proposal.

The Board of Directors respectfully requests the General Meeting of Shareholders to review and approve the above contents.

Respectfully submitted.

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

Nguyễn Hạnh

LIST OF PROPOSED AMENDMENTS AND SUPPLEMENTS TO THE 2021 CHARTER

No.	Current Charter	Proposed revisions and additions	Remarks
1	<p>Article 1. Interpretation of Terms</p> <p>1. In this Charter, the following terms shall be construed as follows:</p> <p>a. “<i>Charter Capital</i>” means the total par value of shares that have been sold;</p> <p>b. “<i>Law on Enterprises</i>” means the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on 17 June 2020;</p> <p>c. “<i>Law on Securities</i>” means the Law on Securities No. 54/2019/QH14 passed by the National Assembly on 26 November 2019;</p> <p>d. “<i>Company</i>” means Southern Airports Services Joint Stock Company (SASCO).</p> <p>e. “<i>Dependent Units</i>” include the Representative Office and branches of the Company, the establishment of which has been approved by the Board of Directors;</p> <p>f. “<i>Affiliated Companies</i>” means entities in which the Company holds non-controlling shares or contributed capital (less than 50% of charter capital), organized in the forms of enterprises prescribed by the Law on Enterprises;</p> <p>g. “<i>Company Manager</i>” means the Chairman of the Board of Directors, members of the Board of Directors, the Chief Executive Officer, Deputy General Managers, Chief Accountant, and other managerial positions within the Company approved by the Board of Directors and designated as management positions;</p> <p>h. “<i>Company Executive</i>” means the Chief Executive Officer, Deputy General Managers, Chief Accountant, and other executives appointed by decision of the Board of Directors based on the proposal of the Chief Executive Officer.</p> <p>i. “<i>Executive Board</i>” includes the Chief Executive Officer and Deputy General Managers.</p> <p>j. “<i>Related Person</i>” means an individual or organization as prescribed in Clause 23, Article 4 of the Law on Enterprises and Clause 46, Article 4 of the Law on Securities.</p> <p>k. “<i>Shareholder(s)</i>” means any individual, legal entity, or any organization owning at least one (01) share of the Company, whose name and other information required by law are recorded in the Company’s Shareholders Register as the owner of such shares;</p> <p>l. “<i>Stock Exchange</i>” means the Vietnam Stock Exchange and its subsidiaries.</p>	<p>1. In this Charter, the following terms shall be construed as follows:</p> <p>a. “<i>Supervisory Board</i>” means the body responsible for supervising the Board of Directors and the operation, management and administration of the Company; accountable to the General Meeting of Shareholders and the law, and having the rights and obligations set out in Article 48 and the responsibilities of members of the Supervisory Board set out in Article 51 of this Charter;</p> <p>b. “<i>Executive Board</i>” includes the Chief Executive Officer and Deputy General Managers;</p> <p>c. “<i>Chairman of the Board of Directors</i>” means the person elected, dismissed or removed by the Board of Directors from among its members, as prescribed in Article 31 of this Charter;</p> <p>d. “<i>Company</i>” means Southern Airports Services Joint Stock Company;</p> <p>e. “<i>Subsidiary</i>” means any company in which the Company (i) owns more than fifty percent (50%) of the charter capital or the total issued ordinary shares, or (ii) has the right, directly or indirectly, to decide the appointment of the majority or all members of the Board of Directors and the Chief Executive Officer/Director, or (iii) has the right to decide on amendments and supplements to the charter of such company;</p> <p>f. “<i>Affiliated Company</i>” means any entity in which the Company directly or indirectly owns from twenty percent (20%) to less than fifty percent (50%) of the voting rights (unless otherwise agreed) and which is organized in a form of enterprise prescribed by the Law on Enterprises;</p> <p>g. “<i>Shareholder(s)</i>” means any individual, legal entity or any other organization owning at least one (01) share of the Company, whose name and other information required by law are recorded in the Company’s Shareholders Register as the owner of such shares;</p> <p>h. “<i>Major Shareholder</i>” means a shareholder owning five percent (5%) or more of the voting shares of the Company;</p> <p>i. “<i>General Meeting of Shareholders</i>” means the highest decision-making body of the Company, as prescribed in Point a, Clause 2, Article 10 and Article 13 of this Charter;</p> <p>j. “<i>Company Charter</i>” means the Charter of Southern Airports Services Joint Stock Company;</p> <p>k. “<i>Dependent Unit</i>” includes the Representative Office, branches and business locations of the Company established with the approval of the Board of Directors;</p> <p>l. “<i>Board of Directors</i>” means the management body of the Company, as prescribed in Point b, Clause 2, Article 10 and having the powers and obligations set out in Article 29 of this Charter;</p> <p>m. “<i>Law on Securities</i>” means the Law on Securities No. 54/2019/QH14 passed by the National Assembly on 26 November 2019, as amended and supplemented by Law No. 56/2024/QH15 dated 29 November 2024;</p> <p>n. “<i>Law on Enterprises</i>” means the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on 17 June 2020, as amended and supplemented by Law No. 76/2025/QH15 dated 17 June 2025;</p> <p>o. “<i>Date of Establishment</i>” means the date on which the Company was first granted its Enterprise Registration Certificate;</p> <p>p. “<i>Related Person</i>” means an individual or organization as prescribed in Clause 23, Article 4 of the Law on Enterprises and Clause 46, Article 4 of the Law on Securities;</p>	

		<p>q. “Legal Representative” means the individual representing the Company in exercising rights and performing obligations arising from transactions of the Company, as specified in Article 3 of this Charter;</p> <p>r. “Company Executive” or “Executive” means the Chief Executive Officer, Deputy General Managers, Chief Accountant and other executives appointed by decision of the Board of Directors based on the proposal of the Chief Executive Officer;</p> <p>s. “Company Manager” or “Manager” means the Chairman of the Board of Directors, members of the Board of Directors, Chief Executive Officer, Deputy General Managers, Chief Accountant and other managerial positions approved by the Board of Directors;</p> <p>t. “Person in Charge of Corporate Governance” means the person appointed by the Board of Directors to assist in the corporate governance of the Company and having the rights and obligations prescribed in Article 37 of this Charter;</p> <p>u. “Stock Exchange” means the Vietnam Stock Exchange and its subsidiaries;</p> <p>v. “Shareholders Register” means the register of shareholders prescribed in Article 122 of the Law on Enterprises;</p> <p>w. “Operating Term” means the duration of operation of the Company as specified in Clause 5, Article 2 of this Charter and any extension amendments (if any) approved by the General Meeting of Shareholders;</p> <p>x. “Chief Executive Officer” means the person responsible for the daily business operations of the Company, as prescribed in Point d, Clause 2, Article 10 and having the duties and powers set out in Article 40 of this Charter;</p> <p>y. “State Securities Commission” means the agency under the Ministry of Finance responsible for advising and assisting the Minister of Finance in performing state management of securities and the securities market;</p> <p>z. “Vietnam” means the Socialist Republic of Vietnam;</p> <p>aa. “VSDC” means the Vietnam Securities Depository and Clearing Corporation;</p> <p>bb. “Voting Capital” means share capital pursuant to which the holder has the right to vote on matters falling within the authority of the General Meeting of Shareholders;</p> <p>cc. “Charter Capital” means the total par value of shares that have been sold and as prescribed in Clause 1, Article 6 of this Charter.</p>	
2	<p>Article 2. Name, Legal Form, Head Office, Branches, Representative Offices, Business Locations and Operating Term of the Company</p> <p>3. The registered office of the Company is: Head office address: Tan Son Nhat International Airport, Ward 2, Tan Binh District, Ho Chi Minh City.</p>	<p>3. The registered office of the Company is: Head office address: Tan Son Nhat International Airport, Tan Son Hoa Ward, Ho Chi Minh City. Fax: (84-8) 3 8447 812</p>	
3	<p>Article 3. Legal Representative of the Company</p> <p>1. The Company shall have one Legal Representative, and the Chief Executive Officer shall be the Legal Representative of the Company.</p>	<p>1. The Company shall have two (02) Legal Representatives. The Chairman of the Board of Directors and the Chief Executive Officer shall be the Legal Representatives of the Company.</p> <p>2. Rights and obligations of the Legal Representatives:</p> <p>a. The Chief Executive Officer, as a Legal Representative, shall represent the Company in exercising rights and performing obligations arising from the Company’s transactions; represent the Company as the petitioner in civil matters, plaintiff,</p>	

		<p>defendant, or person with related rights and obligations before Arbitration Tribunals, Courts, and shall exercise other rights and perform other obligations in accordance with the law.</p> <p>b. The Chairman of the Board of Directors, as a Legal Representative, shall exercise the rights and perform the obligations set out in Point a, Clause 2, Article 3 of this Charter when the Chairman of the Board of Directors is assigned by the Board of Directors to act as a Legal Representative through a Resolution or Decision of the Board of Directors. In such case, only the Chairman of the Board of Directors shall act as the Legal Representative for the implementation of the transactions and matters assigned by the Board of Directors. The Chief Executive Officer shall continue to exercise the rights and perform the obligations of a Legal Representative of the Company with respect to transactions and matters for which the Board of Directors has not issued a Resolution or Decision assigning the Chairman of the Board of Directors to act as the Legal Representative.</p> <p>3. The scope of rights and obligations of the Legal Representatives of the Company shall correspond to their positions within the Company as prescribed in this Charter. Where a Legal Representative represents the Company in transactions or matters beyond the authority of his/her position under this Charter or relevant provisions of law, such Legal Representative must ensure that prior approval has been obtained from the competent authorities of the Company in accordance with applicable laws and/or the Company's internal regulations.</p> <p>4. Responsibilities of the Legal Representatives of the Company:</p> <p>a. A Legal Representative shall be liable for damages caused to the Company in accordance with civil laws and other relevant legal provisions.</p> <p>b. A Legal Representative of the Company shall bear personal responsibility for damages suffered by the Company due to violations of the responsibilities of a Company Manager as prescribed in Points b, c, and d, Clause 1, Article 41 of this Charter.</p> <p>5. The Company must ensure that at least one Legal Representative is always residing in Vietnam. In the event that only one Legal Representative residing in Vietnam remains, such Legal Representative must, before departing from Vietnam, authorize in writing another individual residing in Vietnam to exercise the rights and perform the obligations of the Legal Representative. In such case, the Legal Representative shall remain responsible for the exercise of the delegated rights and performance of the delegated obligations.</p>	
4	<p>Article 4. Objectives of the Company</p> <p>2. Multi-sector and multi-industry business operations.</p>	<p>2. The Company shall engage in multi-sector and multi-industry business operations while ensuring a focus on its core business activities. A core business activity means any business line, industry, field of business, or product/service line of the Company (including those of its Subsidiaries) that satisfies one of the following conditions:</p> <p>2.a Contributes ten percent (10%) or more of the Company's total consolidated net revenue in either of the two (02) most recent financial years, based on the Company's audited consolidated financial statements; or</p>	

	<p>3. The registered business lines of the Company are:</p> <p>1. Other retail sale in non-specialized stores: Code 4719 Details: Duty-free business. Retail sale of food, foodstuffs, beverages, cigarettes, pipe tobacco, handicrafts and fine arts products, gold, silver, gemstones, cultural products (with contents permitted for circulation); agricultural, forestry and aquatic raw materials; live animals (excluding operations at the head office and rare animals); chemicals used in agriculture (excluding plant protection chemicals); construction materials; motor vehicles, motorcycles and parts and accessories for motor vehicles; gasoline, oil and grease (excluding mechanical processing, waste recycling and electroplating at the head office); machinery, equipment and spare parts for industrial, agricultural and fishery sectors; chemicals (excluding those used in agriculture); sundry goods, machinery, equipment and personal and household items; books, newspapers and magazines (with contents permitted for circulation); gasoline, oil, grease, lubricants, seasonings, condiments, sauces, aquatic products and aquatic feed (excluding operations at the head office). Import and export of goods serving passengers.</p> <p>2. Steam bath, massage and similar health-enhancing services (excluding sports activities): Code 9610 <i>Details: Massage services, acupressure, foot reflexology, and mineral mud bath services.</i></p> <p>3. Manufacture of other products of wood; manufacture of products from bamboo, rattan, straw and plaiting materials: Code 1629 <i>Details: Wood processing and manufacture of products from wood, bamboo, rattan, straw and plaiting materials (excluding manufacture of beds, wardrobes, tables and chairs). (Not operating at the head office)</i></p> <p>4. Market research and public opinion polling: Code 7320</p> <p>5. Wired telecommunications activities (excluding internet access services): Code 6110</p>	<p>2.b Contributes ten percent (10%) or more of the Company's total consolidated gross profit (or profit before tax) in either of the two (02) most recent financial years, based on the Company's audited consolidated financial statements.</p> <p>2.c Other business activities determined by the Board of Directors to be core and important to the Company's development strategy from time to time.</p> <p>3. The registered business lines of the Company are:</p> <p>1. Other non-specialized retail sale: Code 4719 Details: Duty-free business. Retail sale of food, foodstuffs, beverages, cigarettes, pipe tobacco, handicrafts and fine arts products, gold (excluding gold bullion trading), silver, gemstones, cultural products (with contents permitted for circulation); agricultural, forestry and aquatic raw materials; live animals (excluding operations at the head office and rare animals); chemicals used in agriculture (excluding plant protection chemicals); construction materials; motor vehicles, motorcycles and parts and accessories for motor vehicles; gasoline, oil and grease (excluding mechanical processing, waste recycling and electroplating at the head office); non-agricultural raw materials, scrap and waste materials (excluding operations at the head office); machinery, equipment and spare parts for industrial, agricultural and fishery sectors; chemicals (excluding those used in agriculture); sundry goods, machinery, equipment and personal and household items; books, newspapers and magazines (with contents permitted for circulation); gasoline, oil, grease, lubricants, seasonings, condiments, sauces, aquatic products and aquatic feed (excluding operations at the head office). Import and export of goods serving passengers.</p> <p>2. Spa and steam bath services: Code 9623 <i>Details: Spa services, steam bath services, massage, body massage, foot reflexology and mineral mud bath services.</i></p> <p>3. Manufacture of other products of wood; manufacture of products from bamboo, rattan, straw and plaiting materials: Code 1629 <i>Details: Wood processing and manufacture of products from wood, bamboo, rattan, straw and plaiting materials. (Not operating at the head office)</i></p> <p>4. Market research and public opinion polling: Code 7320 (excluding information prohibited by the State and investigation services)</p> <p>5. Wired, wireless and satellite telecommunications activities: Code 6110</p>	
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<p>5. Wireless telecommunications activities (excluding internet access services): Code 6120</p> <p>6. Processing and preserving of fish, crustaceans and molluscs and products thereof: Code 1020 <i>Details: Aquaculture, fish and seafood processing on vessels, provision of ice for seafood preservation (excluding operations at the head office).</i></p> <p>7. Warehousing and storage of goods (excluding warehousing business): Code 5210</p> <p>8. Organization of trade promotion and commercial promotion activities: Code 8230</p> <p>9. Other business support service activities not elsewhere classified: Code 8299</p> <p>10. Tour operation: Code 7912 <i>Details: Services supporting the promotion and organization of tours.</i></p> <p>11. Hairdressing, beauty treatment and shampooing: Code 9631</p> <p>12. Aquatic seed production (excluding operations at the head office): Code 0323</p> <p>13. Manufacture of non-alcoholic beverages and mineral water (excluding operations at the head office): Code 1104</p> <p>14. Silviculture and forest care activities (excluding operations at the head office): Code 0210</p> <p>15. Construction of buildings of all types: Code 4100 <i>Details: Construction of civil, industrial, technical and transportation works.</i></p> <p>16. Other supporting activities for transportation: Code 5229 <i>Details: Maritime brokerage services. Customs clearance services. Transport safety inspection services. Automobile escort services. Towing of damaged vehicles. Freight forwarding, cargo handling and packaging services. Airline ticket agency services. Port operation and management. Provision of aviation technical and commercial services; installation of aviation ground support</i></p>	<p>6. Processing and preserving of fish, crustaceans and molluscs and products thereof: Code 1020</p> <p>7. Warehousing and storage: Code 5210</p> <p>8. Organization of trade promotion and commercial promotion activities: Code 8230 <i>(excluding the use of fire and explosion effects; excluding the use of explosives, flammable substances and chemicals as props or equipment for artistic performances, events and film production)</i></p> <p>9. Other business support service activities not elsewhere classified: Code 8299 <i>Details: Import and export of goods traded by the Company.</i></p> <p>10. Tour operation: Code 7912 <i>Details: Services supporting the promotion and organization of tours; domestic travel business; international travel business.</i></p> <p>11. Hairdressing services (excluding activities causing bleeding): Code 9621</p> <p>12. Marine aquaculture (excluding operations at the head office): Code 0321</p> <p>13. Manufacture of non-alcoholic beverages and mineral water (excluding operations at the head office): Code 1105</p> <p>14. Silviculture, forest care and forest tree nursery activities (excluding operations at the head office): Code 0210</p> <p>15.1 Construction of residential buildings: Code 4101 15.2 Construction of non-residential buildings: Code 4102 <i>Details: Construction of civil, industrial, technical and transportation works.</i></p> <p>16. Other supporting activities for transportation: Code 5229 <i>Details: Maritime brokerage services. Customs clearance services. Transport safety inspection services. Towing of damaged vehicles. Freight forwarding, cargo handling and packaging services. Airline ticket agency services. Port operation and management. Provision of aviation technical and commercial services; installation of aviation ground support equipment (excluding airport operation business, air transport business, and excluding mechanical processing, waste recycling and electroplating at the head office).</i></p>	
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	<p>equipment (excluding airport operation business, provision of aviation services, air transport business, and excluding mechanical processing, waste recycling and electroplating at the head office).</p> <p>19. Bus transport: Code 4920</p> <p>21. Service activities incidental to land transportation and railway transportation: Code 5221</p> <p>26. Services supporting the promotion and organization of tours: Code 7920</p> <p>28. Travel agency activities: Code 7911</p> <p>29. Manufacture of beds, wardrobes, tables and chairs (excluding operations at the head office): Code 3100</p> <p>30. Short-stay accommodation services: Code 5510</p>	<p>17. Other specialized wholesale: Code 4671 <i>Details: Wholesale of primary-form plastics.</i></p> <p>18. Retail sale of automotive fuel: Code 4730 <i>Excluding liquefied petroleum gas (LPG).</i></p> <p>19.1 Urban bus passenger transport: Code 4921</p> <p>19.2 Bus passenger transport between urban and suburban areas and inter-provincial bus passenger transport: Code 4922</p> <p>19.3 Other bus passenger transport: Code 4929</p> <p>20. Other road passenger transport: Code 4932 <i>Details: Intraprovincial and interprovincial passenger transport by trucks. Road passenger transport.</i></p> <p>21. Service activities incidental to railway transportation: Code 5221 <i>(excluding gas liquefaction for transportation and excluding railway infrastructure business)</i></p> <p>22. Service activities incidental to air transportation: Code 5223 <i>Details: Service activities supporting air transportation.</i></p> <p>23. Service activities incidental to road transportation: Code 5225</p> <p>24. Renting and leasing of motor vehicles: Code 7710</p> <p>25. Other credit granting activities: Code 6495 <i>Details: Foreign exchange agency services.</i></p> <p>26. Other tourism-related activities: Code 7990</p> <p>27. Other food service activities: Code 5629 <i>Details: Airline catering services and railway catering services.</i></p> <p>28. Tourism agency activities: Code 7911</p> <p>29.1 Manufacture of wooden beds, wardrobes, tables and chairs (excluding operations at the head office): Code 3101</p> <p>29.2 Manufacture of metal beds, wardrobes, tables and chairs (excluding operations at the head office): Code 3102</p> <p>29.3 Manufacture of beds, wardrobes, tables and chairs made from other materials (excluding operations at the head office): Code 3109</p> <p>30. Hotels and similar accommodation services: Code 5510 <i>Details: Hotels (meeting star-rating standards and excluding operations at the head office).</i></p>	
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	<p>Details: Hotels (meeting star-rating standards and excluding operations at the head office).</p> <p>31. Other amusement and recreation activities <i>not elsewhere classified</i>: Code 9329 Details: Operation of beaches, discotheques and karaoke services (not operating in Ho Chi Minh City). Swimming activities, water sports, boat racing, yacht services, air sports, parachuting, fitness clubs, bodybuilding and aerobics activities.</p> <p>32. <i>Maintenance and repair</i> of motorcycles and motorbikes: Code 4542</p> <p>33. Management consultancy activities: Code 7020</p>	<p>31. Other amusement and recreation activities: Code 9329 Details: Operation of beaches, discotheques and karaoke services (not operating in Ho Chi Minh City). Swimming activities, water sports, boat racing, yacht services, air sports, parachuting, fitness clubs, bodybuilding and aerobics activities.</p> <p>32. Repair and maintenance of motorcycles and motorbikes: Code 9532</p> <p>33. Business management consultancy and other management consultancy activities: Code 7020</p>	
5	Article 5. Scope of Business and Operations of the Company	<p>1. During its operation, the Company may change its business lines in accordance with the law, subject to approval by the General Meeting of Shareholders, registration/notification of changes to enterprise registration contents with the business registration authority, and publication on the National Business Registration Portal (dangkykinhdoanh.gov.vn) in compliance with applicable laws.</p> <p>2. The Company must satisfy all business conditions when conducting business in conditional investment and business sectors as prescribed by law and must maintain such conditions throughout its business operations. The Chief Executive Officer shall be responsible for implementing this provision.</p>	
6	<p>Article 6. Charter Capital, Shares and Shareholders</p> <p>1. The Charter Capital of the Company is VND 1,334,813,100,000 (One trillion three hundred thirty-four billion eight hundred thirteen million one hundred thousand Vietnamese Dong). The total Charter Capital of the Company is divided into 133,481,310 shares with a par value of VND 10,000 (ten thousand Vietnamese Dong) per share.</p> <p>6. Each share of the same class shall confer upon its holder equal rights, obligations and interests within that class of shares.</p>	<p>1. The Charter Capital of the Company is VND 1,334,813,100,000 (One trillion three hundred thirty-four billion eight hundred thirteen million one hundred thousand Vietnamese Dong). The total Charter Capital of the Company is divided into 133,481,310 shares with a par value of VND 10,000 (ten thousand Vietnamese Dong) per share, of which:</p> <p>- Ordinary shares: 133,481,310 shares</p> <p>- Preference shares: 0 shares</p> <p>6. Each share of the same class shall confer upon its holder equal rights, obligations and interests within that class of shares. In the event that the Company has classes of Preference Shares, the rights and obligations attached to such classes of Preference Shares must be approved by the General Meeting of Shareholders and fully disclosed to the Shareholders.</p> <p>9. The number of shares authorized for offering by the Company shall be the total number of shares approved by the General Meeting of Shareholders for issuance to raise capital from time to time and recorded in the resolutions of the General Meeting of Shareholders. The Board of Directors shall determine the timing, method and offering price of the shares. The offering price of the shares shall not be lower than the market price at the time of offering or the latest book value of the shares, except in the following cases:</p>	

		<p>a) Shares offered to all Shareholders in proportion to the number of shares they currently hold in the Company;</p> <p>b) Shares offered to securities brokers or underwriting organizations/securities companies, if any. In such case, the discount rate and the number of discounted shares must be approved by the General Meeting of Shareholders; or</p> <p>c) Shares issued to employees under an Employee Stock Ownership Plan (ESOP) approved by the General Meeting of Shareholders, if any.</p> <p>d) Other cases as approved by a Resolution of the General Meeting of Shareholders.</p> <p>10. When offering Ordinary Shares, the Company must give priority to existing Shareholders to purchase shares in proportion to their respective ownership ratio. Any alternative offering method must be approved by the General Meeting of Shareholders with at least sixty-five percent (65%) of the votes in favor. The Company must provide written notice of the offering, specifying the number of shares offered and granting Shareholders a subscription period of at least twenty (20) working days.</p> <p>For shares not fully subscribed by existing Shareholders, the Board of Directors shall have the right to distribute such remaining shares to other parties. However, the Board of Directors must first offer such remaining shares to the other existing Shareholders of the Company before offering them to third parties. The terms and conditions of such offering shall not be more favorable than those initially offered to the existing Shareholders, unless otherwise approved by the General Meeting of Shareholders or conducted through the Stock Exchange.</p>	
7	<p>Article 7. Share Certificates and Shareholders Register</p> <p>2. A share certificate is <i>a type of security that certifies the lawful rights and interests of its holder in respect of a portion of the share capital of the issuing organization</i>. A share certificate must contain all particulars prescribed in Clause 1, Article 121 of the Law on Enterprises.</p>	<p>2. A share certificate is a certificate issued by the Company, an accounting book-entry, or electronic data evidencing ownership of one or more shares of the Company. A share certificate must contain all particulars prescribed by the Law on Enterprises.</p> <p>5. Shareholders Register: The Company shall establish and maintain a Shareholders Register from the date on which it is first granted an Enterprise Registration Certificate. The Shareholders Register shall be maintained in both written form and electronic data form and must contain all particulars prescribed by the Law on Enterprises.</p> <p>6. The Shareholders Register shall be registered and maintained at the head office of the Company and at the Vietnam Securities Depository and Clearing Corporation (VSDC).</p> <p>7. In the event of any change to the information contained in the Shareholders Register relating to any Shareholder, such Shareholder shall be responsible for notifying the Company so that the Shareholder's information in the Shareholders Register maintained at VSDC may be updated accordingly. The Company shall not be liable in any case where it is unable to contact and/or deliver correspondence or documents to a Shareholder due to the absence, inaccuracy or incompleteness of the Shareholder's address for communication and/or delivery purposes. Such inability to contact or deliver correspondence or documents shall not affect the procedures for convening a General Meeting of Shareholders, collecting Shareholders' written opinions, delivering</p>	

		documents to Shareholders, or the validity of resolutions of the General Meeting of Shareholders adopted in accordance with applicable laws.	
8	Article 9. Transfer of Shares	<p>2. All shares listed on the Stock Exchange shall be transferred in accordance with the laws on securities and the regulations of the Stock Exchange.</p> <p>3. An individual or organization acquiring shares shall become a Shareholder immediately after the information relating to such share transfer is registered in the Shareholders Register or on the date the book-entry is made in the securities depository account at the Vietnam Securities Depository and Clearing Corporation (VSDC). Only persons whose names are recorded in the Shareholders Register shall be recognized as lawful Shareholders of the Company.</p>	
9	<p>Article 11. Rights of Shareholders</p> <p>1.d Freely transfer their shares to other persons, except in the cases prescribed in Clause 3, Article 120 and Clause 1, Article 127 of the Law on Enterprises and other relevant provisions of law.</p> <p>1.e Examine, search and extract information relating to names and contact addresses in the <i>list</i> of Shareholders entitled to vote; request correction of inaccurate information relating to themselves.</p> <p>2. A Shareholder or a group of Shareholders holding five percent (5%) or more of the total Ordinary Shares shall have the following rights:</p> <p>2.a Request the Board of Directors to convene a General Meeting of Shareholders in accordance with Clause 3, Article 115 and Article 140 of the Law on Enterprises.</p> <p>2.c Request the Supervisory Board to examine specific matters relating to the management and operation of the Company</p>	<p>1.d Freely transfer their shares to other persons, except in the cases prescribed in Clause 3, Article 120 of the Law on Enterprises, where the Company Charter provides restrictions on the transfer of shares, and other relevant provisions of law.</p> <p>1.e Examine, search and extract information relating to names and contact addresses recorded in the Shareholders Register; request correction of inaccurate information relating to themselves.</p> <p>2. A Shareholder or a group of Shareholders holding five percent (5%) or more of the total Ordinary Shares shall have the following rights:</p> <p>2.a Request the Board of Directors to convene a General Meeting of Shareholders in accordance with Clause 3, Article 115 and Article 140 of the Law on Enterprises. Such request for convening a General Meeting of Shareholders must be made in writing and shall include the following information: full name, contact address, nationality and legal identification documents in respect of an individual Shareholder; name, enterprise registration number or legal documents of the organization, and head office address in respect of an organizational Shareholder; number of shares and date of share registration of each Shareholder, total number of shares held by the group of Shareholders and the ownership ratio in the total number of shares of the Company; the grounds and reasons for requesting the convening of the General Meeting of Shareholders. The request must be accompanied by documents and evidence of violations committed by the Board of Directors, the seriousness of such violations, or decisions made beyond its authority. The Shareholder or group of Shareholders shall bear full legal responsibility for the accuracy and truthfulness of the documents and evidence provided to the competent authorities when requesting the convening of a General Meeting of Shareholders.</p> <p>2.c Request the Board of Directors, the Chief Executive Officer, and the Supervisory Board to examine and provide explanations on specific matters relating to the management and operation of the Company whenever deemed necessary. Such request must be made in</p>	

	<p>whenever deemed necessary. Such request must be made in writing and shall include the following information: full name, contact address, nationality and legal identification documents in respect of an individual Shareholder; name, enterprise registration number or legal documents of the organization, and head office address in respect of an organizational Shareholder; number of shares and date of share registration of each Shareholder, total number of shares held by the group of Shareholders and the ownership ratio in the total number of shares of the Company; the matter to be examined and the purpose of the examination.</p>	<p>writing and shall include the following information: full name, contact address, nationality and legal identification documents in respect of an individual Shareholder; name, enterprise registration number or legal documents of the organization, and head office address in respect of an organizational Shareholder; number of shares and date of share registration of each Shareholder, total number of shares held by the group of Shareholders and the ownership ratio in the total number of shares of the Company; the matter to be examined and the purpose of the examination;</p> <p>3.c Other rights as prescribed by law and this Charter.</p> <p>4. An organizational Shareholder shall have the right to appoint one or more authorized representatives to exercise its rights as a Shareholder of the Company in accordance with the law. Where more than one authorized representative is appointed, the number of shares represented by each authorized representative must be specifically determined. If an organizational Shareholder fails to specify the number of shares represented by each authorized representative, the shares shall be allocated equally among all authorized representatives. The appointment, termination or replacement of an authorized representative must be notified to the Company and shall only become effective from the date the Company receives such notice. The appointment letter of an authorized representative must contain the following principal contents:</p> <p>a. Name, enterprise registration number and head office address of the Shareholder;</p> <p>b. Number of authorized representatives and the corresponding shareholding ratio represented by each authorized representative;</p> <p>c. Full name, contact address, nationality and legal identification documents of each authorized representative;</p> <p>d. Duration of authorization applicable to each authorized representative, clearly stating the commencement date of the authorization; and</p> <p>e. Full name and signature of the authorized representative and the Legal Representative of such Shareholder. In the event that an organizational Shareholder has no representative or its representative is unable to perform the authorized duties, the Legal Representative of such organizational Shareholder shall have the right to represent such organizational Shareholder in exercising the rights of that organizational Shareholder.</p>	
10	<p>Article 12. Obligations of Shareholders</p> <p>3. Comply with the Company Charter and the Company's Internal Management Regulations.</p>	<p>3. Comply with the Company Charter and the Company's Internal Management Regulations.</p> <p>6.e Submit voting ballots to the Company by other means or methods.</p> <p>9. A Major Shareholder shall not abuse its advantageous position to prejudice the rights and interests of the Company and other Shareholders, and shall have the obligation to disclose information in accordance with the law.</p>	
11	<p>Article 13. General Meeting of Shareholders</p> <p>2. The Board of Directors shall convene the Annual General Meeting of Shareholders and select an appropriate venue for the</p>	<p>2. The Board of Directors shall convene the Annual General Meeting of Shareholders and select an appropriate venue for the meeting. The Annual General Meeting of Shareholders</p>	

	<p>meeting. The Annual General Meeting of Shareholders shall decide on matters as prescribed by law and the Company Charter, particularly the approval of the audited annual financial statements. In the event that the audit report on the Company's annual financial statements contains material qualified opinions, adverse opinions or a disclaimer of opinion, the Company must invite a representative of the approved audit firm that conducted the audit of the Company's financial statements to attend the Annual General Meeting of Shareholders, and such representative of the approved audit firm shall be responsible for attending the Company's Annual General Meeting of Shareholders.</p> <p>3. The Board of Directors must convene an Extraordinary General Meeting of Shareholders in the following cases:</p> <p>3.b The number of remaining members of the Board of Directors, Independent Members of the Board of Directors, or members of the Supervisory Board is fewer than the minimum number required by law.</p> <p>4.a The Board of Directors must convene a General Meeting of Shareholders within thirty (30) days from the date on which the number of remaining members of the Board of Directors or the Supervisory Board falls below the level specified in Point b, Clause 3 of this Article, or from the date of receipt of a request specified in Points c and d, Clause 3 of this Article.</p>	<p>shall decide on matters as prescribed by law and the Company Charter, particularly the approval of the audited annual financial statements. Members of the Board of Directors and members of the Supervisory Board must attend the Annual General Meeting of Shareholders to answer Shareholders' questions at the meeting; in cases of force majeure where attendance is not possible, such members of the Board of Directors and the Supervisory Board must submit a written report to the Board of Directors and the Supervisory Board. In the event that the audit report on the Company's annual financial statements contains material qualified opinions, adverse opinions or a disclaimer of opinion, the Company must invite a representative of the approved audit firm that conducted the audit of the Company's financial statements to attend the Annual General Meeting of Shareholders, and such representative of the approved audit firm shall be responsible for attending the Company's Annual General Meeting of Shareholders.</p> <p>3. The Board of Directors must convene an Extraordinary General Meeting of Shareholders in the following cases:</p> <p>3.b The number of remaining members of the Board of Directors, Independent Members of the Board of Directors (in the case of a listed company), non-executive members of the Board of Directors, or members of the Supervisory Board is fewer than the minimum number required by law.</p> <p>3.e The quarterly, semi-annual (06-month) or audited annual financial statements indicate that the Company's equity has decreased by one-half (1/2) compared to the beginning of the reporting period.</p> <p>4.a The Board of Directors must convene a General Meeting of Shareholders within thirty (30) days from the date on which the number of remaining members of the Board of Directors, non-executive members of the Board of Directors, or members of the Supervisory Board falls below the level specified in Point b, Clause 3 of this Article, or from the date of receipt of a request specified in Points c and d, Clause 3 of this Article.</p>	
12	<p>Article 14. Rights and Obligations of the General Meeting of Shareholders</p> <p>1. The General Meeting of Shareholders shall have the following rights and obligations:</p> <p>1.a Approve the development orientation of the Company;</p> <p>1.d Decide on investments or the sale of assets with a value equal to or exceeding thirty-five percent (35%) of the total assets recorded in the Company's most recent financial statements;</p> <p>1.h Review and deal with violations committed by members of the Board of Directors or members of the Supervisory Board that cause damage to the Company and its Shareholders;</p>	<p>1. The General Meeting of Shareholders shall have the following rights and obligations:</p> <p>1.a Approve the development orientation of the Company;</p> <p>1.d Decide on investments or the sale of assets (whether in a single transaction or a series of related transactions) with a value equal to or exceeding thirty-five percent (35%) of the total assets recorded in the Company's most recent financial statements;</p> <p>1.h Review and deal with violations committed by members of the Board of Directors, members of the Supervisory Board, or Company Managers that cause damage to the Company and its Shareholders;</p>	

	<p>2. The <i>Annual</i> General Meeting of Shareholders shall discuss and approve the following matters:</p>	<p>1.m Approve the execution of contracts and transactions with related parties as prescribed in Clause 10, Article 53 of this Charter;</p> <p>2. The General Meeting of Shareholders shall discuss and approve the following matters: ...</p> <p>f. The number of members of the Board of Directors and the Supervisory Board; g. Elect, dismiss and remove members of the Board of Directors and members of the Supervisory Board; h. Decide on the budget or total remuneration, bonuses and other benefits of the Board of Directors and the Supervisory Board; i. Approve the list of approved audit firms; decide on the approved audit firm to conduct reviews of the Company's operations when deemed necessary; j. Amend and supplement the Company Charter; k. The classes of shares and the number of new shares to be issued for each class of shares; l. Division, separation, consolidation, merger or conversion of the Company; m. Reorganization and dissolution (liquidation) of the Company and appointment of liquidators; n. Decide on investments or the sale of assets (whether in a single transaction or a series of related transactions) with a value equal to or exceeding thirty-five percent (35%) of the total assets recorded in the Company's most recent financial statements; o. Approve the Internal Corporate Governance Regulations, the Charter of the Board of Directors, and the Charter of the Supervisory Board; q. Other matters as prescribed by law and this Charter.</p> <p>3. The Annual General Meeting of Shareholders shall discuss and approve the matters specified in Points a, b, c, d, e and f, Clause 2 of this Article and other matters within its authority.</p> <p>5. Matters approved in previous resolutions of the General Meeting of Shareholders but not yet implemented must be reported by the Board of Directors to the General Meeting of Shareholders at its next meeting. Where there is any change to a matter falling within the decision-making authority of the General Meeting of Shareholders, the Board of Directors must submit such matter to the General Meeting of Shareholders for approval at the nearest meeting before implementation.</p> <p>6. The General Meeting of Shareholders may, in the exercise of its full authority, decide on any matter falling within the powers and authority of the Board of Directors, the Chairman of the Board of Directors, or the Chief Executive Officer. If the General Meeting of Shareholders so decides, then the Board of Directors, the Chairman of the Board of Directors, or the Chief Executive Officer, as the case may be, shall be deemed to have made the same decision as that adopted by the General Meeting of Shareholders and, if requested by the Company, shall issue their own resolutions or decisions to reaffirm the decision approved by the General Meeting of Shareholders.</p>	
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13	<p>Article 15. Authorization to Attend the General Meeting of Shareholders</p> <p>2. The authorization of an individual or organization to attend the General Meeting of Shareholders on behalf of a Shareholder as prescribed in Clause 1 of this Article must be made in writing. The power of attorney shall be prepared in accordance with the laws on civil matters and must specify the name of the authorizing Shareholder, the name of the authorized individual or organization, the number of shares authorized, the contents of the authorization, the scope of authorization, the term of authorization, and the signatures of both the authorizing party and the authorized party.</p> <p>The authorized representative attending the General Meeting of Shareholders must submit the power of attorney upon registration for attendance. In the event of re-authorization, the attendee must additionally present the original authorization document from the Shareholder or from the authorized representative of the organizational Shareholder (if such authorization has not previously been registered with the Company).</p>	<p>2. The authorization of an individual or organization to attend the General Meeting of Shareholders on behalf of a Shareholder as prescribed in Clause 1 of this Article must be made in writing. The power of attorney shall be prepared in accordance with the laws on civil matters and must specify the name of the authorizing Shareholder, the name of the authorized individual or organization, the number of shares authorized, the contents of the authorization, the scope of authorization, the term of authorization, and the signatures of both the authorizing party and the authorized party.</p> <p>The authorized representative attending the General Meeting of Shareholders must submit the power of attorney upon registration for attendance before entering the meeting room; alternatively, the power of attorney may be sent by the Shareholder to the Company or to the location specified in the notice convening the meeting no later than forty-eight (48) hours prior to the holding of the General Meeting of Shareholders. In the event of re-authorization, the attendee must additionally present the original authorization document from the Shareholder or from the authorized representative of the organizational Shareholder (if such authorization has not previously been registered with the Company).</p>	
14	<p>Article 17. Convening Meetings, Meeting Agenda and Notice of Invitation to the General Meeting of Shareholders</p> <p>2. List of Shareholders:</p> <p>The list of Shareholders entitled to attend the General Meeting of Shareholders must include the full name, permanent residential address, nationality, Citizen Identity Card number, Identity Card number, Passport number or other lawful personal identification of individual Shareholders; the name, enterprise registration number or establishment decision number, and head office address of organizational Shareholders; the number of shares of each class held, and the shareholder registration number and registration date of each Shareholder.</p> <p>3. The notice of invitation to the General Meeting of Shareholders shall <i>be sent to all Shareholders by a method ensuring delivery to the Shareholders' contact addresses</i>, and simultaneously published on the Company's website and disclosed to the State Securities Commission and the Stock Exchange where the Company's shares are listed or registered for trading. The person convening the General Meeting of Shareholders must send the notice of invitation to all Shareholders included in the list of Shareholders entitled to attend the meeting no later than twenty-one (21) days prior to the opening date of the meeting. The agenda of the General Meeting of Shareholders and documents relating to matters to be voted on</p>	<p>2. List of Shareholders: The list of Shareholders entitled to attend the General Meeting of Shareholders shall be prepared based on the Shareholders Register and the securities holders register of the Company.</p> <p>The list of Shareholders entitled to attend the General Meeting of Shareholders must include the full name, permanent residential address, nationality, Citizen Identity Card number, Identity Certificate number, Passport number or other lawful personal identification of individual Shareholders; the name, enterprise registration number or establishment decision number, and head office address of organizational Shareholders; the number of shares of each class held, and the shareholder registration number and registration date of each Shareholder.</p> <p>3. The notice of invitation to the General Meeting of Shareholders shall be sent by email, and/or through secured courier services to the registered contact address of the Shareholder, and/or by other means ensuring delivery to the Shareholder. Where the Company sends the notice of invitation by email, the email address of the Shareholder receiving such notice shall be the email address maintained and provided by VSDC, or the email address registered by the Shareholder with the Company.</p> <p>The notice shall also be published on the Company's website and disclosed to the State Securities Commission and the Stock Exchange where the Company's shares are listed or registered for trading. The person convening the General Meeting of Shareholders must send the notice of invitation to all Shareholders included in the list of Shareholders entitled to attend the meeting no later than twenty-one (21) days prior to the opening date of the meeting. The agenda of the General Meeting of Shareholders and documents relating to</p>	

	at the meeting shall be sent to the Shareholders or published on the Company's website. In the event that such documents are not enclosed with the notice of invitation to the General Meeting of Shareholders, the notice must clearly state the link to all meeting documents so that Shareholders may access them, including:	matters to be voted on at the meeting shall be sent to the Shareholders or published on the Company's website. In the event that such documents are not enclosed with the notice of invitation to the General Meeting of Shareholders, the notice must clearly state the link to all meeting documents so that Shareholders may access them, including:	
15	<p>Article 19. Procedures for Conducting Meetings and Voting at the General Meeting of Shareholders</p> <p>2. Upon registration of Shareholders attending the meeting, the Company shall issue to each Shareholder or authorized representative with voting rights a voting card/voting ballot/election ballot indicating the registration number, full name of the Shareholder, full name of the authorized representative, and the number of votes/election votes of such Shareholder. The General Meeting of Shareholders shall discuss and vote on each matter included in the meeting agenda. Voting shall be conducted by voting in favor, voting against, or abstaining. The vote-counting results shall be announced by the Chairperson of the meeting/the Vote Counting Committee immediately before the close of the meeting.</p>	<p>2. Upon registration of Shareholders attending the meeting, the Company shall issue to each Shareholder or authorized representative with voting rights a voting card/voting ballot/election ballot indicating the registration number, full name of the Shareholder, full name of the authorized representative, and the number of votes/election votes of such Shareholder. The General Meeting of Shareholders shall discuss and vote on each matter included in the meeting agenda. Voting shall be conducted by voting in favor, voting against, or abstaining. The vote-counting results shall be announced by the Chairperson of the meeting/the Vote Counting Committee immediately before the close of the meeting. The General Meeting of Shareholders shall elect the persons responsible for vote counting or supervising the vote counting process upon the proposal of the Chairperson. The number of members of the Vote Counting Committee shall be decided by the General Meeting of Shareholders based on the proposal of the Chairperson of the meeting; A Shareholder, the authorized representative of an organizational Shareholder, or a proxy arriving after the commencement of the meeting shall have the right to register immediately and thereafter participate in and vote at the General Meeting of Shareholders immediately upon registration. The Chairperson shall not be required to suspend the meeting to allow late-arriving Shareholders to register, and the validity of matters already voted on prior to their arrival shall remain unaffected.</p> <p>12. Where the Company applies modern technology to organize the General Meeting of Shareholders through an online meeting, the Company shall be responsible for ensuring that Shareholders may attend and vote by electronic voting or other electronic means in accordance with Article 144 of the Law on Enterprises and Clause 3, Article 273 of Decree No. 155/2020/ND-CP issued by the Government on 31 December 2020.</p>	
16	<p>Article 20. Forms of Adoption of Resolutions of the General Meeting of Shareholders</p> <p>2. Resolutions of the General Meeting of Shareholders on the following matters must be adopted by voting at a meeting of the General Meeting of Shareholders:</p> <p>2.e Decisions on investments or the sale of assets having a value equal to or exceeding thirty-five percent (35%) of the total assets recorded in the Company's most recent financial statements;</p>	<p>2. Resolutions of the General Meeting of Shareholders on the following matters must be adopted by voting at a meeting of the General Meeting of Shareholders:</p> <p>2.e Decisions on investments or the sale of assets having a value equal to or exceeding thirty-five percent (35%) of the total assets recorded in the Company's most recent financial statements;</p> <p>2.h Other matters falling within the approval authority of the General Meeting of Shareholders as prescribed in Point p, Clause 2, Article 14 of this Charter and in accordance with applicable laws.</p>	

17	<p>Article 21. Conditions for Adoption of Resolutions of the General Meeting of Shareholders</p> <p>1. A resolution on the following matters shall be adopted if approved by Shareholders representing sixty-five percent (65%) or more of the total voting rights of all Shareholders <i>attending the meeting</i>, except for the cases prescribed in Clauses 3, 4 and 6, Article 148 of the Law on Enterprises:</p> <p>1.d Investment projects or the sale of assets having a value equal to or exceeding thirty-five percent (35%) of the total assets recorded in the Company's most recent financial statements;</p> <p>2. Resolutions shall be adopted if approved by Shareholders representing <i>fifty-one percent (51%) or more</i> of the total voting rights of all Shareholders <i>attending the meeting</i>, except for the cases prescribed in Clause 1 of this Article and Clauses 3, 4 and 6, Article 148 of the Law on Enterprises.</p>	<p>1. A resolution on the following matters shall be adopted if approved by Shareholders representing sixty-five percent (65%) or more of the total voting rights of all Shareholders attending and voting at the meeting, except for the cases prescribed in Clauses 3, 4 and 6, Article 148 of the Law on Enterprises:</p> <p>1.d Investment projects or the sale of assets (through one transaction or a series of related transactions) having a value equal to or exceeding thirty-five percent (35%) of the total assets recorded in the Company's most recent financial statements;</p> <p>1.g Other matters falling within the approval authority of the General Meeting of Shareholders as prescribed in Point p, Clause 2, Article 14 of this Charter and in accordance with applicable laws.</p> <p>2. Resolutions shall be adopted if approved by Shareholders representing fifty-five percent (55%) or more of the total voting rights of all Shareholders attending and voting at the meeting, except for the cases prescribed in Clause 1 of this Article and Clauses 3, 4 and 6, Article 148 of the Law on Enterprises.</p> <p>3. The election of members of the Board of Directors and members of the Supervisory Board shall be conducted using the cumulative voting method in accordance with Clause 3, Article 148 of the Law on Enterprises.</p> <p>4. Resolutions of the General Meeting of Shareholders must be notified to Shareholders entitled to attend the General Meeting of Shareholders within fifteen (15) days from the date of adoption; where the Company has a website, such notification may be replaced by publication of the resolution on the Company's website.</p>	
18	<p>Article 22. Authority and Procedures for Obtaining Shareholders' Written Opinions to Adopt Resolutions of the General Meeting of Shareholders</p> <p>6. The minutes of the vote-counting results must be sent to the Shareholders within fifteen (15) days from the completion of the vote counting <i>by being published on the Company's website</i>.</p> <p>5. The Board of Directors shall organize the vote counting and prepare the vote-counting minutes under the supervision of the Supervisory Board or a Shareholder who does not hold a managerial position in the Company.</p> <p>8. A resolution adopted through the collection of Shareholders' written opinions shall be valid if approved by Shareholders</p>	<p>6. The minutes of the vote-counting results must be sent to the Shareholders within fifteen (15) days from the completion of the vote counting. Where the Company publishes the vote-counting results on its website, such publication must be made within twenty-four (24) hours from the completion of the vote counting;</p> <p>5. The Board of Directors shall organize the vote counting and prepare the vote-counting minutes under the supervision of the Supervisory Board or a Shareholder who does not hold a managerial position in the Company.</p> <p>8. A resolution adopted through the collection of Shareholders' written opinions shall be valid if approved by Shareholders representing fifty-five percent (55%) or more of the total</p>	

	representing <i>fifty-one percent (51%)</i> or more of the total voting rights of all Shareholders entitled to vote and shall have the same validity as a resolution adopted at a meeting of the General Meeting of Shareholders.	voting rights of all Shareholders entitled to vote and shall have the same validity as a resolution adopted at a meeting of the General Meeting of Shareholders.	
19	<p>Article 26. Nomination and Candidacy for Membership of the Board of Directors</p> <p><i>2. A Shareholder or a group of Shareholders as prescribed in Clause 3, Article 11 of the Company Charter shall have the right to nominate candidates for membership of the Board of Directors in accordance with the Law on Enterprises and the Company Charter.</i></p>	<p>2. A Shareholder or a group of Shareholders holding the following percentages of voting shares shall have the right to nominate candidates for membership of the Board of Directors as follows:</p> <p>2.a From ten percent (10%) to less than twenty percent (20%) of the voting shares: entitled to nominate a maximum of 01 (one) candidate;</p> <p>2.b From twenty percent (20%) to less than thirty percent (30%) of the voting shares: entitled to nominate a maximum of 02 (two) candidates;</p> <p>2.c From thirty percent (30%) to less than forty percent (40%) of the voting shares: entitled to nominate a maximum of 03 (three) candidates;</p> <p>2.d From forty percent (40%) to less than fifty percent (50%) of the voting shares: entitled to nominate a maximum of 04 (four) candidates;</p> <p>2.e From fifty percent (50%) to less than sixty percent (60%) of the voting shares: entitled to nominate a maximum of 05 (five) candidates;</p> <p>2.f From sixty percent (60%) to less than seventy percent (70%) of the voting shares: entitled to nominate a maximum of 06 (six) candidates;</p> <p>2.g From seventy percent (70%) or more of the voting shares: entitled to nominate a maximum of 07 (seven) candidates.</p>	
20	<p>Article 27. Composition and Term of Office of Members of the Board of Directors</p> <p>3. The composition of the Board of Directors shall be as follows: The composition of the Board of <i>Directors of a public company</i> must ensure that at least <i>one-third (1/3) of the total number of members of the Board of Directors are non-executive members.</i></p> <p>The Company shall, to the maximum extent possible, limit members of the Board of Directors from concurrently holding executive positions within the Company in order to ensure the independence of the Board of Directors.</p>	<p>3. The composition of the Board of Directors shall be as follows: The composition of the Board of Directors must include at least one (01) non-executive member in cases where the Company has from three (03) to five (05) members of the Board of Directors. For a listed company, the number of Independent Members of the Board of Directors must satisfy the following requirements:</p> <p>3.a At least one (01) Independent Member in cases where the Company has from three (03) to five (05) members of the Board of Directors;</p> <p>3.b At least two (02) Independent Members in cases where the Company has from six (06) to eight (08) members of the Board of Directors;</p> <p>3.c At least three (03) Independent Members in cases where the Company has from nine (09) to eleven (11) members of the Board of Directors.</p> <p>The Company shall, to the maximum extent possible, limit members of the Board of Directors from concurrently holding executive positions within the Company in order to ensure the independence of the Board of Directors.</p>	

21	<p>Article 28. Qualifications and Conditions for Membership of the Board of Directors</p> <p>1. A member of the Board of Directors must satisfy the following qualifications and conditions: 1.c A member of the Board of Directors may concurrently serve as a member of the board of directors of no more than five (05) other companies.</p> <p>2. An Independent Member of the Board of Directors must satisfy the following qualifications and conditions:</p>	<p>Qualifications and Conditions for Membership of the Board of Directors; and Rights and Responsibilities of Members of the Board of Directors</p> <p>1. A member of the Board of Directors must satisfy the following qualifications and conditions: 1.c A member of the Board of Directors may concurrently serve as a member of the Board of Directors or Members' Council of no more than five (05) other companies.</p> <p>2. A member of the Board of Directors is not required to be a Shareholder of the Company.</p> <p>3. An Independent Member of the Board of Directors (in the case of a listed company) must satisfy the following qualifications and conditions:</p> <p>4. Rights and obligations of members of the Board of Directors 4.a A member of the Board of Directors shall have all rights prescribed by the Law on Securities, relevant laws and the Company Charter, including the right to be provided with information and documents relating to the financial condition and business operations of the Company and its affiliated entities. 4.b A member of the Board of Directors shall have the obligations prescribed in the Company Charter and the following obligations: 4.b.1 Perform his/her duties honestly and prudently in the best interests of the Shareholders and the Company; 4.b.2 Attend all meetings of the Board of Directors and express opinions on matters submitted for discussion; 4.b.3 Promptly and fully report to the Board of Directors any remuneration received from Subsidiaries, Affiliated Companies and other organizations; 4.b.4 Make information disclosures when conducting transactions in the Company's shares in accordance with the law; 4.b.5 Remain loyal to the interests of the Company and its Shareholders; not abuse his/her position, title, or use information, know-how, business opportunities or other assets of the Company for personal gain or for the benefit of other organizations or individuals. 5. Each Independent Member of the Board of Directors (in the case of a listed company) must prepare a report evaluating the activities of the Board of Directors.</p>	
22	<p>Article 29. Powers and Duties of the Board of Directors</p> <p>2. The Board of Directors shall have the following powers and duties: 2.a Decide on the Company's strategy, medium-term development plans and annual business plans.</p>	<p>2. The Board of Directors shall have the following powers and duties: 2.a Decide on the Company's strategy, medium-term development plans and annual business plans. Specifically, the Board of Directors shall organize the preparation of the Company's annual business plan before 31 December of the preceding year or by 31 January of the relevant year.</p> <p>2.b Provide direction and make decisions on strategies and policy frameworks relating to sustainability development, digital transformation, and risk management regulations appropriate to the Company's development context.</p>	

	<p>2.f Decide on the repurchase of shares in accordance with Clause 1, Article 133 of the Law on Enterprises.</p> <p>2.h Approve contracts for purchase, sale, borrowing, lending and other contracts having a value equal to or exceeding thirty-five percent (35%) of the total assets of the enterprise as recorded in the Company's most recent financial statements. This provision shall not apply to contracts and transactions prescribed in Point n, Clause 2, Article 14 and Article 44 of this Charter.</p> <p>2.i Elect, dismiss and remove the Chairman of the Board of Directors; appoint, dismiss, enter into contracts with, and terminate contracts with members of the Executive Board and the Chief Accountant and other key managers; determine the remuneration, salaries and other benefits of such managers; appoint authorized representatives to participate in the Members' Council or General Meeting of Shareholders of other companies, and determine the remuneration and other benefits of such representatives;</p> <p>2.k Decide on the organizational structure and internal management regulations of the Company; decide on the establishment of Subsidiaries, branches and representative offices, and on capital contributions to or acquisition of shares in other enterprises;</p>	<p>2.f Decide on the repurchase of shares in accordance with Clauses 1 and Clause 2, Article 133 of the Law on Enterprises.</p> <p>2.i Approve contracts for purchase, sale, borrowing, lending and other contracts (<i>including related contracts</i>) having a value equal to or exceeding thirty-five percent (35%) of the total assets of the enterprise as recorded in the Company's most recent financial statements. This provision shall not apply to contracts and transactions falling within the approval authority of the General Meeting of Shareholders as prescribed in Article 14 and Article 44 of this Charter and applicable laws. <i>For the avoidance of doubt, this provision shall apply to both executed contracts and contracts under performance where the aggregate value increases over time and reaches or exceeds thirty-five percent (35%) of the total assets of the enterprise as recorded in the Company's most recent financial statements, and to the execution of contract appendices or contract amendments where the aggregate value of the entire contract equals or exceeds thirty-five percent (35%) of the total assets of the enterprise as recorded in the Company's most recent financial statements. The issuance of new purchase orders or work orders under an executed contract shall be deemed the execution of a contract appendix and shall be governed by this provision;</i></p> <p>2.j Elect, dismiss and remove the Chairman of the Board of Directors; appoint, dismiss, enter into contracts with, and terminate contracts with members of the Executive Board, the Person in Charge of Corporate Governance, the Chief Accountant, members of committees under the Board of Directors, and other key managers; determine the remuneration, salaries and other benefits of such managers; appoint authorized representatives to participate in the Members' Council or General Meeting of Shareholders of other companies, and determine the remuneration and other benefits of such representatives;</p> <p>2.l Decide on the organizational structure and internal management regulations of the Company; decide on the establishment of Subsidiaries and Dependent Units, and on capital contributions to or acquisition of shares in other enterprises.</p> <p>2.q Decide on the issuance of the Charter of the Board of Directors, the Internal Corporate Governance Regulations after approval by the General Meeting of Shareholders, and the Company's Information Disclosure Regulations;</p> <p>2.r Core Business Activities: as determined by the Board of Directors based on applicable criteria, including but not limited to expansion or contraction of core business activities; changes to business models or operating methods;</p> <p>2.s Salaries, bonuses, remuneration and expenses of Committees;</p> <p>2.t Other powers and duties as prescribed by the Law on Enterprises, the Law on Securities, other applicable laws and the Company Charter.</p>	
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	<p>2.p Other powers and duties as prescribed by the Law on Enterprises.</p> <p>5. The Board of Directors must report to the General Meeting of Shareholders on its activities, particularly <i>on its supervision of the Chief Executive Officer and other managers during the financial year.</i></p>	<p>5. No member of the Board of Directors shall be jointly liable for any act or liability of any Company Manager solely by reason of the fact that such Company Manager was appointed or designated by the Board of Directors, and/or nominated or designated by such member of the Board of Directors, and/or is a Related Person of such member of the Board of Directors.</p> <p>6. The Board of Directors must report to the General Meeting of Shareholders on its activities, specifically:</p> <p>6.a Reports of the Board of Directors on corporate governance and the performance of the Board of Directors and each member of the Board of Directors;</p> <p>6.b Remuneration, operating expenses and other benefits of the Board of Directors and each member of the Board of Directors in accordance with Clause 3, Article 163 of the Law on Enterprises and Clause 3, Article 30 of this Charter;</p> <p>6.c Summary of meetings of the Board of Directors and resolutions/decisions of the Board of Directors;</p> <p>6.d Report on transactions between the Company, its Subsidiaries, companies in which the Company controls more than fifty percent (50%) of the Charter Capital, and members of the Board of Directors and their Related Persons; and transactions between the Company and companies in which a member of the Board of Directors has been a founding member or an Company Manager during the three (03) years preceding the transaction date;</p> <p>6.e Activities of Independent Members of the Board of Directors and the evaluation results of each Independent Member regarding the activities of the Board of Directors (for listed companies).</p> <p>6.f Activities of other committees under the Board of Directors (if any);</p> <p>6.g Results of supervision over the Chief Executive Officer;</p> <p>6.h Results of supervision over other Executives;</p> <p>6.i Future plans.</p> <p>7. In addition, the Board of Directors shall have the following responsibilities:</p> <p>7.a Be accountable to the Shareholders for the Company's operations.</p> <p>7.b Treat all Shareholders equally and respect the interests of persons having interests related to the Company.</p> <p>7.c Ensure that the Company's operations comply with applicable laws, the Charter and internal regulations of the Company.</p> <p>7.d Develop the Charter of the Board of Directors for submission to the General Meeting of Shareholders for approval and publish it on the Company's website.</p> <p>7.e Supervise and prevent conflicts of interest involving members of the Board of Directors, members of the Supervisory Board, the Chief Executive Officer, and other managers, including misuse of Company assets and abuse of related-party transactions.</p> <p>7.f Develop the Internal Corporate Governance Regulations and submit them to the General Meeting of Shareholders for approval in accordance with Article 270 of Decree No. 155/2020/ND-CP issued by the Government on 31 December 2020.</p>	
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23	<p>Article 30. Remuneration, bonuses and other benefits of members of the Board of Directors</p> <p>1. The Company has the right to pay remuneration and bonuses to members of the Board of Directors based on business results and efficiency.</p> <p>3. The remuneration of each member of the Board of Directors shall be included in the Company's business expenses in accordance with the law on corporate income tax, presented as a separate item in the annual financial statements of the Company, and must be reported to the General Meeting of Shareholders at its annual meeting.</p>	<p>Remuneration, bonuses and other benefits of members of the Board of Directors, the Chief Executive Officer, and other Managers</p> <p>1. The Company has the right to pay remuneration and bonuses to members of the Board of Directors, and salaries and bonuses to the Chief Executive Officer and other Managers based on business results and efficiency.</p> <p>3. The Chief Executive Officer shall be paid a salary and bonus. The salary and bonus of the Chief Executive Officer shall be decided by the Board of Directors.</p> <p>4. The remuneration of each member of the Board of Directors and Board committees, alongside the salaries of the Chief Executive Officer and other Managers, shall be included in the Company's business expenses in accordance with corporate income tax laws, presented as a separate item in the annual financial statements of the Company, and must be reported to the General Meeting of Shareholders at the annual meeting.</p> <p>5. Members of the Board of Directors holding executive positions, serving on Board committees (if any), or performing other tasks outside the scope of the ordinary duties of a Board member, may be paid additional remuneration in the form of a lump-sum fee per instance, salary, commission, percentage of profits, or in another form pursuant to a resolution of the Board of Directors.</p>	
24	<p>Article 31. Chairman of the Board of Directors</p> <p>3. The Chairman of the Board of Directors has the following rights and obligations:</p> <p>3.d Supervise the implementation process of resolutions and decisions of the Board of Directors;</p>	<p>3. The Chairman of the Board of Directors has the following rights and obligations:</p> <p>3.b Ensure that the Board of Directors submits the annual financial statements, the Company's performance report, the audit report, and the Board's inspection report to the Shareholders at the General Meeting of Shareholders;</p> <p>3.e Decide on collecting written opinions from Board members to pass matters within the Board's competence under this Charter in cases where convening an extraordinary Board meeting is deemed unnecessary. Approve the form and content of the Voting Ballot;</p> <p>3.f Supervise and expedite the implementation process of resolutions and decisions of the Board of Directors and Board committees (if any);</p> <p>3.h Sign the labor contract with the Chief Executive Officer on behalf of the Board of Directors;</p> <p>3.i Sign decisions and other documents of the Board of Directors on behalf of the Board after obtaining the consensus of <u>more than 50%</u> of the total Board members (expressed</p>	

	<p>6. When deemed necessary, the Chairman of the Board of Directors shall recruit a Company Secretary to assist the Board of Directors and the Chairman in performing obligations within their authority in accordance with the law and the Company Charter. The Company Secretary has the following rights and obligations:</p>	<p>directly through passing a Resolution at a meeting or via written opinions) for matters within the Board's competence;</p> <p>3.j Assign Board members to perform duties within the corporate governance function; monitor and urge Board members during the performance of their corporate governance duties; evaluate the performance efficiency of each member, Board committees (if any), and the Board itself at least once a year, and confirm the satisfactory evaluation results of the Board to the General Meeting of Shareholders before reappointment or dismissal;</p> <p>3.k Exercise the function of Legal Representative of the Company to conclude and execute transactions, contracts, agreements, and tasks for which the Chairman is assigned the role of Legal Representative by the Board of Directors via Board Resolutions or Decisions;</p> <p>6. When deemed necessary, the Chairman of the Board of Directors shall recruit a Company Secretary to assist the Board of Directors and the Chairman in performing obligations within their authority in accordance with the law and the Company Charter. The Company Secretary has the following rights and obligations:</p> <p>6.f The Company Secretary is responsible for maintaining information confidentiality in accordance with the law and the Company Charter.</p> <p>7. In cases deemed necessary and not in violation of prohibitive legal provisions, the Chairman of the Board of Directors may authorize on a case-by-case or standing basis, or decentralize authority to other Board member(s) to sign documents on behalf of the Chairman and perform certain powers, responsibilities, and duties of the Chairman. The authorized Board member(s) must be responsible to the Chairman for the performance of such authorized tasks.</p>	
25	<p>Article 32. Board of Directors Meetings</p> <p>4. The Chairman of the Board of Directors must convene a Board meeting when one of the following cases occurs:</p> <p>4.a At the request of the Supervisory Board;</p> <p>4.c At the request of at least 02 executive members of the Board of Directors;</p> <p>7. The Chairman of the Board of Directors or the convenor shall send the meeting notice and accompanying documents to the</p>	<p>4. The Chairman of the Board of Directors must convene a Board meeting when one of the following cases occurs:</p> <p>4.a At the request of the Supervisory Board or an independent Board member (in the case of a listed company);</p> <p>4.c At the request of at least 02 members of the Board of Directors;</p> <p>4.d In the event of a request from the independent audit firm conducting the audit of the Company's financial statements, the Chairman of the Board of Directors must convene a Board meeting to discuss the audit report and the Company's situation;</p> <p>4.e Other cases as prescribed by the Company Charter.</p> <p>7. The Chairman of the Board of Directors or the convenor shall send the meeting notice and accompanying documents to the Inspectors and the Chief Executive Officer (who is not a</p>	

<p>Inspectors in the same manner as to Board members. Inspectors have the right to attend Board meetings and participate in discussions but are not entitled to vote;</p> <p>9.d Send voting ballots to the meeting via mail, fax, or email.</p> <p>A Resolution of the Board of Directors shall be passed if approved by a majority of the attending members; in the event of a tie, the final decision shall rest with the side that has the opinion of the Chairman of the Board of Directors.</p> <p>11. Voting:</p> <p>11.a Each Board member or directly authorized proxy present in person at a Board meeting shall have one vote;</p> <p>12. Members of the Supervisory Board have the right to attend Board meetings and participate in discussions but are not entitled to vote.</p> <p>14. Majority Voting: The Board of Directors passes resolutions and makes decisions by following the affirmative vote of the majority of attending Board members (over 50%). In the event of a tie between affirmative and negative votes, the Chairman's vote shall be the deciding vote.</p>	<p>Board member) in the same manner as to Board members. Inspectors have the right to attend Board meetings and participate in discussions but are not entitled to vote;</p> <p>9.d Send voting ballots to the meeting via mail, fax, or email.</p> <p>A Resolution of the Board of Directors shall be passed when approved by over 50% of the total attending members; in the event of a tie, the final decision shall rest with the side that has the opinion of the Chairman of the Board of Directors.</p> <p>11. Voting:</p> <p>11.a Each member of the Board of Directors or directly authorized proxy present in person at a Board meeting shall have one vote; A Board member shall not vote on contracts, transactions, or proposals in which such member or their related parties have an interest that conflicts or may conflict with the interests of the Company. Such Board member shall not be counted toward the minimum quorum of members present required to hold a Board meeting regarding decisions for which the member has no voting rights;</p> <p>12. Members of the Supervisory Board and the Chief Executive Officer (who is not a Board member) have the right to attend Board meetings and participate in discussions but are not entitled to vote.</p> <p>14. Voting: The Board of Directors passes resolutions and makes decisions by following the affirmative vote of the majority of attending Board members (over 50%). In the event of a tie between affirmative and negative votes, the vote of the Chairman of the Board of Directors shall be the deciding vote.</p> <p>16. Collecting written opinions from Board members: When necessary, the Chairman of the Board of Directors may collect written opinions from Board members to pass matters within their competence under the following procedures:</p> <p>16.a Send the Opinion Collection Form along with relevant documents and the draft Resolution to the Board members;</p> <p>16.b Board members shall vote as requested by the Chairman and return the responded form within the time limit specified therein;</p> <p>16.c The Chairman shall appoint a Vote Counting Committee to verify the voting results of the Board members and prepare a Vote Counting Minutes;</p> <p>16.d Based on the vote counting results, the Chairman shall sign and issue the Board Resolution on behalf of the Board regarding the matters approved by the Board members. A Board Resolution obtained via written opinions shall have the same effect</p>	
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		and validity as a resolution passed by Board members at a meeting duly convened and conducted.	
26	Article 33. Board of Directors Meeting Minutes 1. Board of Directors meetings must be minuted and may be audio-recorded, recorded, and stored in other electronic forms. 2. In the event that the chairperson or the minute-taker refuses to sign the meeting minutes, but if all other attending members of the Board sign and the minutes contain all full contents as prescribed in Clause 1 of this Article, these minutes shall be valid.	1. Board of Directors meetings must be minuted and may be audio-recorded, recorded, and stored in other electronic forms. The Chairman of the Board of Directors is responsible for sending the Board meeting minutes to the members, and such minutes shall serve as authentic evidence of the work conducted during the meeting, unless an objection to the contents of the minutes is raised within ten (10) days from the date of sending. 4. In the event that the chairperson or the minute-taker refuses to sign the meeting minutes, but if all other members of the Board who attended and agreed to pass the minutes sign them, and the minutes contain all full contents as prescribed in Clause 1 of this Article, these minutes shall be valid. The meeting minutes must clearly state the refusal to sign by the chairperson or the minute-taker. The persons signing the meeting minutes shall be jointly liable for the accuracy and truthfulness of the contents of the Board meeting minutes. The chairperson and the minute-taker shall be personally liable for damages caused to the enterprise due to their refusal to sign the meeting minutes in accordance with this Law, this Charter, and relevant legislation. 7. Contents approved by over 50% of the total attending members in the Board meeting minutes must be formulated into a passed Resolution.	
27	Article 34. Right to be provided with information of Board of Directors members 1. Board of Directors members have the right to request the Chief Executive Officer, Deputy Chief Executive Officers, or Managers of units within the Company to provide information and documents regarding the financial status and business activities of the Company and its units. 2. The requested Managers must provide timely, full, and accurate information and documents as requested by the Board member.	1. Board of Directors members have the right to request the Chief Executive Officer, Deputy Chief Executive Officers, or Managers of units within the Company to provide and explain information and documents regarding the financial status and business activities of the Company and its units.	
28	Article 35. Dismissal, removal, and replacement of Board of Directors members 4. The Board of Directors must convene a General Meeting of Shareholders to elect replacement Board members in the following cases: 4.a The number of Board members is reduced by more than one-third compared to the number specified in the Company Charter. In this case, the Board must convene a General Meeting of Shareholders within 60 days from the date the number of members is reduced by more than one-third; 4.b Except for the case specified in point a of this clause, the General Meeting of Shareholders shall elect new members to	4. The Board of Directors must convene a General Meeting of Shareholders to elect replacement Board members in the following cases: 4.a The number of Board members is reduced by more than one-third compared to the number specified in the Company Charter. In this case, the Board must convene a General Meeting of Shareholders within 60 days from the date the number of members is reduced by more than one-third; 4.b Except for the case specified in point a of this clause, the General Meeting of Shareholders shall elect new members to replace Board members who have been dismissed or removed at the nearest meeting.	

	replace Board members who have been dismissed or removed at the nearest meeting.		
29	Article 36. Board of Directors Committees 1. The Board of Directors may establish subordinate committees to be in charge of development policy, human resources, remuneration, internal audit, and risk management. The number of committee members shall be decided by the Board with a minimum of 03 persons, including Board members and external members. The operations of the committee must comply with the regulations of the Board of Directors. A committee resolution shall only take effect when approved by a majority of members attending and voting at the committee meeting.	1. The Board of Directors may establish subordinate committees to be in charge of development policy, human resources, remuneration, internal audit, and risk management. The number of committee members shall be decided by the Board with a minimum of 03 persons, including Board members and external members. Independent Board members (in the case of a listed company)/non-executive Board members should constitute a majority in the committee, and one of these members shall be appointed as the Committee Head pursuant to a decision of the Board of Directors. The operations of the committee must comply with the regulations and directions of the Board of Directors. A committee resolution shall only take effect when approved by a majority of members attending and voting at the committee meeting.	
30	Article 37. Person in charge of Corporate Governance 1. The Board of Directors of the Company must appoint at least 01 person in charge of corporate governance to assist with corporate governance work at the enterprise. The person in charge of corporate governance may concurrently serve as the Company Secretary as prescribed in Clause 5, Article 156 of the Law on Enterprises.	1. The Board of Directors of the Company must appoint at least 01 person in charge of corporate governance to assist with corporate governance work at the enterprise. The person in charge of corporate governance may concurrently serve as the Company Secretary as prescribed in Clause 5, Article 156 of the Law on Enterprises. The operations of the person in charge of corporate governance must comply with the regulations and directions of the Board of Directors. 2. The person in charge of corporate governance has the following rights and obligations: 2.j Be responsible to the Board of Directors for their work results;	
31	Article 40. Appointment, dismissal, duties, and powers of the Chief Executive Officer 1. The Board of Directors shall appoint a member of the Board or another person as the Chief Executive Officer and shall sign a Contract specifying the salary, remuneration, benefits, and other terms related to employment. 3. The Chief Executive Officer is the person who manages the day-to-day business operations of the Company; is subject to the supervision of the Board of Directors; and is responsible to the Board and before the law for the performance of assigned rights and obligations.	1. The Board of Directors shall appoint a member of the Board or hire another person as the Chief Executive Officer and shall sign a Contract specifying the salary, remuneration, benefits, and other terms related to employment. 3. The Chief Executive Officer is the Manager of the day-to-day business operations of the Company; is subject to the supervision of the Board of Directors; and is responsible to the Board and before the law for the performance of assigned rights and obligations. The Chief Executive Officer must always act in good faith and observe the best interests of the Company when making decisions on matters related to the day-to-day business operations of the Company. The Chief Executive Officer must report to the Board of Directors on a regular basis regarding any operational issues encountered by the Company and follow the guidelines provided to resolve any such operational issues. 4. The Chief Executive Officer must meet the following criteria and conditions: 4.d The Chief Executive Officer must not be a Related Party of any Company Manager or Inspector of the Company and the Parent Company, any representative of state capital, or any representative of enterprise capital at the Company and the Parent Company.	

<p>5. The Chief Executive Officer has the following rights and obligations:</p> <p>5.a Decide on matters related to the day-to-day business operations of the company in accordance with the decentralization of authority by the Board of Directors;</p> <p>5.b Organize the implementation of resolutions of the Board of Directors;</p> <p>5.d Propose plans for the organizational structure and internal management regulations of the Company;</p> <p>5.e Appoint, dismiss, and remove managerial positions in the Company in accordance with the <i>decentralization of authority</i> by the Board of Directors;</p> <p>5.i Other rights and obligations in accordance with the law and resolutions of the Board of Directors.</p> <p>6. The Chief Executive Officer must manage the day-to-day business operations of the Company in strict compliance with the law, the Company Charter, the labor contract signed with the</p>	<p>5. The Chief Executive Officer has the following rights and obligations:</p> <p>5.a Decide on matters related to the day-to-day business operations of the Company, including signing financial and commercial contracts on behalf of the Company, and organizing and managing the day-to-day business operations of the Company in accordance with best management practices. The Board of Directors has the right to issue internal management regulations on the day-to-day business operations of the Chief Executive Officer to allocate authority appropriately.</p> <p>5.b Manage the business operations of the Company in strict compliance with the contents approved by the General Meeting of Shareholders and/or the Board of Directors regarding the Development Orientation, Strategic Decisions, medium-term development plans, and annual business plans of the Company. If there is a conflict between the approved Development Orientation, Strategic Decisions, medium-term development plans, and annual business plans of the Company and other Resolutions of the Board of Directors, priority must be given to execution according to the approved Development Orientation, Strategic Decisions, medium-term development plans, and annual business plans of the Company;</p> <p>5.c Be entitled to decide on the application of measures beyond their authority in force majeure or emergency cases (such as natural disasters, fires, or accidents) if there are risks related to human life and health or damage reaching 35% of the total asset value of the Company recorded in the nearest financial statements, and be responsible for such decisions, while reporting within 24 hours to the Board of Directors for further resolution;</p> <p>5.d Organize the implementation of and comply with resolutions and decisions of the Board of Directors and the General Meeting of Shareholders, ensuring the implementation of directions and supervision from the Board of Directors;</p> <p>5.f Propose plans for the organizational structure and internal management regulations of the Company; and exercise the authority to issue internal management documents in accordance with the decentralization in the internal management regulations issued by the Board of Directors; issue internal management rules to operate the Company's executive management system in line with the regulations and scope of decentralization prescribed by the Board of Directors;</p> <p>5.g Appoint, dismiss, and remove managerial positions in the Company, except for positions within the competence of the Board of Directors;</p> <p>5.j Propose the number and type of Company Managers that the Company needs to recruit for the Board of Directors to appoint or dismiss according to internal regulations, and propose remuneration, salaries, and other benefits for Company Managers for the Board of Directors' decision;</p> <p>5.p Other rights and obligations in accordance with the law and resolutions or decisions of the Board of Directors.</p> <p>6. The Chief Executive Officer must manage the day-to-day business operations of the Company in strict compliance with the law, the Company Charter, the signed labor contract, the appointment letter with the Company, and resolutions or decisions of the Board of</p>	
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	<p>Company, and resolutions of the Board of Directors. In the event that management is conducted contrary to these provisions and causes damage to the Company, the Chief Executive Officer must be liable before the law and compensate the Company for damages.</p> <p>7. The status of the Chief Executive Officer of the Company shall terminate in the following cases: 7.a Being dismissed, removed, discharged, or contract terminated. The Board of Directors may remove the Chief Executive Officer when at least two-thirds (2/3) of the Board members vote in favor (in this case, the vote of the Chief Executive Officer themselves is not counted) and appoint a replacement Chief Executive Officer; 7.d Losing or being restricted in civil act capacity according to a Court decision;</p>	<p>Directors. In the event that management is conducted contrary to these provisions and causes damage to the Company, the Chief Executive Officer must be liable before the law and compensate the Company for damages.</p> <p>7. The status of the Chief Executive Officer of the Company shall terminate in the following cases: 7.a Being dismissed, removed, or contract terminated. The Board of Directors may remove the Chief Executive Officer when at least two-thirds (2/3) of the Board members vote in favor (in this case, the vote of the Chief Executive Officer themselves is not counted) and appoint a replacement Chief Executive Officer; 7.d Losing or being restricted in civil act capacity according to a Court decision;</p>	
32	<p>Article 41. Responsibilities of Company Managers</p> <p>1.a Exercise assigned rights and duties in strict compliance with the Law on Enterprises, relevant legislation, the Company Charter, and resolutions of the General Meeting of Shareholders;</p>	<p>Article 41. Responsibilities of Managers</p> <p>1. Members of the Board of Directors, the Chief Executive Officer, and other Managers have the following responsibilities: 1.a Exercise assigned rights and duties in strict compliance with the Law on Securities, the Law on Enterprises, relevant legislation, the Company Charter, and resolutions of the General Meeting of Shareholders and the Board of Directors;</p> <p>2. Members of the Board of Directors, the Chief Executive Officer, and other Managers who violate the provisions of Clause 1 of this Article shall be personally or jointly liable to return lost benefits, return received benefits, and compensate for all damages to the Company and third parties in accordance with the law and, if applicable, this Charter.</p> <p>3. Notwithstanding Articles 41.1 and 41.2, 3.a Actions of Board members, the Chief Executive Officer, and other Managers shall naturally be deemed to have been performed with care, honesty, and in the best manner to ensure the maximum legitimate interests of the Company and loyalty to the Company's interests, unless clearly proven otherwise by a competent State authority in accordance with the law;</p> <p>3.b An action shall only be considered as having a self-serving purpose or serving the interests of another organization or individual if such action causes damage to the interests of the Company;</p> <p>3.c Shareholders of the Company shall not be held responsible for any actions or liabilities of Board members, the Chief Executive Officer, and other Managers solely for the reason that such Manager was nominated or appointed by this Shareholder, or that such Manager is a related party of this Shareholder; and</p>	

		3.d The responsibilities of Board members, the Chief Executive Officer, and other Managers under Article 41.1 apply only to that individual Manager and do not apply to the Shareholder who nominated or appointed that Manager.	
33	<p>Article 42. Disclosure of related interests The disclosure of interests and related parties of the company shall be carried out according to the following regulations:</p> <p>2. Members of the Board of Directors, Inspectors, the Chief Executive Officer, and other Managers of the Company must declare their related interests with the Company, including:</p> <p>5. Board members and the Chief Executive Officer who perform work in any form within the scope of the Company's business operations on their own behalf or on behalf of others must explain the nature and content of such work before the Board of Directors and the Supervisory Board, and may only execute it when approved by a majority of the remaining Board members; if executed without declaration or approval from the Board, all income derived from such activity shall belong to the Company.</p>	<p>Members of the Board of Directors, members of the Supervisory Board, the Chief Executive Officer, and other Managers must disclose related interests in accordance with the Law on Enterprises and relevant legal documents. The disclosure of interests and Related Parties of the Company shall be carried out according to the following regulations:</p> <p>2. Members of the Board of Directors, Inspectors, the Chief Executive Officer, and other Managers of the Company must declare to the Company their related interests, including:</p> <p>5. Board members and the Chief Executive Officer who perform work in any form within the scope of the Company's business operations on their own behalf or on behalf of others must explain the nature and content of such work before the Board of Directors and the Supervisory Board, and may only execute it when approved by over 50% of the total remaining Board members; if executed without declaration or approval from the Board, all income derived from such activity shall belong to the Company.</p>	
34	<p>Article 43. Right to initiate lawsuits against Board members and the Chief Executive Officer 1. Shareholders or groups of Shareholders owning at least (1%) of ordinary shares have the right to initiate <i>civil</i> liability lawsuits on their own behalf or on behalf of the Company against Board members and the Chief Executive Officer in the following cases:</p> <p>3. Shareholders or groups of Shareholders under this Article have the right to review, look up, and extract necessary information pursuant to a decision of a Court or Arbitration before or during the lawsuit process.</p>	<p>1. Shareholders or groups of Shareholders owning at least one percent (1%) of the total ordinary shares have the right to initiate personal or joint liability lawsuits on their own behalf or on behalf of the Company (if authorized by the Company) against Board members and the Chief Executive Officer in the following cases:</p> <p>3. Shareholders or groups of Shareholders under this Article have the right to review, look up, and extract necessary information pursuant to a decision of a Court or Arbitration before or during the lawsuit process. Shareholders or groups of Shareholders must maintain the condition specified in Article 43.1 throughout the legal proceedings.</p>	
35	<p>Article 44. Contracts and transactions subject to approval by the General Meeting of Shareholders or the Board of Directors 2. The Board of Directors approves <i>contracts and transactions valued at less than thirty-five percent (35%) of the total asset value of the enterprise recorded in the nearest financial statements of the Company</i>. In this case, the company representative signing the contract must inform the Board members and Inspectors about the related parties to such contract or transaction, accompanied by the draft contract or main contents of the transaction. The Board shall decide on the approval of the contract or transaction within fifteen (15) days</p>	<p>2. Contracts and transactions mentioned in Clause 1 of this Article shall be approved by the General Meeting of Shareholders or the Board of Directors in accordance with Article 53 of this Charter. In cases within the competence of the Board of Directors, the Company representative signing the contract must inform the Board members and Inspectors about the related parties to such contract or transaction, accompanied by the draft contract or main contents of the transaction. The Board of Directors shall decide on the approval of the contract or transaction within fifteen (15) days from receipt of the notification; members with related interests shall have no voting rights.</p>	

	<p>from receipt of the notification; members with related interests shall have no voting rights.</p> <p>3. The General Meeting of Shareholders approves the following contracts and transactions:</p> <p>3.a Contracts and transactions other than those specified in Clause 2 of this Article;</p> <p>3.b Contracts, transactions for borrowing, lending, or selling assets valued at more than 10% of the total asset value of the enterprise recorded in the nearest financial statements between the company and a shareholder owning from 51% or more of the total voting shares or a related party of that shareholder.</p> <p>In this case, the company representative signing the contract must notify the Board of Directors and Inspectors about the related parties to such contract or transaction, accompanied by the draft contract or an explanation of the main contents of the transaction. The Board shall submit the draft contract or explanation at the General Meeting of Shareholders or collect written opinions from shareholders. In this case, shareholders with related interests shall have no voting rights; the contract or transaction is approved when endorsed by shareholders representing from sixty-five percent (65%) of the total votes of all attending shareholders.</p> <p>4. Contracts and transactions shall be invalidated by a Court decision and handled in accordance with the law if concluded or executed without approval as prescribed in Clauses 2 and 3 of this Article, causing damage to the company; The signatories, shareholders, Board members, and the related Chief Executive Officer must be jointly liable for compensating arising damages and returning to the Company any benefits derived from the execution of such contract or transaction.</p>	<p>In cases within the competence of the General Meeting of Shareholders, the Company representative signing the contract must notify the Board of Directors and Inspectors about the related parties to such contract or transaction, accompanied by the draft contract or an explanation of the main contents of the transaction. The Board of Directors shall submit the draft contract or explanation at the General Meeting of Shareholders or collect written opinions from Shareholders. In this case, Shareholders with related interests shall have no voting rights; the contract or transaction shall be approved in accordance with Clause 1 and Clause 4, Article 148 of the Law on Enterprises.</p> <p>3. Contracts and transactions shall be invalidated by a Court decision and handled in accordance with the law if concluded improperly under this Article, causing damage to the Company; The signatories, Shareholders, Board members, and the related Chief Executive Officer must be jointly liable for compensating arising damages and returning to the Company any benefits derived from the execution of such contract or transaction.</p>	
36	Article 45 (old). Remuneration, salary, and other benefits of Board of Directors members and the Chief Executive Officer		
37	Article 49 (old). Criteria and conditions for serving as a supervisory member		
38	<p>Article 48 (newly updated). Rights and obligations of the Supervisory Board)</p> <p>1. The Supervisory Board supervises the Board of Directors and the Chief Executive Officer in the management and administration of the Company;</p>		

	<p><i>2. Inspect the reasonableness, legality, honesty, and level of prudence in the management and administration of business activities; the systematicness, consistency, and appropriateness of accounting, statistics, and financial reporting work.</i></p> <p><i>3. Appraise the completeness, legality, and honesty of the business performance report, annual and semi-annual financial statements of the Company, and the management evaluation report of the Board of Directors, and submit the appraisal report at the annual General Meeting of Shareholders.</i></p> <p><i>4. Examine accounting books, accounting records, and other documents of the Company, as well as the management and administration of the Company's operations when deemed necessary or pursuant to a resolution of the General Meeting of Shareholders or at the request of shareholders or groups of shareholders as prescribed in Clause 2, Article 11 of this Charter.</i></p> <p><i>5. Upon request of shareholders or groups of shareholders as prescribed in Clause 2, Article 11 of this Charter, the Supervisory Board shall conduct an inspection within seven (07) working days from receipt of the request. Within fifteen (15) days from the completion of the inspection, the Supervisory Board must report and explain the requested matters to the Board of Directors and the requesting shareholders or groups of shareholders.</i></p> <p><i>The inspection by the Supervisory Board under this clause must not hinder the normal operations of the Board of Directors or cause disruption to the administration of the Company's business operations.</i></p> <p><i>6. Recommend to the Board of Directors or the General Meeting of Shareholders measures to modify, supplement, and improve the organizational structure, management, and administration of the Company's business operations.</i></p> <p><i>7. Upon discovering that a member of the Board of Directors or the Chief Executive Officer violates the responsibilities of a Company manager as prescribed in Article 41 of this Charter, immediately notify the Board of Directors in writing, requesting the violator to cease the violation and provide solutions to remedy the consequences.</i></p>		
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	<p>8. Have the right to attend and participate in discussions at meetings of the General Meeting of Shareholders, the Board of Directors, and other meetings of the Company.</p> <p>9. The Supervisory Board has the right to utilize independent consultants and the internal audit department of the Company to perform assigned duties.</p> <p><i>The Supervisory Board may consult with the Board of Directors before submitting reports, conclusions, and recommendations to the General Meeting of Shareholders.</i></p> <p>10. Propose the selection of an independent audit firm, the audit fee, and all related matters.</p>	<p>The Supervisory Board has the rights and obligations prescribed in Article 170 of the Law on Enterprises, the Company Charter, and the following rights and obligations:</p> <ol style="list-style-type: none"> 1. Propose and recommend to the General Meeting of Shareholders to approve the list of approved audit firms to conduct the audit of the Company's Financial Statements; decide on the approved audit firm to inspect the Company's activities, and dismiss approved auditors when deemed necessary. 2. Be responsible to Shareholders for its supervisory activities. 3. Supervise the financial situation of the Company, and compliance with the law in the activities of Board members, the Chief Executive Officer, and other Managers. 4. Ensure coordination of activities with the Board of Directors, the Chief Executive Officer, and Shareholders. 5. In the event of detecting a violation of the law or the Company Charter by a Board member, the Chief Executive Officer, or other corporate Executive, the Supervisory Board must notify the Board of Directors in writing within 48 hours, requesting the violator to cease the violation and provide solutions to remedy the consequences. 6. Formulate the Operational Regulations of the Supervisory Board and submit them to the General Meeting of Shareholders for approval. 7. Report at the General Meeting of Shareholders in accordance with Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government. 8. Have the right to access the files and documents of the Company stored at the head office, branches, and other locations; have the right to visit the working locations of the Company's Managers and employees during working hours. 9. Have the right to request the Board of Directors, Board members, the Chief Executive Officer, and other Managers to fully, accurately, and timely provide 	
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	<p><i>18. Access documents related to the Company's operations, and exchange information with Board members, the Chief Executive Officer, and other managers. The information and documents permitted for access and collection are described as follows:</i></p>	<p>information and documents on the management, administration, and business operations of the Company.</p> <p>17. The information and documents that the Supervisory Board is permitted to access and collect are described as follows:</p>	
39	<p>Article 49. Supervisory Board Meetings</p> <p>1. The Supervisory Board must meet at least 02 times a year, with a quorum of <i>at least 2/3</i> of the Supervisory Board members. Minutes of Supervisory Board meetings shall be prepared in a detailed and clear manner. The minute-taker and attending Supervisory Board members must sign the meeting minutes. All minutes of Supervisory Board meetings must be retained to determine the responsibility of each member.</p>	<p>1. The Supervisory Board must meet at least 02 times a year, with a quorum of at least two-thirds (2/3) of the Supervisory Board members. Minutes of Supervisory Board meetings shall be prepared in a detailed and clear manner. The minute-taker and attending Supervisory Board members must sign the meeting minutes. All minutes of Supervisory Board meetings must be retained to determine the responsibility of each member.</p>	
40	<p>Article 53. Responsibility for honesty and avoidance of conflicts of interest</p> <p><i>5. Unless otherwise decided by the General Meeting of Shareholders, the Company shall not grant loans or guarantees to members of the Board of Directors, members of the Supervisory Board, the Chief Executive Officer, other managers, and individuals or organizations related to the aforementioned members, or legal entities in which those persons have financial interests, except where the public company and organizations related to such member are companies within the same group or companies operating under a group of companies, including parent-subsidiary companies, economic collectives, and specialized laws provide otherwise.</i></p>	<p>4. A member of the Board of Directors shall not vote on transactions that bring benefits to such member or their Related Parties in accordance with the Law on Enterprises and the Company Charter.</p> <p>6. When conducting transactions with Related Parties, the Company must enter into written contracts based on the principles of equality and voluntariness. The Company applies necessary measures to prevent Shareholders and Related Parties from conducting transactions that cause loss of capital, assets, or other resources of the Company.</p> <p>7. The Company must not provide loans or guarantees to Shareholders who are individuals and the Related Parties of such Shareholders who are individuals.</p> <p>8. The Company must not provide loans or guarantees to Shareholders who are organizations and the Related Parties of such Shareholders who are individuals, except where the Shareholder is a Subsidiary in cases where the Subsidiary is a company with no state shares or state capital contribution held and has executed capital contributions or share purchases of the Company before July 1, 2015.</p> <p>9. The Company must not provide loans or guarantees to Related Parties of Shareholders that are organizations, except where the Company and the organization as the Related Party of the Shareholder are companies within the same group or companies operating under a group of companies, including parent-subsidiary companies or economic groups, and this transaction must be approved by the General Meeting of Shareholders if the transaction value is from thirty-five percent (35%) or more of the total asset value recorded on the Company's nearest financial statements, or must be approved by the Board of Directors if the transaction value is less than thirty-five percent (35%) of the total asset value recorded on the Company's nearest financial statements; concurrently, the organization as the Related Party is not a Shareholder of the Company as prescribed in Clause 9 of this Article.</p>	

	<p><i>Contracts or transactions between the Company and one or more members of the Board of Directors, one or more members of the Supervisory Board, the Chief Executive Officer, other executives, or persons related to them who are members or have related financial interests, shall not be invalidated due to such relationships, or because such Board of Directors member and/or executive is present or participates in the relevant meeting or the Board of Directors has permitted the execution of the contract or transaction, or because their votes are also counted when voting for that purpose, if:</i></p> <p><i>For contracts valued at less than 20% of the total asset value recorded in the nearest financial statements, the material facts concerning the contract or transaction as well as the relationships and interests of other managers or Board of Directors members, Supervisory Board members have been reported to the Board of Directors. Concurrently, the Board of Directors has permitted the execution of such contract or transaction in good faith by a majority vote of the Board of Directors members who do not have related interests; or</i></p> <p><i>For contracts valued at more than 20% of the total asset value recorded in the nearest financial statements, the material facts concerning this contract or transaction as well as the relationships and interests of other managers or Board of Directors members, or Supervisory Board members have been disclosed to shareholders who do not have related interests and have the right to vote on that matter, and those shareholders have voted to approve this contract or transaction;</i></p> <p><i>Such contract or transaction is considered fair and reasonable in all respects related to the shareholders of the Company by an independent consulting organization at the time this transaction or contract is permitted for execution, passed, or approved by the Board of Directors or shareholders.</i></p>	<p>10. The Company may only execute the following transactions upon approval by the General Meeting of Shareholders:</p> <p>10.a Granting loans or guarantees to members of the Board of Directors, members of the Supervisory Board, the Chief Executive Officer, and other Managers who are not Shareholders, and individuals or organizations related to these subjects. In the case of granting loans or guarantees to related organizations of members of the Board of Directors, members of the Supervisory Board, the Chief Executive Officer, and other Managers where the Company and the organization (except where the organization is a Shareholder of the Company as prescribed in Clause 9 of this Article) are companies within the same group or companies operating under a group of companies, including parent-subsidary companies or economic groups, the General Meeting of Shareholders shall approve transactions valued from thirty-five percent (35%) or more of the total asset value recorded on the nearest financial statements of the Company;</p> <p>10.b Transactions valued from thirty-five percent (35%) or more, or transactions leading to a total transaction value arising within 12 months from the date of execution of the first transaction valued from thirty-five percent (35%) of the total asset value recorded on the nearest financial statements between the Company and one of the following subjects:</p> <ul style="list-style-type: none"> - Members of the Board of Directors, members of the Supervisory Board, the Chief Executive Officer, other Managers, and Related Parties of these subjects; - Shareholders or authorized representatives of Shareholders owning over ten percent (10%) of the total ordinary share capital of the Company and their Related Parties; - Enterprises related to the subjects prescribed in Clause 2, Article 164 of the Law on Enterprises; <p>10.c. Contracts, transactions for borrowing, lending, or selling assets valued at greater than ten percent (10%) of the total asset value recorded on the nearest financial statements between the Company and Shareholders owning from fifty-one percent (51%) or more of the total voting shares or Related Parties of that Shareholder.</p> <p>11. The Company may only execute the following transactions upon approval by the Board of Directors:</p> <p>11.a Loans or guarantees as specified in Point a, Clause 10 of this Article that do not fall within the authority of the General Meeting of Shareholders;</p> <p>11.b Contracts and transactions as specified in Point b, Clause 10 of this Article with a value of less than thirty-five percent (35%) of the total assets of the Company as recorded in its most recent financial statements;</p> <p>11.c Loan, lending, and asset sale contracts and transactions as specified in Point c, Clause 10 of this Article with a value equal to or less than ten percent (10%) of the total assets of the Company as recorded in its most recent financial statements.</p>	
41	<p>Article 54. Liability for damages and compensation</p> <p>1. Liability for damages: Members of the Board of Directors, members of the Supervisory Board, the Chief Executive Officer, and other executives who violate their obligation to act honestly, or fail to fulfill their obligations with care, diligence, and</p>	<p>1. Liability for damages: Members of the Board of Directors, members of the Supervisory Board, the Chief Executive Officer, and other executives who violate their obligation to act honestly, or fail to fulfill their obligations with care, diligence, and professional competence, shall be liable for damages caused by their violations.</p>	

	<p>professional competence, shall be liable for damages caused by their violations.</p> <p>2. Compensation: The Company will compensate those who have been or are at risk of becoming a related party in claims, lawsuits, or prosecutions that have been, are being, or may be conducted, whether civil or administrative (excluding lawsuits initiated by or under the right of initiation of the Company) if that person was or is a member of the Board of Directors, member of the Supervisory Board, Chief Executive Officer, or other executive, employee, or authorized representative of the Company (or its subsidiary), or acted at the request of the Company (or its subsidiary) as a member of the Board of Directors, member of the Supervisory Board, Chief Executive Officer, other executive, employee, or authorized representative of another company, partner, joint venture, or legal entity. Compensated expenses include: incurred expenses (including attorney fees), judgment fees, fines, and payments actually incurred or considered reasonable when resolving these cases within the framework permitted by law, provided that the person acted honestly, carefully, diligently, and with professional competence in a manner they believed to be in the best interest or not against the highest interest of the Company, in compliance with the law, and there is no finding or confirmation that the person has violated their responsibilities. The Company has the right to purchase insurance for such persons to avoid the aforementioned indemnification liabilities.</p> <p>3. When performing functions, duties, or executing tasks authorized by the Company, members of the Board of Directors, members of the Supervisory Board, the Chief Executive Officer, other executives, employees, or authorized representatives of the Company shall be compensated by the Company when becoming a related party in claims, lawsuits, or prosecutions (except for lawsuits where the Company is the plaintiff) in the following cases:</p> <p>3.a Having acted honestly, carefully, and diligently for the benefit of and without conflict with the interests of the Company;</p> <p>3.b Complied with the law and there is no evidence confirming failure to perform their responsibilities.</p> <p>Compensated expenses include incurred expenses (including attorney fees), judgment fees, fines, and payments actually incurred or considered reasonable when resolving these cases within the framework permitted by law. The Company has the right to purchase insurance for these individuals to avoid the aforementioned indemnification liabilities.</p>	<p>2. Indemnification: The Company will indemnify those who have been, are, or are at risk of becoming a related party in claims, lawsuits, prosecutions, or investigations that have been, are being, or may be conducted, whether civil, administrative, or criminal (excluding lawsuits initiated by or under the right of initiation of the Company) if that person was or is a member of the Board of Directors, member of the Supervisory Board, Chief Executive Officer, or other executive, employee, or authorized representative of the Company (or its subsidiary), or acted at the request of the Company (or its subsidiary) as a member of the Board of Directors, member of the Supervisory Board, Chief Executive Officer, other executive, employee, or authorized representative of another company, partner, joint venture, or legal entity. Compensated expenses include: incurred expenses (including attorney fees), judgment fees, fines, and payments actually incurred or considered reasonable when resolving these cases within the framework permitted by law, provided that the person acted honestly, carefully, diligently, and with professional competence in a manner they believed to be in the best interest or not against the highest interest of the Company, in compliance with the law, and there is no finding or confirmation by a competent State authority that the person has violated their responsibilities. The Company has the right to purchase insurance for such persons to avoid the aforementioned indemnification liabilities. The Company may advance these indemnification expenses to the relevant manager if necessary.</p> <p>3. When performing functions, duties, or executing tasks authorized by the Company, members of the Board of Directors, members of the Supervisory Board, the Chief Executive Officer, other executives, employees, or authorized representatives of the Company shall be compensated by the Company when becoming a related party in claims, lawsuits, or prosecutions (except for lawsuits where the Company is the plaintiff) in the following cases:</p> <p>3.a Having acted honestly, carefully, and diligently for the benefit of and without conflict with the interests of the Company;</p> <p>3.b Complied with the law and there is no evidence confirming failure to perform their responsibilities.</p> <p>Compensated expenses include incurred expenses (including attorney fees), judgment fees, fines, and payments actually incurred or considered reasonable when resolving these cases within the framework permitted by law. The Company has the right to purchase insurance for these individuals to avoid the aforementioned indemnification liabilities.</p>	
42	Article 55. Right to inspect books and records		

	<p>1. Shareholders or groups of shareholders mentioned in Clause 2, Article 11 of this Charter have the right, directly or through an authorized person, to send a written request for inspection during working hours and at the principal place of business of the Company regarding the list of shareholders, minutes of the General Meeting of Shareholders, and Resolutions of the General Meeting of Shareholders, or to copy or extract such records.</p> <p>Any request for inspection made by another authorized representative of a shareholder must be accompanied by a power of attorney from the shareholder whom such person represents, or a notarized copy of such power of attorney.</p> <p>3. Members of the Board of Directors, members of the Supervisory Board, the General Director, and other executives shall have the right to inspect the Company's Register of Shareholders, the list of shareholders, and other books and records of the Company for purposes related to their respective positions, provided that such information must be kept confidential;</p>	<p>1. Ordinary shareholders shall have the right to inspect books and records, specifically as follows:</p> <p>1.a Ordinary shareholders shall have the right to review, look up, and extract information regarding names and contact addresses in the list of shareholders with voting rights; request correction of their own incorrect information; review, look up, extract, or copy the Company Charter, minutes of the General Meeting of Shareholders, and Resolutions of the General Meeting of Shareholders;</p> <p>1.b Shareholders or groups of shareholders mentioned in Clause 2, Article 11 of this Charter shall have the right to review, look up, and extract the minutes book and resolutions/decisions of the Board of Directors, interim and annual financial statements, reports of the Supervisory Board, contracts, and transactions subject to approval by the Board of Directors, and other documents, except for documents relating to trade secrets and business secrets of the Company.</p> <p>1.c Any request for inspection made by another authorized representative of a shareholder must be accompanied by a power of attorney from the shareholder whom such person represents, or a notarized copy of such power of attorney.</p>	
43	<p>Article 56. Employees and Trade Union</p> <p>1. The Chief Executive Officer must prepare a plan for the Board of Directors to approve matters relating to recruitment, dismissal of employees, salaries, social insurance, welfare, rewards, and discipline applicable to employees and executives.</p> <p>2. The Chief Executive Officer must <i>cooperate with</i> the trade union organization in accordance with the best management standards, practices, and policies, the practices and policies prescribed in this Charter, the regulations of the Company, and the current provisions of law.</p>	<p>1. The Chief Executive Officer must prepare plans and report to the Board of Directors on matters relating to the recruitment, dismissal, salaries, social insurance, welfare, rewards, and discipline applicable to employees and Company Executives when requested.</p> <p>2. The Chief Executive Officer must prepare plans for the Board of Directors to approve matters relating to the Company's relationship with the trade union organization in accordance with the best management standards, practices, and policies, the practices and policies prescribed in this Charter, the regulations of the Company, and the current provisions of law.</p>	
44	<p>Article 57. Profit Distribution <i>(Article 59 (old) on Profit Distribution and Article 60 (old) on Dividends are merged into the new Article 57 on Profit Distribution)</i></p> <p>3. The Board of Directors may recommend the General Meeting of Shareholders to approve the payment of all or part of the dividends in shares, and the Board of Directors shall be the body implementing this decision</p>	<p>5. The Board of Directors may recommend the General Meeting of Shareholders to approve the payment of all or part of the dividends in shares, and the Board of Directors shall be the body implementing this decision. In case of approval by the General Meeting of Shareholders, the Board of Directors may decide and notice that holders of ordinary shares shall receive dividends in ordinary shares instead of cash dividends. The additional shares for such dividend payment shall be recorded as fully paid shares on</p>	

		<p>the basis that the value of the dividend-paying shares must be equivalent to the cash dividend amount.</p> <p>8. Other matters relating to profit distribution shall be implemented in accordance with the relevant provisions of law.</p>	
45	<p>Article 59. Fiscal Year</p> <p>The fiscal year of the Company shall begin on the <i>first day of January</i> each year and end on <i>the</i> 31st day <i>of</i> December of the same year. The first fiscal year shall begin on the date the business registration authority issues the Enterprise Registration Certificate and end on the 31st day of December <i>immediately following the date</i> of issuance of such Enterprise Registration Certificate.</p>	<p>The fiscal year of the Company shall begin on January 01 each year and end on December 31 of the same year. The first fiscal year shall begin on the date the business registration authority issues the Enterprise Registration Certificate and end on December 31 of the year of issuance of such Enterprise Registration Certificate.</p>	
46	<p>Article 63. Information Disclosure and Public Announcement</p> <p>1. The Company must perform periodic and extraordinary information disclosure in accordance with the provisions of the Law on Securities and relevant legal documents.</p>	<p>1. The Company must perform full, accurate, and timely information disclosure on a periodic and extraordinary basis in accordance with the provisions of the Law on Securities, regulations of the Stock Exchange, and relevant legal documents.</p> <p>2. The method of information disclosure shall be implemented in accordance with the provisions of securities law to ensure that Shareholders and the investing public have fair access. The language in the information disclosure must be clear, easy to understand, and avoid causing misunderstanding to Shareholders and the investing public.</p>	
47	<p>Article 65. Seal of the Enterprise</p> <p>1. <i>The Company shall have only one enterprise seal.</i></p> <p>2. The Company's seal shall be presented in a circular shape, the ink used shall be red, and the content shall comply with the provisions of law.</p> <p>3. The seal shall be kept at the head office of the Company and must be strictly managed.</p> <p>4. <i>The responsibility for the management, use, and custody of the seal shall be assigned to the legal representative of the company.</i></p>	<p>1. The seal of the Company includes a seal made at a seal engraving establishment (quantity of 01 seal) or a seal in the form of a digital signature in accordance with the provisions of law on electronic transactions. The seal of the Company, branches, and representative offices of the Company (if any) shall be presented in a circular shape, the ink used shall be red, and the content shall comply with the provisions of law.</p> <p>2. The seal shall be kept at the head office of the Company, the headquarters of branches, and representative offices of the Company (if any) and must be strictly managed.</p> <p>3. The Board of Directors and the Chief Executive Officer shall use and manage the seal in accordance with the current provisions of law.</p>	
48	<p>Article 66. Confidentiality</p> <p>Without the prior written consent of the Board of Directors, no member of the Board of Directors, the Supervisory Board, manager, shareholder, or related person is permitted to disclose any information relating to the Company or the business activities of the Company <i>which is not disseminated or not easily inferred from widely disseminated information, except where the information recipient falls into one of the following cases:</i></p>	<p>Without the prior written consent of the Board of Directors, no member of the Board of Directors, the Supervisory Board, Manager, Executive, Shareholder, or related person is permitted to disclose any information relating to the Company or the business activities of the Company, except for cases of providing information to Shareholders, managers, Executives, the Supervisory Board, auditors, and other individuals and organizations in compliance with the provisions of law and upon request of competent state authorities.</p>	

	<p><i>1. The representative/manager of the contributed capital portion at the Subsidiary.</i></p> <p><i>2. Shareholders as prescribed in this Charter or determined by a decision of the General Meeting of Shareholders.</i></p> <p><i>3. Managers and employees of the Company, or auditors and consultants, for the reason that these persons need to know the information to perform their work directly or indirectly relating to the business activities of the Company. However, in these cases, the information recipient must keep the received information confidential and not disclose it to any other person.</i></p> <p><i>4. Shareholders or representatives of shareholders being legal entities and/or consultants and/or service providers of the shareholders, provided that these persons must commit in writing to keep the received information confidential and not disclose it to any other person.</i></p> <p><i>5. To a certain number of potential investors seeking opportunities to purchase, directly or indirectly, any shares in the Company, provided that these persons must commit in writing to keep the received information confidential and not disclose it to any other person.</i></p> <p><i>6. Contents required to provide information in accordance with the provisions of law, regulations on securities transactions, or pursuant to an order or request of a court or a competent state authority.</i></p> <p><i>7. The tax authority upon reasonable request and for the purpose of serving the tax declaration and payment of the relevant shareholder.</i></p>		
49	<p>Article 69. Liquidation</p> <p>1. At least six (06) months after a decision to dissolve the Company is issued, the Board of Directors must establish a Liquidation Committee consisting of three (03) members. Two (02) members shall be appointed by the General Meeting of Shareholders and one (01) member shall be appointed by the Board of Directors from an independent auditing company. The Liquidation Committee shall prepare its own operational regulations. The members of the Liquidation Committee may be selected from among the Company's employees or independent experts. All expenses relating to the liquidation shall be prioritized by the Company for payment before other debts of the Company.</p> <p>3. Proceeds from the liquidation shall be paid in the following order:</p> <p>3.b Salaries and <i>insurance expenses for employees</i>;</p>	<p>1. At least six (06) months prior to the expiration of the Company's operation period or after a decision to dissolve the Company is issued, the Board of Directors must establish a Liquidation Committee consisting of three (03) members. Two (02) members shall be appointed by the General Meeting of Shareholders and one (01) member shall be appointed by the Board of Directors from an independent auditing company. The Liquidation Committee shall prepare its own operational regulations. The members of the Liquidation Committee may be selected from among the Company's employees or independent experts. All expenses relating to the liquidation shall be prioritized by the Company for payment before other debts of the Company.</p> <p>3. Proceeds from the liquidation shall be paid in the following order:</p> <p>3.b Salaries, severance allowances, insurance, and other benefits of employees in accordance with the collective labor agreement and signed labor contracts;</p>	
50	<p>Article 71. Charter of the Company</p>	<p>3. In case of any inconsistency, the mandatory provisions of Vietnamese law/regulations of the Stock Exchange shall prevail; the relevant provisions of the Charter shall be</p>	

		applied to the maximum extent permitted by law or shall be deemed invalid to the extent of the conflict, without affecting the remaining parts.	
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