

**GENERAL AVIATION IMPORT  
EXPORT JOINT STOCK COMPANY**

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom – Happiness**

No: 21 /2026/NQ-ĐHĐCĐ-XNK

Hanoi, June 09 , 2026



**KẾ TOÁN TRƯỞNG**

**RESOLUTION**

**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

**THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

**OF GENERAL AVIATION IMPORT-EXPORT JOINT STOCK COMPANY**

*Nguyễn Thị Đào*

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020;  
Pursuant to the Law on Securities No. 54/2019/QH14 dated 26 November 2019;  
Pursuant to the Charter of General Aviation Import-Export Joint Stock Company;  
Pursuant to the Minutes of the Annual General Meeting of Shareholders 2026 of  
General Aviation Import-Export Joint Stock Company No. .../6/2026/BB-  
ĐHĐCĐ/XNK dated 09 June 2026.

**RESOLVES:**

1. To approve the Report of the Board of Directors on the business performance in 2025, the business plan for 2026 and implementation measures; and the audited Financial Statements for 2025. Details are as follows:

**1.1. To approve the business performance in 2025 with the following key indicators:**

Unit: VND million

Criteria	2025 Plan	2025 Actual	Actual vs. Plan
Total Revenue	275,162	296,432	107.73%
Total Expenses	268,558	288,772	107.53%
Profit Before Tax	6,604	7,660	115.99%
Profit After Corporate Income Tax	5,242	5,931	113.15%
Expected Dividend Rate	10% of Charter Capital	20% of Charter Capital	200.00%
Total Investment Capital (Disbursement Value)	6,700	475	7.09%

**1.2. To approve the business plan for 2026 with the following key indicators:**

Unit: VND million

Criteria	2025 Actual	2026 Plan	2026 Plan vs. 2025 Actual
Total Revenue	296,432	454,785	153.42%
Total Expenses	288,772	446,313	154.56%
Profit Before Tax	7,660	8,473	110.60%
Profit After Corporate Income Tax	5,931	6,700	112.96%
Expected Dividend Rate	20% of Charter Capital	16% of Charter Capital	80.00%
Total Investment Capital (Disbursement Value)	475	10,200	2,146.46%

Detailed figures and explanations are presented in the Company's Business Plan for 2026 attached to Proposal No. 1154/2026/TTr-HĐQT-XNK dated 16 April 2026 submitted by the Board of Directors.

The General Meeting of Shareholders authorizes the Board of Directors to:

- Proactively review and adjust the business plan in the event of abnormal market fluctuations affecting business performance, ensuring that the management of resources and business operations is in line with actual conditions. Shareholders shall be informed of any adjustments to the business plan (if any).
- Decide on the timing and amount of interim dividend payment for 2026 based on the Company's business performance.

**1.3.** To approve the Financial Statements for 2025 audited by CPA VIETNAM Auditing Company Limited, with the following key figures:

- Total Assets (as at 31 December 2025): VND 231,444,909,259
- Total Equity (as at 31 December 2025): VND 40,600,986,742
- Total Revenue (from 01 January 2025 to 31 December 2025): VND 296,432,079,603
- Profit Before Tax (from 01 January 2025 to 31 December 2025): VND 7,660,322,944

Detailed figures are presented in the Company's audited Financial Statements for 2025 audited by CPA VIETNAM Auditing Company Limited.

**2.** To approve the Report of the Supervisory Board on the supervision results of the Board of Directors and the Executive Management in 2025, and the proposal for selecting an auditing firm to audit the Company's Financial Statements for 2026 (as detailed in the Supervisory Board's Report submitted to the Annual General Meeting



of Shareholders and attached to Proposal No. 1154/2026/TTr-HĐQT-XNK dated 16 April 2026 of the Board of Directors).

The General Meeting of Shareholders authorizes the Board of Directors to select one of the following auditing firms:

- RSM Vietnam Auditing and Consulting Company Limited;
- AASC Auditing Firm Company Limited;
- International Auditing Company Limited (ICPA);
- Vietnam Auditing and Valuation Company Limited;
- CPA VIETNAM Auditing Company Limited.

The selected auditing firm shall conduct the review of the semi-annual Financial Statements and the audit of the annual Financial Statements for 2026. The selection procedures and process shall comply with applicable laws and the Company's regulations.

**3. To approve the profit distribution plan, appropriations to funds and dividend payment for 2025 as follows:**

Total profit before corporate income tax in 2025: VND 7,660,322,944

- Corporate income tax payable in 2025: VND 1,728,919,616
- Profit after corporate income tax: VND 5,931,403,328

Appropriation to Reward and Welfare Fund (10% of profit after tax and 20% of the portion of profit after tax exceeding the plan): VND 731,020,998

Including:

- Reward Fund: VND 146,204,200
- Welfare Fund: VND 584,816,798

Appropriation to Management Incentive Fund: VND 470,935,000

(Equivalent to 1.5 months of salary/remuneration actually paid in 2025 to the Executive Management, members of the Board of Directors and members of the Supervisory Board)

(The specific bonus plan shall be considered and decided by the Board of Directors under authorization from the General Meeting of Shareholders)

- Undistributed profit after tax for 2025: VND 4,729,447,330
- Remaining undistributed profit after tax from previous years: VND 5,184,628,409

Total undistributed profit after tax as at 31 December 2025: VND 9,914,075,739

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Proposed cash dividend payment for 2025 at the rate of 20% (VND 2,000/share):  
VND 6,222,566,000

Including:

- First interim dividend payment for 2025 (10%) already paid: VND 3,111,283,000
- Proposed second dividend payment for 2025 (10%): VND 3,111,283,000

Remaining undistributed profit: VND 3,691,509,739

The record date for shareholders entitled to receive the second dividend payment for 2025 in cash shall be 5:00 PM on 25 June 2026.

The payment date for the second dividend payment for 2025 shall commence from 16 July 2026.

**4. To approve the remuneration paid to members of the Board of Directors and the Supervisory Board in 2025 and the remuneration levels for 2026 as follows:**

Remuneration paid to non-executive members of the Board of Directors and the Supervisory Board in 2025:

- Member of the Board of Directors: VND 4,640,000/month
- Head of the Supervisory Board: VND 3,450,000/month
- Member of the Supervisory Board: VND 2,890,000/month

Total remuneration in 2025: VND 333,480,000

Remuneration for non-executive members of the Board of Directors and the Supervisory Board in 2026:

- Member of the Board of Directors: VND 8,700,000/person/month
- Head of the Supervisory Board: VND 6,460,000/person/month
- Member of the Supervisory Board: VND 5,000,000/person/month

**5. To authorize the Board of Directors to approve related-party transactions of the Company in 2026 and until the date of the 2027 Annual General Meeting of Shareholders.**

(Details of the authorization granted by the General Meeting of Shareholders to the Board of Directors to approve related-party transactions of the Company in 2026 and until the date of the 2027 Annual General Meeting of Shareholders are set out in the Report on the Authorization to the Board of Directors to approve related-party transactions in 2026 attached to Proposal No. 1154/2026/TTr-HĐQT-XNK dated 16 April 2026 of the Board of Directors.)



6. To approve the Regulation on Nomination and Candidacy for members of the Board of Directors and the Supervisory Board of the Company for the 2026–2031 term.

(The Regulation on Nomination and Candidacy for members of the Board of Directors and the Supervisory Board for the 2026–2031 term is attached to Proposal No. 1154/2026/TTr-HĐQT-XNK dated 16 April 2026 of the Board of Directors.)

7. To approve the Regulation on Election of members of the Board of Directors and the Supervisory Board of the Company for the 2026–2031 term.

(The Regulation on Election of members of the Board of Directors and the Supervisory Board for the 2026–2031 term is attached to Proposal No. 1154/2026/TTr-HĐQT-XNK dated 16 April 2026 of the Board of Directors.)

8. To approve the list of candidates for election of members of the Board of Directors and the Supervisory Board of the Company for the 2026–2031 term:

8.1. To approve the list of candidates for election to the Board of Directors for the 2026–2031 term, comprising five (05) candidates (listed in alphabetical order): Mr. Dao Khac Hau; Mr. Doan Minh Phu; Mr. Nguyen Thanh Son; Mr. Dinh Ngoc Tung; and Mr. Le Cao The (candidate for Independent Member of the Board of Directors).

8.2. To approve the list of candidates for election to the Supervisory Board for the 2026–2031 term, comprising three (03) candidates (listed in alphabetical order): Ms. Tong Thi Thanh Binh; Ms. Phan Thu Huong; and Mr. Dinh Phuc Loc.

9. To approve the election results of members of the Board of Directors and the Supervisory Board of the Company for the 2026–2031 term.

9.1. Elected members of the Board of Directors of the Company for the 2026–2031 term are as follows:

No.	Full Name	Remarks
1	Mr. Dinh Ngoc Tung	
2	Mr. Dao Khac Hau	
3	Mr. Nguyen Thanh Son	
4	Mr. Doan Minh Phu	
5	Mr. Le Cao The	Elected as Independent Member of the Board of Directors

9.2. Elected members of the Supervisory Board of the Company for the 2026–2031 term are as follows:

No.	Full Name
1	Mr. Dinh Phuc Loc
2	Ms. Phan Thu Huong
3	Ms. Tong Thi Thanh Binh

The Annual General Meeting of Shareholders 2026 of General Aviation Import-Export Joint Stock Company assigns the Chairman of the Board of Directors to direct and organize the implementation of this Resolution in compliance with applicable laws and the Company's regulations.

**Recipients:**

- *Shareholders;*
- *Members of the Board of Directors;*
- *General Director of the Company;*
- *Members of the Board of Supervisors;*
- *Company's website;*
- *Archived at Administration Department and Company Secretary.*

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

**Dao Khac Hau**





No: 09/06/2026/BB-ĐHĐCĐ/XNK

Hanoi, June 09, 2026

**MINUTES**

**OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

General Aviation Import-Export Joint Stock Company (abbreviated as Airimex.jsc), stock code: ARM, having its head office at No. 414 Nguyen Van Cu Street, Bo De Ward, Hanoi City. Enterprise Registration Certificate No. 0100107934 issued by the Hanoi Department of Planning and Investment (first registered on 18 May 2006; the 15th amendment registered on 30 January 2026).

The Annual General Meeting of Shareholders 2026 (the “Meeting”) was held at 08:00 a.m. on 09 June 2026 at General Aviation Import-Export Joint Stock Company (Airimex), No. 414 Nguyen Van Cu Street, Bo De Ward, Hanoi City.

Participants attending the Meeting included:

- Shareholders owning ARM shares as of the shareholder registration closing date of 17 April 2026, totaling ..... shareholders;
- Members of the Board of Directors, Executive Management Board, Supervisory Board, Chief Accountant and Heads of Departments/Units of the Company.

**I. PROCEDURAL MATTERS OF THE MEETING**

**1. Opening of the Meeting and declaration of reasons**

Mr. Pham Thanh Cong, on behalf of the Organizing Committee, declared the opening of the Meeting and stated the reasons for convening the Meeting.

**2. Report on verification of shareholders' eligibility**

Mr. Le Thanh Trung, on behalf of the Shareholder Eligibility Verification Committee, presented the Report on Verification Results of Shareholders' Eligibility.

As of 08:30 a.m. on 09 June 2026, the total number of attending shareholders and authorized representatives whose eligibility had been verified was 10 persons (including 8 shareholders attending in person and 02 authorized representatives), out of a total of 129 shareholders of the Company, representing ownership of and voting rights attached to 2.944.885 shares, equivalent to 94,65% of the total voting shares of the Company.

Pursuant to the Law on Enterprises and the Charter of the Company, the Meeting was duly convened and eligible to proceed.

**3. Election of the Presidium, Secretariat and Vote Counting Committee**

3.1. Mr. Pham Thanh Cong, on behalf of the Organizing Committee, introduced the proposed number and composition of the Presidium to preside over the Meeting as follows:

The Presidium consists of 02 members:

- Mr. Dao Khac Hau – Chairman of the Board of Directors;
- Mr. Dinh Ngoc Tung – General Director.

The Meeting approved the proposal by voting cards with .....% of the attending voting shares in favor.

3.2. Mr. Dinh Ngoc Tung, on behalf of the Presidium, introduced the Chairperson of the Meeting and proposed the number and composition of the Secretariat and the Vote Counting Committee as follows:

Chairperson of the Meeting:

- Mr. Dao Khac Hau – Chairman of the Board of Directors.

Secretariat:

The Secretariat consists of 02 members:

- Mr. Dinh Phuc Loc – Company Secretary;
- Ms. Nguyen Ngoc Diep – Officer of the Finance and Accounting Department.

The Meeting approved the proposal by voting cards with .....% of the attending voting shares in favor.

Vote Counting Committee:

The Vote Counting Committee consists of 03 members:

- Mr. Le Thanh Trung – Deputy Head of Import-Export Department No. 2;
- Ms. Le Phuong Thao – Officer of the Finance and Accounting Department;
- Ms. Hoang Thi Bich Huong – Officer of the Finance and Accounting Department.

The Meeting approved the proposal by voting cards with .....% of the attending voting shares in favor.

#### 4. Approval of the Meeting Agenda, documents and Working Regulations

Mr. Dao Khac Hau, on behalf of the Presidium, presented the Meeting Agenda, matters submitted to the Meeting for consideration and approval, the Working Regulations of the Meeting, and the assignment of duties among members of the Presidium.

The Meeting approved the above contents by voting cards with .....% of the attending voting shares in favor.

## II. MAIN CONTENTS OF THE MEETING

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1. Under authorization from the Board of Directors, Mr. Dinh Ngoc Tung, General Director, presented the Report on the business performance in 2025, the business plan for 2026 and implementation measures (together with the Report of the Board of Directors submitted to the Annual General Meeting of Shareholders 2026 on the business performance in 2025 and the business plan for 2026).
2. Under authorization from the Board of Directors, Mr. Nguyen The Dac, Chief Accountant, presented the Company's audited Financial Statements for 2025 (together with the audited Financial Statements for 2025).
3. Mr. Nguyen Tien Dung, Head of the Supervisory Board, presented the Report of the Supervisory Board on:
  - The supervision results of the activities of the Board of Directors and the Executive Management in 2025;
  - The proposal for selection of an auditing firm to conduct the review of the semi-annual Financial Statements and the audit of the annual Financial Statements for 2026.

(The Report of the Supervisory Board submitted to the Annual General Meeting of Shareholders 2026 is attached hereto.)

4. Under authorization from the Board of Directors, Mr. Nguyen The Dac, Chief Accountant, reported to the Meeting on:
  - The profit distribution plan, appropriations to funds and dividend payment for 2025 (together with the Profit Distribution Plan for 2025 proposed by the Board of Directors);
  - The report on remuneration paid to members of the Board of Directors and the Supervisory Board in 2025 and the proposed remuneration for members of the Board of Directors and the Supervisory Board in 2026 (together with the Report of the Board of Directors on remuneration paid to members of the Board of Directors and the Supervisory Board in 2025 and the proposed remuneration for 2026).
5. Under authorization from the Board of Directors, Mr. Dinh Ngoc Tung, General Director, presented the Report of the Board of Directors regarding the authorization by the General Meeting of Shareholders to the Board of Directors to approve related-party transactions of the Company in 2026 and until the date of the 2027 Annual General Meeting of Shareholders.

(The Report of the Board of Directors No. 1151/2026/BC-HĐQT-XNK dated 16 April 2026 regarding the authorization to the Board of Directors to approve related-party transactions of the Company in 2026 is attached hereto.)

6. The Meeting discussed the above-mentioned reports:

6.1. Opinion of shareholder bearing code .....:

6.2. The Presidium invited the General Director and members of the Board of Directors to provide responses and clarifications to the shareholders' questions and comments:

After hearing the reports presented at the Meeting, the General Meeting of Shareholders had no further comments or discussion.

7. The Meeting conducted voting by secret ballot at the Meeting to approve the reports submitted to the General Meeting of Shareholders.

Mr. Le Thanh Trung, Head of the Vote Counting Committee, announced the voting results for the reports submitted to the General Meeting of Shareholders (together with the Minutes of Vote Counting of the 2026 Annual General Meeting of Shareholders of General Aviation Import-Export Joint Stock Company). The voting results were as follows:

7.1. Approval of the Board of Directors' Report submitted to the General Meeting of Shareholders on the 2025 business and production results.

Voting results:

- Total valid votes: 2,944,885 votes, representing 100% of the total voting shares attending the Meeting and entitled to vote on this matter.
- Total invalid votes: 0 vote, representing 0% of the total voting shares attending the Meeting and entitled to vote on this matter.
- Total votes in favor: 2,944,885 votes, representing 100% of the total voting shares attending the Meeting and entitled to vote on this matter.
- Total votes against: 0 vote, representing 0% of the total voting shares attending the Meeting and entitled to vote on this matter.
- Total abstentions: 0 vote, representing 0% of the total voting shares attending the Meeting and entitled to vote on this matter.

7.2. Approval of the Board of Directors' Report submitted to the General Meeting of Shareholders on the 2026 business and production plan and implementation measures.

Voting results:

- Total valid votes: 2,944,885 votes, representing 100% of the total voting shares attending the Meeting and entitled to vote on this matter.
- Total invalid votes: 0 vote, representing 0% of the total voting shares attending the Meeting and entitled to vote on this matter.
- Total votes in favor: 2,944,885 votes, representing 100% of the total voting shares attending the Meeting and entitled to vote on this matter.
- Total votes against: 0 vote, representing 0% of the total voting shares attending the Meeting and entitled to vote on this matter.
- Total abstentions: 0 vote, representing 0% of the total voting shares attending the Meeting and entitled to vote on this matter.

7.3. Approval of the Company's audited Financial Statements for 2025.

Voting results:

- Total valid votes: 2,944,885 votes, representing 100% of the total voting shares attending the Meeting and entitled to vote on this matter.



- Total invalid votes: 0 vote, representing 0% of the total voting shares attending the Meeting and entitled to vote on this matter.
- Total votes in favor: 2,944,885 votes, representing 100% of the total voting shares attending the Meeting and entitled to vote on this matter.
- Total votes against: 0 vote, representing 0% of the total voting shares attending the Meeting and entitled to vote on this matter.
- Total abstentions: 0 vote, representing 0% of the total voting shares attending the Meeting and entitled to vote on this matter.

7.4. Approval of the Supervisory Board's Report on the supervision of the activities of the Board of Directors and the Executive Management in 2025.

Voting results:

- Total valid votes: 2,944,885 votes, representing 100% of the total voting shares attending the Meeting and entitled to vote on this matter.
- Total invalid votes: 0 vote, representing 0% of the total voting shares attending the Meeting and entitled to vote on this matter.
- Total votes in favor: 2,944,885 votes, representing 100% of the total voting shares attending the Meeting and entitled to vote on this matter.
- Total votes against: 0 vote, representing 0% of the total voting shares attending the Meeting and entitled to vote on this matter.
- Total abstentions: 0 vote, representing 0% of the total voting shares attending the Meeting and entitled to vote on this matter.

7.5. Approval of the Supervisory Board's Report on the selection of an audit firm to conduct the review of the Company's Semi-Annual Financial Statements and the audit of the Annual Financial Statements for 2026.

Voting results:

- Total valid votes: 2,944,885 votes, representing 100% of the total voting shares attending the Meeting and entitled to vote on this matter.
- Total invalid votes: 0 vote, representing 0% of the total voting shares attending the Meeting and entitled to vote on this matter.
- Total votes in favor: 2,944,885 votes, representing 100% of the total voting shares attending the Meeting and entitled to vote on this matter.
- Total votes against: 0 vote, representing 0% of the total voting shares attending the Meeting and entitled to vote on this matter.
- Total abstentions: 0 vote, representing 0% of the total voting shares attending the Meeting and entitled to vote on this matter.

7.6. Approval of the Board of Directors' Report submitted to the General Meeting of Shareholders on the profit distribution plan, appropriation of funds and dividend payment for 2025.

Voting results:

- Total valid votes: 2,944,885 votes, representing 100% of the total voting shares attending the Meeting and entitled to vote on this matter.

- Total invalid votes: 0 vote, representing 0% of the total voting shares attending the Meeting and entitled to vote on this matter.
- Total votes in favor: 2,944,885 votes, representing 100% of the total voting shares attending the Meeting and entitled to vote on this matter.
- Total votes against: 0 vote, representing 0% of the total voting shares attending the Meeting and entitled to vote on this matter.
- Total abstentions: 0 vote, representing 0% of the total voting shares attending the Meeting and entitled to vote on this matter.

7.7. Approval of the Board of Directors' Report submitted to the General Meeting of Shareholders on the payment of remuneration to members of the Board of Directors and the Supervisory Board in 2025 and the remuneration plan for 2026.

Voting results:

- Total valid votes: 2,944,885 votes, representing 100% of the total voting shares attending the Meeting and entitled to vote on this matter.
- Total invalid votes: 0 vote, representing 0% of the total voting shares attending the Meeting and entitled to vote on this matter.
- Total votes in favor: 2,944,885 votes, representing 100% of the total voting shares attending the Meeting and entitled to vote on this matter.
- Total votes against: 0 vote, representing 0% of the total voting shares attending the Meeting and entitled to vote on this matter.
- Total abstentions: 0 vote, representing 0% of the total voting shares attending the Meeting and entitled to vote on this matter.

7.8. Approval of the Board of Directors' Report submitted to the General Meeting of Shareholders regarding the authorization of the Board of Directors to approve transactions with related parties, namely Vietnam Airlines Corporation – JSC (and its subsidiaries), during 2026 and until the date of the Company's 2027 Annual General Meeting of Shareholders.

For this matter, pursuant to Article 167 of the Law on Enterprises 2020, shareholders who are related persons are not entitled to vote. Accordingly, the total number of voting shares entitled to vote on this matter was 1,659,685 votes.

Voting results:

- Total valid votes: 1,659,685 votes, representing 100% of the total voting shares attending the Meeting and entitled to vote on this matter.
- Total invalid votes: 0 vote, representing 0% of the total voting shares attending the Meeting and entitled to vote on this matter.
- Total votes in favor: 1,659,685 votes, representing 100% of the total voting shares attending the Meeting and entitled to vote on this matter.
- Total votes against: 0 vote, representing 0% of the total voting shares attending the Meeting and entitled to vote on this matter.
- Total abstentions: 0 vote, representing 0% of the total voting shares attending the Meeting and entitled to vote on this matter.





Pursuant to the Law on Enterprises, the Company's Charter and the voting results, all eight (08) reports and proposals submitted to the General Meeting of Shareholders as mentioned above were approved by the 2026 Annual General Meeting of Shareholders of the Company.

8. Election of members of the Board of Directors and the Supervisory Board of the Company for the 2026–2031 term:

8.1. Approval of the Regulations on Nomination and Self-nomination of candidates for election to the Board of Directors and the Supervisory Board of Aviation Import Export Joint Stock Company for the 2026–2031 term (together with the Regulations on Nomination and Self-nomination of candidates for election to the Board of Directors and the Supervisory Board of Aviation Import Export Joint Stock Company for the 2026–2031 term No. 1152/2026/QC-DHDCD dated 16 April 2026 issued by the Board of Directors).

The General Meeting approved the above by voting cards, with 100% of the attending voting shares voting in favor.

8.2. Approval of the Election Regulations for members of the Board of Directors and the Supervisory Board of Aviation Import Export Joint Stock Company for the 2026–2031 term (together with the Election Regulations for members of the Board of Directors and the Supervisory Board of Aviation Import Export Joint Stock Company for the 2026–2031 term No. 1153/2026/QC-DHDCD dated 16 April 2026 issued by the Board of Directors).

The General Meeting approved the above by voting cards, with 100% of the attending voting shares voting in favor.

8.3. Approval of the list of candidates for election to the Board of Directors and the Supervisory Board of the Company for the 2026–2031 term.

Mr. Dinh Ngoc Tung, on behalf of the Presidium, presented to the General Meeting the list of candidates for election to the Board of Directors and the Supervisory Board of the Company for the 2026–2031 term as follows:

a) The list of candidates for election to the Board of Directors of the Company for the 2026–2031 term comprises five (05) candidates (listed in alphabetical order): Mr. Dao Khac Hau; Mr. Doan Minh Phu; Mr. Nguyen Thanh Son; Mr. Dinh Ngoc Tung; and Mr. Le Cao The (candidate for Independent Member of the Board of Directors).

b) The list of candidates for election to the Supervisory Board of the Company for the 2026–2031 term comprises three (03) candidates (listed in alphabetical order): Ms. Tong Thi Thanh Binh; Ms. Phan Thu Huong; and Mr. Dinh Phuc Loc.

The General Meeting approved the above by voting cards, with 100% of the attending voting shares voting in favor.

8.4. Election process:

8.4.1. Mr. Le Thanh Trung, Head of the Vote Counting Committee, provided instructions on the election procedures and voting rules for members of the Board of Directors and the Supervisory Board of the Company for the 2026–2031 term.

8.4.2. The General Meeting proceeded with voting to elect members of the Board of Directors and the Supervisory Board of the Company for the 2026–2031 term.

8.4.3. Mr. Le Thanh Trung, Head of the Vote Counting Committee, announced the election results of members of the Board of Directors and the Supervisory Board of the Company for the 2026–2031 term:

a) Election results of members of the Board of Directors of the Company for the 2026–2031 term:

No.	Full Name	Number of Votes	Percentage (%) (Votes cast compared to the total voting shares attending the General Meeting)	Result	Remarks
1	Dinh Ngoc Tung	3,189,971	108.32%	Elected	
2	Dao Khac Hau	3,113,833	105.74%	Elected	
3	Nguyen Thanh Son	3,113,833	105.74%	Elected	
4	Doan Minh Phu	2,192,961	74.47%	Elected	
5	Le Cao The	3,113,831	105.74%	Elected	Independent Member of the Board of Directors

b) Election results of members of the Supervisory Board of the Company for the 2026–2031 term:

No.	Full Name	Number of Votes	Percentage (%) (Votes cast compared to the total voting shares attending the General Meeting)	Result
1	Dinh Phuc Loc	3,807,989	129.31%	Elected
2	Phan Thu Huong	2,534,453	86.06%	Elected
3	Tong Thi Thanh Binh	2,492,213	84.63%	Elected

The General Meeting approved the election results of the members of the Board of Directors and the Supervisory Board of the Company for the 2026–2031 term (with the Vote Counting Minutes attached) by voting cards, with 100% of the attending voting shares voting in favor.



8.4. The members of the Board of Directors and the Supervisory Board for the 2026–2031 term were introduced to the General Meeting.

### III. Matters Approved by the General Meeting

1. The General Meeting voted and approved the following matters:

No.	Approved Matters	Approval Rate
1	Approval of the Board of Directors' Report submitted to the General Meeting of Shareholders on the 2025 business and production results	100%
2	Approval of the Board of Directors' Report submitted to the General Meeting of Shareholders on the 2026 business and production plan and implementation measures	100%
3	Approval of the Company's audited Financial Statements for 2025	100%
4	Approval of the Supervisory Board's Report on the supervision of the activities of the Board of Directors and the Executive Management in 2025	100%
5	Approval of the Supervisory Board's Report on the selection of an audit firm to conduct the review of the Company's Semi-Annual Financial Statements and the audit of the Annual Financial Statements for 2026	100%
6	Approval of the Board of Directors' Report submitted to the General Meeting of Shareholders on the profit distribution plan, appropriation of funds and dividend payment for 2025	100%
7	Approval of the Board of Directors' Report submitted to the General Meeting of Shareholders on the payment of remuneration to members of the Board of Directors and the Supervisory Board in 2025 and the remuneration plan for 2026	100%
8	Approval of the Board of Directors' Report submitted to the General Meeting of Shareholders regarding the authorization of the Board of Directors to approve related-party transactions of the Company in 2026	100%
9	Approval of the Regulations on Nomination and Self-nomination of candidates for election to the Board of Directors and the Supervisory Board of Aviation Import Export Joint Stock Company for the 2026–2031 term	100%
10	Approval of the Election Regulations for members of the Board of Directors and the Supervisory Board of Aviation Import Export Joint Stock Company for the 2026–2031 term	100%
11	Approval of the list of candidates for election to the Board of Directors and the Supervisory Board of the Company for the 2026–2031 term	100%

2. Election results of members of the Board of Directors and the Supervisory Board of the Company for the 2026–2031 term:

2.1. Elected members of the Board of Directors of the Company for the 2026–2031 term:

No.	Full Name	Approval Rate (Votes cast compared to the total voting shares attending the General Meeting)	Remarks
1	Dinh Ngoc Tung	108.32%	
2	Dao Khac Hau	105.74%	
3	Nguyen Thanh Son	105.74%	
4	Doan Minh Phu	74.47%	
5	Le Cao The	105.74%	Independent Member of the Board of Directors

2.2. Elected members of the Supervisory Board of the Company for the 2026–2031 term:

No.	Full Name	Approval Rate (Votes cast compared to the total voting shares attending the General Meeting)
1	Dinh Phuc Loc	129.31%
2	Phan Thu Huong	86.06%
3	Tong Thi Thanh Binh	84.63%

IV. Adoption of the Minutes and Resolution of the General Meeting and Closing of the Meeting

1. Mr. Dinh Phuc Loc, Secretary of the Meeting, read out the draft Minutes and Resolution of the 2026 Annual General Meeting of Shareholders of the Company.

The General Meeting approved the draft Minutes and Resolution by voting cards, with 100% of the attending voting shares voting in favor.

2. The General Meeting was concluded and closed at 11:00 a.m. on the same day.

**SECRETARIES OF THE MEETING**

**CHAIRPERSON OF THE MEETING**

Dinh Phuc Loc

Nguyen Ngoc Diep

Dao Khac Hau





**PROFIT DISTRIBUTION PLAN FOR FY2025**

*(Attached to Submission No. 1154/2026/TTr-HĐQT-XNK dated 16 April 2026)*

**To:** The General Meeting of Shareholders

Pursuant to the Charter of Aviation Import-Export Joint Stock Company;  
Pursuant to the audited financial statements of the Company for FY2025,

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the profit distribution plan for FY2025 as follows:

**1. Profit Summary**

- Total profit before corporate income tax for FY2025:  
VND 7,660,322,944
- Corporate income tax payable for FY2025:  
VND 1,728,919,616
- Total profit after corporate income tax:  
VND 5,931,403,328

**2. Appropriation to Funds**

- Appropriation to Bonus and Welfare Funds  
*(10% of profit after tax and 20% of the excess profit after tax over the approved plan):*  
VND 731,020,998
  - Bonus Fund: VND 146,204,200
  - Welfare Fund: VND 584,816,798
- Appropriation to Management Incentive Fund  
*(equivalent to 1.5 months of salary/remuneration of the Management, Board of Directors and Supervisory Board for FY2025):*  
VND 470,935,000

*(Detailed allocation is proposed to be authorized to the Board of Directors for decision.)*

**3. Retained Earnings**

- Undistributed profit after tax for FY2025:  
VND 4,729,447,330
- Accumulated undistributed profit after tax from previous years:  
VND 5,184,628,409
- Total undistributed profit after tax as at 31 December 2025:  
VND 9,914,075,739

#### **4. Dividend Distribution**

- Proposed cash dividend for FY2025: 20%  
(equivalent to VND 2,000 per share):  
VND 6,222,566,000

Of which:

- First interim dividend payment for FY2025 (10%) already paid:  
VND 3,111,283,000
- Proposed second dividend payment for FY2025 (10%):  
VND 3,111,283,000
- Remaining undistributed profit:  
VND 3,691,509,739

#### **5. Dividend Payment Timeline**

The Board of Directors is proposed to determine:

- Record date for the second dividend payment for FY2025 (cash): 17:00, 04 June 2026
- Payment date for the second dividend: from 24 June 2026

The Board of Directors respectfully submits for the General Meeting of Shareholders' consideration and approval.

Respectfully submitted.

**On behalf of the Board of Directors  
CHAIRMAN**

**Dao Khac Hau**



**REPORT**

1. Implementation of remuneration for members of the Board of Directors and the Supervisory Board in 2025;
2. Proposal for remuneration of members of the Board of Directors and the Supervisory Board in 2026.

*(Attached to Submission No. 1154/2026/TTr-HDQT-XNK dated 16 April 2026)*

**To:** The General Meeting of Shareholders

Pursuant to the Charter of Aviation Import-Export Joint Stock Company;  
Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders dated 12 June 2025 regarding the monthly remuneration for members of the Board of Directors and the Supervisory Board in 2025;  
Pursuant to the guidance under Resolution No. 1983/NQ-HDQT/TCTHK dated 07 November 2025 of the Board of Directors of Vietnam Airlines Corporation and Official Letter No. 2000/TCTHK-ĐTMS dated 10 November 2025 regarding the determination of remuneration for non-executive members of the Board of Directors and Supervisors at enterprises with capital contributions from Vietnam Airlines Corporation;

The Board of Directors hereby reports to the General Meeting of Shareholders on the implementation of monthly remuneration for members of the Board of Directors and the Supervisory Board in 2025 and proposes the total monthly remuneration for 2026 as follows:

**1. Implementation of remuneration in 2025**

- Members of the Board of Directors:  
VND 4,640,000/person/month
- Head of the Supervisory Board:  
VND 3,450,000/person/month
- Members of the Supervisory Board:  
VND 2,890,000/person/month

**Total:** VND 333,480,000

The Company has fully implemented the monthly remuneration payments to members of the Board of Directors and the Supervisory Board in 2025 in accordance with the Resolution of the 2025 Annual General Meeting of Shareholders.

**2. Proposed remuneration for 2026**

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the proposed monthly remuneration for non-executive members of the Board of Directors and the Supervisory Board in 2026 as follows:

- Members of the Board of Directors:  
VND 8,700,000/person/month
- Head of the Supervisory Board:  
VND 6,460,000/person/month
- Members of the Supervisory Board:  
VND 5,000,000/person/month

The Board of Directors respectfully submits for the General Meeting of Shareholders' consideration and approval.

Respectfully submitted.

**On behalf of the Board of Directors  
CHAIRMAN**

**Dao Khac Hau**



No: 1151 /2026/TTr-HĐQT-XNK

Hanoi, April 16 , 2026

**REPORT**

**Re: Submission to the General Meeting of Shareholders for authorization to the Board of Directors to approve related party transactions of the Company in 2026**

**To:** The General Meeting of Shareholders

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020 of the National Assembly of the Socialist Republic of Vietnam;  
Pursuant to the Law on Securities No. 54/2019/QH14 dated 26 November 2019 of the National Assembly of the Socialist Republic of Vietnam;  
Pursuant to the Charter of Aviation Import-Export Joint Stock Company;  
Based on the business operation results and the business plan for 2026 of Aviation Import-Export Joint Stock Company;

In order to facilitate the implementation of the Company's 2026 business plan, the Board of Directors hereby submits to the General Meeting of Shareholders for authorization to approve related party transactions in 2026 as follows:

**1. Authorization scope**

To approve and authorize the Board of Directors to review and approve contracts and transactions:

- Having a transaction value of **35% or more**; or
- Leading to an aggregate transaction value arising within **12 (twelve) months** from the date of the first transaction reaching **35% or more of the total assets** as recorded in the Company's latest financial statements;

with:

- Shareholders and authorized representatives of shareholders holding **more than 10% of the Company's total voting shares**; and
- Their related persons;

on the basis of risk assessment and ensuring the Company's safety and interests.

**2. Effectiveness**

The Resolution of the General Meeting of Shareholders approving the above authorization shall be effective for transactions conducted during 2026 and until the date of the 2027 Annual General Meeting of Shareholders of the Company.

Attached to this Report are the list of proposed related party transactions and draft contracts expected to be executed in 2026 and until the date of the 2026 Annual General Meeting of Shareholders.

The Board of Directors respectfully submits for the General Meeting of Shareholders' consideration and approval.

Respectfully submitted.

**On behalf of the Board of Directors  
CHAIRMAN**

**Recipients:**

- As stated above;
- Members of the Board of Directors;  
General Director; Supervisory Board;
- Filed at: Administration (Archives).

**Dao Khac Hau**



**APPENDIX: RELATED PARTY TRANSACTIONS**  
**EXPECTED TO BE IMPLEMENTED IN 2026 UNTIL THE DATE OF THE 2027**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
*(Attached to Report No. 1151/2026/BC-HDQT-XNK dated 16 April 2026)*

No.	Transaction Counterparty	Nature of Transaction
1	Vietnam Airlines Corporation – JSC (and its subsidiaries)	Provision of goods and services

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Hanoi, April 16 , 2026

**REPORT OF THE BOARD OF DIRECTORS  
SUBMITTED TO THE 2026 ANNUAL GENERAL MEETING OF  
SHAREHOLDERS**

*(On 2025 business performance, 2026 business plan, and implementation measures)*

**I. Overview of the Company's organization:**

Airimex Import-Export Company (Airimex) was established under Decision No. 197/TCHK dated March 21, 1989 issued by the General Department of Civil Aviation of Vietnam. The Company's head office is located at 414 Nguyen Van Cu, Long Bien, Hanoi.

In 2005, the Ministry of Transport issued a decision to convert Airimex, a member unit of Vietnam Airlines Corporation, into a joint stock company.

On May 18, 2006, Airimex officially commenced operations under the joint stock company model with a charter capital of VND 20 billion.

In April 2009, the Company's charter capital increased to VND 25,927,400,000.

In December 2021, the Company's charter capital increased to VND 31,112,830,000.

As of December 31, 2025, the Company's Board of Directors consists of 5 members, the Board of Management consists of 3 members, and the Supervisory Board consists of 3 members, including:

Mr. Dao Khac Hau – Chairman of the Board of Directors;

Mr. Dinh Ngoc Tung – Member of the Board of Directors and General Director;

Mr. Nguyen Tien Dung – Head of the Supervisory Board.

**II. Business operations and performance in 2025:**

**1. General overview of the business environment:**

Vietnam's GDP in 2025 recorded strong growth, estimated at 8.02% compared to the previous year, second only to the growth rate in 2022 during the 2011–2025 period.

Foreign exchange rates fluctuated significantly under the influence of international markets. The average USD exchange rate in 2025 increased by 3.92% compared to 2024.

For the aviation sector—Airimex's core business—despite global economic uncertainties and ongoing challenges such as fleet reductions, air transport operations in 2025



generally maintained safety and continued to grow positively in both passenger volume and cargo throughput. This had a favorable impact on entrusted import-export activities and the transportation of aircraft spare parts and materials of the Company.

Competition in trading activities remained intense, with many private companies having more flexible financial mechanisms, creating competitive pressure and challenges for Airimex.

In response to these developments and their direct impact on business operations, the Board of Directors and Management implemented timely and appropriate adjustments to ensure the achievement of the planned business targets.

The Board of Directors hereby reports to the General Meeting of Shareholders on several key operational areas of the Company in 2025 as follows:

## 2. Business performance in 2025:

### Summary of key business indicators for 2025

Unit: VND million

No.	Indicator	2025 Plan	2025 Actual	Actual vs Plan (%)
1	Total revenue	275,162	296,432	107.73%
2	Total expenses	268,558	288,772	107.53%
3	Profit before tax	6,604	7,660	115.99%
4	Average number of employees	87	85	97.70%
5	Number of employees as of Dec 31	87	85	97.70%
6	Total payroll fund	25,494	27,784	108.98%
7	Average monthly income per employee	24.42	27.24	111.55%
8	Planned dividend payout ratio	10.0%	20.0%	200.00%
9	Total investment (planned volume)	6,700	475	7.09%
10	Total investment (disbursement value)	6,700	475	7.09%

### Assessment of business operations in 2025:

Regarding revenue: Total revenue reached VND 296.43 billion, equivalent to 107.73% of the plan approved by the General Meeting of Shareholders. Breakdown by business segments is as follows:

The entrusted import-export of aircraft spare parts and materials (SPMs) and transportation services continued to be identified as the Company's core business. The Company proactively followed market developments and improved service quality to effectively perform entrusted import-export activities. AOG and aircraft rescue shipments were handled on a 24/7 basis.

Revenue from entrusted service fees reached VND 52.92 billion, equivalent to 119.35% of the approved plan.

Revenue from transportation services reached VND 67.83 billion, equivalent to 121.12% of the plan.

In the handling and delivery of repaired aircraft spare parts for Vietnam Airlines, the Company maintained a well-organized operation and high service quality, ensuring a delivery time of 1–2 days for both inbound and outbound shipments, which was highly appreciated by Vietnam Airlines.

For trading activities:

Revenue from ground and airport equipment reached VND 31.74 billion, equivalent to 40.69% of the plan.

Revenue from onboard tools and supplies reached VND 126.51 billion, equivalent to 156.81% of the plan.

Office leasing revenue reached VND 13.84 billion, equivalent to 94.28% of the plan. The office leasing market declined due to economic downturn and changes in business operating models.

Warehouse management service revenue reached VND 1.28 billion, equivalent to 101.61% of the plan.

Financial income reached VND 2.17 billion, equivalent to 1,082.67% of the plan.

Regarding expenses: Total expenses in 2025 amounted to VND 288.77 billion, equivalent to 107.53% of the approved plan.

Regarding profit: Despite various challenges, the Company achieved a profit of VND 7.66 billion, equivalent to 115.99% of the approved plan.

Regarding investment: In 2025, the Company completed disbursement for the project of installing a new elevator in Building B, with a total disbursed value of VND 475.2 million (67.89% of the plan).

Regarding human resources and employee income:

The average number of employees in 2025 was 85, in line with the plan approved by the General Meeting of Shareholders, ensuring operational efficiency.

The total payroll fund reached VND 27.78 billion, equivalent to 108.98% of the approved plan.

Regarding shareholders' benefits:

The Company plans to pay dividends at a rate of 20.0% of charter capital, equivalent to 200% of the plan approved at the 2025 General Meeting of Shareholders.

Regarding doubtful receivables from Egroup/CMS:

The Company continued to make a provision of VND 339 million in accordance with





current regulations. The Management also directed relevant departments to closely monitor CMS in order to recover this receivable.

### **3. Organizational and personnel matters:**

The 2025 Annual General Meeting of Shareholders maintained the same structure of the Board of Directors and the Supervisory Board as approved at the 2024 Annual General Meeting.

The current organizational structure of the Company includes:

The General Meeting of Shareholders;

The Board of Directors;

The Supervisory Board;

The General Director;

Subsidiary units including: Import-Export Department 2; Import-Export Department 3; Finance and Accounting Department; Organization and Administration Department; Business Department; and the Ho Chi Minh City Branch.

Regarding personnel management: The Board of Directors and the General Director, within their authority, carried out staff rotations and appointments in compliance with regulations and management decentralization.

The Company has basically stabilized its organizational structure and workforce, reviewed and arranged job assignments appropriately and scientifically for each employee, and continued to implement salary policies based on job positions and performance evaluation.

### **4. Assessment of the implementation of the 2025 Annual General Meeting of Shareholders' Resolution:**

The Resolution of the 2025 Annual General Meeting of Shareholders dated June 12, 2025 was seriously and fully implemented by the Board of Directors and the General Director in compliance with applicable laws and the Company's Charter, specifically as follows:

The Company completed profit distribution and allocation to funds for 2024 in accordance with the plan approved by the 2025 Annual General Meeting of Shareholders.

Monthly remuneration payments to members of the Board of Directors and the Supervisory Board were made in full and in accordance with the Resolution of the Annual General Meeting of Shareholders.

Regarding the performance of functions and duties of departments within the Company: management and operational capacity as well as workforce quality have been improved; the Company has effectively utilized and maximized the capabilities of each employee. There has been regular coordination and exchange of professional expertise and data among departments and branches.



Regarding internal regulations: the Company reviewed and adjusted internal policies and regulations to ensure alignment with practical conditions and legal requirements, thereby improving management and operational efficiency and supporting business growth.

Regarding labor: the Company maintained the workforce within the approved plan, used labor efficiently, and improved workforce quality, resulting in increased labor productivity.

Regarding salaries: the Company ensured stable income and living conditions for employees, enabling them to work with confidence.

Accordingly, the Resolution of the 2025 Annual General Meeting of Shareholders was fully and properly implemented by the Board of Directors and the General Director. In 2025, the Company exceeded its revenue and profit targets approved by the General Meeting of Shareholders. Several revenue streams, including entrusted import-export and transportation services, surpassed planned targets. This represents a highly encouraging achievement in the context of ongoing business challenges.

## **5. Remuneration and operating expenses of the Board of Directors during the period:**

### **5.1 Remuneration of the Board of Directors:**

The Company paid monthly remuneration to members of the Board of Directors and the Supervisory Board in 2025 in accordance with the Resolution of the 2025 Annual General Meeting of Shareholders.

Total remuneration paid in 2025: VND 333,480,000.

### **5.2 Other operating expenses of the Board of Directors:**

Salary expenses of the Board of Directors in 2025 amounted to VND 1.88 billion (including salaries of the Chairman of the Board and the General Director). The 2026 salary plan is proposed to increase by 2.1% compared to the 2025 level approved by the General Meeting of Shareholders.

Business trip expenses, hospitality expenses, and other costs related to the Board of Directors were recorded as part of the Company's general operating expenses.

## **6. Summary of Board of Directors' meetings, resolutions, and decisions:**

In 2025, the Board of Directors held 4 meetings and conducted 21 written consultations in compliance with legal regulations and the Company's rules. The resolutions and decisions are detailed in the Appendix summarizing the Board of Directors' resolutions for 2025 attached hereto.

## **7. Results of supervision over the General Director and other executives during the period:**

The Board of Directors performed its supervisory role over the activities of the Board of Management as follows:



The Board approved the 2024 business results and the 2025 business plan.

The Board approved matters submitted to the 2025 Annual General Meeting of Shareholders.

The Board implemented profit distribution for 2024.

The Board closely monitored the implementation of the Company's business plan, regularly reviewed performance, and provided timely direction to address issues arising during operations.

The Board of Management submitted quarterly business performance reports to the Board of Directors, and through Board meetings, orientations and directions for subsequent periods were established.

The Board of Directors coordinated with the Supervisory Board to conduct inspections and supervision of the Company's business operations and management activities.

The Board of Directors supervised and supported the implementation of resolutions and decisions of the General Meeting of Shareholders and the Board of Directors.

### **III. Business plan for 2026 and key implementation measures:**

#### **1. Advantages and challenges**

##### **Advantages:**

Vietnam Airlines (VNA) is a major shareholder of Airimex; therefore, the Company receives strong support from VNA and has been selected, through bidding, as a provider of entrusted import-export services for aircraft spare parts and transportation services.

The Company maintains a stable supply of goods with competitive pricing to participate in bidding packages. Internally, there is strong unity and determination; the workforce is skilled, professional, dynamic, and dedicated. The Company's leadership provides close guidance and support in all aspects.

The Company receives support from the Board of Directors and departments within Vietnam Airlines Corporation and maintains good relationships with relevant authorities.

From late 2025, the Government's increased investment in infrastructure, particularly airport development projects (such as Long Thanh and Phu Quoc), creates favorable conditions for Airimex to expand its business operations.

##### **Challenges:**

For the entrusted import-export segment: the shortage of operational aircraft and difficulties in sourcing aircraft equipment and materials negatively affect the volume of entrusted import-export goods.



For the transportation segment: competition remains intense; geopolitical conflicts, especially in the Middle East, have driven up fuel prices, prolonged transit times, and increased freight costs.

For the trading segment:

The ground and airport equipment business continues to face strong competitive pressure. Expanding new customer bases remains challenging, with the Company still relying mainly on traditional clients such as ACV and SAGS. Due to Middle East conflicts, investors face business difficulties and are implementing cost-cutting measures, delaying or stretching investment schedules, and reducing investment demand, which adversely affects revenue in this segment. In addition, rising fuel prices, exchange rate volatility, longer delivery times, and increasing international transportation costs have reduced profit margins compared to plan.

For onboard tools and supplies: rising raw material costs, increased production costs, and exchange rate fluctuations have significantly increased procurement costs, while selling prices have remained unchanged. This has severely reduced the Company's competitiveness in bidding. The Company has had to lower profit margins to enhance competitiveness. At the same time, higher fuel prices and fuel shortages have led airlines to reduce flight routes, cut operating costs, and potentially lower service standards, resulting in reduced demand for onboard supplies.

For office leasing: rising operating costs and market prices have created difficulties for domestic businesses. Many tenants have requested to reduce leased space or rental rates to cut costs and maintain operations. At the same time, attracting new tenants in a weakened economic environment remains difficult. Currently, vacant office space on the 3rd and 4th floors of Building A has yet to be leased. Buildings A, B, and C also have several deteriorating items requiring renovation and repair to improve leasing quality.

For warehouse management services: VSTEAM is expected to cease warehouse operations in Hanoi from July 2026, which will significantly reduce revenue from warehouse management services.

For financial activities: the Company's charter capital remains limited; most funding for trading activities and VAT payments for imported goods under entrusted import-export services must be financed through bank loans.

Risks from foreign exchange rate fluctuations, changes in tax policies, customs regulations, and geopolitical conflicts such as the Russia-Ukraine war and Middle East conflicts are also major concerns that require close attention in 2026.

## **II. Business Plan for 2026 and Key Implementation Measures**

### **2. Business Plan for 2026**

Based on the analysis of opportunities and challenges in 2026, as well as the Company's operational characteristics, current conditions, business orientation, and the guidance for



developing the 2026 business plan from VNA, together with anticipated investment demand from aviation sector entities and customers, the General Director has directed relevant units to formulate the 2026 business plan. This is hereby submitted to the Board of Directors for review and to the General Meeting of Shareholders for approval, with the following key targets:

#### **Summary of Key Business Targets for 2026**

(Unit: million VND)

No.	Indicators	Actual 2025	Plan 2026	Plan 2026 vs. Actual 2025
1	Total revenue	296,432	454,785	153.42%
2	Total expenses	288,772	446,313	154.56%
3	Profit before tax	7,660	8,473	110.60%
4	Average number of employees	85	88	103.53%
5	Number of employees as at Dec 31	85	88	103.53%
6	Total payroll fund	27,784	29,708	106.92%
7	Average monthly income per employee	27.24	28.13	103.28%
8	Expected dividend rate	20.0%	16.0%	80.00%
9	Total investment (completed workload)	475	10,200	2,146.46%
10	Total investment (disbursement value)	475	10,200	2,146.46%

In the context of increasingly complex global developments in 2026, in order to ensure flexibility in business operations, the Board of Directors proposes that the General Meeting of Shareholders authorize the Board of Directors to:

- Proactively review and adjust the business plan in case of unusual market fluctuations that may affect business performance, ensuring appropriate allocation of resources and business operations in line with actual conditions. Any adjustments (if any) shall be reported to shareholders.
- Decide on the timing and level of interim dividend payments for 2026 based on the Company's business performance.

#### **List of Investment Projects in 2026**

No.	Investment Item	Investment Amount (million VND)
1	Seeking partners for investment in office building project at 414 Nguyen Van Cu, Bo De, Hanoi	2,000
2	Seeking partners for investment in office building project at 200/10 Nguyen Son, Bo De, Long Bien, Hanoi	1,500



No.	Investment Item	Investment Amount (million VND)
3	Upgrading (adding floors to) Building C	3,500
4	Upgrading accounting software	1,000
5	Purchasing a new automobile	2,200
	<b>Total investment in 2026</b>	<b>10,200</b>

### 3. Key Solutions to Achieve the 2026 Business Plan and Development Orientation for the Following Years

The Board of Directors hereby reports to the General Meeting of Shareholders on several key solutions to ensure the successful implementation of the 2026 business plan, as follows:

- **For entrusted import-export and transportation services:**
  - Continue to effectively implement entrusted contracts and improve service quality for VNA;
  - Expand the provision of entrusted import-export and transportation services to new customers;
- **For trading activities:**
  - Closely monitor procurement and investment demand from traditional customers; develop appropriate pricing strategies to ensure competitiveness in bidding while preparing adequate business capital and supply sources to ensure on-time delivery;
  - Improve service quality to compete with market rivals, maintain and expand market share, and diversify business beyond the core sector;
  - Closely monitor ongoing sales contracts (including airport ground equipment and in-flight supplies), accelerate delivery progress to mitigate potential risks; at the same time, carefully evaluate and select lower-risk business opportunities going forward;
- **For office leasing activities:**
  - Research and implement solutions to lease out vacant spaces; promote investment projects for office buildings;
  - Renovate and repair degraded facilities; strictly maintain building management regulations; enhance service quality for tenants;
- Expedite the recovery of receivables to ensure capital balance and reduce borrowing costs; strictly manage receivables to avoid long-outstanding or doubtful debts;
- **Human resources and organization:** Stabilize organizational structure; allocate and assign personnel scientifically to improve efficiency, work quality, and labor productivity;
- **Training:** Implement training programs as planned to enhance professional capacity of employees, including training on dangerous goods handling, contract management skills, updates on policies/regulations, and ISO practices;
- **Salary and remuneration:** Continue implementing the Company's salary policy, ensuring compensation is aligned with job position, complexity, and performance



evaluation. This ensures timely, fair, and appropriate remuneration corresponding to employees' contributions, thereby encouraging productivity and efficiency. Strictly apply labor management regulations and job standards as the basis for recruitment, assignment, evaluation, and compensation;

- Review and update internal processes and regulations to align with actual business operations, thereby improving management efficiency; implement effective contract management measures to minimize risks, optimize costs, and enhance business performance;
- **Technology:** Continue applying information technology in management and operations to reduce labor intensity and improve productivity; research and upgrade accounting software to meet digital transformation needs, enhance efficiency, and ensure data security;
- **Corporate culture:** Build a corporate culture based on unity – cooperation – development; maintain strict discipline; strengthen solidarity within the Company; harness the capabilities of each member; ensure stable employment and improve both material and spiritual well-being of employees, thereby enhancing returns for shareholders;

**Recommendations to Vietnam Airlines Corporation (VNA)** – as the Company's largest shareholder and key traditional partner:

- Establish appropriate mechanisms and policies for Airimex in particular and subsidiaries in general to enable deeper participation in VNA's service supply chain;
- Accelerate document processing and settlement of receivables, as the Company's working capital largely depends on borrowings.

This concludes the report on the Company's business performance in 2025 and the business plan for 2026 of Airimex. The Board of Directors respectfully submits it to the General Meeting of Shareholders for consideration and approval.

Sincerely thank you.

**ON BEHALF OF THE BOARD OF  
DIRECTORS**

**CHAIRMAN**

**Dao Khac Hau**

**APPENDIX**  
**Summary of Board of Directors' Resolutions/Decisions in 2025**

No.	Resolution/Decision No.	Date	Content
1	25/2025/NQ-HĐQT-XNK	08/01/2025	Resolution on: Amendment of the Company's Financial Management Regulation
2	30/2025/QĐ-HĐQT-XNK	09/01/2025	Decision on: Issuance of the Company's Financial Management Regulation
3	865/2025/NQ-HĐQT-XNK	14/02/2025	Resolution on: Allowing the Company to continue applying the performance-based salary mechanism in 2025
4	1091/2025/QĐ-HĐQT-XNK	05/03/2025	Decision on: Establishment of the Organizing Committee for the 2025 Annual General Meeting of Shareholders
5	1092/2025/QĐ-HĐQT-XNK	05/03/2025	Decision on: Establishment of the Shareholder Eligibility Verification Committee for the 2025 AGM
6	1095/2025/QĐ-HĐQT-XNK	06/03/2025	Decision on: Finalizing the list of shareholders attending the 2025 AGM
7	1264/2025/NQ-HĐQT-XNK	20/03/2025	Resolution on: The 15th meeting, term 2021–2026: Approval of time, venue, and agenda of the 2025 AGM; approval of finalization of the project “Procurement and installation of a new elevator system for the 6-storey building at the Company's headquarters”; issuance of the Company's Organizational and Personnel Regulation; plan for handling Contract No. 18/HĐSC-HN regarding the scanner repair project at Cat Lai Port; assignment to the General Director to develop a credit limit policy for business activities
8	1343/2025/QĐ-HĐQT-XNK	31/03/2025	Decision on: Issuance of the Company's Organizational and Personnel Regulation
9	1531/2025/NQ-HĐQT-XNK	18/04/2025	Resolution on: Change of the date for holding the 2025 AGM
10	1831/2025/NQ-HĐQT-XNK	19/05/2025	Resolution on: Adjustment of certain contents to be submitted to the 2025 AGM
11	2410/2025/NQ-HĐQT-XNK	27/06/2025	Resolution on: Handling damaged inventory of Import-Export Department 3
12	2412/2025/NQ-HĐQT-XNK	30/06/2025	Resolution on: The 16th meeting, term 2021–2026: Implementation of certain resolutions of the 2025 AGM, including the 2025 business plan; bonus allocation plan for BOD members,



No.	Resolution/Decision No.	Date	Content
			Supervisory Board, and management; selection of auditing firm for mid-year review and annual financial statements 2025
13	2721/2025/NQ-HĐQT-XNK	22/07/2025	Resolution on: Investment in procurement and installation of a new elevator system to replace the old system in Building B
14	2740/2025/NQ-HĐQT-XNK	25/07/2025	Resolution on: Approval of opening a credit facility at Vietnam Joint Stock Commercial Bank for Industry and Trade – Tay Hanoi Branch
15	3042/2025/NQ-HĐQT-XNK	21/08/2025	Resolution on: Approval of business plan to act as general distributor in Northern region for Yahon manufacturer and establishment of Consumer Goods Business Department
16	3047/2025/QĐ-HĐQT-XNK	22/08/2025	Decision on: Establishment of Consumer Goods Business Department
17	3341/2025/NQ-HĐQT-XNK	22/09/2025	Resolution on: The 17th meeting, term 2021–2026: Approval of operating regulation and salary/bonus scheme for Consumer Goods Business Department
18	3342/2025/QĐ-HĐQT-XNK	22/09/2025	Decision on: Issuance of “Operating Regulation of Consumer Goods Business Department”
19	3874/2025/NQ-HĐQT-XNK	12/11/2025	Resolution on: Approval of opening a credit facility at Vietnam Joint Stock Commercial Bank for Industry and Trade – Tay Hanoi Branch
20	3875/2025/NQ-HĐQT-XNK	12/11/2025	Resolution on: Approval of opening a credit facility at Joint Stock Commercial Bank for Foreign Trade of Vietnam – Chuong Duong Branch
21	3876/2025/NQ-HĐQT-XNK	12/11/2025	Resolution on: Approval of opening a credit facility at Vietnam Bank for Agriculture and Rural Development – Dong Da Branch
22	3877/2025/NQ-HĐQT-XNK	12/11/2025	Resolution on: Approval of opening a credit facility at Military Commercial Joint Stock Bank – Thuy Khue Branch
23	3996/2025/NQ-HĐQT-XNK	24/11/2025	Resolution on: Approval of business plan for implementation of the package “Procurement of cargo and baggage tractors” for Saigon Ground Services Co., Ltd. – Long Thanh

No.	Resolution/Decision No.	Date	Content
24	4547/2025/NQ-HĐQT-XNK	28/11/2025	Resolution on: First interim dividend payment for 2025
25	5003/2025/NQ-HĐQT-XNK	31/12/2025	Resolution on: The 18th meeting, term 2021–2026: Adjustment of the basic salary scale system used as the basis for social insurance contributions under the Company’s salary regulation
26	5004/2025/QĐ-HĐQT-XNK	31/12/2025	Decision on: Issuance of the basic salary scale system used as the basis for social insurance contributions under the Company’s salary regulation

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**AVIATION IMPORT-EXPORT JOINT STOCK COMPANY**  
**REPORT ON THE IMPLEMENTATION OF CERTAIN TARGETS FOR 2025**  
**PLAN**  
**AND BUSINESS PLAN FOR 2026**

**1. General Information**

- **Enterprise name:** Aviation Import-Export Joint Stock Company
- **Business Registration Certificate No.:** 010017934 dated October 09, 2013
- **Business lines:** Trading, services, import and export, etc.
- **Head office:** 414 Nguyen Van Cu Street, Bo De Ward, Hanoi  
Tel: 38271351 Fax: 38271925
- **Charter capital:** VND 31,112,830,000
- **Of which contributed by the Corporation:** VND 12,852,000,000

**Unit:** VND million

**DETAILED INDICATORS TABLE**

No.	Indicators	Code	2025 Plan (1)	2025 Actual (2)	% (2/1)	2026 Plan (3)	% (3/2)
I	Short-term assets	100-BCĐKT	161,343	224,836	139.35	167,849	74.65
1	Cash and cash equivalents	110-BCĐKT	12,318	9,000	73.07	16,315	181.27
2	Short-term financial investments	120-BCĐKT	-	-	-	-	-
3	Receivables	130-BCĐKT	138,051	200,817	145.47	138,843	69.14
	Of which: Doubtful debts			1,559			
4	Inventories	140-BCĐKT	10,747	14,511	135.02	12,453	85.82
5	Other short-term assets	150-BCĐKT	227	507	223.76	238	46.90
II	Long-term assets	200-BCĐKT	12,538	6,609	52.71	13,472	203.84
1	Long-term receivables	210-BCĐKT	-	-	-	-	-
2	Fixed assets	220,230-BCĐKT	12,066	5,965	49.44	12,977	217.55
3	Other long-term assets	240,260-BCĐKT	472	644	-	495	76.86



No.	Indicators	Code	2025 Plan (1)	2025 Actual (2)	% (2/1)	2026 Plan (3)	% (3/2)
III	Liabilities	300-BCDKT	133,522	190,844	142.93	138,334	72.49
1	Short-term liabilities	310-BCDKT	132,125	189,447	143.38	136,937	72.28
	Of which: Overdue debts		-				
2	Long-term liabilities	320-BCDKT	1,397	1,397	100.00	1,397	100.00
IV	Equity	400-BCDKT	40,358	40,601	100.60	42,987	105.88
1	Owners' equity	410-BCDKT	40,358	40,601	100.60	42,987	105.88
	Of which: Contributed capital	411-BCDKT	31,113	31,113	100.00	31,113	100.00
2	Funds and other sources	420-BCDKT	-				
V	Total revenue		275,162	293,432	106.64	454,785	154.99
	Revenue from sales and services	10-BCKQKD	274,962	291,140	105.88	454,585	156.14
	Financial income	21-BCKQKD	200	2,165	1,082.67	200	9.24
	Other income	31-BCKQKD	-	127	-	-	-
VI	Total expenses		268,558	285,772	106.41	446,313	156.18
VII	Profit before tax	50-BCKQKD	6,604	7,660	115.99	8,473	110.60
	From provision reversal		-	-			
	From operating activities		6,604	7,660	115.99	8,473	110.60
VIII	Profit after corporate income tax	60-BCKQKD	5,242	5,931	113.15	6,700	112.96
IX	Total equity as at Dec 31		40,358	40,601	100.60	42,987	105.88
	Of which: Contributed capital		31,113	31,113	100.00	31,113	100.00
X	Investment capital of Corporation		12,852	12,852	100.00	12,852	100.00
XI	Liabilities / Total capital		76.79	82.46	107.38	76.29	92.52
XII	Short-term assets / Liabilities		1.21	1.18	97.52	1.21	102.54



No.	Indicators	Code	2025 Plan (1)	2025 Actual (2)	% (2/1)	2026 Plan (3)	% (3/2)
XIII	Profit attributable to Corporation		1,285	2,570	200.00	2,056	80.00
	Of which: Dividends		1,285	2,570	200.00	2,056	80.00
XIV	Total annual investment (disbursement)		6,700	475	7.09	10,200	2,146.46
XV	State budget contributions		7,334	9,943	135.58	10,269	103.28
	Of which: Taxes		7,334	9,943	135.58	10,269	103.28
XVI	Total payroll fund		25,494	27,784	108.98	29,708	106.92
XVII	Average number of employees		87	85	97.70	88	103.53
XVIII	Average salary per employee/year		24.42	27.24	111.55	28.13	103.28
XIX	Average outsourced labor		4	4	100.00	2	50.00
XX	Outsourced labor cost		756	765	101.19	350	45.75

Hanoi, April 16, 2026

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

**Dao Khac Hau**

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# AVIATION IMPORT-EXPORT JOINT STOCK COMPANY

## IMPLEMENTATION OF KEY TARGETS FOR 2025 AND CONSOLIDATED PLAN FOR 2026

Unit: VND million

Indicators	Unit	2025 Plan (1)	2025 Actual (2)	% (2/1)	2026 Plan (3)	% (3/2)
<b>1. STATE BUDGET CONTRIBUTIONS</b>		7,334	9,943	135.58	10,269	103.28
Value-added tax		2,706	4,556	168.37	5,039	110.60
License tax		4	4	100.00	-	-
Land tax		1,816	1,816	100.00	1,816	99.98
Import-export tax		-	303	-	-	-
Special consumption tax & contractor tax		-	-	-	-	-
Corporate income tax		1,363	1,729	126.89	1,773	102.53
Other taxes (PIT)		1,445	1,535	106.23	1,641	106.92
<b>2. TOTAL INVESTMENT (DISBURSEMENT)</b>		6,700	475	7.09	10,200	2,146.46
<b>3. TOTAL REVENUE</b>		275,162	296,432	107.73	454,785	153.42
Sales revenue		158,680	158,275	99.74	316,296	199.84
Import entrustment services		44,342	52,921	119.35	54,331	102.66
Transportation and other services		56,000	67,825	121.12	68,000	100.26
Air ticket sales		-	-	-	-	-
Office leasing		14,684	13,843	94.28	15,355	110.92
Warehouse management services		1,257	1,277	101.61	603	47.25
Financial income		200	2,165	1,082.67	200	9.24
Other income		-	127	-	-	-
<b>4. TOTAL EXPENSES</b>		268,558	288,772	107.53	446,313	154.56
Employee expenses		26,256	28,424	108.26	30,950	108.89
Salaries		25,494	27,784	108.98	29,708	106.92
Meal allowances		762	640	83.95	1,242	194.13
Social insurance, health insurance, unemployment insurance, union fees		2,059	2,000	97.13	2,422	121.07
Cost of goods and materials		217,256	232,217	106.89	385,332	165.94
Cost of goods sold and selling expenses		151,750	154,009	101.49	305,878	198.61
Service expenses		65,506	78,208	119.39	79,454	101.59
Depreciation of fixed assets		2,272	1,903	83.75	2,549	133.91





Indicators	Unit	2025 Plan (1)	2025 Actual (2)	% (2/1)	2026 Plan (3)	% (3/2)
Other expenses		18,578	20,993	113.00	22,766	108.45
Other cash expenses		17,978	19,200	106.80	21,020	109.48
Employee welfare expenses		600	1,454	242.34	1,400	96.28
Provision for doubtful debts		-	339	-	346	102.00
Financial expenses		2,136	3,062	143.37	2,294	74.92
Interest expenses		2,136	1,596	74.70	1,794	112.45
Other operating expenses		-	171	-	-	-
<b>5. PROFIT</b>						
Profit before tax		6,604	7,660	115.99	8,473	110.60
Profit from operating activities		6,604	7,660	115.99	8,473	110.60
Corporate income tax		1,363	1,729	126.89	1,773	102.53
Profit after tax		5,242	5,931	113.15	6,700	112.96
Bonus and welfare funds		524	731	139.46	670	91.65
Management bonus fund		285	471	164.98	514	109.07
Remaining profit for the year		4,432	4,729	106.71	5,516	116.64
<b>6. DIVIDEND DISTRIBUTION PLAN</b>						
Dividend payout ratio (%/par value)		10.0%	20.0%	200.00	16.0%	80.00
<b>7. NUMBER OF EMPLOYEES (AT YEAR-END)</b>	Persons	87	85	97.70	88	103.53
<b>8. AVERAGE NUMBER OF EMPLOYEES</b>	Persons	87	85	97.70	88	103.53
<b>9. AVERAGE SALARY PER EMPLOYEE/MONTH</b>		24.42	27.24	111.55	28.13	103.28
<b>10. CHARTER CAPITAL</b>		31,113	31,113	100.00	31,113	100.00
<b>11. OUTSOURCED LABOR (AT YEAR-END)</b>	Persons	4	4	100.00	-	-
<b>12. AVERAGE OUTSOURCED LABOR</b>	Persons	4	4	100.00	2	50.00
<b>13. OUTSOURCED LABOR COST</b>		756	765	101.19	350	45.75

Hanoi, April 16, 2026

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

**Dao Khac Hau**



Hanoi, April 16 , 2026

**REPORT OF THE BOARD OF SUPERVISORS**

**General Aviation Import-Export Joint Stock Company**  
**Submitted to the 2026 Annual General Meeting of Shareholders**

**To:** The Annual General Meeting of Shareholders of General Aviation Import-Export Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of Aviation Import-Export Joint Stock Company;
- Pursuant to the Operating Regulations of the Board of Supervisors;
- Based on the 2025 Financial Statements of Aviation Import-Export Joint Stock Company audited by CPA Vietnam Auditing Company Limited, with Audit Report No. 102/2026/BCKT-CPA VIETNAM-NV2 dated February 27, 2026.

The Board of Supervisors (BOS) of General Aviation Import-Export Joint Stock Company respectfully reports to the 2026 Annual General Meeting of Shareholders on the inspection and supervision activities of the Company as follows:

**I. Activities of the Board of Supervisors**

**1. Structure and operation of the Board of Supervisors**

In 2025, there were no changes in the personnel of the Board of Supervisors. The current members are as follows:

- Mr. Nguyen Tien Dung – Head of the Board of Supervisors
- Mr. Dinh Phuc Loc – Member
- Ms. Tong Thi Thanh Binh – Member

The Board of Supervisors performs its duties on behalf of shareholders to supervise the business operations, management and administration of the Board of Directors (BOD) and the Executive Board.

- Members of the BOS received remuneration and operating expenses in accordance with the Resolution of the 2025 Annual General Meeting of Shareholders.
- In 2025, the BOS proactively carried out its activities in compliance with applicable laws, the Company's Charter, and its internal regulations, specifically:
- Developed the working plan and agenda for 2025;





- Reviewed the legality, validity, truthfulness, and prudence in management and business operations, as well as accounting, statistics, and preparation of the 2025 financial statements;
- Supervised the implementation of the Resolution of the 2025 Annual General Meeting of Shareholders;
- Reviewed the legality, order and procedures for issuance of Resolutions and Decisions of the Board of Directors and the General Director; monitored compliance with information disclosure regulations in accordance with applicable laws;
- Supervised the implementation of internal regulations and policies;
- Reviewed and appraised the semi-annual and annual financial statements for 2025;
- Coordinated with the independent auditor: exchanged information and evaluated the truthfulness and reasonableness of the financial statements; monitored the implementation of recommendations made by inspection and audit authorities.

## **2. Salaries and remuneration of the Board of Supervisors**

Remuneration of BOS members was implemented in accordance with Resolution No. 20/2025/NQ-ĐHĐCĐ-XNK dated June 12, 2025 and paid in compliance with applicable regulations.

- Details as follows:
  - Head of BOS: VND 3.45 million/month
  - 02 Members: VND 2.89 million/person/month
- Total remuneration paid to BOS members in 2025: VND 110.76 million
- Operating expenses of the BOS in 2025: Nil

## **3. Summary of meetings of the Board of Supervisors**

- Meeting to approve the appraisal results of the Company's 2024 financial statements;
- Meeting to approve the BOS report submitted to the 2025 Annual General Meeting of Shareholders;
- Meeting to approve the inspection report on business operations and procurement of goods and services for the second half of 2024;
- Meeting to provide comments on the draft operating regulations and remuneration policy for the Consumer Goods Business Department;
- Meeting to approve the inspection report on business operations and procurement/investment activities for the first half of 2025;
- Resolution of other matters within the authority and functions of the BOS.

During the course of work, BOS members regularly exchanged information via email and telephone to ensure timely, continuous, and effective operations.

## **4. Coordination between the BOS and the Board of Directors, Executive Board, management units and shareholders**



- **With the Board of Directors, Executive Board and management units:**  
The BOS maintained close coordination based on the principle of safeguarding the interests of the Company and its shareholders, in compliance with laws, the Company's Charter, and internal governance regulations. During the performance of its duties, the BOS received full cooperation from the Board of Directors, the Executive Board, and relevant departments.
- **With shareholders:**  
In 2025, the BOS did not receive any complaints or petitions from shareholders.

## **II. Results of supervision over business operations, management and administration of the Board of Directors and the Executive Board of the Company:**

### **1. Appraisal of financial statements:**

The Company's 2025 financial statements were prepared in accordance with Circular No. 200/2014/TT-BTC on the corporate accounting regime and were audited by CPA Vietnam Auditing Company Limited, which issued Audit Report No. 102/2026/BCKT-CPA VIETNAM-NV2 dated February 27, 2026.

Opinion of the independent auditor: The financial statements present fairly and reasonably, in all material respects, the financial position of the Company as at December 31, 2025, as well as the results of operations and cash flows for the fiscal year ended on the same date, in accordance with Vietnamese Accounting Standards, the Vietnamese Accounting System and relevant legal regulations on the preparation and presentation of financial statements.

The Board of Supervisors agrees with the opinion of the independent auditor on the contents of the Company's 2025 financial statements.

#### **1.1 Key indicators for 2025:**

No.	Indicators	Unit	2025 Plan	2024 Actual	2025 Actual	% 2025/Plan	% 2025/2024
1	Revenue and other income	VND million	275,162	330,658	296,432	107.73%	89.65%
2	Expenses	VND million	268,558	324,621	288,772	107.53%	88.96%
3	Profit before tax	VND million	6,604	6,036	7,660	116.00%	126.90%
4	Profit after tax	VND million	5,242	4,772	5,931	113.15%	124.30%

The above figures on business results for 2025 of the Company have been audited by CPA Vietnam Auditing Company Limited and have been appraised by the Board of Supervisors for the financial year ended December 31, 2025.



## 1.2 Assessment of business performance:

Revenue from sales and provision of services in 2025 reached VND 294.140 billion, equal to 106.97% of the 2025 plan and 89.17% compared to the same period in 2024.

In 2025, the Company's main business activities achieved good results: entrusted import-export and transportation services. Revenue from trading activities in 2025 was lower than the same period last year due to some contracts signed in 2023 being implemented and recognized in 2024. Office leasing and warehouse management services faced difficulties during the year and revenue decreased compared to the plan.

Profit before tax in 2025 reached VND 7.660 billion, equal to 116.00% of the 2025 plan and 126.90% compared to the same period last year. This result was achieved due to the Company's management operating flexibly, seeking and expanding business partners, saving costs, using labor efficiently, improving operational efficiency, creating jobs and income for employees and generating profit for the Company.

## 1.3 Results of appraisal of financial statements:

Some key indicators in the Company's financial statements

Unit: VND

CONTENT	Ending balance 2025	Beginning balance 2025
A. ASSETS	231,444,909,259	172,275,408,667
I. Short-term assets	224,835,926,046	164,448,611,222
1. Cash and cash equivalents	9,000,404,669	26,111,721,651
2. Short-term financial investments	0	1,750,000,000
3. Short-term receivables	200,817,378,972	113,224,837,179
4. Inventories	14,510,648,121	22,652,300,575
5. Other short-term assets	507,494,284	709,751,817
II. Long-term assets	6,608,983,213	7,826,797,445
2. Fixed assets	5,658,533,498	6,520,770,106
3. Investment property	306,408,499	917,420,492
4. Other long-term assets	644,041,216	388,606,847
A. CAPITAL SOURCES	231,444,909,259	172,275,408,667
I. Liabilities	190,843,922,517	133,696,012,957
1. Short-term liabilities	189,446,804,767	115,946,638,472
Of which: Short-term loans and finance lease liabilities	21,086,637,668	32,157,464,403
2. Long-term liabilities	1,397,117,750	17,749,374,485
II. Equity	40,600,986,742	38,579,395,710



CONTENT	Ending balance 2025	Beginning balance 2025
1. Contributed capital	31,112,830,000	31,112,830,000
2. Share premium	9,910,890	9,910,890
4. Other funds	1,473,497,115	1,473,497,115
5. Undistributed earnings	8,004,748,737	5,983,157,705
Retained earnings brought forward	5,184,628,409	1,211,304,496
Current period profit	2,820,120,328	4,771,853,209

As at December 31, 2025, total assets were VND 231.445 billion, an increase of VND 59.169 billion, equivalent to 34.35% compared to the beginning of the period, in which short-term assets increased by VND 60.387 billion (36.72%) and long-term assets decreased by VND 1.218 billion (15.56%).

As at December 31, 2025, total capital sources were VND 231.445 billion, an increase of VND 59.169 billion, equivalent to 34.35% compared to the beginning of the period, in which liabilities increased by VND 57.148 billion (42.74%) and equity increased by VND 2.201 billion (5.24%).

Receivables and payables:

#### Receivables

Total receivables as at December 31, 2025 were VND 200.817 billion, an increase of VND 87.592 billion (77.36%) compared to the beginning of the period, of which 100% were short-term receivables.

Receivables confirmation: The Company has complied with current regulations on receivables management. The Company should pay attention to urging confirmation of receivables at year-end.

#### Payables

Total payables as at December 31, 2025 were VND 190.844 billion, an increase of VND 57.148 billion (42.47%), of which short-term liabilities were VND 189.447 billion (99.28%) and long-term liabilities were VND 1.397 billion (0.72%).

#### Financial indicators

Indicators	Unit	2023	2024	2025
Equity/Total capital	%	21.06	22.39	17.54
Equity/Long-term assets	%	370.66	492.91	614.33
Equity/Fixed assets	%	471.69	591.64	717.51
Current ratio	Times	1.12	1.22	1.11
Short-term solvency	Times	1.21	1.42	1.19
Overall solvency	Times	1.27	1.29	1.21



Interest coverage ratio	Times	6.55	3.91	5.80
Liabilities/Total assets	%	78.94	77.61	82.46
Liabilities/Equity	%	374.82	346.55	470.05
Loans/Equity	Times	1.65	0.83	0.52
Profit before tax/Revenue	%	2.57	1.83	2.60
Profit after tax/Revenue	%	1.91	1.45	2.02
Profit before tax/Total assets	%	3.29	3.65	4.32
Profit after tax/Total assets	%	2.45	2.89	3.34
Profit after tax/Equity	%	12.56	15.34	19.06

Assessment: The Company's financial situation in 2025 shows that the Company operated profitably, thereby preserving equity capital. The Company's solvency ratios are ensured. Liabilities have an increasing trend compared to the previous period. The liabilities/equity ratio as at December 31, 2025 is 4.70 times, increasing compared to the beginning of 2025 (3.47 times) and exceeding 3 times. The Company should pay attention to managing receivables and payables to ensure financial safety and business operations.

#### **1.4 Assessment of investment situation:**

In 2025, the Company implemented one investment project (elevator for Building B) with a planned investment of VND 700 million approved by the 2025 AGM. Total disbursement was VND 475.20 million.

In 2025, the Company implemented only 1/4 of approved projects. Total disbursement reached 7.10% of the plan.

Other approved projects were not implemented due to the absence of suitable partners.

The Company had no plan for external investment in 2025.

#### **2. Assessment of management and administration:**

##### **2.1 Activities of the Board of Directors:**

In 2025, there were no changes in personnel. Meetings were conducted in compliance with regulations. The Board issued 19 Resolutions and 7 Decisions. All were issued in accordance with authority and regulations and implemented by the Executive Board.

##### **2.2 Activities of the Executive Board:**

The Executive Board operated in compliance with AGM resolutions and legal regulations, used resources efficiently, fulfilled obligations to the State, achieved business results (PBT reached VND 7.660 billion, equal to 116.00% of plan), ensured employment and improved income for employees.

### 2.3 Implementation of AGM 2025 Resolution:

Fully implemented in compliance with regulations. Remuneration was paid as approved. Interim dividend of 10% was paid. Profit exceeded plan.

### 2.4 Subsequent events:

No material events occurred requiring adjustment or disclosure.

## III. Recommendations

1. To the General Meeting of Shareholders:  
Approve audited financial statements for 2025.  
Approve reports and profit distribution plan.  
Authorize the Board of Directors to select an audit firm from the proposed list in accordance with regulations.
2. To the Board of Directors:  
Direct the Executive Board to review and revise internal regulations.
3. To the Executive Board:  
Strengthen receivables management, ensure compliance, expand business activities.

## IV. Plan for 2026 of the Board of Supervisors

Supervise activities through meetings, monitor implementation of plans, review financial statements, conduct inspections, and perform other duties in accordance with regulations.

**Respectfully submitted.**

### Recipients:

- *As above;*
- *Board of Directors;*
- *General Director;*
- *Filed at the Board of Supervisors.*

ON BEHALF OF THE BOARD OF  
SUPERVISORS  
HEAD OF THE BOARD OF  
SUPERVISORS

Nguyen Tien Dung

C.P. 10/11



**MINUTES**

Vote Counting for the Election of Members of the Board of Directors and the Supervisory Board  
Export-Import Aviation Joint Stock Company  
Term of Office: 2026 – 2031

Today, at 10:50 a.m. on 09 June 2026, at the Meeting Room on the 2nd Floor of the Office Building of Export-Import Aviation Joint Stock Company, No. 414 Nguyen Van Cu Street, Bo De Ward, Hanoi City, the Vote Counting Committee consisted of:

1. Mr. Le Thanh Trung – Head of the Committee.
2. Ms. Le Phuong Thao – Member.
3. Ms. Hoang Thi Bich Huong – Member.

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020;

Pursuant to the Charter of Export-Import Aviation Joint Stock Company.

The 2026 Annual General Meeting of Shareholders conducted the election of members of the Board of Directors (“BOD”) and the Supervisory Board (“SB”) for the 2026–2031 term by cumulative voting, with the participation of shareholders/proxy holders representing shares as follows:

- The total number of shareholders of Export-Import Aviation Joint Stock Company according to the shareholder list finalized on 17 April 2026 was 129 shareholders, holding 3,111,283 voting shares of the Company.
- The number of attending shareholders and authorized representatives was 10, representing and authorized to exercise voting rights attached to 2,944,885 shares, equivalent to 94.65% of the total voting shares of the Company.

**A. List of nominees approved by the General Meeting of Shareholders**

**I. List of nominees for the Board of Directors for the 2026–2031 term (in alphabetical order):**

No.	Full Name	Remarks
1	Dao Khac Hau	
2	Doan Minh Phu	
3	Nguyen Thanh Son	
4	Dinh Ngoc Tung	
5	Le Cao The	Independent Member of the Board of Directors

**II. List of nominees for the Supervisory Board for the 2026–2031 term (in alphabetical order):**

No. Full Name

- 1 Tong Thi Thanh Binh
- 2 Phan Thu Huong
- 3 Dinh Phuc Loc

**B. Vote Counting Results**

The Vote Counting Committee distributed ballot papers, supervised the voting process, collected ballots and conducted vote counting. The results are as follows:

No.	Description	Election of BOD Members		Election of SB Members	
		Ballots	Corresponding Votes	Ballots	Corresponding Votes
1	Ballots issued	10	14,724,425	10	8,834,655
2	Ballots collected	10	14,724,425	10	8,834,655
3	Valid ballots	10	14,724,425	10	8,834,655
4	Invalid ballots	0	0	0	0

### C. Election Results

#### I. Board of Directors

No.	Full Name	Number of Votes	Percentage (%) (Number of votes compared to the voting shares represented at the Meeting)	Remarks
1	Dao Khac Hau	3,113,833	105.74%	
2	Doan Minh Phu	2,192,961	74.47%	
3	Nguyen Thanh Son	3,113,831	105.74%	
4	Dinh Ngoc Tung	3,189,971	108.32%	
5	Le Cao The	3,113,831	105.74%	Independent Member of the Board of Directors

#### II. Supervisory Board

No.	Full Name	Number of Votes	Percentage (%) (Number of votes compared to the voting shares represented at the Meeting)
1	Tong Thi Thanh Binh	2,492,213	84.63%
2	Phan Thu Huong	2,534,453	86.06%
3	Dinh Phuc Loc	3,807,989	129.31%

### D. Elected Candidates

Based on the election results, the Election Regulations approved by the General Meeting of Shareholders and the Charter of Export-Import Aviation Joint Stock Company, the following candidates were elected as members of the Board of Directors and the Supervisory Board for the 2026–2031 term:

#### I. Board of Directors

No.	Full Name	Number of Votes	Percentage (%) (Number of votes compared to the voting shares represented at the Meeting)	Remarks
1	Dinh Ngoc Tung	3,189,971	108.32%	
2	Dao Khac Hau	3,113,833	105.74%	
3	Nguyen Thanh Son	3,113,831	105.74%	
4	Doan Minh Phu	2,192,961	74.47%	



5	Le Cao The	3,113,831	105.74%	Independent Member of the Board of Directors
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## II. Supervisory Board

No.	Full Name	Number of Votes	Percentage (%) (Number of votes compared to the voting shares represented at the Meeting)
1	Dinh Phuc Loc	3,807,989	129.31%
2	Phan Thu Huong	2,534,453	86.06%
3	Tong Thi Thanh Binh	2,492,213	84.63%

These Vote Counting Minutes were completed at 11:30 a.m. on 09 June 2026 and publicly announced at the General Meeting of Shareholders.

## VOTE COUNTING COMMITTEE

### Members:

Ms. Le Phuong Thao

Ms. Hoang Thi Bich Huong

## HEAD OF THE VOTE COUNTING COMMITTEE

Le Thanh Trung



**Phụ lục III  
Appendix III**

**BẢN CUNG CẤP THÔNG TIN  
CIRRICULLUM VITAE**

*(Ban hành kèm theo Thông tư số 96/2020/TT-BTC ngày 16 tháng 11 năm 2020 của Bộ trưởng  
Bộ Tài chính)*  
*(Promulgated with the Circular No 96/2020/TT-BTC on November 16, 2020 of the Minister of  
Finance)*

**CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM  
Độc lập - Tự do - Hạnh phúc  
THE SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom – Happiness**

*Hà Nội, ngày 09 tháng 06 năm 2026  
Hanoi, June 6 year 2026.*

**BẢN CUNG CẤP THÔNG TIN/ CIRRICULLUM VITAE**

Kính gửi: - Ủy ban Chứng khoán Nhà nước;  
- Sở Giao dịch chứng khoán.  
To: - The State Securities Commission;  
- The Stock Exchange.

1/ Họ và tên /Full name: **NGUYỄN THANH SƠN**

2/ Giới tính/Sex: Nam

3/ Ngày tháng năm sinh/Date of birth: 29/11/1978

4/ Nơi sinh/Place of birth: Phú Thọ

5/ Số CMND (hoặc số hộ chiếu)/ ID card No. (or Passport No.): 025078002053

Ngày cấp/Date of issue ...21/04/2021. Nơi cấp/Place of issue...Bộ Công An/Ministry of Public Security

6/ Quốc tịch/Nationality: Việt nam

7/ Dân tộc/Ethnic: Kinh



8/ Địa chỉ thường trú/Permanent residence: Tổ 19, phường Vĩnh Hưng, Hà Nội

9/ Số điện thoại/Telephone number: 0912025119

10/ Địa chỉ email/Email: sonnguyenthanh@vietnamairlines.com

11/ Tên tổ chức là đối tượng công bố thông tin/ Organisation's name subject to information disclosure rules:: Công ty CP Xuất nhập khẩu hàng không/ General Aviation Import- Export Joint stock Company

12/ Chức vụ hiện nay tại tổ chức là đối tượng công bố thông tin/ Current position in an organization subject to information disclosure: Thành viên HĐQT/Member of the Board of Directors

13/ Các chức vụ hiện đang nắm giữ tại tổ chức khác/Positions in other companies: Phó trưởng ban Quản lý vật tư, Tổng công ty Hàng Không Việt Nam – CTCP/Deputy Head of the Materials Management Department, Vietnam Airlines Corporation – JSC Vietnam Airlines

14/ Số CP nắm giữ: 514.080; chiếm 16,52 % vốn điều lệ, trong đó/ Number of owning shares 514.080 , accounting for 16,52% of charter capital, of which:

+ Đại diện (tên tổ chức là Nhà nước/cổ đông chiến lược/tổ chức khác) sở hữu/ Owning on behalf of (the State/strategic investor/other organisation): 514.080

+ Cá nhân sở hữu/ Owning by Individual: 0

15/ Các cam kết nắm giữ (nếu có)/ Other owning commitments (if any):

16/ Danh sách người có liên quan của người khai\* /List of affiliated persons of declarant:

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\* Người có liên quan theo quy định tại khoản 46 Điều 4 Luật Chứng khoán ngày 26 tháng 11 năm 2019.

Affiliated persons are stipulated in Article 4, clause 46 of the Law on Securities dated 26<sup>th</sup> Nov 2019.

Stt No.	Mã CK Securities symbol	Họ tên Name	Tài khoản giao dịch chứng khoán (nếu có) Securities trading accounts (if available)	Chức vụ tại công ty (nếu có) Position at the company (if available)	Mối quan hệ đối với công ty/ người nội bộ Relationship with the company/ internal person	Loại hình Giấy NSH (*) (CMND/ Passport/ Giấy ĐKKD) Type of documents/ ID/Passport / Business Registration Certificate)	Số Giấy NSH (*)/ NSH No.	Ngày cấp Date of issue	Nơi cấp Place of issue	Địa chỉ trụ sở chính/ Địa chỉ liên hệ Address / Head office address	Số cổ phiếu sở hữu cuối kỳ Number of shares owned at the end of the period	Tỷ lệ sở hữu cổ phiếu cuối kỳ Percentage of shares owned at the end of the period	Thời điểm bắt đầu là người có liên quan của công ty/ người nội bộ Time the person became an affiliated person/ internal person	Thời điểm không còn là người có liên quan của công ty/ người nội bộ Time the person ceased to be an affiliated person/ internal person	Lý do (khi phát sinh thay đổi liên quan đến mục 13 và 14) Reasons (when arising changes related to sections of 13 and 14)	Ghi chú (việc không có sổ Giấy NSH và các ghi chú khác) Notes (i.e. not in possession of a NSH No. and other notes)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
I		Nguyễn Thanh Sơn	525119	Thành viên HĐQT/ Member of the Board of Directors		CCCD ID	025078 002053	21/04/ 2021	Bộ Công An/Mini stry of Public Security	Đảo Dừa 1-50 khu đô thị Vinhomes Ocean Park 2 – Xã Nghĩa Trụ, Hưng Yên	514.080	16,52 %	09/06/ 2026			
1.1		Nguyễn Văn Côn			Bố đẻ/Father					Số nhà 16, ngõ 60, phố Tân Khai, phường Vĩnh Hưng, Hà Nội			09/06/ 2026			
1.2		Hoàng Thị Lương			Mẹ đẻ/Mother					Số nhà 16, ngõ 60, phố Tân Khai, phường Vĩnh Hưng, Hà Nội			09/06/ 2026			



1.3		Phạm Văn Chiến			Bố vợ /Father in law					Phòng 13H3 tập thể Trương Định, phường Tương Mai, Hà Nội			09/06/ 2026			
1.4		Nguyễn Thị Hồng Vân			Mẹ vợ/ Mother in law					Khu tập thể bộ Văn Hóa thông tin, ngõ 61, Lạc Trung Phường Vĩnh Tuy, Hà Nội			09/06/ 2026			
1.5		Phạm Thị Phương Anh			Vợ/Wife					Đảo Dừa 1-50 khu đô thị Vinhomes Ocean Park 2 – Xã Nghĩa Trụ, Hưng Yên			09/06/ 2026			
1.6		Nguyễn Thanh Lâm			Con trai/son					Đảo Dừa 1-50 khu đô thị Vinhomes Ocean Park 2 – Xã Nghĩa Trụ, Hưng Yên			09/06/ 2026			
1.7		Nguyễn Đức Lâm			Con trai/son					Đảo Dừa 1-50 khu đô thị Vinhomes Ocean Park 2 – Xã Nghĩa Trụ, Hưng Yên			09/06/ 2026			
1.8		Nguyễn Huy Hoang			Anh trai/ Brother					Số nhà 13, khu đô thị Sóng Hoàng, phường Mai Động, Hà Nội			09/06/ 2026			
1.9		Nguyễn Thị Phương Thào			Em gái/sister					Số nhà 16, ngõ 60, phố Tân Khai, phường Vĩnh Hưng, Hà Nội			09/06/ 2026			

17/ Lợi ích liên quan đối với công ty đại chúng, quỹ đại chúng (nếu có)/*Related interest with public company, public fund (if any):*

18/ Quyền lợi mâu thuẫn với công ty đại chúng, quỹ đại chúng (nếu có)/ *Interest in conflict with public company, public fund (if any):*

Tôi cam đoan những lời khai trên đây là đúng sự thật, nếu sai tôi xin hoàn toàn chịu trách nhiệm trước pháp luật/*I hereby certify that the information provided in this cv is true and correct and I will bear the full responsibility to the law.*

**NGƯỜI KHAI /**

**DECLARANT**

*(Ký, ghi rõ họ tên)*

*(Signature, full name)*



Nguyễn Thanh Sơn



**Phụ lục III  
Appendix III**

**BẢN CUNG CẤP THÔNG TIN  
CURRICULLUM VITAE**

*(Ban hành kèm theo Thông tư số 96/2020/TT-BTC ngày 16 tháng 11 năm 2020 của Bộ trưởng  
Bộ Tài chính)*  
*(Promulgated with the Circular No 96/2020/TT-BTC on November 16, 2020 of the Minister of  
Finance)*

**CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM  
Độc lập - Tự do - Hạnh phúc  
THE SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom – Happiness**

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*Hà Nội, ngày 09 tháng 06 năm 2026  
Hanoi, June 6 year 2026.*

**BẢN CUNG CẤP THÔNG TIN/ CURRICULLUM VITAE**

Kính gửi: - Ủy ban Chứng khoán Nhà nước;  
- Sở Giao dịch chứng khoán.  
To: - The State Securities Commission;  
- The Stock Exchange.

1/ Họ và tên /Full name: **PHAN THU HƯƠNG**

2/ Giới tính/Sex: Nữ

3/ Ngày tháng năm sinh/Date of birth: 25/06/1987

4/ Nơi sinh/Place of birth: Hà Nội

5/ Số CMND (hoặc số hộ chiếu)/ ID card No. (or Passport No.): 001187047376

Ngày cấp/*Date of issue* 24/06/2021 Nơi cấp/*Place of issue*: Cục cảnh sát quản lý hành chính về trật tự xã hội/*The Police Department for Administrative management of Social order*

6/ Quốc tịch/*Nationality*: Việt Nam

7/ Dân tộc/*Ethnic*: Kinh

8/ Địa chỉ thường trú/*Permanent residence*: 15 ngõ 212 Hồng Mai, phường Bạch Mai, Hà Nội

9/ Số điện thoại/*Telephone number*: 0982.250.687

10/ Địa chỉ email/*Email*: huongphan@vietnamairlines.com

11/ Tên tổ chức là đối tượng công bố thông tin/*Organisation's name subject to information disclosure rules*: Công ty CP Xuất nhập khẩu hàng không/ *General Aviation Import- Export Joint stock Company*

12/ Chức vụ hiện nay tại tổ chức là đối tượng công bố thông tin/*Current position in an organization subject to information disclosure*: Trưởng Ban Kiểm soát/*Head of the Board of Supervisors*

13/ Các chức vụ hiện đang nắm giữ tại tổ chức khác/*Positions in other companies*: Chuyên viên ban Tài chính – Kế toán - Tổng công ty Hàng Không Việt Nam/ *Specialist, Finance and Accounting Department – Vietnam Airlines Corporation – JSC Vietnam Airlines*

14/ Số CP nắm giữ: 0 chiếm 0 % vốn điều lệ, trong đó/*Number of owning shares 0; , accounting for 0% of charter capital, of which:*

+ Đại diện (tên tổ chức là Nhà nước/cổ đông chiến lược/tổ chức khác) sở hữu/*Owning on behalf of (the State/strategic investor/other organisation):*

+ Cá nhân sở hữu/*Owning by Individual:*

15/ Các cam kết nắm giữ (nếu có)/*Other owning commitments (if any):*

16/ Danh sách người có liên quan của người khai\* /*List of affiliated persons of declarant:*

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\* Người có liên quan theo quy định tại khoản 46 Điều 4 Luật Chứng khoán ngày 26 tháng 11 năm 2019.

Affiliated persons are stipulated in Article 4, clause 46 of the Law on Securities dated 26<sup>th</sup> Nov 2019.

Stt No.	Mã CK Securities symbol	Họ tên Name	Tài khoản giao dịch chứng khoán (nếu có) Securities trading accounts (if available)	Chức vụ tại công ty (nếu có) Position at the company (if available)	Mối quan hệ đối với công ty/ người nội bộ Relations hip with the company/ internal person	Loại hình Giấy NSH (*) (CMND/ Passport/ Giấy ĐKKD) Type of documents/ ID/Passpor t/ Business Registratio n Certificate)	Số Giấy NSH (*)/ NSH No.	Ngày cấp Date of issue	Nơi cấp Place of issue	Địa chỉ trụ sở chính/ Địa chỉ liên hệ Address / Head office address	Số cổ phiếu sở hữu cuối kỳ Number of shares owned at the end of the period	Tỷ lệ sở hữu cổ phiếu cuối kỳ Percent age of shares owned at the end of the period	Thời điểm bắt đầu là người có liên quan của công ty/ người nội bộ Time the person became an affiliated person/ internal person	Thời điểm không còn là người có liên quan của công ty/ người nội bộ Time the person ceased to be an affiliated person/ internal person	Lý do (khi phát sinh thay đổi liên quan đến mục 13 và 14) Reasons (when arising changes related to sections of 13 and 14)	Ghi chú (về việc không có số Giấy NSH và các ghi chú khác) Notes (i.e. not in possession of a NSH No. and other notes)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1		Phan Thu Hương		Trưởng Ban Kiểm soát  Head of the Board of Supervi sors		CCCD  ID	0011870 47376	24/06/2021	Cục CS QLHC về TTXH/The Police Department for Administrative management of Social order	12/1 ngõ 125 Trung Kính, Yên Hòa, Hà Nội	0	0	09/06/ 2026			
1.01		Phan Quốc Khánh			Bố đẻ /Father					15 ngõ 212 Hồng Mai, Bạch Mai, Hà Nội			09/06/ 2026			
1.02		Nguyễn Thị Giang			Mẹ đẻ /Mother					15 ngõ 212 Hồng Mai, Bạch Mai, Hà Nội			09/06/ 2026			
1.03		Phan Khánh Hằng			Em gái/Sister					15 ngõ 212 Hồng Mai, Bạch Mai, Hà Nội			09/06/ 2026			

1.04		Vũ Huy Cường			Bố chồng/ Father in law					12/1 ngõ 125 Trung Kính, Yên Hòa, Hà Nội			09/06/2026			
1.05		Trịnh Thị Thơ			Mẹ chồng/ Mother in law					12/1 ngõ 125 Trung Kính, Yên Hòa, Hà Nội			09/06/2026			
1.06		Vũ Huy Thành			Chồng/ Husband					12/1 ngõ 125 Trung Kính, Yên Hòa, Hà Nội			09/06/2026			
1.07		Vũ Phương Anh			Con gái/ Daughter					12/1 ngõ 125 Trung Kính, Yên Hòa, Hà Nội			09/06/2026			
1.08		Vũ Huy Đức			Con trai/ Son					12/1 ngõ 125 Trung Kính, Yên Hòa, Hà Nội			09/06/2026			



17/ Lợi ích liên quan đối với công ty đại chúng, quỹ đại chúng (nếu có)/*Related interest with public company, public fund (if any):*

18/ Quyền lợi mâu thuẫn với công ty đại chúng, quỹ đại chúng (nếu có)/ *Interest in conflict with public company, public fund (if any):*

Tôi cam đoan những lời khai trên đây là đúng sự thật, nếu sai tôi xin hoàn toàn chịu trách nhiệm trước pháp luật/*I hereby certify that the information provided in this cv is true and correct and I will bear the full responsibility to the law.*

**NGƯỜI KHAI /**

**DECLARANT**

*(Ký, ghi rõ họ tên)*

*(Signature, full name)*



Phan Thu Hường

**Phụ lục III  
Appendix III**

**BẢN CUNG CẤP THÔNG TIN  
CIRRICULLUM VITAE**

*(Ban hành kèm theo Thông tư số 96/2020/TT-BTC ngày 16 tháng 11 năm 2020 của Bộ trưởng  
Bộ Tài chính)*

*(Promulgated with the Circular No 96/2020/TT-BTC on November 16, 2020 of the Minister of  
Finance)*

**CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM  
Độc lập - Tự do - Hạnh phúc  
THE SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom – Happiness**

*Hà Nội, ngày 09 tháng 06 năm 2026  
Hanoi, June 6 year 2026.*

**BẢN CUNG CẤP THÔNG TIN/ CIRRICULLUM VITAE**

Kính gửi: - Ủy ban Chứng khoán Nhà nước;  
- Sở Giao dịch chứng khoán.

To: - The State Securities Commission;  
- The Stock Exchange.

1/ Họ và tên /Full name: **ĐOÀN MINH PHÚ**

2/ Giới tính/Sex: Nam

3/ Ngày tháng năm sinh/Date of birth: 02/07/1966

4/ Nơi sinh/Place of birth: Hà Nội

5/ Số CMND (hoặc số hộ chiếu)/ ID card No. (or Passport No.): 010066016333



Ngày cấp/*Date of issue* 16/03/2026 Nơi cấp/*Place of issue*: Bộ Công An/*Ministry of Public Security*

6/ Quốc tịch/*Nationality*: Việt Nam

7/ Dân tộc/*Ethnic*: Kinh

8/ Địa chỉ thường trú/*Permanent residence*: 201 B9A, Hoàng Mai, Hà Nội

9/ Số điện thoại/*Telephone number*: 0933.271.966

10/ Địa chỉ email/*Email*: phu.doanminh@gmail.com

11/ Tên tổ chức là đối tượng công bố thông tin/*Organisation's name subject to information disclosure rules*: Công ty CP Xuất nhập khẩu hàng không/*General Aviation Import- Export Joint stock Company*

12/ Chức vụ hiện nay tại tổ chức là đối tượng công bố thông tin/*Current position in an organization subject to information disclosure*: Thành viên HĐQT/*Member of the Board of Directors*

13/ Các chức vụ hiện đang nắm giữ tại tổ chức khác/*Positions in other companies*:

14/ Số CP nắm giữ: 155.619 chiếm 5 % vốn điều lệ, trong đó/*Number of owning shares 155.619;,, accounting for 5% of charter capital, of which*:

+ Đại diện (tên tổ chức là Nhà nước/cổ đông chiến lược/tổ chức khác) sở hữu/*Owning on behalf of (the State/strategic investor/other organisation):0*

+ Cá nhân sở hữu/*Owning by Individual*: 155.619

15/ Các cam kết nắm giữ (nếu có)/*Other owning commitments (if any)*:

16/ Danh sách người có liên quan của người khai\* /*List of affiliated persons of declarant*:

---

\* Người có liên quan theo quy định tại khoản 46 Điều 4 Luật Chứng khoán ngày 26 tháng 11 năm 2019.

Affiliated persons are stipulated in Article 4, clause 46 of the Law on Securities dated 26<sup>th</sup> Nov 2019.

Stt No.	Mã CK Securities symbol	Họ tên Name	Tài khoản giao dịch chứng khoán (nếu có) Securities trading accounts (if available)	Chức vụ tại công ty (nếu có) Position at the company (if available)	Mối quan hệ đối với công ty/ người nội bộ Relationship with the company/ internal person	Loại hình Giấy NSH (*) (CMND/ Passport/ Giấy ĐKKD) Type of documents/ ID/Passport/ Business Registration Certificate)	Số Giấy NSH (*)/ NSH No.	Ngày cấp Date of issue	Nơi cấp Place of issue	Địa chỉ trụ sở chính/ Địa chỉ liên hệ Address / Head office address	Số cổ phiếu sở hữu cuối kỳ Number of shares owned at the end of the period	Tỷ lệ sở hữu cổ phiếu cuối kỳ Percentage of shares owned at the end of the period	Thời điểm bắt đầu là người có liên quan của công ty/ người nội bộ Time the person became an affiliated person/ internal person	Thời điểm không còn là người có liên quan của công ty/ người nội bộ Time the person ceased to be an affiliated person/ internal person	Lý do (khi phát sinh thay đổi liên quan đến mục 13 và 14) Reasons (when arising changes related to sections of 13 and 14)	Ghi chú (về việc không có số Giấy NSH và các ghi chú khác) Notes (i.e. not in possession of a NSH No. and other notes)
1		Đoàn Minh Phú		Thành viên HĐQT T/Member of the Board of Directors		CCCD ID	001066 016333	16/03 /2026	Bộ Công An/Ministry of Public Security	201 B9A, Hoàng Mai, Hà Nội	155.61 9	5%	09/06/ 2026			
1.01		Đoàn Cẩm Phương			Con gái/daughter					201 B9A, Hoàng Mai, Hà Nội			09/06/ 2026			
1.02		Đoàn Cẩm Trang			Con gái/daughter					201 B9A, Hoàng Mai, Hà Nội			09/06/ 2026			



1.03		Đoàn Nhật Minh								201 B9A, Hoàng Mai, Hà Nội					09/06/2026				
1.04		Đoàn Đức Thịnh													09/06/2026				
1.05		Đoàn Minh Hưng													09/06/2026				
1.06		Đoàn Thị Hương													09/06/2026				

17/ Lợi ích liên quan đối với công ty đại chúng, quỹ đại chúng (nếu có)/*Related interest with public company, public fund (if any):*

18/ Quyền lợi mâu thuẫn với công ty đại chúng, quỹ đại chúng (nếu có)/ *Interest in conflict with public company, public fund (if any):*

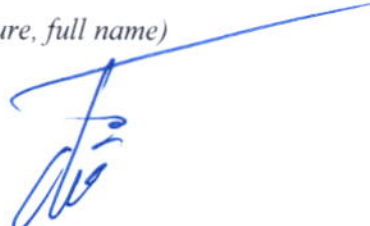
Tôi cam đoan những lời khai trên đây là đúng sự thật, nếu sai tôi xin hoàn toàn chịu trách nhiệm trước pháp luật/*I hereby certify that the information provided in this cv is true and correct and I will bear the full responsibility to the law.*

**NGƯỜI KHAI /**

**DECLARANT**

*(Ký, ghi rõ họ tên)*

*(Signature, full name)*



Đỗ Minh Quân.



**Phụ lục III  
Appendix III**

**BẢN CUNG CẤP THÔNG TIN  
CIRRICULLUM VITAE**

*(Ban hành kèm theo Thông tư số 96/2020/TT-BTC ngày 16 tháng 11 năm 2020 của Bộ trưởng  
Bộ Tài chính)*

*(Promulgated with the Circular No 96/2020/TT-BTC on November 16, 2020 of the Minister of  
Finance)*

**CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM  
Độc lập - Tự do - Hạnh phúc  
THE SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom – Happiness**

*Hà Nội, ngày 09 tháng 06 năm 2026  
Hanoi, June 6 year 2026.*

**BẢN CUNG CẤP THÔNG TIN/ CIRRICULLUM VITAE**

Kính gửi: - Ủy ban Chứng khoán Nhà nước;  
- Sở Giao dịch chứng khoán.

To: - The State Securities Commission;  
- The Stock Exchange.

1/ Họ và tên /Full name: **LÊ CAO THẾ**

2/ Giới tính/Sex: Nam

3/ Ngày tháng năm sinh/Date of birth: 01/06/1962

4/ Nơi sinh/Place of birth: Xóm 1 Hưng Thành, Xã Tân Ninh, Thanh Hóa

5/ Số CMND (hoặc số hộ chiếu)/ ID card No. (or Passport No.): 038062000140

Ngày cấp/*Date of issue* 05/02/2024 Nơi cấp/*Place of issue*: Cục cảnh sát quản lý hành chính về trật tự xã hội/*The Police Department for Administrative management of Social order*

6/ Quốc tịch/*Nationality*: Việt Nam

7/ Dân tộc/*Ethnic*: Kinh

8/ Địa chỉ thường trú/*Permanent residence*: 139 Lâm Hạ, Bồ Đề, Hà Nội

9/ Số điện thoại/*Telephone number*: 0967.888.777

10/ Địa chỉ email/*Email*:

11/ Tên tổ chức là đối tượng công bố thông tin/*Organisation's name subject to information disclosure rules*: Công ty CP Xuất nhập khẩu hàng không/*General Aviation Import- Export Joint stock Company*

12/ Chức vụ hiện nay tại tổ chức là đối tượng công bố thông tin/*Current position in an organization subject to information disclosure*: Thành viên HĐQT/*Member of the Board of Directors*

13/ Các chức vụ hiện đang nắm giữ tại tổ chức khác/*Positions in other companies*:

14/ Số CP nắm giữ: 0 chiếm 0 % vốn điều lệ, trong đó/*Number of owning shares 0; , accounting for 0% of charter capital, of which*:

+ Đại diện (tên tổ chức là Nhà nước/cổ đông chiến lược/tổ chức khác) sở hữu/*Owning on behalf of (the State/strategic investor/other organisation)*:

+ Cá nhân sở hữu/*Owning by Individual*:

15/ Các cam kết nắm giữ (nếu có)/*Other owning commitments (if any)*:

16/ Danh sách người có liên quan của người khai\* /*List of affiliated persons of declarant*:

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\* Người có liên quan theo quy định tại khoản 46 Điều 4 Luật Chứng khoán ngày 26 tháng 11 năm 2019.

Affiliated persons are stipulated in Article 4, clause 46 of the Law on Securities dated 26<sup>th</sup> Nov 2019.

Stt No.	Mã CK Securities symbol	Họ tên Name	Tài khoản giao dịch chứng khoán (nếu có) Securities trading accounts (if available)	Chức vụ tại công ty (nếu có) Position at the company (if available)	Mối quan hệ đối với công ty/ người nội bộ Relationship with the company/ internal person	Loại hình Giấy NSH (*) (CMND/ Passport/ Giấy ĐKKD) Type of documents/ ID/Passport/ Business Registration Certificate)	Số Giấy NSH (*)/ NSH No.	Ngày cấp Date of issue	Nơi cấp Place of issue	Địa chỉ trụ sở chính/ Địa chỉ liên hệ Address / Head office address	Số cổ phiếu sở hữu cuối kỳ Number of shares owned at the end of the period	Tỷ lệ sở hữu cổ phiếu cuối kỳ Percentage of shares owned at the end of the period	Thời điểm bắt đầu là người có liên quan của công ty/ người nội bộ Time the person became an affiliated person/ internal person	Thời điểm không còn là người có liên quan của công ty/ người nội bộ Time the person ceased to be an affiliated person/ internal person	Lý do (khi phát sinh thay đổi liên quan đến mục 13 và 14) Reasons (when arising changes related to sections of 13 and 14)	Ghi chú (về việc không có số Giấy NSH và các ghi chú khác) Notes (i.e. not in possession of a NSH No. and other notes)
1																
1		Lê Cao Thế		Thành viên HĐQT/Member of the Board of Directors		CCCD	038062 000140	05/02/ 2024	Cục cảnh sát quản lý hành chính về trật tự xã hội/The Police Department for Administrative management of Social order	139 Lâm Hạ, Bồ Đề, Hà Nội	0	0	09/06/ 2026			
1.01		Phạm Thanh Ươm			Vợ/Wife					139 Lâm Hạ, Bồ Đề, Hà Nội			09/06/ 2026			

1.02		Đinh Thị Tươi								Hưng Thành, Xã Tân Ninh, Thanh Hóa				09/06/2026			
1.03		Lê Thanh Sự				Em/Br other				LB Đức				09/06/2026			
1.04		Lê Thị Hoa				Em/sister				Hà Nội				09/06/2026			
1.05		Lê Thị Hồng				Em/sister				Hà Nội				09/06/2026			
1.06		Lê Xuân Duyên				Anh/Br other				Hưng Thành, Xã Tân Ninh, Thanh Hóa				09/06/2026			
1.07		Nguyễn Văn Hội				Em rẻ/Both er in law				Hà Nội				09/06/2026			



1.08		Nguyễn Văn Thắng											Em rẻ/Both er in law						Hà Nội				09/06/ 2026				
1.09		Lê Tuấn Nam											Con traí/son						139 Lâm Hạ, Bồ Đề, Hà Nội				09/06/ 2026				
1.10		Nam Phuong Chi											Con dâu/Da ughter in law						139 Lâm Hạ, Bồ Đề, Hà Nội				09/06/ 2026				
1.11		Lê Phuong Thanh											Con gái/dau ghter						139 Lâm Hạ, Bồ Đề, Hà Nội				09/06/ 2026				

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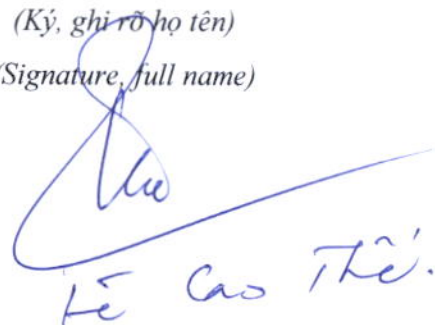
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**NGƯỜI KHAI /**

**DECLARANT**

*(Ký, ghi rõ họ tên)*

*(Signature, full name)*



Lê Cao Thi.