

No.: 66E/2026/CIAS

Khanh Hoa, April 24, 2026

*Re: Minutes and Resolution of the 2026
Annual General Meeting of Shareholders*

**INFORMATION DISCLOSURE ON THE ELECTRONIC PORTAL OF THE
STATE SECURITIES COMMISSION**

**To: - State Securities Commission;
- Hanoi Stock Exchange;**

Company name: Cam Ranh International Airport Services Joint-Stock Company
Security code: CIA
Head office: Cam Ranh International Airport, Bac Cam Ranh Ward, Khanh Hoa
Province
Telephone: 0258.6265588
Fax: 0258.6266262
Information disclosure officer: Mr. TRAN XUAN BINH
Position: Deputy General Director
Type of information disclosure: ☒ 24h ☐ 72h ☐ Request ☐ Unusual ☐ Periodic
Content of information disclosure:

Cam Ranh International Airport Services Joint Stock Company announces the Minutes and Resolution of the 2026 Annual General Meeting of Shareholders.

This information is published on the website of Cam Ranh International Airport Services Joint-Stock Company, at www.cias.vn.

We hereby commit that the information disclosed above is true and we take full legal responsibility for the content of the disclosed information.

Attached documents: Minutes, Resolution and documents of the 2026 Annual General Meeting of Shareholders.

Recipients:

- As To;
- Archived.

**THE PERSON AUTHORIZED TO DISCLOSE INFORMATION
DEPUTY GENERAL DIRECTOR**



Tran Xuan Binh

MINUTES OF MEETING
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

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

Address: Cam Ranh International Airport, Bac Cam Ranh Ward, Khanh Hoa Province, Vietnam

Business Registration Certificate No.: 4200810665, first registration dated January 14, 2009; 22nd amended registration dated August 18, 2025, at the Department of Enterprise Management, Department of Finance of Khanh Hoa Province.

Time and venue: The meeting commenced at 08:30 A.M. on April 24, 2026, at the conference room, Yasaka - Saigon - Nha Trang Hotel (No. 18 Tran Phu Street, Nha Trang Ward, Khanh Hoa Province)

I. PROCEDURES FOR OPENING THE GENERAL MEETING OF SHAREHOLDERS

1. Opening of the Meeting

Ms. Nguyen Thi Thanh Ha, on behalf of the Organizing Committee, declared the opening of the 2026 Annual General Meeting of Shareholders of Cam Ranh International Airport Services Joint Stock Company (hereinafter referred to as the “Meeting” or “GMS”) and introduced the meeting attendees.

Board of Directors (“BOD”) attending the meeting: 02/03 members. Absent BOD member: Mr. Ly Lam Duy, due to health reasons. Mr. Ly Lam Duy has submitted a report regarding his absence from the 2026 Annual GMS to the Board of Directors and the Board of Supervisors in accordance with regulations.

Board of Supervisors (“BOS”) attending the meeting: 02/03 members. Absent BOS member: Mr. Luu Viet Bac, due to health reasons. Mr. Luu Viet Bac has submitted a report regarding his absence from the 2026 Annual GMS to the BOD and BOS in accordance with regulations.

2. Report on shareholder eligibility verification and announcement of meeting conditions

- The total number of shareholders eligible to attend the 2026 Annual GMS of Cam Ranh International Airport Services Joint Stock Company as of March 23, 2026, is 811 shareholders (according to the consolidated list of securities owners exercising their rights No. VNMEETVSDC013609/VSDCIAXX issued by the Vietnam Securities Depository and Clearing Corporation on March 23, 2026) owning 18,661,243 shares,

corresponding to 18,661,243 voting shares of the Company (1 share corresponds to 1 voting share).

- Mr. Nguyen Ngoc Tuan - Head of the Shareholder Eligibility Verification Committee - reported to the Meeting the results of the shareholder eligibility verification at 08:30 A.M. on April 24, 2026, as follows:

The total number of shareholders and valid authorized representatives of shareholders attending the Meeting is 31 delegates, owning and representing 12,581,180 shares, equivalent to 67.4% of the total voting shares of the Company.

- Pursuant to the provisions of the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and the current Charter of Cam Ranh International Airport Services Joint Stock Company, the number of shareholders and valid authorized representatives of shareholders attending the Meeting represents over 50% of the total voting shares of the Company; therefore, the Meeting is eligible to proceed.

3. Approval of the agenda and working regulations of the Meeting

Mr. Tran Xuan Binh - Representative of the Organizing Committee - presented the agenda and working regulations of the 2026 Annual GMS to the Meeting and requested the Meeting to approve these two items.

Voting results for the meeting agenda:

- Total voting shares: 12,581,180 shares
- Number of valid votes: 12,581,180 votes, representing 100% of the total voting shares of shareholders attending and voting at the meeting.
- Number of invalid votes: 0 votes, representing 0% of the total voting shares of shareholders attending and voting at the meeting.
- Number of votes in favor: 12,581,180 votes, representing 100% of the total voting shares of shareholders attending and voting at the meeting.
- Number of votes against: 0 votes, representing 0% of the total voting shares of shareholders attending and voting at the meeting.
- Number of votes with no opinion: 0 votes, representing 0% of the total voting shares of shareholders attending and voting at the meeting.

Conclusion: The General Meeting approved the agenda with a 100% approval rate of the total votes cast by shareholders present and voting at the meeting..

Voting results for the working regulations at the Meeting:

- Total voting shares: 12,581,180 shares
- Number of valid votes: 12,581,180 votes, representing 100% of the total voting shares of shareholders attending and voting at the meeting.
- Number of invalid votes: 0 votes, representing 0% of the total voting shares of shareholders attending and voting at the meeting.

- Number of votes in favor: 12,581,180 votes, representing 100% of the total voting shares of shareholders attending and voting at the meeting.
- Number of votes against: 0 votes, representing 0% of the total voting shares of shareholders attending and voting at the meeting.
- Number of votes with no opinion: 0 votes, representing 0% of the total voting shares of shareholders attending and voting at the meeting.

Conclusion: The General Meeting approved the working regulations with a 100% approval rate of the total votes cast by shareholders present and voting at the meeting.

4. Introduction of the Chairperson and the Presidium of the Meeting

Mr. Tran Xuan Binh - Representative of the Organizing Committee - introduced the Chairperson of the Meeting as Mr. Dam Duy Toan – Chairman of the Board of Directors, and the Presidium consisting of 03 members:

- Mr. Dam Duy Toan – Chairman of the Board of Directors – Chairperson of the Meeting;
- Mr. Khong Minh Dung – Independent Member of the Board of Directors – Member;
- Mr. Pham Quang Minh – General Director – Member.

Mr. Tran Xuan Binh requested the Meeting to approve the list of the Presidium and invited the Presidium to take their seats to continue the Meeting program.

Voting results:

- Total voting shares: 12,581,180 shares
- Number of valid votes: 12,581,180 votes, representing 100% of the total voting shares of shareholders attending and voting at the meeting.
- Number of invalid votes: 0 votes, representing 0% of the total voting shares of shareholders attending and voting at the meeting.
- Number of votes in favor: 12,581,180 votes, representing 100% of the total voting shares of shareholders attending and voting at the meeting.
- Number of votes against: 0 votes, representing 0% of the total voting shares of shareholders attending and voting at the meeting.
- Number of votes with no opinion: 0 votes, representing 0% of the total voting shares of shareholders attending and voting at the meeting.

Conclusion: The General Meeting approved the list of the Presidium with a 100% approval rate of the total votes cast by shareholders attending and voting at the meeting.

5. Appointment of Secretariat staff; Approval of the personnel of the Vote Counting Committee, and the Election Committee

5.1 Secretariat

Mr. Dam Duy Toan – Chairperson of the Meeting – appointed The Secretariat staff

includes:

- Ms. Nguyen Thi Hien – Head of the Committee;
- Mr. Nguyen Hoang Phuc – Member.

5.2 Election and Vote Counting Committee

Mr. Dam Duy Toan – Chairman of the Congress – introduced and sought the Congress's approval of the personnel for the Election and Vote Counting Committee, including:

- Ms. Tran Le Thu – Head of the Committee;
- Ms. Nguyen Hoang Xuan Dung – Member;
- Ms. Ta Thi Sa Mi – Member.

Voting results:

- Total voting shares: 12,581,180 shares
- Number of valid votes: 12,581,180 votes, representing 100% of the total voting shares of shareholders attending and voting at the meeting.
- Number of invalid votes: 0 votes, representing 0% of the total voting shares of shareholders attending and voting at the meeting.
- Number of votes in favor: 12,581,180 votes, representing 100% of the total voting shares of shareholders attending and voting at the meeting.
- Number of votes against: 0 votes, representing 0% of the total voting shares of shareholders attending and voting at the meeting.
- Number of votes with no opinion: 0 votes, representing 0% of the total voting shares of shareholders attending and voting at the meeting.

Conclusion: The General Meeting approved the election and vote counting committee with a 100% approval rate of the total votes cast by shareholders attending and voting at the meeting.

II. PRESENTATION OF REPORTS AND PROPOSALS

1. Mr. Pham Quang Minh – General Director: Presented the Business Performance Report for 2025 and the 2026 Business Plan of Cam Ranh International Airport Services Joint Stock Company (Report No. 04/2026/BC-TGD/CIAS dated April 02, 2026).
2. Mr. Dam Duy Toan – Chairman of the Board of Directors: Presented the Report on the activities of the Board of Directors in 2025 and the orientation for 2026 (Report No. 02/2026/BC-HĐQT/CIAS dated April 02, 2026).
3. Mr. Khong Minh Dung – Independent Member of the Board of Directors: Presented the Report of the Independent Member of the Board of Directors (Report No. 01/2026/BC-TVĐL HĐQT/CIAS dated April 02, 2026).
4. Ms. Dang Thi Phuong Nga – Head of the Board of Supervisors: Presented the Report of the Board of Supervisors (Report No. 01/2026/BC-BKS/CIAS dated April 02, 2026).

5. Mr. Dam Duy Toan – Chairman of the Board of Directors: Presented the Proposal for approval of the audited separate financial statements and consolidated financial statements for 2025 (The audited financial statements are mentioned in Proposal No. 01/2026/TTr-HĐQT/CIAS dated April 02, 2026, which have been disclosed on the Company's website).
6. Mr. Dam Duy Toan – Chairman of the Board of Directors: Presented the Proposal for approval of the 2025 profit distribution plan (Proposal No. 02A/2026/TTr-HĐQT/CIAS dated April 21, 2026).
7. Mr. Khong Minh Dung – Independent Member of the Board of Directors: Presented the Proposal for approval of the 2025 remuneration settlement for the Board of Directors and the Board of Supervisors, and the 2026 remuneration payment plan for the Board of Directors and the Board of Supervisors (Proposal No. 03/2026/TTr-HĐQT/CIAS dated April 02, 2026).
8. Mr. Pham Quang Minh – General Director: Presented the Proposal for approval of the 2026 business plan targets (Proposal No. 04/2026/TTr-HĐQT/CIAS dated April 02, 2026).
9. Mr. Pham Quang Minh – General Director: Presented the Proposal for approval of the addition of business lines and the amendment of Appendix I of the CIAS Company Charter (Proposal No. 05/2026/TTr-HĐQT/CIAS dated April 02, 2026).
10. Mr. Khong Minh Dung – Independent Member of the Board of Directors: Presented the Proposal for approval of related party transaction (Proposal No. 06/2026/TTr-HĐQT/CIAS dated April 02, 2026).
11. Mr. Khong Minh Dung – Independent Member of the Board of Directors: Presented the Proposal for the dismissal and supplementary election of a Member of the Board of Supervisors for the 2022-2027 term (Proposal No. 07/2026/TTr-HĐQT/CIAS dated April 02, 2026).
12. Mr. Dam Duy Toan – Chairman of the Board of Directors: Presented the Proposal for approval of the list of candidates for the supplementary election of a Member of the Board of Supervisors for the 2022-2027 term (Proposal No. 08/2026/TTr-HĐQT/CIAS dated April 21, 2026).

III. DISCUSSION AND VOTING ON THE CONTENT OF REPORTS AND PROPOSALS

The Chairperson requested shareholders to discuss and provide opinions on the Reports and Proposals presented at the Meeting. Shareholders had no other opinions.

The Meeting proceeded to vote to approve the Reports and Proposals using voting ballots. At the time of voting to approve the contents of the Reports and Proposals, the total number of shareholders and validly authorized representatives of shareholders present at the Meeting was 33, owning and representing 12,582,798 shares, accounting for 67,4% of the total voting shares of the Company.

The voting results for the contents at the Meeting are as follows:

1. Approval of the Business Performance Report for 2025 and the 2026 Business Plan (Report No. 04/2026/BC-TGD/CIAS dated April 02, 2026)

Voting results:

- Total voting shares: 12,582,798 shares
- Number of valid votes: 12,582,798 votes, accounting for 100% of the total voting shares of shareholders attending and voting at the meeting.
- Number of invalid votes: 0 votes, accounting for 0% of the total voting shares of shareholders attending and voting at the meeting.
- Number of votes in favor: 12,582,798 votes, accounting for 100% of the total voting shares of shareholders attending and voting at the meeting.
- Number of votes against: 0 votes, accounting for 0% of the total voting shares of shareholders attending and voting at the meeting.
- Number of votes with no opinion: 0 votes, accounting for 0% of the total voting shares of shareholders attending and voting at the meeting.

Conclusion: The General Meeting approved the Report on Business Performance in 2025 and the Business Plan for 2026 (Report No. 04/2026/BC-TGD/CIAS dated April 2, 2026) with a 100% approval rate of the total votes cast by shareholders attending and voting at the meeting.

2. Approval of the Report on the activities of the Board of Directors in 2025 and the orientation for 2026 (Report No. 02/2026/BC-HĐQT/CIAS dated April 02, 2026)

Voting results:

- Total voting shares: 12,582,798 shares
- Number of valid votes: 12,582,798 votes, accounting for 100% of the total voting shares of shareholders attending and voting at the meeting.
- Number of invalid votes: 0 votes, accounting for 0% of the total voting shares of shareholders attending and voting at the meeting.
- Number of votes in favor: 12,582,798 votes, accounting for 100% of the total voting shares of shareholders attending and voting at the meeting.
- Number of votes against: 0 votes, accounting for 0% of the total voting shares of shareholders attending and voting at the meeting.
- Number of votes with no opinion: 0 votes, accounting for 0% of the total voting shares of shareholders attending and voting at the meeting.

Conclusion: The General Meeting approved Report on the activities of the Board of Directors in 2025 and the orientation for 2026 (Report No. 02/2026/BC-HĐQT/CIAS dated April 2, 2026) with a 100% approval rate of the total votes cast by shareholders attending and voting at the meeting.



3. Approval of the Report of the Independent Member of the Board of Directors (Report No. 01/2026/BC-TVĐL HĐQT/CIAS dated April 02, 2026)

Voting results:

- Total voting shares: 12,582,798 shares
- Number of valid votes: 12,582,798 votes, accounting for 100% of the total voting shares of shareholders attending and voting at the meeting.
- Number of invalid votes: 0 votes, accounting for 0% of the total voting shares of shareholders attending and voting at the meeting.
- Number of votes in favor: 12,582,798 votes, accounting for 100% of the total voting shares of shareholders attending and voting at the meeting.
- Number of votes against: 0 votes, accounting for 0% of the total voting shares of shareholders attending and voting at the meeting.
- Number of votes with no opinion: 0 votes, accounting for 0% of the total voting shares of shareholders attending and voting at the meeting.

Conclusion: The General Meeting approved the Report of the Independent Member of the Board of Directors (Report No. 01/2026/BC-TVĐLHĐQT/CIAS dated April 2, 2026) with a 100% approval rate of the total votes cast by shareholders attending and voting at the meeting.

4. Approval of the Report of the Board of Supervisors (Report No. 01/2026/BC-BKS/CIAS dated April 02, 2026)

Voting results:

- Total voting shares: 12,582,798 shares
- Number of valid votes: 12,582,798 votes, accounting for 100% of the total voting shares of shareholders attending and voting at the meeting.
- Number of invalid votes: 0 votes, accounting for 0% of the total voting shares of shareholders attending and voting at the meeting.
- Number of votes in favor: 12,582,798 votes, accounting for 100% of the total voting shares of shareholders attending and voting at the meeting.
- Number of votes against: 0 votes, accounting for 0% of the total voting shares of shareholders attending and voting at the meeting.
- Number of votes with no opinion: 0 votes, accounting for 0% of the total voting shares of shareholders attending and voting at the meeting.

Conclusion: The General Meeting approved the Report of the Board of Supervisors (Report No. 01/2026/BC-BKS/CIAS dated April 2, 2026) with a 100% approval rate of the total votes cast by shareholders attending and voting at the meeting.

5. Approval of the Proposal regarding the audited separate financial statements and consolidated financial statements for 2025 (Proposal No. 01/2026/TTr-HĐQT/CIAS

dated April 02, 2026)

Voting results:

- Total voting shares: 12,582,798 shares
- Number of valid votes: 12,582,798 votes, accounting for 100% of the total voting shares of shareholders attending and voting at the meeting.
- Number of invalid votes: 0 votes, accounting for 0% of the total voting shares of shareholders attending and voting at the meeting.
- Number of votes in favor: 12,582,798 votes, accounting for 100% of the total voting shares of shareholders attending and voting at the meeting.
- Number of votes against: 0 votes, accounting for 0% of the total voting shares of shareholders attending and voting at the meeting.
- Number of votes with no opinion: 0 votes, accounting for 0% of the total voting shares of shareholders attending and voting at the meeting.

Conclusion: The General Meeting approved the Proposal regarding the audited separate financial statements and consolidated financial statements for 2025 (Report No. 01/2026/TTr-HĐQT/CIAS dated April 2, 2026) with a 100% approval rate of the total votes cast by shareholders attending and voting at the meeting.

6. Approval of the Proposal regarding the 2025 profit distribution plan (Proposal No. 02A/2026/TTr-HĐQT/CIAS dated April 21, 2026)

Voting results:

- Total voting shares: 12,582,798 shares
- Valid votes: 12,582,798 shares, representing 100% of the total voting shares of shareholders attending and voting at the meeting.
- Invalid votes: 0 shares, representing 0% of the total voting shares of shareholders attending and voting at the meeting.
- Votes in favor: 12,582,798 shares, representing 100% of the total voting shares of shareholders attending and voting at the meeting.
- Votes against: 0 shares, representing 0% of the total voting shares of shareholders attending and voting at the meeting.
- Abstain: 0 shares, representing 0% of the total voting shares of shareholders attending and voting at the meeting.

Conclusion: The General Meeting approved the Proposal regarding the 2025 profit distribution plan (Proposal No. 02A/2026/TTr-HĐQT/CIAS dated April 21, 2026) with a 100% approval rate of the total votes cast by shareholders attending and voting at the meeting.

7. Approval of the Proposal on the settlement of remuneration for the Board of Directors and the Board of Supervisors in 2025 and the remuneration payment

plan for the Board of Directors and the Board of Supervisors in 2026 (Proposal No. 03/2026/TTr-HĐQT/CIAS dated 02 April 2026)

Voting results:

- Total voting shares: 12,582,798 shares
- Valid votes: 12,582,798 shares, representing 100% of the total voting shares of shareholders attending and voting at the meeting.
- Invalid votes: 0 shares, representing 0% of the total voting shares of shareholders attending and voting at the meeting.
- Votes in favor: 12,582,798 shares, representing 100% of the total voting shares of shareholders attending and voting at the meeting.
- Votes against: 0 shares, representing 0% of the total voting shares of shareholders attending and voting at the meeting.
- Abstain: 0 shares, representing 0% of the total voting shares of shareholders attending and voting at the meeting.

Conclusion: The General Meeting approved the Proposal on the settlement of remuneration for the Board of Directors and the Board of Supervisors in 2025 and the remuneration payment plan for the Board of Directors and the Board of Supervisors in 2026 (Proposal No. 03/2026/TTr-HĐQT/CIAS dated April 2, 2026) with a 100% approval rate of the total votes cast by shareholders attending and voting at the meeting.

8. Approval of the Proposal on the business plan targets for 2026 (Proposal No. 04/2026/TTr-HĐQT/CIAS dated 02 April 2026)

Voting results:

- Total voting shares: 12,582,798 shares
- Valid votes: 12,582,798 shares, representing 100% of the total voting shares of shareholders attending and voting at the meeting.
- Invalid votes: 0 shares, representing 0% of the total voting shares of shareholders attending and voting at the meeting.
- Votes in favor: 12,582,798 shares, representing 100% of the total voting shares of shareholders attending and voting at the meeting.
- Votes against: 0 shares, representing 0% of the total voting shares of shareholders attending and voting at the meeting.
- Abstain: 0 shares, representing 0% of the total voting shares of shareholders attending and voting at the meeting.

Conclusion: The General Meeting approved the Proposal on the business plan targets for 2026 (Proposal No. 04/2026/TTr-HĐQT/CIAS dated April 2, 2026) with a 100% approval rate of the total votes cast by shareholders attending and voting at the meeting.

9. Approval of the Proposal on adding business lines and amending Appendix I of the

Charter of CIAS (Proposal No. 05/2026/TTr-HĐQT/CIAS dated 02 April 2026)

Voting results:

- Total voting shares: 12,582,798 shares
- Valid votes: 12,582,798 shares, representing 100% of the total voting shares of shareholders attending and voting at the meeting.
- Invalid votes: 0 shares, representing 0% of the total voting shares of shareholders attending and voting at the meeting.
- Votes in favor: 12,582,798 shares, representing 100% of the total voting shares of shareholders attending and voting at the meeting.
- Votes against: 0 shares, representing 0% of the total voting shares of shareholders attending and voting at the meeting.
- Abstain: 0 shares, representing 0% of the total voting shares of shareholders attending and voting at the meeting.

Conclusion: The General Meeting approved the Proposal on adding business lines and amending Appendix I of the Charter of CIAS (Proposal No. 05/2026/TTr-HĐQT/CIAS dated April 2, 2026) with a 100% approval rate of the total votes cast by shareholders attending and voting at the meeting.

10. Approval of the Proposal on related party transaction (Proposal No. 06/2026/TTr-HĐQT/CIAS dated 02 April 2026)

Voting results:

- Total voting shares: 12,582,798 shares
- Valid votes: 12,582,798 shares, representing 100% of the total voting shares of shareholders attending and voting at the meeting.
- Invalid votes: 0 shares, representing 0% of the total voting shares of shareholders attending and voting at the meeting.
- Votes in favor: 12,582,798 shares, representing 100% of the total voting shares of shareholders attending and voting at the meeting.
- Votes against: 0 shares, representing 0% of the total voting shares of shareholders attending and voting at the meeting.
- Abstain: 0 shares, representing 0% of the total voting shares of shareholders attending and voting at the meeting.

Conclusion: The General Meeting approved the Proposal on related party transaction (Proposal No. 06/2026/TTr-HĐQT/CIAS dated April 2, 2026) with a 100% approval rate of the total votes cast by shareholders attending and voting at the meeting.

11. Approval of the Proposal on the dismissal and election of additional members of the Board of Supervisors for the 2022-2027 term (Proposal No. 07/2026/TTr-HĐQT/CIAS dated 02 April 2026)

Voting results:

- Total voting shares: 12,582,798 shares
- Valid votes: 12,582,798 shares, representing 100% of the total voting shares of shareholders attending and voting at the meeting.
- Invalid votes: 0 shares, representing 0% of the total voting shares of shareholders attending and voting at the meeting.
- Votes in favor: 12,582,798 shares, representing 100% of the total voting shares of shareholders attending and voting at the meeting.
- Votes against: 0 shares, representing 0% of the total voting shares of shareholders attending and voting at the meeting.
- Abstain: 0 shares, representing 0% of the total voting shares of shareholders attending and voting at the meeting.

Conclusion: The General Meeting approved the Proposal on the dismissal and election of additional members of the Board of Supervisors for the 2022-2027 term (Proposal No. 07/2026/TTr-HĐQT/CIAS dated April 2, 2026) with a 100% approval rate of the total votes cast by shareholders attending and voting at the meeting.

12. Approval of the Proposal on the list of candidates for the election of additional members of the Board of Supervisors for the 2022-2027 term (Proposal No. 08/2026/TTr-HĐQT/CIAS dated 21 April 2026)

Voting results:

- Total voting shares: 12,582,798 shares
- Valid votes: 12,582,798 shares, representing 100% of the total voting shares of shareholders attending and voting at the meeting.
- Invalid votes: 0 shares, representing 0% of the total voting shares of shareholders attending and voting at the meeting.
- Votes in favor: 12,582,798 shares, representing 100% of the total voting shares of shareholders attending and voting at the meeting.
- Votes against: 0 shares, representing 0% of the total voting shares of shareholders attending and voting at the meeting.
- Abstain: 0 shares, representing 0% of the total voting shares of shareholders attending and voting at the meeting.

Conclusion: The General Meeting approved the Proposal on the list of candidates for the election of additional members of the Board of Supervisors for the 2022-2027 term (Proposal No. 08/2026/TTr-HĐQT/CIAS dated April 21, 2026) with a 100% approval rate of the total votes cast by shareholders attending and voting at the meeting.

IV. ORGANIZATION OF ELECTION AND RESULTS OF THE ELECTION OF ADDITIONAL MEMBERS OF THE BOARD OF SUPERVISORS FOR THE

2022-2027 TERM

1. Approval of the Regulations on the election of additional members of the Board of Supervisors for the 2022-2027 term

The Chairperson of the Meeting introduced Ms. Tran Le Thu – Head of the Vote Counting Committee to present the Regulations on the election of additional members of the Board of Supervisors for the 2022-2027 term and requested the General Meeting to approve.

Voting results:

- Total voting shares: 12,582,798 shares
- Valid votes: 12,582,798 shares, representing 100% of the total voting shares of shareholders attending and voting at the meeting.
- Number of invalid votes: 0 votes, representing 0% of the total voting shares of shareholders attending and voting at the meeting.
- Number of votes in favor: 12,582,798 votes, representing 100% of the total voting shares of shareholders attending and voting at the meeting.
- Number of votes against: 0 votes, representing 0% of the total voting shares of shareholders attending and voting at the meeting.
- Number of votes with no opinion: 0 votes, representing 0% of the total voting shares of shareholders attending and voting at the meeting.

Conclusion: The General Meeting approved the Regulations on the election of additional members of the Board of Supervisors for the 2022-2027 term with a 100% approval rate of the total votes cast by shareholders attending and voting at the meeting.

2. Organize the election, count votes, and announce the election results

The Election and Vote Counting Committee guided shareholders in casting their votes for the supplementary election of Supervisory Board members for the 2022-2027 term and proceeded with the vote counting.

The Election and Vote Counting Committee announced the results of the supplementary election of Supervisory Board members for the 2022-2027 term at the General Meeting.

Conclusion: According to the vote counting report of the Election and Vote Counting Committee for the by-election of the Board of Supervisors Member of CIAS Company for the term 2022-2027:

Ms. Pham Thi Hue: Elected as a member of the Board of Supervisors of Cam Ranh International Airport Services Joint Stock Company for the term 2022-2027, specifically as follows:

No.	Name	Number of votes
1	Pham Thi Hue	12,582,698 votes

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HÀNH

- The Board of Supervisors of CIAS Company for the term 2022-2027 consists of 3 members:

Ms. Dang Thi Phuong Nga – Head of the Board of Supervisors;

Ms. Do Huu Anh Lien – Member of the Board of Supervisors;

Ms. Pham Thi Hue – Member of the Board of Supervisors.

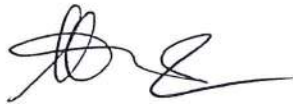
V. APPROVAL OF THE MINUTES AND RESOLUTION OF THE MEETING

The full text of the Minutes of Meeting and the draft Resolution of the 2026 Annual General Meeting of Shareholders were read by the representative of the Secretariat to all shareholders attending the Meeting and were approved by the Meeting with a voting rate of 100% of the total voting shares of shareholders attending and voting at the Meeting.

The 2026 Annual General Meeting of Shareholders of Cam Ranh International Airport Services Joint Stock Company was successfully held. The Chairperson declared the Meeting closed at 11:00 A.M. on April 24, 2026.

ON BEHALF OF THE SECRETARIAT

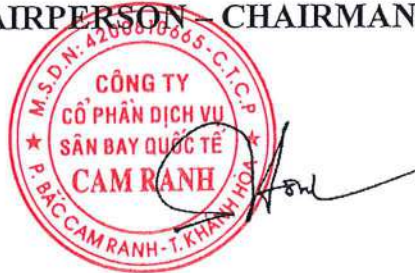
HEAD OF THE SECRETARIAT



Nguyen Thi Hien

ON BEHALF OF THE GMS

CHAIRPERSON – CHAIRMAN OF THE BOD



The stamp is a red circular seal. The outer ring contains the text 'M.S.D.N: 4200010685 - C.T.C.P' at the top and 'P. BẮC CAM RANH - T. KHÁNH HÒA' at the bottom. The inner circle contains the text 'CÔNG TY CỔ PHẦN DỊCH VỤ SÂN BAY QUỐC TẾ CAM RANH'.

Dam Duy Toan

13

No.: 01/2026/NQ-ĐHĐCĐ/CIAS

Khanh Hoa, April 24, 2026

RESOLUTION

**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
CAM RANH INTERNATIONAL AIRPORT SERVICES JOINT STOCK COMPANY**

Pursuant to:

- *Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of THE SOCIALIST REPUBLIC OF VIETNAM on June 17, 2020;*
- *The Charter of Cam Ranh International Airport Services Joint Stock Company (the “Company”);*
- *Minutes of the General Meeting of Shareholders (GMS) No. 01/2026/BB-ĐHĐCĐ/CIAS dated April 24, 2026 of the 2026 Annual General Meeting of Shareholders of Cam Ranh International Airport Services Joint Stock Company*

RESOLVED:

- Article 1.** To approve the General Director’s Report on the 2025 operating activities and the 2026 business plan (Report No. 04/2026/BC-TGD/CIAS dated April 02, 2026).
- Article 2.** To approve the Board of Directors’ (BOD) Report on 2025 activities and 2026 operational directions (Report No. 02/2026/BC-HĐQT/CIAS dated April 02, 2026).
- Article 3.** To approve the Report of the Independent Member of the Board of Directors (Report No. 01/2026/BC-TVĐL HĐQT/CIAS dated April 02, 2026).
- Article 4.** To approve the Report of the Board of Supervisors (BOS) (Report No. 01/2026/BC-BKS/CIAS dated April 02, 2026).
- Article 5.** To approve the Proposal regarding the 2025 audited separate financial statements and consolidated financial statements (Proposal No. 01/2026/TTr-HĐQT/CIAS dated April 02, 2026) of the Board of Directors.



Article 6. To approve the Proposal regarding the 2025 profit distribution plan (Proposal No. 02A/2026/TTr-HĐQT/CIAS dated April 21, 2026) of the Board of Directors.

Article 7. To approve the Proposal regarding the settlement of 2025 remuneration for the Board of Directors and Board of Supervisors, and the plan for 2026 remuneration payment for the Board of Directors and Board of Supervisors (Proposal No. 03/2026/TTr-HĐQT/CIAS dated April 02, 2026) of the Board of Directors.

Article 8. To approve the Proposal regarding the 2026 business plan targets (Proposal No. 04/2026/TTr-HĐQT/CIAS dated April 02, 2026) of the Board of Directors.

Article 9. To approve the Proposal regarding the addition of business lines and the amendment of Appendix I of the Charter of CIAS (Proposal No. 05/2026/TTr-HĐQT/CIAS dated April 02, 2026) of the Board of Directors.

Article 10. To approve the Proposal regarding related party transactions (Proposal No. 06/2026/TTr-HĐQT/CIAS dated April 02, 2026) of the Board of Directors.

Article 11. To approve the Proposal regarding the dismissal and election of additional Members of the Board of Supervisors for the 2022-2027 term (Proposal No. 07/2026/TTr-HĐQT/CIAS dated April 02, 2026) of the Board of Directors.

Article 12. To approve the Proposal regarding the list of candidates for the election of additional Members of the Board of Supervisors for the 2022-2027 term (Proposal No. 08/2026/TTr-HĐQT/CIAS dated April 21, 2026) of the Board of Directors.

Article 13. To approve the Regulations on the election procedures for additional Members of the Board of Supervisors for the 2022-2027 term.

Article 14. To approve the results of the election of additional Members of the Board of Supervisors for the 2022-2027 term as follows:

Ms. Pham Thi Hue: Elected as a member of the Board of Supervisors of Cam Ranh International Airport Services Joint Stock Company for the term 2022-2027, specifically as follows:

No.	Name	Number of votes
1	Pham Thi Hue	12,582,698 votes

- The Board of Supervisors of CIAS Company for the term 2022-2027 consists of 3 members:

Ms. Dang Thi Phuong Nga – Head of the Board of Supervisors;

Ms. Do Huu Anh Lien – Member of the Board of Supervisors;

Ms. Pham Thi Hue – Member of the Board of Supervisors.

Article 15. This Resolution was approved by the 2026 Annual General Meeting of Shareholders with a voting rate of 100% of the total voting shares of shareholders attending and voting at the Meeting.

Article 16. The Board of Directors, the Board of Supervisors, and the Board of Management are responsible for organizing the implementation of the contents approved in this Resolution.

Article 17. This Resolution takes effect from the date of signing./.

(The above-mentioned Reports and Proposals are attached to the Resolution).

Recipients:

- BOD; BOS;
- Shareholders (via website);
- Archived: BOD Secretariat.

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



Dam Duy Toan





CAM RANH INTERNATIONAL AIRPORT SERVICES JOINT STOCK COMPANY

AGENDA OF 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

1. Time: Starting at 8:00 AM on April 24, 2026

2. Location: Conference Room - Yasaka Saigon Nha Trang Hotel
(18 Trần Phú, Nha Trang Ward, Khanh Hoa Province).

3. Program content:

No.	TIME	GENERAL MEETING PROGRAM CONTENT
1	8:00 AM - 8:30 AM	Welcoming guests, registering shareholders for the meeting, distributing documents, and distributing voting cards.
		Checking shareholder eligibility.
2	8:30 AM - 8:40 AM	Stating the reasons for the meeting and opening the General Meeting.
		Introducing the delegates in attendance.
3	8:40 AM - 8:45 AM	Reporting on shareholder eligibility verification and announcing the conditions for conducting the General Meeting.
4	8:45 AM - 8:50 AM	Guidance on principles and voting procedures at the General Meeting.
5	8:50 AM - 8:55 AM	Electing the Presidium.
6	8:55 AM - 9:00 AM	The Presidium appoints the Secretariat and organizes the election of the Vote Counting Committee.
7	9:00 AM - 9:05 AM	The Presidium announces the General Meeting agenda and the organization regulations.
		Voting to approve the General Meeting program and organization regulations.
8	9:05 AM - 9:15 AM	Report on the 2025 business results and the 2026 business plan.
9	9:15 AM - 9:25 AM	Report on the activities of the Board of Directors in 2025 and directions for 2026.
10	9:25 AM - 9:30 AM	Report of the Independent Member of the Board of Directors.
11	9:30 AM - 9:40 AM	Report of the Board of Supervisors (SOB) at the 2026 Annual General Meeting of Shareholders.
12	9:40 AM - 9:45 AM	Proposal on the approval of the audited 2025 Financial Statements.
13	9:45 AM - 9:50 AM	Proposal on the approval of the 2025 profit distribution plan and the 2026 profit distribution plan.
14	9:50 AM - 9:55 AM	Proposal on the finalization of remuneration for the Board of Directors and Board of Supervisors in 2025 and the remuneration payment plan for 2026.
15	9:55 AM - 10:00 AM	Proposal on the approval of the 2026 production-business plan targets.
16	10:00 AM - 10:05 AM	Proposal on the approval of additional business lines and the amendment of Appendix I of the Company Charter.
17	10:05 AM - 10:10 AM	Proposal on the approval of related party transactions.
18	10:10 AM - 10:15 AM	Proposal on the approval of the dismissal and supplementary election of members of the Board of Supervisors for the 2022-2027 term.
19	10:15 AM - 10:20 AM	Proposal on the approval of the list of candidates for the supplementary election of members of the Board of Supervisors for the 2022-2027 term.
20	10:20 AM - 10:50 AM	Discussion, answering shareholder questions, and voting to approve the contents of reports and proposals.
21	10:50 AM - 11:15 AM	Approval of the regulations on the supplementary election of members of the Board of Supervisors for the 2022-2027 term.
		Organizing the supplementary election of members of the Board of Supervisors for the 2022-2027 term.
22	11:15 AM - 11:30 AM	Break.
23	11:30 AM - 11:35 AM	Announcing the election results and introducing the newly elected members of the Board of Supervisors for the 2022-2027 term.
24	11:35 AM - 11:45 AM	Approval of the Minutes and Resolution of the General Meeting.
25	11:45 AM	Closing the General Meeting.



**CAM RANH INTERNATIONAL AIRPORT
SERVICES JOINT STOCK COMPANY**

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

Khanh Hoa, April 02 2026

WORKING REGULATIONS

**At the 2026 Annual General Meeting of Shareholders
Cam Ranh International Airport Services Joint Stock Company**

To ensure the principles of transparency, fairness, and democracy, and to create favorable conditions for the organization and successful conduct of the 2026 Annual General Meeting of Shareholders (GMS), the Organizing Committee hereby submits to the General Meeting for approval the Working Regulations for the 2026 Annual GMS, specifically as follows:

I. ORDER OF THE GENERAL MEETING

1. All delegates attending the meeting shall be dressed appropriately.
2. Upon entering the meeting room, delegates shall sit in the designated seats or areas specified by the Organizing Committee. Strict compliance with the seating arrangements of the Organizing Committee is required.
3. Smoking is prohibited in the meeting room.
4. Private conversations and the use of mobile phones are prohibited during the meeting. All mobile phones must be turned off or set to silent/vibrate mode.

II. EXPRESSING OPINIONS AT THE MEETING

1. Principle: Shareholders attending the meeting who wish to express their opinions for discussion must obtain the consent of the Presidium.
2. Manner of speaking: Shareholders shall speak concisely and focus on the key issues to be discussed, in accordance with the approved meeting agenda, without using insulting language or causing disorder at the meeting. The Presidium will arrange for shareholders to speak in the order of the agenda and registration, and will address shareholders' inquiries.

III. CONDITIONS AND PROCEDURES FOR CONDUCTING THE GENERAL MEETING

1. The General Meeting shall be conducted when the number of shareholders and authorized representatives attending the meeting represents more than 50% of the total voting shares of the Company.
2. The General Meeting is expected to be held in ½ day. At the General Meeting, the contents of the Meeting Agenda will be presented, discussed, and voted upon in turn.

IV. VOTING ON MATTERS AT THE MEETING

1. Principle:
 - a. All matters in the meeting agenda, reports, proposals, or other related issues requiring a vote at the meeting must be approved by public voting of all attending shareholders and authorized representatives using Voting Ballots, based on the number of shares owned by the shareholders and authorized representatives.

- b. Shareholders and authorized representatives exercise their voting rights at the GMS by using the Voting Ballots distributed directly at the meeting; each shareholder shall receive 01 Voting Ballot.
 - c. The Voting Ballot is a pre-printed form according to the template of the Organizing Committee, stamped with the CIAS seal, and distributed to shareholders or authorized representatives upon attending the General Meeting. The ballot includes the following information:
 - Shareholder's full name;
 - Registration number;
 - Total number of voting shares.
 - d. Voting on matters is conducted publicly and directly under the direction of the Chairperson of the General Meeting, and only the voting ballots issued by the Organizing Committee may be used.
2. Voting procedures:
- a. Shareholders and authorized representatives vote (agree, against, or abstain) on a matter by voting directly at the General Meeting.
 - b. When shareholders or authorized representatives vote on matters in the General Meeting agenda, they shall do so by raising their Voting Ballots. Members of the Vote Counting Committee will record the shareholder code and the corresponding number of voting shares of each shareholder or authorized representative voting in favor. Similarly, under the direction of the Chairperson, shareholders or authorized representatives voting against or abstaining will raise their Voting Ballots in turn.
 - c. 01 (one) voting right is equivalent to 01 (one) Voting Ballot.
 - d. The Vote Counting Committee will calculate the percentages of votes in favor, against, and abstentions for each matter and will announce the voting results at the General Meeting.

V. PRESIDIUM

1. The Presidium consists of 03 (three) persons, including 01 (one) Chairperson and 02 (two) members. The Chairman of the Board of Directors shall be the Chairperson of the Presidium and the Chairperson of the General Meeting of Shareholders. The Presidium manages the work of the General Meeting according to the agenda and working regulations approved at the General Meeting.
2. Duties of the Presidium:
 - Manage the meeting in accordance with the meeting agenda and working regulations approved by the General Meeting. The Presidium works on the principle of democratic centralism.
 - Guide the General Meeting in discussing and voting on matters included in the meeting agenda and related issues throughout the meeting process.
 - Resolve issues arising during the meeting (if any).
3. Working principle of the Presidium: The Presidium works on the principle of centralism, democracy, and majority decision.

VI. MEETING SECRETARIAT

1. The Meeting Secretariat consists of 02 (two) persons appointed by the Chairperson of the General Meeting. The Secretariat is responsible to the Presidium and the General Meeting of

Shareholders for their duties under the direction of the Presidium.

2. Duties of the Secretariat:

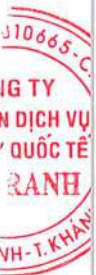
- Assist the Presidium in announcing draft documents, conclusions, resolutions of the General Meeting, and notices from the Presidium to shareholders upon request;
- Receive and review registration ballots for speaking from shareholders and submit them to the Presidium for decision;
- Record fully and truthfully all proceedings of the General Meeting and matters approved or reserved by shareholders in the minutes of the General Meeting;
- Draft minutes and resolutions on matters approved at the General Meeting.

VII. SHAREHOLDER ELIGIBILITY VERIFICATION COMMITTEE

1. The Shareholder Eligibility Verification Committee consists of 03 (three) persons, including 01 (one) Head and 02 (two) members. Personnel for the Shareholder Eligibility Verification Committee are decided by the Board of Directors.
2. Duties of the Shareholder Eligibility Verification Committee:
 - Verify the eligibility and status of shareholders and authorized representatives attending the meeting;
 - The Head of the Shareholder Eligibility Verification Committee reports the status of attending shareholders to the General Meeting of Shareholders.

VIII. ELECTION AND VOTE COUNTING COMMITTEE

1. The Election and Vote Counting Committee at the General Meeting consists of 3 (three) members, including 1 (one) Chairman and 2 (two) members approved by the General Meeting of Shareholders.
2. The Election and Vote Counting Committee has the right to establish a support unit to complete the Committee's tasks.
3. The Election and Vote Counting Committee is responsible for:
 - Presenting to the General Meeting the Regulations on the election procedures for members of the Supervisory Board and instructions on how to use the Voting Ballot and Election Ballot;
 - Collecting the Voting Ballot and Election Ballot after the General Meeting votes and elects;
 - Compiling the voting results from the Voting Ballot and the election results from the Election Ballot after shareholders/authorized persons have completed voting and electing;
 - Reporting to the General Meeting on the results of the vote counting and any violations of the regulations (if any).
 - Members of the Election and Vote Counting Committee must not be on the list of candidates and nominees for the Supervisory Board and must not be related to any person whose name is on the list of candidates and nominees for the Supervisory Board.



IX. VOTE COUNTING COMMITTEE

4. The Vote Counting Committee consists of 03 (three) persons, including 01 (one) Head and 02 (two) members. Personnel for the Vote Counting Committee are nominated by the Board of Directors and approved by the GMS at the meeting.
5. Duties: The Vote Counting Committee will calculate the percentages of votes agree, against, and abstentions/other opinions for each matter and will announce the voting results before the General Meeting.

X. MINUTES AND RESOLUTIONS OF THE GENERAL MEETING OF SHAREHOLDERS

The minutes and resolutions of the General Meeting of Shareholders must be read and approved before the closing of the General Meeting.

XI. EFFECTIVENESS

Shareholders and authorized representatives attending the meeting must strictly comply with the Working Regulations of the General Meeting of Shareholders. Shareholders who violate these regulations will be subject to consideration and handling by the Presidium, depending on the severity, in accordance with the Law and the Company Charter.

These regulations take effect after being approved by the General Meeting./.

GENERAL MEETING OF SHAREHOLDERS



No.: 04/2026/BC-TGD/CIAS

Khanh Hoa, April 02, 2026

BUSINESS PERFORMANCE REPORT 2025 AND BUSINESS PLAN 2026

To: Annual General Meeting of Shareholders 2026

Cam Ranh International Airport Services Joint Stock Company

The Chief Executive Officer of Cam Ranh International Airport Services Joint Stock Company (CIAS) respectfully reports to the Annual General Meeting of Shareholders (AGM) on the company's performance in 2025 and the business Budget for 2026, as follows:

I. OPERATING ACTIVITIES 2025

1. Economic Overview

The global socio-economic landscape experienced a year full of volatility and uncertainty as armed conflicts and fighting in many hotspots continued to threaten regional and global security and peace. Concurrently, the outbreak of trade wars, natural disasters, and climate change caused serious consequences, with increasing challenges to ensuring energy and food security.

2025 was a year in which Vietnam's economy faced many difficulties and challenges: heavy rains and storms caused serious flooding, flash floods, and landslides in various localities, affecting business activities and the lives of the people. However, under the right guidance of the Government, Vietnam's economy achieved comprehensive results across many industries and sectors, with stable macroeconomics reaching a GDP growth rate of 8.02% (according to official data from the General Statistics Office - GSO) and inflation under control.

2. Aviation and Tourism Industry Situation

In 2025, Vietnam's tourism and aviation industry continued to recover strongly and exceeded pre-COVID-19 pandemic levels. The number of international tourists reached over 21 million, an increase of more than 20% compared to 2024. The total number of passengers transported by air reached over 83 million, of which international passengers reached approximately 46.6 million, an increase of 12% over the same period. Key source markets such as China, South Korea, and Taiwan recorded positive recovery levels, contributing to promoting the overall growth of the industry.

3. Key company activities in 2025

In 2025, CIAS continued the development of activities to expand and improve operational efficiency. The company focused on investing in and effectively exploiting opportunities at key airports. Key development content included:

- Expanding network and business scale:

- ✓ Completed construction and put into synchronous operation 03 restaurants and 01 retail store at Terminal T3 of Tan Son Nhat International Airport, affirming operational capacity at the largest aviation gateway in the country;
- ✓ Opened 02 retail stores and 01 Cong Caphe franchise point at Cam Ranh International Terminal (T2); simultaneously put into operation a new restaurant at Da Nang International Airport.
- ✓ Strengthened cooperation with famous brands such as Starbucks, Highlands Coffee, Cong Caphe, Banh Mi Pho... to diversify products and increase appeal at sales points.
- Upgrading services and brand identity:
 - ✓ Carrying out comprehensive renovation and upgrading of the Lotus Lounge, thereby enhancing service quality and more clearly positioning the CIAS brand in the premium customer segment.
 - ✓ Expanded the provision and distribution of auxiliary services (menus, cleaning...) for partner lounge systems at other airports, contributing to increasing revenue outside of direct business locations.
- Developing a strategic partner ecosystem:
 - ✓ Expanded cooperation with financial institutions and banks, notably CIAS winning the bid to provide lounge services under a private brand for a banking institution thereby increasing service value and expanding the customer base.
 - ✓ Established close relationships with international airlines to provide meal/beverage services for passengers (especially in cases of irregular flights) and cooperated with travel agencies to distribute airport service packages.
- Optimizing operations and cost management:
 - ✓ Proactively reviewing and evaluating the efficiency of each business location; closing underperforming business premises and focusing resources on projects with high profitability potential.
 - ✓ Relocated the headquarters to Nha Trang, helping to reduce administrative and travel costs and improve the work efficiency of the staff.
 - ✓ Flexibly adjusted sales price policies according to market developments; simultaneously strengthened control of cost of goods sold to improve and protect profit margins.

II. BUSINESS RESULTS

1. Separate business results

Unit: Million VND

No.	TARGET	Actual 2025	Plan 2025	Actual 2024	Actual 2025/Plan 2025	Actual 2025/Actual 2024
I	Total Revenue	184.001	154.445	129.243	119%	142%
1.1	Revenue from service provision	177.027	149.036	122.870	119%	144%
1.2	Financial revenue	6.869	5.409	6.315	127%	109%
1.3	Other income	105		58		179%

No.	TARGET	Actual 2025	Plan 2025	Actual 2024	Actual 2025/Plan 2025	Actual 2025/Actual 2024
II	Total expenses	165.849	145.874	123.062	114%	135%
III	Profit Before Tax	18.153	8.571	6.181	212%	294%
IV	Profit After Tax	13.974	6.639	4.404	210%	317%

Total revenue in 2025 reached over VND 184 billion, equivalent to 119% of the plan and an increase of 42% compared to 2024. Of this, revenue from service provision continued to be the main source of income, reaching over VND 177 billion, an increase of 44% over the same period and completing 119% of the set plan.

Financial revenue reached nearly VND 6.9 billion, equivalent to 127% of the plan and an increase of 9% compared to 2024.

Total expenses in 2025 increased by 35% compared to 2024 and reached 114% of the plan. Although expenses increased in line with the scale of operations, the rate of expense growth was lower than the rate of revenue growth, thereby contributing to improving business efficiency.

As a result, Profit Before Tax reached over VND 18 billion, equivalent to 212% of the plan and an increase of nearly 3 times compared to 2024. Profit After Tax reached nearly VND 14 billion, equivalent to 210% of the plan and an increase of 217% over the same period.

Overall, 2025 recorded a clear improvement in both scale and operational efficiency of CIAS, with profit growth significantly exceeding revenue growth, reflecting the effectiveness of operational optimization and business restructuring solutions during the year.

2. Consolidated business results

Unit: Million VND

No.	TARGET	Actual 2025	Plan 2025	Actual 2024	Actual 2025/Plan 2025	Actual 2025/Actual 2024
I	Total Revenue	191.262	158.792	129.979	120%	147%
1.1	Revenue from service provision	177.372	149.292	123.107	119%	144%
1.2	Financial revenue	13.786	9.500	6.798	145%	203%
1.3	Other income	105		74		141%
II	Total expenses	167.326	146.780	124.023	114%	135%
III	Profit Before Tax	23.936	12.012	5.956	199%	402%
IV	Profit After Tax	18.698	9.554	4.524	196%	413%

III. BUSINESS PLAN 2026

1. Advantages:

- In the context of global volatility, Vietnam continues to maintain economic and political stability, contributing to attracting international tourist flows and creating a positive foundation for service industries, including aviation.
- Visa policies continue to be maintained and expanded, along with the recovery of key international source markets such as China, South Korea, and Russia, which is expected to help

- Visa policies continue to be maintained and expanded, along with the recovery of key international source markets such as China, South Korea, and Russia, which is expected to help international passenger traffic continue to grow in 2026, thereby increasing demand for non-aviation services at airports.
- The putting into operation of new terminals, especially at Tan Son Nhat (T3) and key airports, creates favorable conditions for CIAS to expand its business network and increase market coverage. At the same time, the Long Thanh International Airport project in the completion phase is expected to open up development opportunities in the medium and long term.
- Cooperative relationships with strategic partners such as banks, airlines, and major F&B brands continued to be strengthened, contributing to stabilizing revenue sources and enhancing the competitiveness of CIAS.
- Solid core competencies: With extensive experience and deep understanding in the field of non-aviation services, CIAS possesses a professional management and operational foundation, ready to meet the strictest standards of passengers and airlines.

2. Difficulties:

- Geopolitical conflicts, especially in the Middle East, continue to affect the energy market, causing jet fuel prices to fluctuate and remain at high levels. This creates pressure on the operating costs of airlines, leading to a trend of optimizing flight networks and limiting the increase in flight frequency.
- The global aircraft shortage, especially due to Pratt & Whitney (P&W) engine defects on the Airbus A320/A321neo series, forces a series of aircraft to undergo maintenance until 2026-2027. This causes a decrease in load supply, expensive air tickets, and difficulty in increasing flight frequency despite high demand, putting great pressure on airlines.
- Increased travel costs cause passengers to tighten spending, especially for non-aviation services such as dining and shopping at the airport, thereby affecting the average revenue per passenger.
- The number of service providers at airports is increasing while the growth rate of output has not been commensurate, leading to fierce competition in price and service quality. This places higher demands on CIAS in maintaining market share and controlling profit margins.

3. Direction and implementation solutions

- Developing key markets: Prioritize resources to approach and participate in bidding at international terminals, especially the key Long Thanh International Airport project. Focus on exploiting premises in the airside area to optimize profit margins.
- Restructuring and optimizing business efficiency: Continue to periodically review and evaluate the efficiency of existing premises. Decisively implement plans to convert models or cooperate with major brands (Starbucks, Highlands, Cong Caphe...) for business locations that have not met expectations.
- Lean management: Thoroughly apply lean management strategies to optimize material norms and strictly control operating costs at the restaurant and lounge system.
- Promoting B2B strategic cooperation:
 - ✓ Tighten relationships with airlines to become a priority service provider (delayed/cancelled flights, meals).
 - ✓ Expand the partner ecosystem with international travel agencies and banks to diversify distribution channels for lounge products and F&B and retail services.

- Upgrade software systems to manage and implement work more effectively.
- Promote CIAS brand building activities associated with high-class, professional, and sustainable aviation services.

The above solutions aim to ensure that CIAS not only expands its scale but also improves operational efficiency, gradually building a chain-based operating model and creating a foundation for sustainable growth in the next phase.

4. Targets for 2026

In 2026, CIAS sets a conservative revenue growth target (2–4%), reflecting a market context still affected by limitations in the aviation industry's operational capacity. Although new investments may reduce profit margins in the short term, the Company will focus on cost control and operational efficiency improvement to maintain profit growth momentum and ensure growth quality.

4.1. 2026 Financial Targets for the Parent company

Unit: Million VND

No.	INDICATORS	Target 2026	Actual 2025	Target 2026/Actual 2025
1	Total Revenue	192,054	184,001	104%
2	Total expenses	170,473	165,849	103%
3	Profit Before Tax	21,581	18,153	119%
4	Profit After Tax	17,265	13,974	124%

4.2. Consolidated Financial Targets for 2026

Unit: Million VND

No.	INDICATORS	Target 2026	Actual 2025	Target 2026/Actual 2025
1	Total Revenue	194,678	191,262	102%
2	Total expenses	171,084	167,326	102%
3	Profit Before Tax	23,594	23,936	99%
4	Profit After Tax	19,081	18,698	102%

The above is the 2025 Business Performance Report and 2026 Business Plan of Cam Ranh International Airport Services Joint Stock Company, respectfully submitted to the 2026 Annual General Meeting of Shareholders.

Sincerely thank you.

Recipients:

- As above;
- BOD, Board of Supervisors;
- Information disclosure;
- Archived: BOD Secretariat, Office.



CHIEF EXECUTIVE OFFICER

Phạm Quang Minh



No.: 02/2026/BC-HĐQT/CIAS

Khanh Hoa, April 02, 2026

**REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025
AND THE DEVELOPMENT DIRECTION FOR 2026**

To: 2026 Annual General Meeting of Shareholders

Cam Ranh International Airport Services Joint Stock Company

The Board of Directors of Cam Ranh International Airport Services Joint Stock Company (CIAS) respectfully reports to the Annual General Meeting of Shareholders (AGM) on the activities of the Board of Directors in 2025 and the development direction for 2026 as follows:

1. Members and structure of the Board of Directors

The 2025 Extraordinary General Meeting of Shareholders passed a Resolution via written ballot to approve the dismissal and supplementary election of 01 member of the Board of Directors. Subsequently, the Board of Directors held a meeting to elect the Chairman of the Board of Directors. The Board of Directors of CIAS consists of 03 members.

The list of Board of Directors' members is as follows:

No.	Board of Directors' members	Position
1	Mr. Dam Duy Toan	Chairman of the Board of Directors
2	Mr. Ly Lam Duy	Board of Directors' members
3	Mr. Khong Minh Dung	Board of Directors' members

2. Activities of the Board of Directors in 2025

To fulfill the tasks assigned at the 2025 AGM, the Board of Directors implemented activities in accordance with the Company's Charter, complying with the Law on Enterprises and current regulations.

2.1 Meetings and decisions of the Board of Directors

In 2025, the Board of Directors of CIAS organized 04 in-person/hybrid meetings and 19 written consultations with members of the Board of Directors to review and approve matters under the authority of the Board of Directors. Through these, the Board of Directors of CIAS passed 31 Resolutions and Decisions.

Information regarding meeting dates, lists of attendees, content, and Resolutions/Decisions of meetings has been disclosed in detail in the "2025 Report on Corporate Governance" published on the website: www.cias.vn

No.	Board of Directors' members	Position	Number of meetings attended by Board of Directors	Attendance percentage	Reasons for absence
1	Mr. Dam Duy Toan	Chairman of the Board of Directors	06/06	100%	Elected as a member of the Board of Directors from August 08, 2025
2	Mr. Tran Quoc Hung	Chairman of the Board of Directors	17/17	100%	Dismissed as a member of the Board of Directors from August 08, 2025
3	Mr. Ly Lam Duy	Board of Directors' members	23/23	100%	
4	Mr. Khong Minh Dung	Board of Directors' members	23/23	100%	

2.2 Remuneration, operating expenses, and other benefits of the Board of Directors

In 2025, the Company paid remuneration and other benefits to members of the Board of Directors as follows:

Unit: VND

No.	Board of Directors' members	Position	Amount
1	Mr. Dam Duy Toan	Chairman of the Board of Directors	60.000.000

No.	Board of Directors' members	Position	Amount
2	Mr. Tran Quoc Hung	Chairman of the Board of Directors	270.000.000
4	Mr. Ly Lam Duy	Board of Directors' members	200.000.000
5	Mr. Khong Minh Dung	Board of Directors' members	200.000.000
Total:			730.000.000

2.3 Activities of the independent member of the Board of Directors and the independent member's assessment of the Board of Directors' activities

In the structure of the Board of Directors in 2025, there was 01 independent member of the Board of Directors (Mr. Khong Minh Dung), ensuring compliance with the law and the Company's Charter.

The independent member of the Board of Directors has fulfilled their responsibilities and duties: Fully participating in Board of Directors meetings and contributing opinions, voting independently on matters under the authority of the Board of Directors; Participating in supervising and directing the activities of the Board of Management as assigned by the Board of Directors; Exchanging and sharing experience with the Board of Management regarding corporate governance, risk management, and accounting and finance.

3. Assessment of the Board of Directors regarding the Company's activities

In 2025, CIAS continued to implement solutions to improve the organizational structure, enhance governance capacity and service quality, while expanding business activities at key international airports.

In the context of a strong recovery in the aviation and tourism industry, the Company leveraged market opportunities to promote growth and improve operational efficiency.

Assessment of the company's activities over the past year is as follows:

3.1. Regarding operating activities

The 2025 consolidated revenue reached over VND 191 billion, completing 120% of the plan; profit after tax reached approximately VND 18.7 billion, completing 196% of the plan.

Specific targets are presented in the table below:

Unit: Million VND

No.	Target	2025 Plan	2025 Actual	2025 Actual/ 2025 Plan
1	Total revenue	158.792	191.262	120%
	<i>In which: Total revenue of parent</i>	<i>154.445</i>	<i>184.001</i>	<i>119%</i>
2	Total profit before tax	12.012	23.936	199%

No.	Target	2025 Plan	2025 Actual	2025 Actual/ 2025 Plan
	<i>In which: Total profit before tax of parent</i>	8.571	18.153	212%
3	Total profit after tax	9.554	18.698	196%
	<i>In which: Total profit after tax of parent</i>	6.639	13.974	210%

3.2. Regarding investing activities and project development

In 2025, CIAS continued to promote investing activities and expand the business system at key international airports, thereby enhancing the scale and operational capacity.

- At Tan Son Nhat International Airport, the Company completed construction and put into synchronous operation 04 premises at Terminal T3, contributing to strengthening its presence in the market with the largest passenger volume in the country.
- CIAS carried out development of investments at Cam Ranh International Airport with 03 new premises at Terminal T2 and put the Lotus business lounge at Terminal T1 into operation. Thereby, expanding the service portfolio and enhancing operational value.
- The Company expanded new business locations at Da Nang International Airport, gradually completing the network of operations at airports.

3.3. Regarding governance

In 2025, CIAS fully implemented governance regulations for listed companies, such as:

- Organizing the Annual General Meeting of Shareholders in accordance with the law, the Charter, and internal regulations of the Company.
- Organizing meetings and collecting opinions from the Board of Directors to approve contents under their authority in accordance with regulations and compliance with the law.
- Information disclosure was performed on time for contents such as: Financial statements, governance reports, etc. Information disclosure has been carried out fully, accurately, and in a timely manner to state management agencies and shareholders.
- Members of the Board of Directors meet the standards prescribed by law.

4. Report on transactions between the Company and affiliated persons of the Company

Reports on transactions between the company, its subsidiaries, companies controlled by the public company with 50% or more of charter capital, and members of the Board of Directors and their affiliated persons; transactions between the company and companies where a member of the Board of Directors is a founding member or a manager of the enterprise within the 03 years prior to the time of transaction have been disclosed in detail in the “2025 Report on Corporate Governance” published on the website: www.cias.vn

5. Coordination between the Board of Directors and the Board of Supervisors

- The Board of Directors coordinates with the Board of Supervisors in supervising the executive activities of the Company to limit errors in business operations.
- Representatives of the Board of Supervisors participated in several meetings of the Board of Directors and related meetings, promptly providing independent opinions on the management, administration, and risk control of the Company.
- The provision of information between the Board of Directors, the Executive Board, and the Board of Supervisors was carried out fully and promptly, ensuring effective support for the supervision and assessment of activities.

6. Assessment of the Board of Directors regarding the activities of the Board of Management

In 2025, the Board of Directors assessed that the Board of Management proactively developed plans and implemented flexible and timely management solutions to adapt to the actual situation, ensuring stable operations and gradually expanding the scale of business.

Based on the direction of the Board of Directors, the Board of Management managed business operations in 2025, achieving several results as follows:

- The Board of Management and the management personnel successfully completed the tasks and business targets assigned by the General Meeting of Shareholders; demonstrating effort, determination, and a high sense of responsibility in management.
- Organized and managed business operations in accordance with functions, duties, and authority; ensured compliance with the provisions of the law, the Company's Charter, internal management regulations, as well as the full development of Resolutions of the General Meeting of Shareholders and the Board of Directors.
- Proactively implemented investment projects, built facilities, and developed human resources to operate new business points, especially at key international airports such as Terminal T3 – Tan Son Nhat International Airport, contributing to increasing the scale and operational capacity of the Company.
- The Executive Board developed solutions to improve operational efficiency. Investment and procurement activities were strictly managed and complied with regulations; financial activities were healthy. The internal business maintained stability and solidarity; employees felt secure in their work.
- Fully implemented reporting regimes and provided information to the Board of Directors and the Board of Supervisors; created favorable conditions for the inspection, supervision, and assessment of the Company's activities.
- Information disclosure was carried out fully, promptly, and transparently in accordance with the law, ensuring the rights of shareholders and related parties.

7. Development direction for 2026

2026 is forecast to continue to be affected by factors of global economic, political, and geopolitical instability, creating pressure on economic growth in general and the aviation industry in particular. Domestically, consumer demand has not recovered strongly, while input costs and rental

costs at airports tend to increase, increasing pressure on the operational efficiency of non-aviation service businesses.

In addition, the level of competition in the field of goods and services at airports is becoming increasingly fierce, especially at major airports. This requires the Company to have a suitable, flexible, and focused development strategy to ensure sustainable growth.

With the difficulties and challenges mentioned, the Board of Directors provides direction on objectives and management and executive solutions in 2026 as follows:

7.1 Regarding the direction of objectives for 2026:

- Proactively adapt to market difficulties and challenges; flexibly implement management solutions to complete the business plan approved by the General Meeting of Shareholders;
- Strengthen control and optimize management costs and operating costs, ensuring consistency with market developments and improving operational efficiency;
- Identify international airports as key markets in 2026 and subsequent years; focus resources on exploiting opportunities to expand business activities in these areas.

7.2 Regarding management and executive solution orientation:

- Strengthen the supervision and direction of the General Director in material activities, ensuring that business operations are stable, effective, and consistent with the general orientation of the Company;
- Coordinate closely with the General Director in monitoring and periodically evaluating business performance; promptly provide executive decisions to respond flexibly to market fluctuations;
- Enhance brand recognition, product and service quality to ensure competitiveness and attract customers;
- Enhance the role and responsibility of management levels, especially operational managers at business locations and branches, with clear assigned targets, rewards/penalties, focusing on creative solutions to increase sales volume and reduce operating costs;
- Comprehensively review and evaluate the future potential of business locations and stores that are operating inefficiently, thereby having timely handling plans to minimize negative impacts on overall business results;
- Promote digital transformation and technology application in management and operation, gradually reducing dependence on human factors, enhancing standardization and scalability according to the chain model;
- Strengthen human resource development, build a capable management team that meets the requirements of operating an increasingly expanding business system.

The above is Report the activities of the Board of Directors in 2025 and the development direction for 2026 of the Board of Directors of Cam Ranh International Airport Services Joint Stock Company. On behalf of the Board of Directors, I would like to sincerely thank the Shareholders, customers, partners, and all employees for accompanying the Company throughout the past year of 2025 and

look forward to continuing to receive your support and closer commitment in 2026 and the following years.

Sincerely./.

Recipients:

- As stated above;
- BOD, BOS
- Information Disclosure;
- Filed: BOD Secretariat, Admin

ON BEHALF OF THE BOARD OF DIRECTORS,
CHAIRMAN



Dam Duy Toan





No. 01/2026/BC-TVĐL HĐQT/CIAS

Khanh Hoa, April 02, 2026

REPORT OF THE INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS

To: 2026 Annual General Meeting of Shareholders

Cam Ranh International Airport Services Joint Stock Company

The Independent Member of the Board of Directors (BOD) of Cam Ranh International Airport Services Joint Stock Company hereby submits to the General Meeting of Shareholders (GMS) the evaluation report on the activities of the Board of Directors in 2025 as follows:

1. Regarding organizational structure

The 2025 Extraordinary General Meeting of Shareholders approved a Resolution via written consent to dismiss and elect 01 additional member of the Board of Directors. Subsequently, the Board of Directors held a meeting to elect the Chairman of the Board of Directors. The number of members of the Board of Directors of CIAS consists of 03 members.

The list of Board of Directors' members is as follows:

No.	Board of Directors' members	Position
1	Mr. Dam Duy Toan	Chairman of the Board of Directors
2	Mr. Ly Lam Duy	Board of Directors' members
3	Mr. Khong Minh Dung	Board of Directors' members



2. Regarding the organization of Board of Directors meetings

- In 2025, the Board of Directors of CIAS organized 04 in-person and hybrid (in-person combined with online) meetings, and 19 instances of written consultation with members of the Board of Directors to review and approve matters under the authority of the Board of Directors.
- The Board of Directors of CIAS approved 31 Resolutions and Decisions through meetings and written consultations with members of the Board of Directors.
- All meetings were organized in accordance with the sequence, procedures, and regulations of the law, the Charter, and internal regulations of the Company, creating favorable conditions for members of the Board of Directors to exercise their rights and obligations in reviewing, discussing, and voting on matters under their authority.
- Summary table of the number of meetings attended by members of the Board of Directors in

No.	Board of Directors' members	Position	BOD meetings attended	Attendance rate	Notes
1	Mr. Dam Duy Toan	Chairman of the Board of Directors	06/06	100%	Elected as a member of the Board of Directors from August 8, 2025
2	Mr. Tran Quoc Hung	Chairman of the Board of Directors	17/17	100%	Dismissed as a member of the Board of Directors from August 8, 2025
3	Mr. Ly Lam Duy	Board of Directors' members	23/23	100%	
4	Mr. Khong Minh Dung	Board of Directors' members	23/23	100%	

3. Activities and Assessment by the Independent Board Member

3.1. Activities of the Independent Member of the Board of Directors

In 2025, the Independent Member of the Board of Directors fully exercised their rights and obligations in the capacity of a member of the Board of Directors in general and an Independent Member of the Board of Directors in particular, specifically:

- Attended all meetings of the Board of Directors, actively expressed opinions, and provided constructive and objective criticism on matters presented for consultation at the Board of Directors meetings.
- Participated in supervising and evaluating the implementation of Resolutions/Decisions of the General Meeting of Shareholders and the Board of Directors.
- Monitored and evaluated the information disclosure process, ensuring full, transparent, and timely implementation in accordance with legal regulations and other relevant internal regulations.

3.2. Evaluation of the activities of the Board of Directors

- Overall, the Board of Directors has fulfilled its functions, rights, and obligations in accordance with the law, the Charter, and the Resolutions of the General Meeting of Shareholders. The Board of Directors timely organized regular and extraordinary meetings to discuss and decide

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on matters under its authority to address urgent tasks as well as to set long-term directions for the operating activities and governance of the Company.

- Resolutions/Decisions of the Board of Directors in 2025 were issued based on a high voting rate of approval from members of the Board of Directors. The Resolutions/Decisions of the Board of Directors were implemented, monitored, and reported on their results regularly.
- Members of the Board of Directors have exercised their rights and obligations fully, responsibly, and prudently in accordance with the law, the Charter, and other relevant internal regulations.
- The Board of Directors coordinates closely with the Board of Supervisors in inspecting financial and accounting activities, evaluating the content of quarterly and annual financial statements; and regularly exchanges information to enhance the effectiveness of internal control and risk prevention.
- The Board of Directors and the Board of Management have performed their duties in accordance with regulations and delegation of authority, without overlap, and have always coordinated and supported each other when performing tasks to provide flexible, timely, and sound governance and management solutions.

4. Recommendations

In order to further improve the effectiveness of the Board of Directors' activities with reference to good governance practices, several recommended solutions need to be considered for implementation as follows:

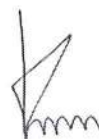
- Actively research the application of information technology in the activities of the Board of Directors, including the use of meeting management software, electronic documents, and digital signatures to save time, increase flexibility in operations, and align with current digital transformation trends.
- Strengthen internal control, improve the efficiency of revenue management, control inventory and operational efficiency at business locations, thereby limiting risks arising in operations.

Sincerely thank you./.

Recipients:

- As above;
- Board of Supervisors; Board of Directors;
- Archived at Secretary of the Board of Directors.

**INDEPENDENT MEMBER OF THE
BOARD OF DIRECTORS**



Khong Minh Dung

No.: 01/2026/BC-BKS/CIAS

Khanh Hoa, 02 April 2026



**REPORT OF THE BOARD OF SUPERVISORS
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

To: The 2026 Annual General Meeting of Shareholders

Cam Ranh International Airport Services Joint Stock Company

Pursuant to:

- *Law on Enterprises No. 59/2020/QH14 dated 17 June 2020;*
- *Charter of Cam Ranh International Airport Services Joint Stock Company (CIAS Company);*
- *Resolution No. 06/2026/NQ-HĐQT/CIAS dated 02 April 2026 of the Board of Directors (BOD) of CIAS Company regarding the approval of the time, location, program, and documents for the 2026 Annual General Meeting of Shareholders (AGM);*
- *Separate financial statements and consolidated financial statements for 2025 of CIAS Company, audited by AASC Auditing Firm Co., Ltd.;*
- *The functions and duties of the Board of Supervisors include inspecting and supervising internal governance, the Company's operating activities, and appraising financial statements*

The Board of Supervisors of CIAS Company respectfully reports to the General Meeting of Shareholders on the status of inspection and supervision activities conducted by the Board of Supervisors at the Company in 2025 as follows:

I. ACTIVITIES OF THE BOARD OF SUPERVISORS

1. Members of the Board of Supervisors in 2025

Current members of the Board of Supervisors include:

- Ms. Dang Thi Phuong Nga Head of the Board of Supervisors
- Ms. Do Huu Anh Lien Member of the Board of Supervisors
- Mr. Luu Viet Bac Member of the Board of Supervisors

2. Self-assessment report on the performance of the Board of Supervisors and Supervisors in 2025

In 2025, the Board of Supervisors held 02 meetings and appointed members to attend the Board of Directors' meetings of the Company.

On behalf of the shareholders, the Board of Supervisors has inspected and supervised compliance with legal regulations and the Company's internal regulations throughout the Company's governance and management, contributing to risk management and improving the quality of corporate governance, specifically as follows:

- Supervise the development and results of the implementation of the General Meeting of Shareholders' Resolutions by the Board of Directors and the Board of Management of the Company.
- Review the legality, sequence, and procedures for issuing Resolutions and Decisions of the Board of Directors and the Board of Management in 2025, based on legal regulations and the Company's internal regulations.
- In its independent role, the Board of Supervisors provides recommendations to the Board of Directors and the Board of Management regarding issues related to the Company's activities during the year.
- Audit quarterly and annual financial statements to assess the honesty and reasonableness of the Company's financial situation, in accordance with accounting standards, enterprise accounting regimes, and current financial policies of Vietnam.
- Monitor the Company's compliance with information disclosure regulations in accordance with the law.
- Supervise other activities as prescribed by law and the Company's Charter.

3. Remuneration, salary, and other benefits of members of the Board of Supervisors in 2025

Pursuant to Resolution No. 01/2025/NQ-ĐHĐCĐ/CIAS dated 25 April 2025 of the 2025 Annual General Meeting of Shareholders, the payment of remuneration and other benefits to members of the Board of Supervisors was implemented in 2025 as follows:

Unit: VND

No.	NAME	POSITION	AMOUNT
1	Ms. Dang Thi Phuong Nga	Head of the Board of Supervisors	200.000.000
2	Ms. Do Huu Anh Lien	Member of the Board of Supervisors	128.000.000
3	Mr. Luu Viet Bac	Member of the Board of Supervisors	128.000.000
TOTAL:			456.000.000

II. RESULTS OF INSPECTION, SUPERVISION, AND APPRAISAL OF 2025 FINANCIAL STATEMENTS

1. General assessment of business performance in 2025

The Board of Supervisors has supervised the organization and implementation of the Company's operating activities based on the 2025 business plan approved by the 2025 Annual General Meeting of Shareholders, specifically as follows:

Unit: VND million

No.	Indicator	2025 Plan	2025 Actual	2025 Actual/ 2025 Plan
1	Total revenue	158.792	191.262	120%
	<i>In which: Total revenue of parent</i>	<i>154.445</i>	<i>184.001</i>	<i>119%</i>
2	Total profit before tax	12.012	23.936	199%
	<i>In which: Total profit before tax of parent</i>	<i>8.571</i>	<i>18.153</i>	<i>212%</i>
3	Total profit after tax	9.554	18.698	196%
	<i>In which: Total profit after tax of parent</i>	<i>6.639</i>	<i>13.974</i>	<i>210%</i>

(Details according to the Company's 2025 separate financial statements audited and published on the website: cias.vn).

2. Results of appraisal of reports and accounting work in 2025

Through the appraisal of the 2025 financial statements and the Company's accounting work, the Board of Supervisors has the following assessment:

- The separate financial statements (parent company) and consolidated financial statements of the Company have been audited by AASC Auditing Firm Co., Ltd. The Board of Supervisors has discussed and exchanged periodically with the auditing firm regarding the audit scope, audit results, and other contents related to the audit. The Company's financial statements were prepared fully and on time, and have reflected truthfully and reasonably, in all material respects, the financial position of the Company as of 31 December 2025, as well as the results of operating activities and cash flows for the financial year ending on the same date, in accordance with current Vietnamese Accounting Standards, Accounting System, and compliance with legal regulations related to the preparation and presentation of financial statements.
- The recording, opening of accounting books, and classification of economic contents are clear and transparent, complying with Accounting Standards and Enterprise Accounting Systems issued by the Ministry of Finance.

- The Company has implemented periodic reporting and information disclosure for listed organizations on the Hanoi Stock Exchange in accordance with regulations on information disclosure in the securities market.

*** Parent company's financial statements:**

Unit: VND million

No.	Indicator	Data
1	Total asset	360.672
2	Owners' equity	337.102
3	Total revenue	184.001
4	Total profit before tax	18.153
5	Total profit after tax	13.974

(Details in the Company's 2025 separate financial statements audited and published on the website: cias.vn)

• Consolidated financial statements

Unit: VND million

No.	Indicator	Data
1	Total asset	373.187
2	Owners' equity	347.793
3	Total revenue	191.262
4	Total profit before tax	23.936
5	Total profit after tax	18.698

(Details in the Company's 2025 consolidated financial statements audited and published on the website: cias.vn)

3. Results of supervision of the governance and management of the Board of Directors and the Board of Management

The Board of Directors and the Board of Management have fully complied with legal regulations in the Company's governance and management. Members of the Board of Directors and the Board of Management have performed their assigned functions and duties correctly in accordance with the Charter and Resolutions passed by the General Meeting of Shareholders. In 2025, the Board of Supervisors did not receive any complaints from shareholders or employees regarding the activities of the Board of Directors and the Board of Management. The Board of Supervisors assesses the activities of the Board of Directors and the Board of Management in 2025 as follows:

3.1 Activities of the Board of Directors

- The Board of Directors has fully complied with legal regulations in the Company's management. Members of the Board of Directors have performed their assigned

functions and duties correctly in accordance with the Charter and Resolutions passed by the General Meeting of Shareholders in 2025.

- The Board of Directors has fully implemented the contents of the 2025 Annual General Meeting of Shareholders' Resolution.
- In 2025, the Board of Directors held 04 in-person meetings, meetings combining in-person and online formats, and 19 instances of collecting written opinions from members of the Board of Directors to review and approve matters under the authority of the Board of Directors. Through this, the Board of Directors of CIAS Company passed 31 Resolutions and Decisions to approve matters under its authority and implemented the Resolutions passed by the General Meeting of Shareholders to direct, support, and supervise the Company's production-business activities. The Resolutions issued by the Board of Directors are consistent with its functions and powers as prescribed by law and the Company's Charter, responding timely and reasonably to resolve difficulties during the Company's production-business process, protecting the interests of shareholders, and effectively implementing policies for employees.
- The Board of Directors has performed well its role of directing, supervising, and supporting the Board of Management in managing operating activities.

3.2 Activities of the Board of Management of the Company

- The Board of Management currently consists of 03 members. The Board of Management has implemented the Resolutions and Decisions of the Board of Directors, managed business activities according to the orientation of the General Meeting of Shareholders, and has always been proactive and flexible in managing business activities, ensuring compliance with legal regulations, the Company's Charter, and other internal management documents.
- The Board of Management closely monitors the Company's production-business situation, thereby providing timely directions to units within the Company to make necessary adjustments suitable to the actual situation at each time and offering solutions to resolve difficulties and obstacles in the Company's production-business activities.

4. Assessment of coordination between the Board of Supervisors, the Board of Directors, The Board of Management, and shareholders

The coordination between the Board of Supervisors, the Board of Directors, and the Board of Management is assessed as effective, ensuring independence and regularity, specifically:

- The Board of Directors and the Board of Management of the Company have created favorable conditions for the Board of Supervisors to perform its supervisory duties. The Company's professional departments and divisions provide full information, documents, and assign staff to work with the Board of Supervisors upon request.
- The Board of Supervisors regularly exchanges information with members of the Board of Directors and the Board of Management regarding issues related to governance and management.

- The Board of Supervisors has informed the Board of Directors and the Board of Management about the assignment of tasks to members of the Board of Supervisors and the supervision plan to coordinate work effectively.
- The Board of Supervisors reviews internal audit reports and provides necessary recommendations to improve governance and management.
- There is close and smooth coordination between the Board of Supervisors, the Board of Directors, and the Board of Management in performing assigned functions and duties. The opinions of the Board of Supervisors are acknowledged by the Board of Directors and the Board of Management during actual implementation.
- In 2025, the Board of Supervisors did not receive any recommendations or inspection requests from shareholders.

5. Report on assessment of transactions between the Company and internal persons and affiliated persons of the Company.

- In 2025, all transactions of the Company with internal persons and related persons were approved and executed in accordance with the authority stipulated in the Law on Enterprises, the Company Charter, and disclosed in accordance with regulations.
- These transactions did not affect the legal rights and interests of the Company and its shareholders.

III. RECOMMENDATIONS OF THE BOARD OF SUPERVISORS

To perform supervisory work effectively and ensure compliance with the Law on Enterprises, the Company Charter, and the Company's Regulations, the Board of Supervisors recommends:

- The Board of Directors and the Board of Management of the Company should continue to improve management and administration, create conditions to promote the capabilities of staff, and ensure maximum legal benefits for shareholders and the Company;
- Focus on improving service quality, being flexible in replacing and adjusting business items and business methods to suit customer needs and development trends in business sectors.

IV. WORK PLAN OF THE BOARD OF SUPERVISORS FOR 2026

To perform supervisory work effectively and ensure compliance with the Law on Enterprises, the Company Charter, and the Company's Regulations, the Board of Supervisors has developed a work plan for 2026, specifically as follows:

- Continue to organize the Board of Supervisors to work professionally with a high sense of responsibility, performing the functions and duties of the Board of Supervisors well.
- Perform regular tasks:
 - + Supervise the implementation of the Resolutions of the 2026 Annual General Meeting of Shareholders, especially the production-business and investment plan for 2026 after

being approved by the Annual General Meeting of Shareholders, and the compliance with legal regulations, the Company Charter, and internal regulations.

+ Supervise the Board of Directors and the Board of Management in managing and administering the Company's activities.

+ Inspect the legality, reasonableness, honesty, and level of prudence in management, administration of business activities, and organization of accounting, statistics, and financial statement preparation.

+ Appraise quarterly, semi-annual, and annual financial statements. Analyze and evaluate the financial situation, management situation, and efficiency of capital usage of the Company.

+ Perform other tasks in accordance with the law, the Company Charter, and internal regulations.


The above is the report on the activities in 2025 and the 2026 plan of the Board of Supervisors of CIAS Company.

Sincerely thank you./.

Recipients:

- As above;
- Board of Directors;
- Archive: Board of Supervisors

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



Dang Thi Phuong Nga



**CAM RANH INTERNATIONAL AIRPORT
SERVICES JOINT STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 01/2026/TTr-HĐQT/CIAS

Khanh Hoa, April 2, 2026

PROPOSAL

**Re: Approval of The Audited Separate Financial Statements and
Consolidated Financial Statements for the year 2025**

**To: The 2026 Annual General Meeting of Shareholders
Cam Ranh International Airport Services Joint Stock Company**

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- The Charter of Cam Ranh International Airport Services Joint Stock Company (CIAS);
- The audit results of the separate financial statements and consolidated financial statements for the year 2025 of CIAS, audited by AASC Auditing Firm Company Limited;
- Resolution No. 06/2026/NQ-HĐQT/CIAS dated April 2, 2026 of the Board of Directors of CIAS regarding the approval of the time, venue, program, and documents for the 2026 Annual General Meeting of Shareholders

Some basic business performance indicators in the Separate Financial Statements and Consolidated Financial Statements for the year 2025 are as follows:

(Unit: VND)

No.	INDICATOR	SEPARATE FINANCIAL STATEMENTS 2025	CONSOLIDATED FINANCIAL STATEMENTS 2025
1	Total revenue	184,001,222,813	191,261,819,342
2	Total expenses	165,848,691,732	167,326,299,560
3	Profit before tax	18,152,531,081	23,935,519,782
4	Profit after tax	13,973,889,405	18,698,433,232
5	Charter capital	186,612,430,000	186,612,430,000

(Details of the audited separate financial statements and consolidated financial statements for the year 2025 have been disclosed on the website: www.cias.vn)

The Board of Directors of Cam Ranh International Airport Services Joint Stock Company respectfully requests the 2026 Annual General Meeting of Shareholders to review and approve the Company's audited separate financial statements and consolidated financial statements for the year 2025.

Sincerely thank you./.

Recipients:

- As above;
- BOD, BOS;
- Information Disclosure Officer;
- Archive: BOD Secretariat,
Administration Department.

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



Dam Duy Toan

No.: 02A/2026/TTr-HĐQT/CIAS

Khanh Hoa, April 21, 2026

PROPOSAL

Re: Approval of the 2025 profit distribution plan

To: 2026 Annual General Meeting of Shareholders

Cam Ranh International Airport Services Joint Stock Company

Pursuant to:

- *Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*
- *The Charter of Cam Ranh International Airport Services Joint Stock Company (CIAS);*
- *The audited separate financial statements and consolidated financial statements for 2025 of Cam Ranh International Airport Services Joint Stock Company;*
- *Resolution No. 06/2026/NQ-HĐQT/CIAS dated April 2, 2026 of the Board of Directors of CIAS regarding the approval of the time, venue, agenda, and documents for the 2026 Annual General Meeting of Shareholders and other matters;*
- *Resolution No. 07/2026/NQ-HĐQT/CIAS dated April 21, 2026 of the Board of Directors of CIAS regarding the approval of the updated and supplemented 2025 profit distribution plan and the list of candidates for the election of additional members to the Board of Supervisors for the 2022-2027 term to be submitted to the 2026 Annual General Meeting of Shareholders.*

The Board of Directors of Cam Ranh International Airport Services Joint Stock Company hereby requests the 2026 Annual General Meeting of Shareholders to consider and approve the 2025 profit distribution plan of Cam Ranh International Airport Services Joint Stock Company as follows:

1. 2025 Profit after tax distribution plan

Unit: VND

NO.	INDICATOR	2025	NOTE
1	Undistributed profit from previous years (1)	19,447,239,623	
2	Profit after tax for 2025 (2)	13,973,889,405	
3	Total profit available for distribution (3)=(1)+(2)	33,421,129,028	
4	Profit distribution plan	963,694,470	
4.1	Bonus and welfare fund (5% allocation)	698,694,470	= 5%*(2)
4.2	Bonus for Board of Directors, Board of Supervisors	265,000,000	
5	Remaining undistributed profit	32,457,434,558	

2. Implementation

The Board of Directors shall carry out the profit distribution plan after it is approved by the General Meeting of Shareholders.

Sincerely./.

(This proposal replaces Proposal No. 02/2026/TTr-HĐQT/CIAS dated April 2, 2026 of the Board of Directors).

Recipients:

- As addressed above;
- BOD, BOS;
- Information Disclosure;
- Archive: BOD Secretariat, Administrative Office.

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



Dam Duy Toan



PROPOSAL

**Re: Finalization of remuneration for the Board of Directors and Board of Supervisors in 2025 and
the remuneration payment plan for the Board of Directors and Board of Supervisors in 2026**

To: 2026 Annual General Meeting of Shareholders

Cam Ranh International Airport Services Joint Stock Company

Pursuant to:

- *Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*
- *Charter of Cam Ranh International Airport Services Joint Stock Company (CIAS);*
- *Resolution No. 01/2025/NQ-ĐHĐCĐ/CIAS dated April 25, 2025 of the General Meeting of Shareholders of Cam Ranh International Airport Services Joint Stock Company;*
- *Resolution No. 06/2026/NQ-HĐQT/CIAS dated April 02, 2026 of the Board of Directors of CIAS regarding the approval of the timing, location, agenda, and documents for the 2026 Annual General Meeting of Shareholders;*
- *Actual situation*

The Board of Directors of Cam Ranh International Airport Services Joint Stock Company respectfully requests the 2026 Annual General Meeting of Shareholders to consider and approve the finalization of remuneration for the Board of Directors and Board of Supervisors in 2025 and the remuneration payment plan for the Board of Directors and Board of Supervisors in 2026 as follows:

I. Finalization of remuneration for the Board of Directors and Board of Supervisors in 2025

Based on the operating results in 2025, the Board of Directors proposes the finalization of the remuneration for the Board of Directors and Board of Supervisors in 2025, specifically as follows:

- The amount approved by the General Meeting of Shareholders in Resolution 01/2025/NQ-ĐHĐCĐ/CIAS dated April 25, 2025 is: VND 708,000,000.
- The amount proposed by the Board of Directors for finalization in 2025 is: **VND 708,000,000.**

(In words: Seven hundred and eight million VND).

Unit: VND

No.	CATEGORY	REMUNERATION
1	Board of Directors	420,000,000
2	Board of Supervisors	288,000,000
	Total	708,000,000



II. Remuneration payment plan for the Board of Directors and Board of Supervisors in 2026

The Board of Directors of the Company proposes to apply the remuneration level for the Board of Directors and Board of Supervisors of the Company in 2026 as follows:

- Amount: **VND 708,000,000**.
(In words: Seven hundred and eight million VND).

Unit: VND

No.	CATEGORY	REMUNERATION
1	Board of Directors	420,000,000
2	Board of Supervisors	288,000,000
	Total	708,000,000

- Funding source: Sourced from the 2026 corporate management expenses budget (after approval by the General Meeting of Shareholders).

Respectfully./.

Recipients:

- As stated above;
- BOD, BOS;
- Information Disclosure Officer;
- Archive: BOD Secretariat, Administration Department.

ON BEHALF OF THE BOARD OF DIRECTORS,
CHAIRMAN



Đam Duy Toàn



**CAM RANH INTERNATIONAL AIRPORT
SERVICES JOINT STOCK COMPANY**

No.: 04/2026/TTr-HĐQT/CIAS

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Khanh Hoa, April 2, 2026

PROPOSAL

Re: Approval of the 2026 business plan

To: 2026 Annual General Meeting of Shareholders

Cam Ranh International Airport Services Joint Stock Company

Pursuant to:

- *The Charter of Cam Ranh International Airport Services Joint Stock Company;*
- *Resolution No. 06/2026/NQ-HĐQT/CIAS dated April 2, 2026, of the Board of Directors regarding the approval of the time, location, agenda, and documents for the 2026 Annual General Meeting of Shareholders;*
- *The actual business conditions of the Company;*

The Board of Directors (BOD) of Cam Ranh International Airport Services Joint Stock Company hereby submits to the 2026 Annual General Meeting of Shareholders (AGM) for consideration and approval the following contents:

1. Business plan for 2026

As per the Appendix attached to this Proposal.

2. Authorization of the Board of Directors:

- Responsible for organizing the implementation of the contents approved by the AGM and having full authority to decide on related matters.
- Granted full authority to decide on adjustments and supplements to the business plan, ensuring it is consistent with the socio-economic situation and the Company's development goals.
- Granted full authority to decide on capital mobilization (target investors, forms, methods, and amount of capital raising) to serve the Company's business plan and investment according to the approved plan.
- The BOD is responsible for reporting any adjustments to the AGM at the nearest meeting.

Sincerely thank you./.

Recipients:

- As stated above;
- BOD, BOS;
- Information Disclosure Officer;
- Archive: BOD Secretariat, Administration Department.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Dam Duy Toan



APPENDIX

(Attached to Proposal No.: 04/2026/TTr-HĐQT/CIAS dated April 2, 2026)

1. 2026 Separate Business Plan

Table 1 – 2026 Separate Business Plan

(Unit: VND 1,000)

No.	INDICATORS	Target 2026	2025 Actual	2026 Target/2025 Actual
1	Total revenue	192,053,968	184,001,223	104%
2	Total expenses	170,473,329	165,848,692	103%
3	Profit before tax	21,580,640	18,152,531	119%
4	Profit after tax	17,264,512	13,973,889	124%

2. 2026 Consolidated Business Plan

Table 2 – 2026 Consolidated Business Plan

(Unit: VND 1,000)

No.	INDICATORS	Target 2026	2025 Actual	2026 Target/2025 Actual
1	Total revenue	194,678,352	191,261,819	102%
2	Total expenses	171,084,321	167,326,300	102%
3	Profit before tax	23,594,031	23,935,520	99%
4	Profit after tax	19,080,532	18,698,433	102%



PROPOSAL

**Re: Supplementing business lines and amending Appendix I of the Charter
Cam Ranh International Airport Services Joint Stock Company**

To: Annual General Meeting of Shareholders 2026

Cam Ranh International Airport Services Joint Stock Company

Pursuant to:

- *Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*
- *Law No. 03/2022/QH15 dated January 11, 2022 and guiding documents for implementation;*
- *Decision 36/2025/QĐ-TTg of the Prime Minister dated September 29, 2025, effective from November 15, 2025, on the promulgation of the Vietnam Standard Industrial Classification;*
- *The Charter of Cam Ranh International Airport Services Joint Stock Company (CIAS);*
- *Resolution No. 06/2026/NQ-HĐQT/CIAS dated April 2, 2026 of the Board of Directors of CIAS regarding the approval of the time, location, program, and documents for the Annual General Meeting of Shareholders 2026;*
- *Actual business conditions;*

To ensure that business lines are consistent with the actual situation and comply with legal regulations, the Board of Directors of CIAS hereby submits to the General Meeting of Shareholders for consideration and approval the supplementation of business lines, specifically as follows:

1. Approve the addition of the following business lines to the business lines of CIAS

No.	Name of business line	Industry code
1	Wholesale of beverages	4633
2	Wholesale of tobacco and tobacco products	4634
3	Hairdressing services	9621
4	Beauty care services and other beauty activities	9622

2. Approve the amendment of Appendix I - Business lines of the Charter of CIAS

Amend Appendix I – Business lines of CIAS in the Company Charter according to the content of the business line supplementation stated in Section 1 of this Proposal.

Draft Appendix I – Business lines of CIAS after amendment: *Attached to the Proposal.*

3. Implementation

We request the Annual General Meeting of Shareholders 2026 to approve the content of the business line supplementation and the amendment of Appendix 01 of the Company Charter as mentioned above, and authorize the Chairman of the Board of Directors to:

- Decide and carry out necessary procedures, sign documents related to the supplementation of business lines that have been approved as mentioned above, in compliance with the regulations on registration of business line supplementation according to the Vietnam Standard Industrial Classification stipulated in Decision 36/2025/QĐ-TTg of the Prime Minister;
- Decide on the amendment, update, and supplementation of business lines (if any) according to the new regulations in Decision 36/2025/QĐ-TTg of the Prime Minister on the Vietnam Standard Industrial Classification, effective from November 15, 2025.
- Perform procedures to amend Appendix I attached to the Company Charter; Approve and sign for the issuance of the Company Charter (amending Appendix I) according to the amendments approved by the Annual General Meeting of Shareholders 2026.

Sincerely thank you./.

Recipients:

- As stated above;
- BOD, BOS;
- Information Disclosure Officer;
- Archive: BOD Secretariat, Administration Department.

ON BEHALF OF THE BOARD OF DIRECTORS,
CHAIRMAN



Dam Duy Toan

APPENDIX I
BUSINESS LINES
OF CAM RANH INTERNATIONAL AIRPORT SERVICES JOINT STOCK COMPANY
(Attached to Proposal No. 05/2026/TTr-HDQT/CIAS dated April 2, 2026 of the Board of Directors)

No.	Industry name	Industry code
1	Maintenance and repair of motor vehicles	4520
2	Real estate activities with own or leased property Details: - Real estate business - Office and residential leasing services - Exclude: Investment in construction of cemetery infrastructure for transfer of land lease right associated with infrastructure under Section A.17 of Appendix I issued with Decree No. 31/2021/NĐ-CP dated March 26, 2021 of the Government detailing and guiding the implementation of a number of articles of the Law on Investment	6810
3	Retail sale of games and toys in specialized stores	4764
4	Retail sale of clothing, footwear, leather and imitation leather goods in specialized stores Details: - Retail sale of clothing in specialized stores - Retail sale of footwear in specialized stores - Retail sale of bags, purses, and other leather and imitation leather goods in specialized stores	4771
5	Other support service activities related to transportation	5229
6	Short-term accommodation services Details: Hotel business; Villas or apartments for short-term accommodation services; Guest houses, motels for short-term accommodation services	5510
7	Production of non-alcoholic beverages, mineral water (Not operating at headquarters)	1104
8	Other credit granting activities	6492

No.	Industry name	Industry code
	Details: Foreign currency exchange agency	
9	Road passenger transport in urban and suburban areas (excluding bus transport) Details: Road transport agency, tourist transport, fixed-route passenger transport under contract by taxi, bus	4931
10	Other road passenger transport Details: Passenger transport by intra-provincial and inter-provincial coaches. Road passenger transport	4932
11	Restaurants and mobile catering services Details: - Restaurants, eateries (excluding bars, karaoke, nightclubs) - In-flight catering services. Catering services under contract	5610
12	Beverage serving services (excluding bar business)	5630
13	Travel agency	7911
14	Tour operator	7912
15	Reservation services and related services for promotion and organization of tours	7990
16	Advertising (as permitted by the State)	7310
17	Support service activities directly for air transport Details: Airport ground service activities - Duty-free business serving departing, arriving, and transiting passengers; - Business of services serving passengers of domestic and international airlines; - Terminal and cargo warehouse operation services; - Ground handling services: passenger service, baggage service, aviation ground technical service, documentation service, weight and balance, and load control services for flights, cleaning service, supply of materials and items on board, lost	5223 (Main)

No.	Industry name	Industry code
	and found baggage service, and other services related to ground technical service; - Aviation equipment repair and maintenance services; - Aviation catering services;	
18	Other catering services	5629
19	Rental of motor vehicles Details: Car rental	7710
20	Collection of non-hazardous waste	3811
21	Production of ready-made food (Not operating at headquarters)	1075
22	Other business support service activities not elsewhere classified Details: Parking services for cars, motorbikes, bicycles	8299
23	Passenger transport by bus in urban areas	4921
24	Industrial cleaning and specialized facility cleaning	8129
25	Passenger transport by bus between urban and suburban areas, inter-provincial	4922
26	Rental of machinery, equipment and other tangible goods without an operator Details: Rental of buildings with special technical equipment (concert halls, theaters, auditoriums, wedding halls, studios, cinemas); Construction machinery and equipment.	7730
27	Passenger transport by other types of buses	4929
28	Support service activities directly for road transport Details: Parking services for cars, motorbikes, bicycles	5225
29	Activities of labor and employment consultancy, introduction and brokerage centers, agencies	7810
30	Temporary labor supply	7820

No.	Industry name	Industry code
31	Labor supply and management	7830
32	Trade promotion and introduction organization	8230
33	Primary vocational training	8531
34	Other education not elsewhere classified	8559
35	Educational support services	8560
36	Retail sale of beverages in specialized stores	4723
37	Retail sale of tobacco and tobacco products in specialized stores	4724
38	Road freight transport	4933
39	Retail sale of sports equipment in specialized stores	4763
40	Rental of sports and recreational equipment	7721
41	Activities of sports facilities	9311
42	Wholesale of beverages	4633
43	Wholesale of tobacco and tobacco products	4634
44	Hairdressing services	9621
45	Beauty care services and other beauty activities	9622



8

No.: 06/2026/TTr-HĐQT/CIAS

Khanh Hoa, April 2, 2026

PROPOSAL
Re: Approval of related party transactions

To: The 2026 Annual General Meeting of Shareholders
Cam Ranh International Airport Services Joint Stock Company

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Law on Securities No. 54/2019/QH14 dated November 26, 2019;
- The Charter of Cam Ranh International Airport Services Joint Stock Company (CIAS);
- Resolution No. 06/2026/NQ-HĐQT/CIAS dated April 2, 2026 of the Board of Directors (BOD) of CIAS regarding the approval of the time, location, program, and documents for the 2026 Annual General Meeting of Shareholders (AGM);
- Actual situation

To ensure compliance with legal regulations regarding the authority to approve transactions between CIAS and related parties, and to ensure proactivity for these transactions based on the actual capabilities and needs of the business operations of the Company and related parties, the Board of Directors hereby submits to the General Meeting of Shareholders for consideration and approval of transactions between CIAS and related parties, specifically as follows:

1. Approve transactions between CIAS and related parties of the Company, with each transaction value not exceeding 30% of the total asset value of the Company as recorded in the most recent consolidated financial statements.

(Detailed list of transactions in Appendix I attached to this Proposal)

2. Implementation: Authorize the Board of Directors to implement specific related party transactions according to the contents approved by the General Meeting of Shareholders, ensuring compliance with legal regulations, the Company Charter, and reporting requirements.

Sincerely thank you./.

Recipients:

- As stated above;
- BOD, BOS;
- Information Disclosure Officer;
- Archive: BOD Secretariat, Administration Department.

ON BEHALF OF THE BOARD OF DIRECTORS,



CHAIRMAN

Đàm Duy Toàn

APPENDIX I
LIST OF RELATED PARTY TRANSACTIONS

(Attached to Proposal No. 06/2026/TTr-HĐQT/CIAS dated April 2, 2026)

No.	Related party	Content of transaction	Content of contract
1	ASG Aviation Services Co., Ltd. (ASGA) - Shareholder owning over 51% of the total voting shares of CIAS.	<ul style="list-style-type: none"> - Sale and purchase agreement for goods, services, and/or assets; - Loan/lending contract; - Office/premises lease/sublease contract; - Asset lease/sublease contract; - Securities, shares/capital contribution purchase and sale contract; - Guarantee/collateral agreement; - Investment cooperation contract. 	The content of the contract shall be agreed upon by both parties at the time of signing but must ensure compliance with legal regulations and internal regulations of the parties.
2	ASG Group Joint Stock Company - Related party of ASGA	<ul style="list-style-type: none"> - Sale and purchase agreement for goods, services, and/or assets; - Loan/lending contract; - Office/premises lease/sublease contract; - Asset lease/sublease contract; - Securities, shares/capital contribution purchase and sale contract; - Guarantee/collateral agreement; - Investment cooperation contract. 	The content of the contract shall be agreed upon by both parties at the time of signing but must ensure compliance with legal regulations and internal regulations of the parties.
3	Aviation Ground Services Co., Ltd. - Related party of CIAS and ASGA	<ul style="list-style-type: none"> - Sale and purchase agreement for goods, services, and/or assets; - Loan/lending contract; - Office/premises lease/sublease contract; - Asset lease/sublease contract; - Securities, shares/capital contribution purchase and sale contract; - Guarantee/collateral agreement; - Investment cooperation contract. 	The content of the contract shall be agreed upon by both parties at the time of signing but must ensure compliance with legal regulations and internal regulations of the parties.



PROPOSAL

**Re: Dismissal and election of additional Member of the Board of Supervisors for the
2022-2027 term**

**To: 2026 Annual General Meeting of Shareholders
Cam Ranh International Airport Services Joint Stock Company**

Pursuant to

- *Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*
- *Charter of Cam Ranh International Airport Services Joint Stock Company;*
- *Resignation letter of Mr. Luu Viet Bac – Member of the Board of Supervisors for the 2022-2027 term;*
- *Resolution No. 06/2026/NQ-HĐQT/CIAS dated April 02, 2026 of the Board of Directors of CIAS regarding the approval of the time, venue, program, and meeting documents for the 2026 Annual General Meeting of Shareholders*

The Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration the dismissal and election of an additional Member of the Board of Supervisors for the 2022-2027 term, specifically as follows;

1. Approval of the dismissal of a Member of the Board of Supervisors for the 2022-2027 term

- Dismissal of Member of the Board of Supervisors for the 2022-2027 term for: Mr. Luu Viet Bac.
- Reasons for dismissal: Mr. Luu Viet Bac submitted a resignation letter.
- Effective date of dismissal: From the date of approval by the Annual General Meeting of Shareholders.

2. Approval of the election of an additional Member of the Board of Supervisors for the 2022-2027 term

- Number of additional Members of the Board of Supervisors to be elected: 01 member.



- Standards and conditions for candidates participating in the election of an additional Member of the Board of Supervisors:
 - + Possess full civil capacity, and not fall into the category of persons prohibited from managing an enterprise under the provisions of the Law on Enterprises and relevant laws;
 - + Have been trained in one of the following majors: economics, finance, accounting, auditing, law, business administration, or a major suitable for the Company's operations;
 - + Not be a family member of any member of the Board of Directors, the Chief Executive Officer, or other managers;
 - + Not be a person in the accounting or finance department of the Company;
 - + Not be a member or employee of an independent auditing firm approved to audit the Company's financial statements in the three consecutive preceding years.
 - + Not be a manager of the Company; it is not required to be a shareholder or an employee of the Company.

Sincerely./.

Recipients:

- General Meeting of Shareholders;
- BOD, BOS;
- Archived: BOD Secretariat, Administration Department.

ON BEHALF OF THE BOARD OF DIRECTORS,
CHAIRMAN



Dam Duy Toan



No.: 08/2026/TTr-HĐQT/CIAS

Khanh Hoa, April 21, 2026

PROPOSAL

**Re: Approval of the list of candidates for the supplementary election
of members of the Board of Supervisors for the 2022-2027 term**

**To: 2026 Annual General Meeting of Shareholders
Cam Ranh International Airport Services Joint Stock Company**

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Law on Securities No. 54/2019/QH14 dated November 26, 2019;
- The Charter of Cam Ranh International Airport Services Joint Stock Company (CIAS);
- Resolution No. 06/2026/NQ-HĐQT/CIAS dated April 2, 2026 of the Board of Directors of CIAS regarding the approval of the time, venue, agenda, and documents for the 2026 Annual General Meeting of Shareholders and other matters;
- Announcement No. 01/2026/TB-HĐQT/CIAS dated April 2, 2026 of the Board of Directors of CIAS regarding the nomination and self-nomination of candidates for the supplementary election of members of the Board of Supervisors for the 2022-2027 term;
- Resolution No. 07/2026/NQ-HĐQT/CIAS dated April 21, 2026 of the Board of Directors of CIAS regarding the approval of the updated and supplemented profit distribution plan for 2025 and the list of candidates for the supplementary election of members of the Board of Supervisors for the 2022-2027 term of CIAS.

Based on the principles of nomination and self-nomination, and the summary of results from receiving applications for candidates for the supplementary election of members of the Board of Supervisors for the 2022-2027 term of CIAS received from shareholders and groups of shareholders, the Board of Directors respectfully requests the General Meeting of Shareholders to approve the list of candidates for the supplementary election of members of the Board of Supervisors for the 2022-2027 term: Ms. Pham Thi Hue.

(Information regarding Ms. Pham Thi Hue is provided in the curriculum vitae attached to this Proposal).

Sincerely./.

Recipients:

- As stated above;
- BOD, BOS;
- Information Disclosure;
- Archived: BOD Secretariat,
Administration Department.

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



Dam Duy Toan

THE SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness



CURRICULUM VITAE

- Full name: Pham Thi Hue
- Sex: Female
- Date of birth: May 19, 1988
- Place of birth: Thai Nguyen
- ID/Passport No.: , issued by the Police Department for Administrative Management of Social Order on May 8, 2021
- Nationality: Vietnamese
- Ethnicity: Kinh
- Permanent address:
- Professional qualifications: Master of Economic Law
- Work history:

Period	Organization	Position
02/2013 – 03/2020	National Center for Judicial Records – Ministry of Justice	Legal Specialist
05/2020 – 02/2023	Dai Quang Minh Real Estate Investment Joint Stock Company – THACO group	Legal Specialist
07/2023 – up to now	ASG Corporation	Legal Specialist
02/2025 – up to now	ASG Aviation Services Company Limited	Secretary to the Chairman



- Current Position at CIAS: none
- Positions currently held at other organizations: none
- Number of shares owned and represented: 0 shares
- Number of shares represented: 0 shares
- Number of shares personally owned: 0 shares
- Number of CIA shares held by affiliated persons:

Name of individual/Organization	Relationship/ Position	Shares owned	Ownership percentage/ Charter Capital

- Debts owed to the Company: none
- Remuneration and other benefits received from the Company: In accordance with Company regulations.
- Related interests in the Company: none

I hereby certify that the above statements are true and correct; if any information is found to be false, I shall take full responsibility before the law.

Hanoi, April 13, 2026

DECLARANT

(Signature, full name)



Pham Thi Hue





REGULATIONS

Election rules for the supplementary election of members of the Board of Supervisors for the 2022-2027 term Cam Ranh International Airport Services Joint Stock Company

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

Pursuant to the Charter of Cam Ranh International Airport Services Joint Stock Company,

The following are the election rules for the supplementary election of members of the Board of Supervisors (BOS) for the 2022-2027 term at the 2026 Annual General Meeting of Shareholders (AGM) of Cam Ranh International Airport Services Joint Stock Company.

I. REGULATIONS ON THE NUMBER OF MEMBERS TO BE ELECTED

1. Number of BOS members to be supplementarily elected: 01 person
2. Number of BOS candidates: Unlimited

II. REGULATIONS ON STANDARDS AND CONDITIONS FOR BOS MEMBERS

BOS members must meet the following standards and conditions:

- Possess full civil act capacity, and not fall into the category of persons prohibited from managing enterprises under the provisions of the Law on Enterprises and relevant laws;
- Have been trained in one of the majors in economics, finance, accounting, auditing, law, business administration, or a major suitable for the Company's operations;
- Not be a person with family relationships with members of the Board of Directors or the General Director and other managers;
- Not be a person in the accounting or finance department of the Company;
- Not have been a member or employee of an auditing firm approved to audit the Company's financial statements in the 03 consecutive years prior.

III. REGULATIONS ON THE RIGHT TO NOMINATE AND STAND FOR ELECTION AS A BOS MEMBER

Shareholders holding voting shares have the right to aggregate their voting rights to nominate candidates for the Board of Supervisors.

- A shareholder or group of shareholders holding from 10% to less than 30% of the total voting shares may nominate one (01) candidate; from 30% to less than 50% may nominate a



maximum of two (02) candidates; from 50% or more may nominate a maximum of three (03) candidates.

- In case the number of candidates for the Board of Supervisors through nomination and self-nomination is insufficient, the incumbent Board of Supervisors may nominate additional candidates or organize nominations according to the mechanism stipulated in the Company's Charter, the Regulations on Corporate Governance, and the Regulations on Operation of the Board of Supervisors. The nomination of additional candidates by the incumbent Board of Supervisors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Supervisors in accordance with the law.

IV. REGULATIONS ON PROCEDURES, VOTING METHODS, AND ELECTION RESULTS

1. Election and Vote Counting Committee

- 1.1. The Election and Vote Counting Committee is nominated by the Chairperson and approved by the General Meeting of Shareholders. Members of the Election and Vote Counting Committee must not be named in the list of nominations and self-nominations for the BOS.
- 1.2. The Election and Vote Counting Committee is responsible for conducting the necessary procedures for the objective election of the BOS, ensuring the confidentiality of vote counting and election information as follows:
 - Inspect the ballot box in the presence of shareholders/shareholder representatives.
 - Disseminate the Regulations on election rules and provide instructions on how to vote to shareholders/authorized persons.
 - Vote counting must be conducted immediately after the voting concludes and must be carried out in a separate room under the supervision of shareholder representatives and/or representatives of the Organizing Committee.
 - Perform vote counting: Check the validity of the ballots and record the vote counting results. Seal all ballots and hand them over to the Company's Board of Supervisors immediately after the closing of the Meeting.
 - Prepare the Vote Counting Minutes; the Head of the Election and Vote Counting Committee announces the vote counting results before the General Meeting of Shareholders.
 - Together with the Chairperson, review and resolve complaints and denunciations regarding candidates as well as election results (If any) and report to the General Meeting of Shareholders for a decision.
- 1.3. All work of the Election and Vote Counting Committee must be performed honestly, accurately, objectively, and with confidentiality regarding the vote counting, and the Committee shall be responsible for such results.

2. Sequence and procedures for electing BOS members

- 2.1. The election of BOS members is conducted at the General Meeting of Shareholders convened and voted upon in accordance with the prescribed sequence and procedures for convening and voting at the General Meeting of Shareholders.
- 2.2. At the General Meeting of Shareholders, each shareholder/authorized person of a shareholder is issued a ballot according to the form stamped by the Company.
- 2.3. Shareholders proceed to elect BOS members by specifically recording the number of votes in the "Number of votes" section right after the names of the candidates to be elected. If not voting for anyone, write "0" in the "Number of votes" section.
- 2.4. In case information on the ballot needs to be corrected, the shareholder/authorized person of the shareholder shall request the Election and Vote Counting Committee to provide a new ballot and return the old ballot to the Election and Vote Counting Committee.
- 2.5. Valid ballot:
 - Ballot according to the pre-printed form issued by the Company;
 - Ballot stamped by the Company;
 - Ballot is not erased, corrected, or written with other content outside of what is prescribed for the ballot;
 - The total "Number of votes" that a shareholder/authorized person casts for BOS candidates is not greater than the "Total number of votes" of the shareholder owned or authorized as recorded on the ballot.
- 2.6. Invalid ballot:
 - Ballot not according to the prescribed form and/or without the Company's stamp;
 - Ballot containing incorrect information about the shareholder/authorized person's name, total shares owned or authorized, or total number of votes;
 - Ballot is erased or corrected;
 - The "Number of votes" that a shareholder/authorized person casts for BOS candidates is greater than the "Total number of votes" of the shareholder owned or authorized as recorded on the ballot;
 - Ballot submitted after the time the Election and Vote Counting Committee has announced the results.
- 2.7. Voting method:
 - Perform secret voting into the Organizing Committee's ballot box.
 - Vote counting must be conducted immediately after the voting concludes.

3. Method of electing BOS members

3.1. The voting for the supplementary election of BOS members is carried out using the cumulative voting method. Accordingly, each shareholder/authorized person of a shareholder has a total number of votes corresponding to the total number of shares owned/authorized multiplied by the number of BOS members to be elected. The shareholder/authorized person has the right to accumulate all of their total votes for one or several candidates.

3.2. The calculation formula is as follows:

$$\boxed{\text{TOTAL BALLOTS}} = \boxed{\text{TOTAL SHARES OWNED/AUTHORIZED}} \times \boxed{\text{NUMBER OF BOS MEMBERS TO BE ELECTED}}$$

Where: The number of BOS members to be elected is approved by the General Meeting of Shareholders in the meeting agenda.

*Example: The number of members to be elected to the BOS is 2 (out of 2 people introduced and nominated to the BOS). Mr. Nguyen Van X has 3,000 voting shares owned and authorized. Thus, Mr. X's total votes for BOS members are $(3,000 * 2) = 6,000$ votes.*

4. Elected:

The determination of candidates elected as BOS members is based on the following principle:

- 4.1. The person elected as a BOS member is determined by the number of votes from high to low, starting from the candidate with the highest number of votes until the required number of BOS members is reached. The number of votes for the elected candidate must be greater than zero (0).
- 4.2. In case there are 02 or more candidates achieving the same number of votes for the final BOS member position, the General Meeting of Shareholders will conduct a re-election among the candidates with the same number of votes until the final BOS member is elected.
- 4.3. In case the number of elected persons is insufficient for the required number of BOS members, the General Meeting of Shareholders will conduct a second round of voting among the remaining candidates. If the result of the second round of voting is still insufficient for the required number of BOS members, the Meeting Chairperson will seek the opinion of the General Meeting of Shareholders to conduct a third round of voting or to leave the BOS member position vacant for supplementary election at the next General Meeting of Shareholders.

5. Announcement of vote counting results:

The Election and Vote Counting Committee will check and summarize the vote counting results report. The vote counting minutes will be announced by the Election and Vote Counting Committee after the vote counting is conducted and before the end of the session, and recorded in the Minutes of the General Meeting of Shareholders.

The content of the vote counting minutes includes: total number of shareholders attending the meeting; total number of shareholders participating in voting; number of valid ballots, invalid ballots; number of votes for each candidate for the BOS.

V. IMPLEMENTATION PROVISIONS

Complaints regarding the election and vote counting will only be considered right at the Meeting, resolved by the Meeting Chairperson, and recorded in the minutes of the General Meeting of Shareholders (If any).

Other contents related to the supplementary election of BOS members will be implemented in accordance with the Law on Enterprises and the Company's Charter.

These election rules are presented before the 2026 Annual General Meeting of Shareholders of Cam Ranh International Airport Services Joint Stock Company and shall be implemented upon approval by the General Meeting of Shareholders.

