

**NOTICE**

**The collection of Shareholder Opinions in Writing**

**DECEMBER 2025**

**To: The shareholder of Da Nang Airport Services Joint Stock Company**

Pursuant to:

- The Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- The Charter of Da Nang Airport Services Joint Stock Company;
- The Board of Directors' Resolution No: 07/NQ-HĐQT-DVĐN dated November 24<sup>th</sup>, 2025.

Da Nang Airport Services Joint Stock Company respectfully informs shareholders about the exercise of voting rights through the collection of shareholder opinions in writing as follows:

- 1. Participants:** All shareholders of the Company according to the list of shareholders finalized on December 15<sup>th</sup>, 2025.
- 2. Voting Ratio:** 1 ordinary share is equivalent to 1 voting right.
- 3. Implementation Time:** From December 18<sup>th</sup> to 5:00 PM on December 28<sup>th</sup>, 2025.
- 4. Content of Shareholder Opinions Solicitation:** (Detailed reference in the attached opinion collection form and at the website masco.com.vn, specifically:
  - a. Regulation on the organization, implementation, and vote counting for collecting shareholder opinions in writing for December 2025.
  - b. Submission from the Board of Directors regarding the the adjustment of the 2025 investment plan.
- 5.** The Board of Directors respectfully requests that shareholders submit their completed opinion forms regarding the Company before 5:00 PM on December 28<sup>th</sup>, 2025, via postal service, in person, by fax, or by email to the Company at the address:

**DA NANG AIRPORT SERVICES JOINT STOCK COMPANY**

Recipient: Mr Nguyễn Hoàng Anh Tuấn – Company secretary

Address: 01 Nguyễn Phi Khanh, Hòa Cường ward, Đà Nẵng city

Tel: (+84) 236 3 826680      Fax: (+84) 236 3 826 133

Email: [masco@masco.com.vn](mailto:masco@masco.com.vn)

Respectfully.

**ON BEHALF OF THE BOD  
CHAIRMAN OF THE BOARD**



**ĐẠO MẠNH KIÊN**



**BALLOT FOR COLLECTING SHAREHOLDER’S WRITTEN OPINIONS**  
**December 2025**

**To: Shareholders of Da Nang Airport Services J.S.C**

**1. Shareholder information.**

Shareholder name:.....

Address.....

Shareholder’s code:..... Tel:.....

Identity card/Business license:.....

Number of share’s owned:

Total voting rights:

**2. Company information.**

Company name: **DA NANG AIRPORT SERVICES JOINT STOCK COMPANY**

Address: Da Nang international airport, Hoa Cuong ward, Da Nang city

Business license: 0400102045

**3. Purpose and contents of questionnaires.**

3.1. Purpose: To exercise the right to collect shareholder opinions in writing for December 2025.

3.2. Content.

No	Content	Agree	Disagree	No opinion
1	<b>Issue 1:</b> Report No. 12/TTr-HĐQT-DVĐN dated 17/12/2025 regarding the Regulation on collecting written opinions of shareholders	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2	<b>Issue 2:</b> Report No. 13/TTr-HĐQT-DVĐN dated 17/12/2025 regarding the adjustment of the Investment Plan for 2025	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Note: Method of voting.**

- The shareholder can record opinions by tick mark “X” in one appropriate box for each voting issue: Agree or Disagree or No opinion.

- To be considered a valid ballot, the voting paper must satisfy the following conditions:

+ Voted issues and only tick in one appropriate box for each voting issue.

+ The voting paper must be signed by the shareholder who is an individual, signed and sealed by the authorized representative or legal representative of shareholder which is a company.

**4. Deadline for submitting the voting paper**

Please send voting paper to Masco before 17h00 (LT) December 28<sup>th</sup>, 2025 as the following address:

**DA NANG AIRPORT SERVICES JOINT STOCK COMPANY**

Receiver: Mr. Nguyễn Hoàng Anh Tuấn – Company secretary

Address: 01 Nguyễn Phi Khanh street, Hải Cường ward, Đà Nẵng city, Vietnam

Tel: (+84) 236 3 826680      Fax: (+84) 236 3 826 133

Email: [masco@masco.com.vn](mailto:masco@masco.com.vn)

- Original of voting paper must be put into sealed envelope.
- Voting paper (scanned) can be sent to Masco's email address.

**CONFIRMATION OF SHAREHOLDER**

*(Signature with fullname, stamped if institutional shareholder)*

**CHAIRMAN OF BOD**



**Đào Mạnh Kiên**





**DRAFT**

**REGULATIONS ON ORGANIZING, IMPLEMENTING, AND  
COUNTING VOTES FOR SHAREHOLDER OPINIONS IN WRITING**

Pursuant to:

- The Enterprise Law No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17th, 2020;

- The Charter of Da Nang Airport Services Joint Stock Company;

**Article 1. Principles for Soliciting Shareholder Opinions in Writing**

1. Ensure principles of transparency, fairness, and democracy.
2. Comply with legal regulations and the Company's Articles of Association.
3. Safeguard the rights of shareholders.

**Article 2. Purpose**

To ensure that the collection of shareholder opinions in writing is carried out in accordance with legal regulations and the Company's Articles of Association.

**Article 3. Definitions**

1. Company: Refers to Da Nang Airport Services Joint Stock Company.
2. Shareholder: Refers to an individual who owns at least one share of the Company, whose name appears on the shareholders' list on the cutoff date as stipulated by current Enterprise Law, to collect shareholder opinions in writing, or an individual authorized in writing by a shareholder and approved by the Company.
3. The Ballot of Shareholder's Opinion Form: Refers to the document issued by the Company and sent to shareholders via postal service, courier, email, or a form that shareholders can download from the Company's website, complete, and return to the Company as required.

**Article 4. Entities participate in written shareholder's opinion.**

1. Shareholders owning voting shares of the Company, as per the cutoff list stipulated by current Enterprise Law.
2. Individuals validly authorized by a shareholder to exercise the shareholder's rights on their behalf in the written opinion.

**Article 5. Methods of Voting.**

1. Shareholders exercise their voting rights through written forms: For each item the Company seeks opinions on, shareholders select one of three responses on the Opinion Solicitation Form, either "Agree," "Disagree," or "No Opinion," sign the form, and send it by postal service or directly to the Company's address. If the shareholder is an organization, the form must be signed by a legal representative and bear the organization's seal.

Shareholders may also scan or take a photo of the Ballot of Shareholder's Opinion Form



and send it to the email address: [masco@masco.com.vn](mailto:masco@masco.com.vn).

2. The content of the Ballot of Shareholder's Opinion Form must include all information as required by Clause 3, Article 149 of the Enterprise Law.

#### **Article 6. Rights and Obligations of Shareholders or Authorized Representatives**

1. Shareholders have the right to provide opinions, vote, or authorize others to give opinions/vote on all matters that the Company seeks opinions on during the collecting of shareholder opinions.

2. Each shareholder listed on the finalized shareholders list will receive the Ballot of Shareholder's Opinion from the Company via postal service/email at the address provided in the shareholders list or published on the Company's website. Shareholders should give their opinions, vote on the contents, and send them back to the Company's headquarters address.

3. Providing opinions and voting on each issue is the obligation of all shareholders as stipulated in the Company's Charter.

#### **Article 7. Vote Counting**

1. All the Ballot of Shareholder's Opinion which sent to the Company must be recorded in a log and reported to the Board of Directors. All the Ballot must remain in their original envelopes, unopened, or in the inbox: [masco@masco.com.vn](mailto:masco@masco.com.vn) in an "Unread" state.

2. The counting committee consists of one (1) Chairperson, one (1) Supervisor, and several members appointed by the Board of Directors. The Chairperson of the counting committee is the Chairman of the Board of Directors, and the Supervisor is one (1) member of the Company's Supervisory Board.

3. The vote counting must be documented in a minutes report. The minutes report must contain all the information required by Clause 5, Article 149 of the Enterprise Law.

#### **Article 8. Regulations on the Validity and Invalidity of the Ballot of Shareholder Opinion Form in Writing.**

1. The Valid Ballot of Shareholder's Opinion:

- It is a form issued by the Company;
- It is a form sent by the Company to shareholders or downloaded by shareholders from the Company's website;
- It must be signed, with the full name written for individual shareholders, or signed by a legal representative and stamped for organizational shareholders;
- It must not be torn, crossed out, erased, corrected or altered;
- For each item, only one of the three responses can be selected: either "Agree," "Disagree," or "No Opinion";
- If no box is checked in the three (3) opinions for the voting item but the form is signed and stamped, it will be considered as "No Opinion";

2. The Invalid Ballot of Shareholder's Opinion:

- It is not a form issued by the Company;
- It is crossed out, erased, corrected, or altered, with added or omitted content or symbols;



- It lacks the signature of individual shareholders or the signature and stamp of organizational shareholders;
- It is submitted by an authorized person but lacks valid authorization documents;
- It marks more than two (2) boxes for one (1) voting item;
- The Company receives the form after the voting period has ended or if it has been opened in the case of mailing or disclosed in the case of fax or email submissions;
- In a voting form, the items for which opinions are sought are to be voted on independently. The invalidity of one voting item will not affect the validity of the other items;

#### **Article 9. Conditions for Approving the Content of The Ballot**

1. The matters are approved when the total number of affirmative votes meets the ratio specified in the Company's Charter.
2. Invalid votes are not counted in the vote counting results.
3. The Ballot's not submitted are considered as not participating in the voting.

#### **Article 10. Announcement of Vote Counting Results**

- The vote counting results are a summary of the results of the valid votes cast by shareholders, including: sending completed forms via postal service or in person, and sending completed forms via email/fax.
- The minutes of the vote counting results will be sent to the shareholders within 15 (fifteen) days from the date the vote counting concludes or published on the Company's website within 24 (twenty-four) hours from the end of the vote counting.

#### **Article 11. Implementation Provisions**

- This regulation consists of 11 (eleven) articles approved by the General Meeting of Shareholders through the collection of shareholder opinions in writing and applies to the written collecting of shareholder opinions in December 2025. Once this regulation is approved, it will take mandatory effect for all shareholders.
- The Chairman of the Board of Directors and the Vote Counting Committee are responsible for executing the tasks in accordance with the provisions of this regulation.
- Shareholders or authorized representatives and related parties shall comply with the provisions of this regulation and other relevant documents.





No: 13 /TTr-HĐQT-DVĐN

Đà Nẵng, December 17<sup>th</sup>, 2025

## SUBMISSION

Adjustment of the Investment Plan for 2025

To: The General Meeting of Shareholders

Pursuant to:

- The Resolution No. 03/NQ-ĐHĐCĐ-DVĐN approved by the Annual General Meeting of Shareholders on April 29<sup>th</sup>, 2025.

- The Resolution No. 04/NQ-HĐQT-DVĐN dated April 29<sup>th</sup>, 2025, regarding the implementation of the Business and Investment Plan for 2025.

- Based on the implementation status of the business production and investment plan for 2025, the Board of Directors respectfully requests that shareholders consider adjusting some targets of the investment plan to align with the actual situation at the unit, specifically as follows:

### 1. Status of Achieving the 2025 Business and Production Targets

- In 2025, alongside strengthening the facilities and equipment for meal preparation, effectively implementing the monitoring and evaluation activities to ensure quality standards and food safety (ISO 22000:2018), the Company has enhanced marketing efforts, promoted trade, and signed contracts to serve new airlines (Redwings, Air Astana, Scat Airlines, Philippine Airlines, and Korean Air); maintaining stable operations in supplying services for Class C lounges at the airports.

- Gradually developing products and expanding the market for non-airline products to enhance business efficiency, such as seeking partnerships with reputable brands to improve retail and dining sales at the airport passenger terminal; producing Mid-Autumn Festival cakes for some industry units in the Da Nang area and as gifts for partners and customers; increasing the promotion of the MASCO brand image and providing meals for events (such as the International Mathematics Competition 2025, etc.).

- Implementing cost-saving solutions and optimizing costs to increase operational efficiency.

- With timely and effective management solutions for business operations, the estimated results of the 2025 business production targets for the Company are as follows:

No	Description	Unit	Plan 2025	Estimated Business 2025	Rate (%)
1	2	3	4	5	6=5/4
I	Volume	Portion	1,562,507	1,655,728	106%
	Supply to VNA	Portion	1,100,836	974,647	89%
	Supply to other airlines	Portion	461,671	681,081	148%



<b>1</b>	<b>Total Revenue</b>	<b>M.vnd</b>	<b>207,101</b>	<b>220,342</b>	<b>106%</b>
1.1	Revenue from Business Activities	M.vnd	206,251	219,644	106%
	- Supply to VNA	M.vnd	88,164	75,413	86%
	- Supply to other clients	M.vnd	118,087	144,231	122%
	+ Supply to other airlines	M.vnd	43,914	68,077	155%
	+ Revenue from training center	M.vnd	36,580	35,589	97%
	+ Revenue from Retail and Business Lounge	M.vnd	28,150	33,470	119%
	+ Other revenue	M.vnd	9,444	7,095	75%
1.2	Revenue from Financial Activities.	M.vnd	350	540	154%
1.3	Other income	M.vnd	500	158	32%
<b>2</b>	<b>Total Expenses</b>	<b>M.vnd</b>	<b>198,772</b>	<b>211,143</b>	<b>106%</b>
2.1	<b>Business Costs</b>	<b>M.vnd</b>	<b>195,715</b>	<b>209,238</b>	<b>107%</b>
	- Labor Costs, including:	M.vnd	66,266	74,099	112%
	+ Salary Fund	M.vnd	59,100	68,195	115%
	- Material, Supplies, and Inventory Costs	M.vnd	83,716	86,618	103%
	- Maintenance and Repair Costs for Assets	M.vnd	4,362	4,172	96%
	- Outsourced Service Costs	M.vnd	16,580	18,123	109%
	- Other Cash Costs	M.vnd	16,173	19,761	122%
2.2	Financial Costs	M.vnd	2,808	880	31%
2.3	- Other cost	M.vnd	250	1,025	410%
<b>3</b>	<b>Total Profit before tax</b>	<b>M.vnd</b>	<b>8,329</b>	<b>9,199</b>	<b>110%</b>
<b>4</b>	<b>Total Profit after tax</b>	<b>M.vnd</b>	<b>6,669</b>	<b>8,730</b>	<b>131%</b>

## 2. Status of Implementing the 2025 Investment Plan

- During the year, the Board of Directors closely directed the Company to implement and complete investments in several significant items, such as: investing in 03 catering trucks, 04 driving practice trucks for training centers, renovate the Catering unit at Cam Ranh, along with various smaller items based on the actual business production needs.

- To promptly meet market demands and ensure investment efficiency, the Board of Directors reports to the General Meeting of Shareholders for consideration and approval of the adjustments to the 2025 Investment Plan as follows:

### 2.1. Reduction of 02 investment projects with a total investment amount of 3,950 million VND

- The approved 2025 investment plan includes 05 automatic vehicles and 05 manual vehicles for 02 driver training centers. However, according to the estimated results for 2025, the market in Da Nang remains stable, while Thua Thien Hue has not met the planned targets. Since 2022, the Da Nang center has implemented a contract-based system for practical instructors, yielding positive results (the Da Nang center has recovered the accumulated loss of 4.159 billion VND due to the impact of the pandemic). Therefore, in the near future, the Company will develop and apply a contract-based system at the Hue



driver training center to improve the business situation. Implementing this item is therefore deemed unnecessary, and the Company will adjust the investment value downwards.

**2.2. Addition of 04 projects with a total investment amount of 3.365 billion VND, specifically:**

a. Invest an additional 04 trucks for 02 driver training centers: 2.080 billion VND.

- Currently, the two driver training centers are using 08 training trucks with a payload of 8.38 tons (Da Nang Center operates 05 trucks from 2012, and Hue Center operates 03 trucks from 2013). However, according to current regulations, the technical standards for driving training vehicles require that they have a weight capacity of 3.5 tons to 7.5 tons (Decree No. 160/2024/NĐ-CP; Circular No. 35/2024/TT-BGTVT; and QCVN 40:2024/BGTVT regarding vehicle driving test centers). Therefore, these old vehicles do not meet the training requirements and need to be disposed of.

- Status of Training C-Class Driver Trainees:

Unit	2022	2023	2024	2025	Plan 2026
Đà Nẵng training center	69	103	194	74	100
Hue training center	100	124	225	51	80

- Based on the actual training and enrollment situation as well as the standards for driving instruction vehicles, the Company will dispose of the old trucks and replace them with a fleet that meets the technical standards as required. Currently, the Company has completed the investment in 04 trucks according to the 2025 investment plan approved by the General Meeting of Shareholders and has a need to invest in an additional 04 trucks that meet training conditions to replace the old vehicles that do not meet the standards (allocated for the 02 vocational training centers).

b. Investment in a generator for Hue Training Center to implement the A1 practical test field: 75 million VND.

- Due to the transfer of responsibilities for A1 driving tests to the Ministry of Public Security, the vocational training center needs to be reissued its license. To ensure compliance with licensing requirements, the center needs to invest in an additional standby generator to meet the regulatory requirements.

c. Investment to replace the freight elevator with a passenger elevator at Da Nang Catering Unit: 500 million VND.

- The Da Nang Catering Unit has been in operation since 2002 and is designed with 04 working floors to accommodate processes from receiving goods, preliminary processing, cooking, portioning, to tray loading and shipping, along with storage and office systems. In compliance with the ISO 22000 System, production must meet material control standards based on the principle of one-way flow. Currently, MASCO uses 01 elevator and 02 freight elevators, with only 01 elevator designated for staff. During operations, employees must move frequently; due to the single elevator, wait times are very long. Additionally, the freight elevator has deteriorated over the years, so the Company needs to invest in converting it into a passenger elevator to transport goods, ensuring production efficiency and complying with food safety standards.

d. Renovation of the Cold Storage System at Cam Ranh Branch: 710 million VND.

- The Cam Ranh Catering Unit has a total of 16 cold storage invested from 2013 to 2017. Currently, 8 are using, while 8 cold storages have been damaged due to harsh weather conditions and reduced activity during the Covid period. In 2025, the Unit has supply to 3 new airlines: Redwings, Air Astana, and AeroNomad, with projected profits for 2025 reaching 3.185 billion VND, achieving 713.6% of the unit's plan. Additionally, the Company has signed a 3-year contract with Air Astana and Redwings, and it is expected that these airlines will continue to fly to Cam Ranh from April to November 2026.

- With the hot weather in Cam Ranh, having sufficient cold storage to maintain the temperature for inflight meals is essential. Furthermore, each cold storage unit serves different purposes to separate inputs and outputs, including processed materials, finished products, and semi-finished products. In 2026, Russia and CIS countries are expected to open more flights to Cam Ranh, alongside the increase in flights to China, which will provide the branch with more customers and increase revenues and profits.

- Therefore, to prepare for the peak season in 2026, MASCO needs to invest in replacing condensers and cold systems to support production activities, ensuring safety in food preservation and maintaining equipment to effectively serve current customers and attract new ones in the future.

**2.3. Total investment amount after adjusting the 2025 investment plan: 31.317 billion VND (including VAT), a decrease of 585 million VND compared to the original investment plan for 2025.**

- Details as per the attached Appendix.

## **II. Recommendation.**

- The Board of Directors respectfully requests that shareholders consider and approve the adjusted 2025 investment plan so that the Company can effectively implement the business production plan assigned by the General Meeting of Shareholders.

Thank you and best regards.

**CHAIRMAN OF BOD**



**Dao Manh Kien**

STY  
LÂN  
KHÔNG  
BAY  
ING  
TP. ĐÀ NẴNG



# APPENDIX: 2025 INVESTMENT PLAN ADJUSTMENT

Unit: Million VND

No	Category	2025 PLAN		
		Approved	Additional	Adjustment
<b>A</b>	<b>Previous Projects (I+II)</b>	<b>18,878</b>	<b>-</b>	<b>18,878</b>
<b>I</b>	<b>Equipment Investment (1+2+3)</b>	<b>14,853</b>	<b>-</b>	<b>14,853</b>
	Meal Transport Vehicles (3 units)	14,853		14,853
<b>II</b>	<b>Basic Construction Investment (1+2)</b>	<b>4,025</b>	<b>-</b>	<b>4,025</b>
1	Investment Preparation Projects	-	-	-
2	Active Investment Projects	4,025	-	4,025
2.1	Waterproofing the CXR Workspace Floor	2,400	-	2,400
2.2	Additional Equipment and Upgrade of Fire Safety System at CXR	1,625	-	1,625
<b>B</b>	<b>New Investment Projects (I+II)</b>	<b>13,024</b>	<b>-585</b>	<b>12,439</b>
<b>I</b>	<b>Individual Equipment Investment</b>	<b>11,381</b>	<b>-585</b>	<b>10,796</b>
1	Investment Preparation Projects	-	-	-
2	Active Investment Projects	11,381	-585	10,796
2.1	Driving Practice Trucks (4 + 4) (Da Nang 5, Hue 3)	2,000	2,080	4,080
2.2	Automatic Driving Cars (5 seats) (Hue 2 cars)	1,200	-1,200	-
2.3	Manual Driving Cars (5 seats) (Hue 5 cars)	2,750	-2,750	-
2.4	Crew Transport Vehicle (16 seats) at CXR	905	-	905
2.5	Metal Detector (CXR Meal Security)	350	-	350
2.6	Software Upgrade	250	-	250
2.7	Generator for Hue Training Center (10KVA)	-	75	75
2.8	Other Individual Equipment	500	-	500
2.9	Equipment at DAD and CXR	3,426	1,210	4,636
<b>2.9.1</b>	<b>At Da Nang</b>	<b>3,125</b>	<b>500</b>	<b>3,625</b>
	Compressor Unit for Cold Storage/Ice Machines (7 units)	280	-	280
	Air Conditioner Replacement (1.5HP, 10 units)	200	-	200
	Industrial Washing Machine	450	-	450
	Equipment Washer	580	-	580
	Refrigerator (2 replacing 3 Pepsi fridges)	140	-	140
	Cold System, Condensing Unit	300	-	300
	Internal Communication System	150	-	150
	Replacement of Cold Storage Doors (3 doors)	120	-	120
	Multifunctional Vegetable Cutter (dicing, slicing, shredding)	35	-	35
	Flour Sifter for Bread Making	70	-	70
	Automatic Double Pan (2 units)	800	-	800

NG  
NANG

	Installation of New Elevator (1 system)	-	500	500
<b>2.9.2</b>	<b>At Cam Ranh</b>	<b>301</b>	<b>710</b>	<b>1,011</b>
	Vehicle Surveillance Cameras (9 units)	36	-	36
	Air Conditioner Replacement (1.5HP, 5 units)	100	-	100
	Industrial Floor Cleaner	30	-	30
	Fire Pump	30	-	30
	Remodeling of Electric Rolling Door with Remote (7 doors)	105	-	105
	Renovation of Cold Storage System (8 units)	-	710	710
<b>II</b>	<b>Basic Construction Investment (1+2)</b>	<b>1,643</b>	<b>-</b>	<b>1,643</b>
<b>1</b>	<b>Investment Preparation Projects</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>2</b>	<b>Active Investment Projects</b>	<b>1,643</b>	<b>-</b>	<b>1,643</b>
<b>2.1</b>	<b>Infrastructure Renovation at DAD</b>	<b>1,015</b>	<b>-</b>	<b>1,015</b>
a	Replacement of Tiled Floors and Granite in Peeling Areas	120	-	120
b	PVC Covering for Peeling Wall Tiles	225	-	225
c	Reinforcement of Drainage Channel and Concrete Pouring	170	-	170
d	Renovation of Wastewater Treatment System	500	-	500
<b>2.2</b>	<b>Infrastructure Renovation at CXR</b>	<b>200</b>	<b>-</b>	<b>200</b>
a	Renovation of Wastewater Treatment System	100	-	100
b	Renovation/Maintenance of Workshop System (painting columns, iron posts, signage...)	100	-	100
<b>2.3</b>	<b>Infrastructure Renovation at Phu Bai</b>	<b>428</b>	<b>-</b>	<b>428</b>
a	Construction of Fence on 318m <sup>2</sup> Land (63m long, 2.25m high)	158	-	158
b	Replacement of Tiled Floors in Peeling Areas	120	-	120
c	Renovation of Wastewater Treatment System	150	-	150
	<b>Total (A+B)</b>	<b>31,902</b>	<b>-585</b>	<b>31,317</b>



No: **14** /BC-HĐQT-DVĐN

Đà Nẵng, December 17<sup>th</sup>, 2025

## **REPORT**

Regarding the Payment of Dividends for 2019 to Shareholders

To: The General Meeting of Shareholders

Pursuant to:

- The Resolution No. 03/NQ-ĐHĐCĐ-DVĐN approved by the Annual General Meeting of Shareholders on April 29<sup>th</sup>, 2025.

- The Resolution No. 04/NQ-HĐQT-DVĐN dated April 29<sup>th</sup>, 2025, regarding the implementation of the Business and Investment Plan for 2025.

- The Document No. 8594/UBCK-QLCB dated December 10<sup>th</sup>, 2025, from the State Securities Commission regarding the dividend payment of Masco.

- Based on the production and business situation as well as the financial condition of the Company, the Board of Directors of Da Nang Airport Aviation Services Joint Stock Company reports to the General Meeting of Shareholders regarding the dividend payment for 2019 to shareholders as follows:

- On June 26<sup>th</sup>, 2020, the Annual General Meeting of Shareholders for 2020 approved a dividend rate of 25% of charter capital, equivalent to 10,669,207,500 VND. At the same time, shareholders agreed to temporarily withhold the 2019 dividend to help alleviate difficulties regarding capital and cash flow for business operations in 2020 during the heavily impacted period by the Covid-19 pandemic.

- In 2020 and 2021, due to the significant impact of the pandemic, the Company incurred a cumulative loss of 26.49 billion VND (after distributing losses among the investors in the Da Nang training center). From 2022 to now, the Company has generated profits, but the profit levels remain very limited due to slow market recovery, many changes in state management policies (affecting the driver training business), and continuous extreme weather events and natural disasters significantly impacting the Company's operations. As of September 30<sup>th</sup>, 2025, the Company still records a cumulative loss of 13.68 billion VND.

- Regarding the financial situation, with the General Meeting of Shareholders' approval to postpone the 2019 dividend payment and the financial balancing solutions aimed at achieving a sustainable financial structure that the Company has been implementing, it has maintained continuous operational capability, overcoming the difficult period of 2020–2022, and gradually returning financial balance indicators to long-term safety levels, ensuring liquidity safety.

- Implementing Resolution No. 03/NQ-GMDHCD-DVĐN dated April 29<sup>th</sup>, 2025, although the financial situation remains challenging, the Company has enacted measures to ensure financial balance and liquidity (effectively meeting the production and business plan targets, constructing and closely controlling the allocation of funding for investment projects, etc.), and managing cash flow flexibly and efficiently to arrange for the early payment of the 2019 dividend to shareholders. However, on December 10<sup>th</sup>, 2025, the State





Securities Commission issued Document No. 8594/UBCK-QLCB, notifying that the Company has not met the conditions to pay dividends due to the remaining cumulative losses (according to Clause 2, Article 135 of the Enterprise Law and Clause 2, Article 60 of Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government).

- With the above statements, the Board of Directors respectfully reports to the General Meeting of Shareholders regarding the temporary suspension of the 2019 dividend payment to shareholders, while committing to direct the Company to effectively implement the production and business plan targets assigned by the General Meeting of Shareholders to soon achieve the goal of eliminating cumulative losses; and to proceed with dividend payments to shareholders as soon as the conditions for such payments are met as per regulations.

Thank you and best regards./.

**CHAIRMAN OF BOD**



**Đào Mạnh Kiên**



No: /NQ-ĐHĐCĐ-DVĐN

Đà Nẵng, December 2025

**DRAFT**

**RESOLUTION  
OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
OF DA NANG AIRPORT SERVICES JOINT STOCK COMPANY  
Regarding Written Shareholder Opinion**

Pursuant to:

- The Enterprise Law No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam, 14th term, on June 17<sup>th</sup>, 2020;
- The Securities Law No. 54/2019/QH14, passed by the National Assembly of the Socialist Republic of Vietnam, 14th term, on November 26<sup>th</sup>, 2019;
- The Minutes of the Vote Counting for Written Shareholder Opinion No: /BB-ĐHĐCĐ-DVĐN on December ,2025.

**RESOLVED:**

**Article 1: The General Meeting of Shareholders of Da Nang Airport Services Joint Stock Company agrees to approve the following contents:**

1. The Submission No. 12/TTr-HĐQT-DVĐN dated 17/12/2025 regarding the Regulation on the Organization, Implementation, and Vote Counting for Written Shareholder Opinion in December 2025 of the Company.
2. The Submission No. 13/TTr-HĐQT-DVĐN dated 17/12/2025 regarding the adjustment of the 2025 investment plan.

**Article 2. Implementation Clause**

This resolution is approved by the General Meeting of Shareholders of Da Nang Airport Services Joint Stock Company through written shareholder opinion and shall take effect from the date of signing.

The General Meeting of Shareholders assigns the Company's Board of Directors to direct and implement this Resolution in accordance with the Law and the Company's Charter.

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

**ĐÀO MẠNH KIÊN**



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

**PROXY LETTER**

To: Board of Management of Danang Airport Services Joint Stock Company

Name of share holder:.....

BR Code/ID No:.....Dated:...../...../.....Place:.....

Address:.....

Full name of legal representative (if any).....

Tel: .....

Number of share owned..... shares

According to the Notice of the 2025 Ballot of shareholders written opinion of Masco on December, 18<sup>th</sup> 2025, We/I would like to confirm my/our authorization as follows:

Here by authorized to Mr/Ms:

Full name:.....

BR Code/ID No:.....Dated:...../...../.....Place:.....

Address:.....

Here by authorized to the Board of Management of Masco.

☐ Mr Dao Manh Kien

☐ Mr Nguyen Thanh Dong

☐ Mr Tran Thanh Hai

☐ Ms Tran Thanh Nghia

☐ Ms Nguyen Thi Thuy Linh

**Content authorized by:**

According to The Law No. 59/2020/QH14 on Enterprises in Vietnam, We/I authorize Chairman of Board of Management of Danang Airport Services Joint Stock Company to vote on the issues passed in the form of collecting shareholder opinions in writing of Danang Airport Services Joint Stock Company in December 2025.

I/We committed to observe strictly all the provisions of MASCO's regulation, we also take legal responsibility for making this Authorization as well as committing not to provide any complaints or lawsuits to MASCO.

....., year ..... month..... date.....

**Authorized person**

**Shareholders**

*Please sent to email:*

*tuannguyen@masco.com.vn*