

**NOTICE OF INVITATION
TO THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025**

To: Shareholders of Taseco Air Services Joint Stock Company

The Board of Directors of Taseco Air Services Joint Stock Company (Stock code **AST - HOSE**) respectfully announces and invites Shareholders to attend the 2025 Annual General Meeting as follows:

- 1. Time:** Starting from **8:00 a.m, Monday, April 21, 2025.**
- 2. Location:** Pacific Rooms No. 1&2, 2nd Floor, Pan Pacific Hanoi Hotel, No. 1, Thanh Nien Street, Ba Dinh District, Hanoi City.

3. Attendants: All shareholders of Taseco Air Services Joint Stock Company or (valid) proxies of shareholders in the list of shareholders prepared by the Vietnam Securities Depository and Clearing Corporation on March 24, 2025.

4. Proxies to attend the Annual General Meeting: If the Shareholder fails to attend the Annual General Meeting and authorizes another person to attend the Annual General Meeting, please prepare a power of attorney to attend the Annual General Meeting in accordance with the provisions of civil law or in the attached form sent to the Shareholders. The shareholder's proxy must present a valid power of attorney to complete the procedures to attend the Annual General Meeting.

5. The agenda and documents related to the Annual General Meeting: Notice of Invitation to the Annual General Meeting, the Power of Attorney and the AGM Agenda have been sent to the registered address of the Shareholders. In addition, the documents of the Annual General Meeting are posted on the Company's website at: www.tasecoairs.vn/tai-lieu-co-dong.html, the Shareholders are kindly requested to access the above address to download and read the documents.

6. Required documents for the shareholders and/ or proxies to attend the Annual General Meeting: (1) Notice of Invitation to the Annual General Meeting; (2) ID card, Citizen Identity Card or passport for individuals; (3) Power of attorney (in case of authorization to another to attend the Annual General Meeting).

7. The applied language at the Annual General Meeting is Vietnamese (which may be translated into English for foreign shareholders when technical conditions are favorable).

8. If those in the list of shareholders sent by Vietnam Securities Depository and Clearing Corporation on March 24, 2025 fail to the Notice of Invitation to the



Annual General Meeting due to objective reasons, they are still entitled to attend the 2025 Annual General Meeting

9. Registration for attending the Annual General Meeting and contact information: for the best preparation, Shareholders and /or Proxies are kindly requested to confirm their attendance at the Annual General Meeting by calling: (84-24) 35876683 to inform Mr. **Pham Tri Hoang** before 4:00 p.m. on April 20, 2025, or accessing the attention with the following information:

- Mr. *Pham Tri Hoang* – *Manager of Investment Planning Department, Taseco Air Services Joint Stock Company.*


- *Transaction Office: 3rd Floor, Hall B, Office Area, Terminal T1, Noi Bai International Airport, Vo Nguyen Giap Street, Soc Son District, Hanoi City.*

- *Phone number: (84-24) 35876683 (extension: 210) Hotline: 84-93 4605388*

- *Email: hotmail@tasecoairs.vn*

Shareholders are requested to pay for all travel and accommodation expenses when attending the Annual General Meeting.

We look forward to your participation in ensuring to success of the Annual General Meeting.

Yours sincerely! 

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



Pham Ngoc Thanh



**POWER OF ATTORNEY
TO ATTEND THE 2025 ANNUAL GENERAL MEETING
TASECO AIR SERVICES JOINT STOCK COMPANY**

THE PRINCIPAL:

Full name:.....
 ID Card / Citizen Identity Card / Enterprise Registration Certificate / Passport Number
 Date of issue:.....Issuing authority:.....
 Address:.....
 Ownsshares of Taseco Air Services Joint Stock Company (according to list of shareholders dated March 24, 2025)

THE PROXY:

Full name:.....
 ID Card / Citizen Identity Card / Passport Number
 Date of issue:.....Issuing authority:.....
 Address:.....
 Number of authorized shares:

Note: If a Shareholder is unable to neither attend the Annual General Meeting nor authorize another person, he/ she can authorize the following person:

No.	Full name	Position	Number of authorized shares
01	Le Anh Quoc	Vice Chairman of BOD – General Director of Taseco Air Services Joint Stock Company	

I. AUTHORIZED CONTENTS:

1. The Proxy shall represent for the Principal to attend the 2025 Annual General Meeting of Taseco Air Services Joint Stock Company on April 21, 2025 to perform all rights and obligations related to the number of authorized shares.
2. Exercise the right to express opinions and vote on all matters to be approved at the Annual General Meeting according to the provisions of law.
3. We take full responsibility for this authorization and commit to strictly complying with the current provisions of the law and the Charter of Taseco Air Services Joint Stock Company and no complaints thereafter.

II. VALIDITY:

This Power of Attorney is only valid during the 2025 Annual General Meeting of Taseco Air Services Joint Stock Company.

The Proxy is not entitled to re-authorize any third party to perform the tasks specified in this Power of Attorney.

THE PROXY
(Signature, full name and seal – if any)

....., dated..... 2025
THE PRINCIPAL
(Signature, full name and seal – if any)

** Note: This Power of Attorney is only valid when it is an original with the signatures of both parties. If the Principal or the Proxy is an organization, it is required to include the signature of the legal representative and the seal of the organization. This Power of Attorney is expired when the 2025 Annual General Meeting of Shareholders ends.*



**AGENDA OF
THE 2025 ANNUAL GENERAL MEETING**
(April 21, 2025)

No.	Time	Agenda
1	8.00 am - 8.30 am	<ul style="list-style-type: none"> - Welcoming shareholders attending the Annual General Meeting (AGM) - Registering to attend the Annual General Meeting - Distribution of documents for the Annual General Meeting
2	8.30 am - 9.00 am	<ul style="list-style-type: none"> - Stating the purpose of the meeting, introduction of delegates and invited guests - Making a report on the situation of shareholders attending the Annual General Meeting - Introduction of the Chairman of the Annual General Meeting, election of the Presidium - Election of the Secretariat of the Annual General Meeting - Approval of the AGM agenda - Approval of the Regulations on the Conduct of the Annual General Meeting - Election of the Vote Counting Committee
3	9.00 am - 9.45 am	<ul style="list-style-type: none"> - Presentation of Reports: <ul style="list-style-type: none"> ✓ Report on the Board of Directors' Operational Report in 2024 and the Operational Direction in 2025; ✓ Report on the Supervisory Board's Operational Report in 2024. - Presentation of proposals: <ul style="list-style-type: none"> ✓ Proposal on approval of the Audited 2024 Financial Statements; ✓ Proposal on approval of the 2024 profit distribution results and the 2025 profit distribution plan of the Company; ✓ Proposal for approval of the list of selected auditing firms for the 2025 financial statement audit.
4	9.45 am - 10.45 am	<ul style="list-style-type: none"> - Discussions of the issues under the authority of the Shareholders
5	10.45 am - 11.00 am	<ul style="list-style-type: none"> - Provision of instructions for voting at the Annual General Meeting - Voting on approval of the reports and proposals
6	11.00 am - 11.25 am	<ul style="list-style-type: none"> - Break and vote counting
7	11.25 am - 11.35 am	<ul style="list-style-type: none"> - Announcement of voting results
8	11.35 am - 11.45 am	<ul style="list-style-type: none"> - Approval of the meeting minutes and closure of the Annual General Meeting



**TASECO AIR SERVICES
JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hanoi, April 21, 2025

**DRAFT REGULATIONS ON THE CONDUCT OF
THE 2025 ANNUAL GENERAL MEETING
TASECO AIR SERVICES JOINT STOCK COMPANY**

Legal basis:

- *The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, which was amended by Law No. 03/2022/QH15 dated January 11, 2022 and implementing documents;*
- *The Law on Securities No. 54/2019/QH14 dated November 26, 2019 and implementing documents;*
- *The Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government on detailing the implementation of a number of articles of the Law on Securities;*
- *The Charter of organization and operation of Taseco Air Services Joint Stock Company ("the Company" or "Taseco Airs"),*

In order to ensure the principles of publicity, fairness and democracy, creating favorable conditions for the organization and conduct of the 2025 Annual General Meeting ("AGM"), the AGM Organizing Committee respectfully reports to the General Meeting of Shareholders to approve the Regulations on the Conduct of the Annual General Meeting as follows:

**CHAPTER I
GENERAL PROVISIONS**

Article 1: Scope of Application

These Regulations on the Conduct of the Annual General Meeting stipulate the order of the Annual General Meeting, the rights and duties of the General Meeting of Shareholders, the rights and procedures for exercising the rights of shareholders, the responsibilities of the Chairman, Secretary, Vote Counting Committee, rules on minutes, resolutions of the General Meeting of Shareholders and related issues.

Article 2: Applicable Entities

Shareholders, proxies and delegates at the Annual General Meeting are responsible for implementing the provisions of these Regulations.

**CHAPTER II
RIGHTS AND OBLIGATIONS OF ATTENDANTS AT THE ANNUAL
GENERAL MEETING**

Article 3: Rights and obligations of the General Meeting of Shareholders

3.1. Approve the Presidium, the AGM Agenda, the Regulations on the Conduct of the Annual General Meeting, election of Vote Counting Committee;



3.2. Approve the 2024 Operational Report and the 2025 Operational Direction of the Board of Directors;

3.3. Approve the 2024 Operational Report of the Supervisory Board;

3.4. Approve the Audited 2024 Financial Statement;

3.5. Approve the 2024 profit distribution results and the 2025 profit distribution plan;

3.6. Approval of the List of Selected Auditing Firms for the 2025 Financial Statement Audit;

3.7. Approve the AGM Minutes;

3.8. Approve other contents under the authority of the General Meeting of Shareholders according to the provisions of the Enterprise Law and the Company's Charter.

Article 4: Rights and obligations of shareholders or shareholders' proxies attending the Annual General Meeting

4.1. Quorum and Conditions for attending the Annual General Meeting:

The Shareholders or the Proxy, with Power of Attorney, by one or more shareholders whose names are on the list of shareholders of the Company established by the Vietnam Securities Depository and Clearing Corporation on March 24, 2025.

4.2. Rights of shareholders:

- Directly attend or authorize others to attend the Annual General Meeting, express opinions, discuss all contents of the AGM agenda approved by the General Meeting of Shareholders.

- Exercise the right to vote directly, indirectly via the proxy or in other method prescribed by law or the Company's Charter. Each common share has 01 vote. Shareholders and proxies will receive a voting ballot and voting card to participate in voting after registering to attend the Annual General Meeting with the AGM Organizing Committee.

- Shareholders who arrive late before the end of the Annual General Meeting have the right to register immediately, then have the right to participate and vote immediately at the Annual General Meeting. The Presidium is not responsible for stopping the Annual General Meeting due to shareholders' late arrival to register and the validity of the completed votes before such late arrival is not affected.

- Have other rights as prescribed by law and the Company's Charter.

4.3. Obligations of shareholders:

- In order to attend the Annual General Meeting, the Shareholders and Proxies must present the following documents: (1) Notice of Invitation to the Annual General Meeting; (2) ID Card, Citizen Identity Card or Passport for individuals; (3) Power of Attorney (for the proxies to attend the Annual General Meeting).

- Strictly comply with the law, the Company's Charter and these Regulations, respect

the direction of the AGM Chairman and the results of the work at the Annual General Meeting.

- Have other obligations as prescribed by law and the Company's Charter.

Article 5: Rights and obligations of Chairman

5.1. Conduct the Annual General Meeting in accordance with the AGM agenda and the Regulations approved by the General Meeting of Shareholders.

5.2. Guide delegations at the General Meeting to discuss and vote on the matters within the AGM agenda and related issues throughout the Annual General Meeting.

5.3. Direct the resolution of issues arising during the Annual General Meeting. The Chairman's decision to handle issues regarding procedures or events arising will be the highest decision.

5.4. The Chairman is not entitled to respond but only records shareholders' opinions beyond the AGM agenda.

5.5. Have other rights and obligations as prescribed by law and the Company's Charter.

Article 6: Rights and obligations of the Secretary/ Secretariat at the Annual General Meeting

6.1. The Secretariat at the Annual General Meeting is appointed by the Chairman, consisting of 01 Secretary and from 01 to 02 assistant members.

6.2. The AGM Secretariat performs the tasks assigned by the Chairman, including:

- Assist the Chairman and the Presidium in conducting the Annual General Meeting;
- Prepare the AGM Minutes, fully and honestly reflecting the order of the Annual General Meeting, the opinions and discussions of the Chairman and shareholders throughout the Annual General Meeting;

- Present the draft GMA Minutes to be approved by the General Meeting of Shareholders;
- Prepare the draft Resolutions at the Annual General Meeting;
- Perform other tasks assigned by the Chairman.

Article 7: Rights and duties of the Shareholder's Eligibility Verification Committee at the Annual General Meeting

7.1. The Shareholder's Eligibility Verification Committee at the Annual General Meeting consists of 01 Head and members decided by the Company's BOD;

7.2. The Shareholder's Eligibility Verification Committee at the Annual General Meeting has the following rights and duties:

- Receive the Notice of Invitation to the Annual General Meeting, Power of Attorney, ID Card / Citizen Identity Card / Passport of the AGM delegates, check and determine the shareholders who are entitled to attend the Annual General Meeting;
- Distribute documents, Voting Ballots, Voting Cards to shareholders and Proxies attending the Annual General Meeting;
- Refuse or prevent persons who are not shareholders from attending the Annual General Meeting;
- Prepare and report results of Shareholder's Eligibility Verification before all

delegations at the Annual General Meeting before its opening and before voting if there is a change in the number of shareholders registered to attend it.

Article 8: Rights and obligations of the Vote Counting Committee

8.1. The Vote Counting Committee consists of 01 Head and members approved by the General Meeting of Shareholders.

8.2. The Vote Counting Committee has the following duties:

- The Vote Counting Committee must prepare the Ballot Counting Minutes and be accountable to the Presidium and the General Meeting of Shareholders when performing its duties;

- Work honestly and objectively;
- Provide guidance on voting procedures and voting;
- Count ballots and prepare the Ballot Counting Minutes;
- Review and report to the General Meeting of Shareholders on the ballot counting results and cases of violations of voting regulations or complaints related to the ballot counting (if any).

CHAPTER III

REGULATIONS ON THE CONDUCT OF THE ANNUAL GENERAL MEETING

Article 9: Conditions for conducting the Annual General Meeting

The Annual General Meeting shall be held when the number of attending shareholders represents at least 51% of the total number of voting shares. If more than 60 minutes have passed since the expected opening time of the Annual General Meeting as stated at the AGM agenda sent to shareholders, but the number of shareholders registered to attend the Annual General Meeting are less than 51% of the total number of voting shares according to the list of shareholders established on March 24, 2025, the meeting shall be deemed unqualified to be held. In this case, the convening and holding of the second AGM shall be conducted in accordance with the provisions of the Company's Charter and the Law on Enterprises.

Article 10: Voting to approve issues at the Annual General Meeting

10.1. Each shareholder shall have the number of votes calculated by the total number of shares that he or she owns and represents to own.

10.2. Resolutions at the Annual General Meeting shall be passed when they are approved by the shareholders holding more than 51% of the total number of voting shares at the Annual General Meeting, except for the case specified in Clause 10.3 of this Article.

10.3. Resolutions on the following matters shall be passed if when they are approved by the shareholders holding 65% or more of the total number of voting shares at the Annual General Meeting:

- Type of shares and total number of shares of each type;
- Change of business lines, occupations and fields;

- Change of structure and management organization of the Company;
- Investment projects or sale of assets with a value equal to or greater than 35% of the total value of assets recorded in the Company's most recent financial statements;
- Reorganization or dissolution of the Company;
- Other cases as prescribed in the Company's Charter.

10.4. Voting rules:

a. Shareholders and/ or Proxies attending the Annual General Meeting will be provided with a Voting Card or Voting Ballot by the Company. The Voting Card or Voting Ballot for approving the matters specified in the AGM agenda is a pre-printed card or ballot in the Company's form. The Voting Ballot contains the following information: Full name of the Shareholders and/ or Proxies, number of votes (owned/ and/or authorized) of the shareholders, voted matters at the Annual General Meeting and the Company's seal.

b. Voting methods:

✓ Shareholders may vote by raising their Voting Card when voting on the following matters:

(i) Approving the AGM Agenda, Regulations on the Conduct of the Annual General Meeting;

(ii) Approving the Presidium, Vote Counting Committee;

(iii) Approving the AGM Minutes.

When voting by a Voting Card, the shareholders raise their Voting Card high and face the front side (with the shareholder's information) towards the AGM Chairman. Voting Cards include approval, disapproval and blank or another order as directed by the AGM Chairman.

✓ Other contents at the Annual General Meeting are voted by shareholders by placing voting ballots in the ballot box prepared by the AGM Organizing Committee. Shareholders vote by choosing either of options of approval, disapproval or blank on each matter to be voted. Voting matters are invalid in the following cases:

+ Shareholders and/ or Proxies do not mark any of the options: Approval, Disapproval, blank.

+ Shareholders and/ or Proxies mark more than 01 (one) opinion: Approval, Disapproval, blank for the same 01 (one) voting matter.

Voting for each content to be approved in the ballot is independent of each other and the validity of the voting matter of this content does not affect the validity of other voting matters.

c. Invalid ballots will not be counted, including:

- Use other forms which are not issued by the AGM Organizing Committee and without the Company's seal;
- Torn, crossed out, erased, or modified;

- With other information beyond the matters in the AGM agenda, then all voting matters on the ballot are invalid;
- Voting ballots with all invalid voting matters.
- Without signature of the shareholders and/ or proxies;
- Ballots are submitted after the Vote Counting Committee has opened the ballot box to count votes.

Article 11: Discussion and expression of opinions at the Annual General Meeting

At the Annual General Meeting, shareholders and/ or proxies may express their opinions in the prescribed discussion period in line with the following principles and conditions:

11.1. Discussions shall only be conducted within the prescribed time and within the scope of the issues presented in the AGM Agenda.

11.2. Shareholders or shareholders' proxies shall raise their voting cards when they wish to express their opinions and shall only speak when approved by the Chairman. In case many shareholders wish to speak at the same time, the Chairman shall arrange for shareholders to speak in the order of registration and at the same time answer shareholders' questions.

11.3. Shareholders shall speak briefly and focus on the matters in the AGM Agenda to be approved, and shall not repeat opinions that have been expressed by other shareholders.

11.4. In case of time limitation, the questions that have not been answered directly at the Annual General Meeting will be considered and answered in writing by the Company.

Article 12: Minutes and Resolutions at the Annual General Meeting

12.1. All contents, developments, opinions, and discussions that are consistent with the agenda approved by the General Meeting of Shareholders must be fully and honestly recorded by the Secretary in the AGM Minutes.

12.2. The AGM Minutes serve as the basis for making the Resolution of the General Meeting. The Minutes must be read and approved before end of the Annual General Meeting.

12.3. The matters that have been voted and approved by the General Meeting of Shareholders must be reflected in the Resolution at the Annual General Meeting.

**CHAPTER IV
IMPLEMENTATION PROVISIONS**

Article 13: Implementation Provisions

13.1. These Regulations on the Conduct of the Annual General Meeting consist of 04 Chapters, 13 Articles and take effect since being approved at the 2025 Annual General Meeting held on April 21, 2025.

13.2. These Regulations may be amended or supplemented immediately during the Annual General Meeting upon the proposal of the AGM Chairman and approved by the General Meeting of Shareholders.

Recipients:

- *The General Meeting of Shareholders;*
- *Filed in the office of BOD, by the Clerical Assistant*

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

Pham Ngoc Thanh





No. /BC-AST-HĐQT

Hanoi, 2025

**REPORT OF THE BOARD OF DIRECTORS
AT THE 2025 ANNUAL GENERAL MEETING**

**To: The General Meeting of Shareholders
of Taseco Air Services Joint Stock Company**

The Board of Directors (“**BOD**”) of Taseco Air Services Joint Stock Company (“Taseco Airs”) respectfully sends its report to Shareholders at the Annual General Meeting, including:

- BOD’s 2024 Business Performance and Operational Results;
- BOD’s 2025 Business Performance and Operational Plan.

I. 2024 Business Performance and Operational Results:

1. Operational situation of Taseco Air Services Joint Stock Company in 2024:

2024 is a year of many fluctuations and challenges for the world economy. Military conflicts continue to escalate, strategic competition between major countries is increasingly fierce, many countries strengthen trade protection policies, public debt and budget deficits increase, the decline of some major economies, and localized disruptions in the global supply chain have affected the stability and growth of the world economy. However, the world economy is gradually stabilizing as global trade in goods improves, inflationary pressures gradually decrease, monetary policies continue to be loosened, and the labor market recovers. Despite facing many difficulties and challenges, Vietnam’s economy in 2024 has achieved many very positive achievements and results. Economic growth for the whole year of 2024 reached 7.09% - a bright spot in economic growth in the region and the world, the average consumer price index in 2024 increased by 3.63% compared to that in 2023, reaching the target set by the National Assembly of Vietnam, and the macro economy continued to be maintained stable. In that context, the Vietnamese aviation market has experienced a year of 2024 with mixed advantages, difficulties and challenges. While the international market has a strong recovery with the number of passengers reaching the same level as before the Covid-19 pandemic, the domestic market marked the second consecutive year of a sharp decline in the number of passengers.

In that situation, Taseco Airs has proactively followed market developments to synchronously and comprehensively deploy effective operational solutions to maximize resources and take advantage of market opportunities. In addition to drastically implementing measures to boost revenue and reduce costs, the Company regularly pays attention to the work of perfecting and perfecting the management system, while



promoting the work of building a brand identity system and preparing resources to proactively grasp the business opportunities that will open up in the coming time, thereby creating a premise and a solid foundation to prepare for the acceleration, breakthrough, and strong development period in the following years.

With the recovery of the market and the efforts and determination of the Board of Directors and the Company's staff, the Company's business performance results have improved and been positive in 2024 as follows:

Unit: VND billion

Items	Performance in 2023	Plan in 2024	Performance in 2024	2024 Performance/ 2024 plan percentage	2024 Performance/ 2023 Performance percentage
Consolidated revenue	1.099,7	1.350,0	1.330,0	98,5%	120,9%
Consolidated profit before tax	177,6	230,0	256,1	111,3%	144,2%

2. BOD's 2024 operational results:

2.1. General operations:

In 2024, in the context of many challenges in the macro economy, the Board of Directors proactively implemented flexible management measures and promptly adjusted strategies to adapt to fluctuations in the domestic and international markets. At the same time, the Board of Directors focused on improving the effectiveness of governance, ensuring the stability and sustainable development of the Company.

In order to effectively perform its role of direction and supervision, in 2024, the Board of Directors held 09 meetings in both direct and online formats, with an attendance rate of 100%. At these meetings, the Board of Directors issued 16 Resolutions, proposing many important policies and strategic adjustments to improve operational efficiency, optimize resources and orient the long-term development of the Company.

The decisions of the Board of Directors are all made on the basis of strict compliance with the provisions of the Law on Enterprises, the Securities Law and the Company Charter, while ensuring transparency and efficiency in governance. The detailed content of important resolutions and decisions has been disclosed in the Report on Corporate Governance in 2024, including some main contents as follows:

- Successful organization of the 2024 Annual General Meeting ("AGM");
- Approval of the merger of Taseco Oceanview Da Nang One Member Company Limited into Taseco Da Nang Air Services Joint Stock Company;

- Approval of the plan to purchase shares offered for sales at Taseco Saigon Air Services Joint Stock Company;
- Approval of the dividend payment in cash to existing shareholders according to the resolution approved by the 2024 Annual General Meeting of Shareholders, at a rate of 12% of the charter capital of 450 billion VND
- Approval and assignment of the 2024 business production plan of the Company and its subsidiaries and affiliate.
- Approval of the interim dividend payment in cash to existing shareholders according to the resolution approved by the 2024 Annual General Meeting of Shareholders, at a rate of 15% of the charter capital of 450 billion VND.

2.2. BOD's supervision results:

In compliance with the Company's Charter, the Governance Regulations and current legal regulations, the Board of Directors (BOD) has closely and regularly performed the function of supervising the operations of the management and operation apparatus, ensuring the implementation of the business production plan in the right direction. The supervision work in 2024 is carried out through the following main contents:

- a. Supervision of the implementation of business strategy and financial plan
 - Periodical organization of the meetings with the Board of Directors to evaluate the progress of the business plan, analyze market developments and make timely adjustments to ensure revenue, profit and growth rate according to the set goals.
 - Strict control the use of the budget, ensure that finances are effectively managed, comply with internal regulations and limit financial risks.
 - Monitoring the implementation of the Resolutions of the General Meeting of Shareholders and the Board of Directors;
 - Organization and supervision of the strict implementation of the regime of preparing Financial Statements and Annual Reports in accordance with regulations.
 - Selection of an independent auditor to audit the Company's 2024 Financial Statements.
- b. Inspection of compliance with legal regulations and internal regulations
 - Strict control of the activities of the Management Board to ensure that the Company complies with legal regulations on finance, tax, labor and corporate governance.
 - Control of information disclosure according to regulations, ensure transparency and timeliness in corporate communication activities.
 - Review and evaluation of the implementation of internal regulations to improve the effectiveness of corporate governance and operations.
- c. Supervision of governance activities
 - Ensuring the implementation of resolutions of the General Meeting of Shareholders and the Board of Directors is carried out according to plan.

- Control of the implementation of the risk management system, ensure that risk prevention and handling measures are effective.

General assessment: The Board of Directors has carried out its supervision with a high sense of responsibility, strictly complied with the Company's regulations and the law, ensuring that governance activities are effective, transparent and aimed at maximum benefit for shareholders.

In 2024, Management Board has strived to overcome market challenges, seriously implemented the strategies the Management Board and plans set forth by the General Meeting of Shareholders and the Board of Directors, and continuously improved internal governance capacity. The resolutions and decisions of the Board of Directors have been implemented effectively and reasonably.

In addition to performing their professional duties well, the Management Board has closely coordinated, creating synchronization in management and operation. The personnel structure is suitable for the development needs of the Company, with a team of leaders with high professional qualifications, extensive management experience and deep understanding of the fields in charge.

The General Director has clearly assigned tasks to the Deputy General Directors, and at the same time organized monthly meetings to evaluate work results and deploy plans for the next stage. In addition to regular meetings, the Board of Directors and Management Board also regularly exchange information on strategies, production and business situations and progress in implementing resolutions of the General Meeting of Shareholders.

In addition to focusing on operational efficiency, the Board of Directors also focuses on improving the material and spiritual life of employees. Close coordination with the Trade Union helps build a positive working environment, motivating employees to contribute to the overall development of the Company.

2.3. Evaluation of BOD's Operations

In 2024, BOD members fully participated in meetings of the Board of Directors with a high sense of responsibility, promoting governance capacity and leadership capacity of the BOD members, for the benefit of shareholders and for the development of the Company.

In addition to implementing and fulfilling the common responsibilities for the Board of Directors' operations, the BOD members have successfully completed their assigned tasks, specifically:

- The Chairman of the Board of Directors has completed his tasks according to the provisions of the Charter and the provisions of law in establishing and implementing the annual work program, convening and organizing meetings, promptly issuing Resolutions and Decisions to serve the organization and operation of the Company.

- The BOD Members assigned to be in charge of the business activities of the Company and its subsidiaries and affiliates have directed the implementation of the

business plans of the units, contributing to the Company's overall business performance results in 2024.

- Every week, the Board of Directors shall meet the Management Board, Chief Accountant and heads of functional departments/divisions to grasp the situation and provide timely instructions in removing difficulties and obstacles to ensure the implementation of the Company's business plan.

2.4. Regarding transactions between the Company and related parties

The procedures for approving transactions between the Company and related parties are implemented in accordance with current regulations.

Transactions between the Company and related parties approved by the Board of Directors are listed and disclosed in the Company's 2024 Governance Report.

2.5. Operations of Independent Directors and Independent Directors' assessment on BOD's operations

Independent Directors all have professional capacity and experience in the Company's main areas of operation. Thereby, Independent Directors have made important contributions to the Board of Directors' decisions, helping to improve the effectiveness of corporate governance.

According to the provisions of the Law on Enterprises, the Company's Charter and the Company's internal regulations, Independent Directors are responsible for fully performing their duties to ensure effective corporate governance, protecting the interests of the Company and shareholders. In particular,

a. Full and active participation into BOD's operations

- Independent Directors have fully attended Meetings of the Board of Directors, actively discussed and provided constructive opinions on important issues of the Company.

- Performing the voting rights on decisions under the authority of the Board of Directors, ensuring that the decision-making process is carried out objectively and transparently, limiting conflicts of interest between related parties.

- Contribution of independent opinions, which are not influenced by internal factors, helping the Board of Directors have a more multi-dimensional and comprehensive view in decision-making.

b. Evaluation and monitoring the Company's governance activities

- Inspection and evaluation of the effectiveness of corporate governance activities, ensuring that the Company operates in accordance with the best governance standards.

- Monitoring financial, investment, and senior personnel decisions to ensure that the Company has a sustainable development strategy, limiting potential risks.

- Verification of the transparency of Financial Statements and information disclosed to the outside, ensure compliance with legal regulations and protect shareholders' rights.

c. Contribution to the Company's strategy, mechanism, policy and development orientation

- Independent Directors have researched and analyzed the business situation to provide independent opinions to support the Board of Directors in orienting the Company's strategy and operation plan.

- Participation in contributing to the development of risk management policies and financial management mechanisms, helping the Company improve operational efficiency and optimize costs.

- Proposing the initiatives to enhance transparency and enhance the accountability of the Executive Board in implementing business and financial plans.

d. Participation in voting and contribute to the organization of the Annual General Meeting

- Independent Directors have participated in voting on the program, operation plan of the Board of Directors, content and documents for the General Meeting of Shareholders.

- Proposing the agenda and methods of organizing the Annual General Meeting to ensure the best interests of shareholders, while helping the meeting process to take place smoothly and in accordance with regulations.

- Report and evaluation of BOD's operations during the term and present at the Annual General Meeting, ensuring that shareholders are fully updated on the Company's situation.

e. Outstanding contributions of Independent Directors

With their independent role in the Board of Directors, these members have made important contributions to improving the quality of corporate governance, In particular,

- Enhancing objectivity and transparency in corporate governance, ensuring that all decisions of the Board of Directors are based on the common interests of the Company and shareholders.

- Contribution to improving risk management policies, helping the Company develop sustainably and minimize risks during operations.

- Support of the development of long-term strategies, helping the Company improve its competitiveness and expand its market effectively.

- Creation of a balance between the interests of shareholders and the Executive Board, ensuring that all decisions are closely monitored and unbiased.

- Strengthening the trust of shareholders and partners by promoting transparent and public activities, helping the Company maintain a prestigious image in the market.

Thanks to the active contributions of Independent Directors, Taseco Airs has gradually improved the quality of governance, risk control and ensured transparency in operations. The role of Independent Directors not only helps the Board of Directors make more accurate decisions but also contributes to the Company's sustainable development in long term.

2.6. Payment of Salary, bonus, remuneration and other benefits to BOD Members, the Management Board and the Chief Accountant of the Company

In 2024, the salaries, bonuses, remuneration and other benefits of the Board of Directors and the Management Board have been shown in the audited 2024 Financial Statements.

a. Remuneration payment to BOD Members

The remuneration paid by the Board of Directors is consistent with the remuneration approved at the 2024 Annual General Meeting as follows:

No.	Full name	Position	Remuneration amount in 2024 (VND)	Remarks
1	Pham Ngoc Thanh	Chairman	72.000.000	
2	Nguyen Minh Hai	Vice Chairman	60.000.000	
3	Le Anh Quoc	Vice Chairman	60.000.000	
4	Lars Kjaer	Member of the Board	60.000.000	
5	Kim HongJin	Member of the Board	-	<i>Do not receive remuneration</i>
6	Le Duc Long	Independent Director	60.000.000	
7	Dang Huy Khoi	Independent Director	60.000.000	
Total			372.000.000	

b. Salary, bonus payment to BOD Members, the Management Board and the Chief Accountant of the Company

No.	Full name	Position	Salary and bonus in 2024 (VND)	Remarks
1	Pham Ngoc Thanh	Chairman of the Board	-	
2	Nguyen Minh Hai	Vice Chairman of the Board	-	
3	Le Anh Quoc	Vice Chairman of the Board	1.137.925.000	
4	Lars Kjaer	Member of the Board	-	
5	Kim HongJin	Member of the Board	-	
6	Le Duc Long	Independent Director	-	
7	Dang Huy Khoi	Independent Director	-	
8	Nguyen Thi Thanh Phuong	Deputy General Director	963.006.000	

No.	Full name	Position	Salary and bonus in 2024 (VND)	Remarks
9	Nguyen Quang Huy	Deputy General Director	782.552.000	
10	Nguyen Xuan Bang	Deputy General Director	910.894.000	
11	Dao Ngoc Thiet	Chief Accountant	760.776.000	
Total			4.555.153.000	

II. BOD's 2025 Business plan and operational direction:

1. BOD's 2025 Business plan:

Assessment of the world economy and Vietnam in 2025:

According to the economic outlook report of the Organization for Economic Cooperation and Development (OECD), the world economy in 2025 is forecast to face many challenges such as geopolitical tensions, high public debt, escalating conflicts in the Middle East disrupting the energy market, increasing trade tensions, etc. However, global economic growth is expected to remain stable in the context of falling inflation, continued monetary policy easing, global trade recovery, consumer confidence and the labor market gradually improving.

In Vietnam, the economic growth target for 2025 assigned by the National Assembly of Vietnam to the Government is at least 8%, while the Government sets the target for the economic growth rate for the whole year of 2025 to reach over 8% or 10% under favorable conditions, reflecting expectations of improved economic activities in 2025.

Assessment of the aviation industry's prospects in 2025:

After a period of acceleration and reaching a full recovery as before the Covid-19 pandemic by the end of 2024, the aviation market is forecast to enter a period of stable growth. In 2025, the total passenger volume through airports is forecast to reach 121.2 million passengers (increasing by 9% compared to that in 2024); of which, 74 million domestic passengers (increasing by 6% compared to that in 2024) and 47.2 million international passengers (increasing by 14% compared to that in 2024).

Based on forecasts of the market situation in 2025, the Company sets out the 2025 business plan targets as follows:

Unit: VND billion

Items	Performance in 2024	Plan in 2025	Plan in 2025 / Performance in 2024 percentage
Consolidated revenue	1.330,0	1.600,4	120,3%
Consolidated profit before tax	256,1	300,1	117,1%

In case of major fluctuations in the economy and market, the Board of Directors requests the General Meeting of Shareholders to authorize the Board of Directors to adjust the 2025 Business Plan in accordance with the actual situation. The Board of Directors is obliged to disclose information and reasons for adjustment to shareholders and report/explain in detail to shareholders at the next Annual General Meeting.

2. Planned budget for the 2025 remuneration of BOD members

The 2025 remuneration of BOD members:

	Position	Quantity	Monthly salary amount (VND)	Number of months	Amount (VND)
BOD	Chairman	01	6.000.000	12	72.000.000
	Vice Chairmen	02	5.000.000	12	120.000.000
	BOD Members (*)	04	5.000.000	12	180.000.000
Total					372.000.000

(*) A member of the Board of Directors does not receive remuneration.

Of which:

- Remuneration payment to BOD Members who are not directly involved in production and business management is allocated from undistributed profit after tax.

- Remuneration payment to BOD Members who are directly involved in production and business management and the Supervisory Board is recorded as the Company's operating expenses

3. BOD's 2025 operational direction:

Based on the results achieved in 2024, the Board of Directors determines the 2025 key orientations as follows:

3.1. Strengthening and expanding the Lucky brand

- Continuing to synchronize and develop the Lucky brand throughout the system, ensuring strong recognition in the fields of Fastfood, Souvenir and Restaurant.

- Promoting communication strategy, increasing brand coverage at airports and potential markets.

3.2. Expanding business systems at key airports

- Taking advantage of opportunities from the development of major airports such as: Passenger Terminal T3 - Tan Son Nhat, Passenger Terminal T2 - Noi Bai, Long Thanh Airport, ... to expand business models to meet the increasing needs of passengers.

- Continuing to expand the network at key airports to consolidate the leading position in the field of non-aviation services.

3.3. Developing new business areas throughout the system

- Promoting high-end services such as CIP/VIP lounges, international standard restaurants, luggage packing services, bringing convenient and classy experiences to passengers.

- Preparing the foundation for expansion to Long Thanh Airport in 2026, anticipating the trend of aviation infrastructure development.

3.4. Strengthening governance and improving operational efficiency

- Perfecting the corporate governance system, financial control to optimize costs and improve operational efficiency.

- Ensuring full compliance with legal regulations, implementing social responsibility and sustainable development, while protecting the rights of shareholders, customers and employees.

4. Solutions to implement tasks in 2025:

In order to ensure the completion of the 2025 production and business plan, the Company orients and focuses on a number of operational solutions as follows:

- Continuing to implement the improvement of the organizational structure, recruiting additional personnel and strengthening governance and operations for Units in the entire system to improve operational efficiency and ensure the readiness of resources to meet tasks and development goals in the coming time.

- Closely following the market situation, assess customer needs, analyze competitors to make appropriate adjustments, create differences with products under the company's own brand. In addition, regularly pay attention to improving the quality of products, services, promoting and spreading the Taseco Airs brand to customers.

- Promoting digital transformation in all areas of operation to improve production and business efficiency and enhance the competitiveness of enterprises.

- Promoting and expanding the business of Lounge services at airports, focusing on investment and development at 2 Terminals T1 Noi Bai and T3 Tan Son Nhat.

- Continual deployment of the work of building and perfecting the brand identity system for 3 areas of restaurants, fastfood and retail; designing and applying branded cups, bags, packaging ...; adjusting and unifying the concepts of the shelf system, signs according to the new brand identity;

- Conduct of a comprehensive review and assessment to implement investment in repairing, upgrading, and improving the facilities and image of business locations throughout the system.

- Selection of a suitable and effective business model and well preparing the financial, organizational, and human resources for new business locations at T3 Tan Son Nhat Terminal.

- Continuing to closely follow the planning and construction investment progress at new terminals and airports such as Long Thanh Airport, Noi Bai Terminal T2 expansion, etc. to participate in business cooperation to increase business scale and market share.

- Paying attention to the lives of employees, promptly reward employees who make contributions and initiatives so that employees can feel secure and actively contribute to the development of the Company. Join the Group to launch emulation

movements in business, culture, and sports, creating an exciting and enthusiastic working atmosphere for employees towards the 20th anniversary of the Group's establishment.

With consensus, joint efforts and determination of the Company's leadership and staff, close direction and guidance of the Board of Directors, the Company's Management Board believes that it will achieve its 2025 business plan.

The Board of Directors respectfully submitted its report to the General Meeting of Shareholders for consideration and approval.

Yours sincerely!

Recipients:

- *As to;*
- *Members of BOD, SB;*
- *Filed in the Office by the Clerical Assistant.*

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

Pham Ngoc Thanh



**OPERATIONAL REPORT OF THE SUPERVISORY BOARD
AT THE 2025 ANNUAL GENERAL MEETING**

**To: The General Meeting of Shareholders
of Taseco Air Services Joint Stock Company**

In consideration of the functions and tasks of the Supervisory Board according to the the Law on Enterprises and the Charter of Taseco Air Services Joint Stock Company;

In consideration of the Regulations on the operation of the Supervisory Board;

In consideration of the business situation, financial statements, and the BOD's report on the Company's management and operation assessment in 2024,

The Supervisory Board (“SB”) of the Company respectfully presents its report on 2024 operational results and 2025 operational direction and tasks to the General Meeting of Shareholders (“GMS”) as follows:

1. Quorum and structure of the Supervisory Board:

The Supervisory Board of the Company includes 03 (three) people as follows:

No.	Members	Position	Number of owned shares	Shareholding percentage
1	Ms. Tran Thi Loan	Head	30.000	0,067%
2	Ms. Nguyen Thi Huong	Member	0	0
3	Ms. Pham Thi Thu Hien	Member	0	0

2. Operations of the Supervisory Board and each member of the Supervisory Board

2.1. Meetings of the Supervisory Board:

During the year, the Supervisory Board held 03 meetings to deploy the tasks and powers of the Supervisory Board in 2024 with the following contents:

- Review and approval of the working program of the Supervisory Board in 2024;
- Review of the Company's Separate Financial Statements and Consolidated Financial Statements in 2023; the Company's quarterly and semi-annual Financial Statements in 2024;
- Proposing the company to audit its 2024 financial statements;
- Inspection and comprehensive evaluation of the 2024 business performance, financial situation and compliance with the law of the Company and its subsidiaries and

affiliates;

- Development of the Supervisory Board' 2025 operational plan.

2.2. SB's performance self-assessment report

In 2024, the Supervisory Board actively implemented monitoring activities and recommended necessary changes in operations with specific activities as follows:

- Inspecting and supervising the implementation of the Resolutions of the General Meeting of Shareholders and the Board of Directors in 2024 to ensure compliance with legal regulations and the interests of shareholders.

- Inspecting BOD's strategic decisions, investment policies, and business operations, ensuring transparency and conformity with the set plan.

- Inspecting the disclosure of information on the decisions of the Board of Directors, especially important issues related to finance, investment plans, and transactions with related parties.

- Review of Management Board's periodic reports; inspection of the 2024 financial statements to assess the truthfulness and reasonableness of financial data, in accordance with current accounting standards, regimes and financial policies of Vietnam. Coordination with independent auditors to review the impact of material accounting and auditing errors on financial statements; supervision of the Management Board's implementation upon auditors' proposals.

- Inspecting the use of of capital, financial expenditures and compliance with the budget approved by the General Meeting of Shareholders. The Supervisory Board pays special attention to inspecting major contracts and material financial transactions of the Company to ensure reasonableness and transparency.

- Monitoring the implementation of operational management of subsidiaries and affiliates, capital investment and operations of affiliated companies.

- Coordination with functional departments to conduct inspections and reviews of information and documents under the authority of the Supervisory Board.

- Supervision of risk control activities during business operations, including legal, financial and business issues.

- Performing other tasks as prescribed in the Charter and other relevant legal regulations.

2.3. Self-assessment report on each SB member's performance.

SB members all meet the conditions and standards prescribed in the Law on Enterprises and the Company's Charter. In 2024, each member has demonstrated their professional capacity and sense of responsibility, performing the role of independent and objective supervision and advisory to ensure that the Company's operations comply with regulations and aim for sustainable development. In addition to performing regular inspection and supervision, SB members always actively participate in discussions and contribute opinions on related issues, and fully attend and make important contributions to meetings of the Board of Directors.

2.4. The 2024 remuneration, operating expenses and other benefit payment to SB members:

SB members received their remuneration payment in 2024:

No.	Full name	Position	Monthly remuneration amount (VND)	Number of applied months	Total amount (VND)
1	Tran Thi Loan	Head	5.000.000	12	60.000.000
2	Nguyen Thi Huong	Member	3.000.000	12	36.000.000
3	Pham Thi Thu Hien	Member	3.000.000	12	36.000.000

SB members' remuneration payment has been disclosed in detail in the Company's audited 2024 Financial Statements.

3. The Company's business and financial performance supervision results

3.1. Financial statement auditing results:

- The Company's 2024 separate and consolidated financial statements, as audited by Ernst & Young Vietnam Company Limited, are approved (Independent Auditor's Report dated March 28, 2025 by Ernst & Young Vietnam Limited).

- The Company's 2024 business performance results are fully and clearly reflected in its financial statements. The financial statements have honestly and reasonably reflected the Company's financial situation as well as its business performance results and cash flows in the fiscal year, in accordance with accounting standards and regulations of current accounting laws.

3.2. The Company's business performance results in 2024:

Thanks to favorable changes in the domestic and international markets, along with the continuous efforts, proactive approach and flexibility of the Executive Board and all officers and employees, the Company has recorded impressive business performance results as follows:

Unit: VND billion

No.	Items	Plan in 2024	Performance in 2024	Performance/ plan percentage
1	Consolidated revenue	1.350,0	1.330,0	98,5%
2	Consolidated profit before tax	230,0	256,1	111,3%

3.3. Regarding accounting affairs:

The Company's accounting activities comply with the law and current accounting

standards. On basis of the inspection results, the Supervisory Board assessed that the Company's accounting work is scientifically organized, streamlined and reasonable; documents and records are fully and neatly stored; data reflects accurately and promptly.

3.4. Regarding financial affairs:

- Inspection of the financial situation, investment and business activities of the Company according to the plans and goals approved by the General Meeting of Shareholders and the Board of Directors.

- The Company has proactively planned and implemented effective financial balance. At the same time, the Company continues to maintain a strong financial situation, guaranteed cash flow for business operations, safe debt ratio, reasonable asset and capital structure.

4. Assessment of transactions between the Company and related parties:

- The order and procedures for approving transactions between the Company and related parties are carried out in accordance with current regulations.

- Transactions between the Company and related parties approved by the Board of Directors are listed and disclosed in the Company's 2024 Governance Report.

5. Performance assessment results for the Resolutions of the General Meeting of Shareholders

- Ernst & Young Vietnam Company Limited is appointed to be the auditor of the Company's 2024 financial statements.

- Paying remuneration to the Board of Directors and the Supervisory Board in 2024 in accordance with the Resolutions of the General Meeting of shareholders in 2024.

- Paying dividends in cash to existing shareholders in accordance with the Resolution approved by the General Meeting of shareholders in 2024 at a rate of 12% of the charter capital of VND 450 billion.

- Paying interim dividends in cash to existing shareholders in accordance with the Resolution approved by the General Meeting of shareholders in 2024 at a rate of 15% of the charter capital of VND 450 billion

6. BOD Assessment results

6.1. BOD members:

The Board of Directors ("BOD") is the governing body of Taseco Airs, with full authority on behalf of Taseco Airs to decide and exercise rights and obligations that are not under the authority of the General Meeting of Shareholders. The Board of Directors consists of 07 members, including 02 Independent Directors, including:

No.	Members	Position	Number of owned shares	Shareholding percentage
1	Mr. Pham Ngoc Thanh	Chairman	125.000	0,28%

No.	Members	Position	Number of owned shares	Shareholding percentage
2	Mr. Nguyen Minh Hai	Vice Chairman	62.500	0,14%
3	Mr. Le Anh Quoc	Vice Chairman	62.500	0,14%
4	Mr. Lars Kjaer	Member	0	0
5	Mr. Kim Hong Jin	Member	0	0
6	Mr. Le Duc Long	Independent Director	0	0
7	Mr. Dang Huy Khoi	Independent Director	0	0

6.2. BOD's performance assessment:

- BOD's operational report fully and honestly reflects the activities and direction of the Company. BOD's documents and resolutions are in accordance with the Law on Enterprises and the Company's Charter. The Supervisory Board agrees with the assessment report on the of the 2024 performance results submitted by the Board of Directors to the General Meeting of Shareholders.

- BOD's operations comply with the provisions of the Law in management as well as in production and business activities. The members of the Board of Directors have properly performed their assigned functions and tasks in accordance with the provisions of the Law on Enterprises, the Company's Charter and the Resolutions of the General Meeting of Shareholders.

- The Board of Directors has closely monitored and promptly directed the Management Board in production and business operations, and supervised the implementation of the approved Resolutions of the General Meeting of Shareholders.

7. Operation Supervision Results for members of the Management Board and other executives

7.1. Members of the Management Board ("MB") of the Company:

No.	Members	Position	Number of owned shares	Shareholding percentage
1	Mr. Le Anh Quoc	General Director	62.500	0,14%
2	Ms. Nguyen Thi Thanh Phuong	Deputy General Director	21.250	0,05%
3	Mr. Nguyen Xuan Bang	Deputy General Director	0	0
4	Mr. Nguyen Quang Huy	Deputy General Director	0	0

In 2024, the Company has no changes in the members of the Management Board.

7.2. Evaluation of the Management Board's performance:

- The Supervisory Board agrees with the Management Board's evaluation of the 2024 business performance results and the 2025 business plan of the Company
- The Management Board's operations have complied with the provisions of the Law and properly performed the assigned functions and tasks according to the provisions of the Law on Enterprises, the Company's Charter and the Resolutions of the General Meeting of Shareholders.
- The Supervisory Board highly appreciates the attention and care for the policies and benefits offered to the Management Board's employees in the context of many difficulties in business activities.
- During the year, the Supervisory Board did not detect any abnormalities in the management and operation of the Management Board and other executives in the company.

8. Assessment results for operational coordination between the Supervisory Board and the Board of Directors, the Management Board and shareholders.

- The Supervisory Board received absolute support and coordination from the Board of Directors, the Management Board and the Departments/Boards in the inspection and control work at the Company as well as at the subsidiaries and affiliates.
- The Supervisory Board was provided with full information on the Company's 2024 business performance results and the 2025 business plan.
- Representatives of the Supervisory Board attended and express their opinions at all meetings of the Board of Directors.

9. The Supervisory Board's 2025 Operational plan.

9.1. General tasks:

In 2025, the Supervisory Board will continue to perform its duties on behalf of shareholders to regularly control all business, management and operation activities of the Company. Quarterly, the Supervisory Board will conduct inspections, analysis and evaluation of the Company's activities through Financial Statements, and at the same time inspect and evaluate BOD's operations and MB's operations, participate in meetings of the Board of Directors to grasp and accurately assess the Company's operations and give warnings about potential risks and be responsible for reporting to the entire General Meeting of Shareholders.

9.2. Specific operations:

- Appraisal and inspection of the Company's Financial Statements, governance reports, business operations reports.
- Strengthening supervision of the implementation of production and business plans.
- Ensuring compliance with the State policies and laws.
- Periodically reviewing and promptly updating the internal regulations of the Supervisory Board.

- Inspection of the implementation of the Resolutions addressed by the General Meeting of Shareholders.

In addition, to further promote the role of supervision and inspection to ensure compliance and transparency in the Company's operations, the Supervisory Board will continue to strengthen its activities, focusing more on internal inspection, in particular,

- Strengthening the supervision of compliance with regulations and rules in the management and operation of production and business activities of the Company and its subsidiaries and affiliates;

- Coordination with the Company's specialized departments to to conduct unscheduled and periodic in-depth inspections of subsidiaries and affiliates to ensure continuous compliance with the law and thoroughly disseminate it to each department and each area;

- Proactive innovation of the methods of supervision and inspection to suit the actual situation at the Company and its subsidiaries and affiliates;

9.3. The 2025 Remuneration payment plan to members of Supervisory Board

No.	Position	Quantity	Monthly remuneration amount (VND)	Number of expected months	Amount (VND)
1	Head of Supervisory Board	01	5.000.000	12	60.000.000
2	Member of Supervisory Board	02	3.000.000	12	72.000.000
Total remuneration					132.000.000

Note: Remuneration for members of the Supervisory Board is recorded as the Company's operating expenses

The Supervisory Board respectfully submitted its 2024 operation report to the General Meeting of Shareholders for consideration and approval.

Yours sincerely!

Recipients:

- As to;
- Members of BOD, SB;
- The Management Board;
- Filed in the Office by the Clerical Assistant.

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

Tran Thi Loan



**TASECO AIR SERVICES JOINT
STOCK COMPANY**

No. 01/TTr-AST-HĐQT

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hanoi, 2025

PROPOSAL

On approving the audited 2024 financial statements

**To: The General Meeting of Shareholders
Taseco Air Services Joint Stock Company**

Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, which was amended by Law No. 03/2022/QH15 dated January 11, 2022 and implementing documents;

*Pursuant to the Charter of organization and operation of Taseco Air Services Joint Stock Company ("**the Company**") and the provisions of current law,*

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the 2024 Separate Financial Statements and Consolidated Financial Statements of Taseco Air Services Joint Stock Company, audited by Ernst & Young Viet Nam Limited.

The Company's audited 2024 Separate Financial Statements and Consolidated Financial Statements, including the following contents:

1. Independent auditor's report.
2. Balance sheet as of December 31, 2024.
3. Income Statement in 2024.
4. Cash flow statement in 2024.
5. Notes to the Financial Statements in 2024.

The Board of Directors respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Yours sincerely!

Recipients:

- As to;
- The Supervisory Board;
- Filed in the Office of BOD, by
Clerical Assistant.

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

Pham Ngoc Thanh



No. 02/TTr-AST-HĐQT

Hanoi, 2025

PROPOSAL**On Approval of the 2024 profit distribution results
and the 2025 profit distribution plan of the Company****To: General Meeting of Shareholders
Taseco Air Services Joint Stock Company**

Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, which was amended by Law No. 03/2022/QH15 dated January 11, 2022 and implementing documents;

*Pursuant to the Charter of organization and operation of Taseco Air Services Joint Stock Company ("the **Company**") and the provisions of current law,*

The Board of Directors respectfully submits the 2024 profit distribution results and the 2025 profit distribution plan to the General Meeting of Shareholders as follows:

1. Approval of the report on the 2024 profit distribution results:

Unit: VND

No.	Items	Amount
A	Data on the parent company's separate financial statements	
1	Retained earnings by the end of 2023	131.635.825.373
2	Profit after corporate income tax in 2024	158.378.104.065
3	Dividend payment in cash in 2023 (making up 12%/Charter capital of VND 450 billion)	54.000.000.000
4	Interim dividend payment in cash in 2024 (making up 15%/Charter capital of VND 450 billion)	67.500.000.000
5	Allocation to the Bonus, Welfare and Charity Fund	3.830.365.122
6	Remuneration payment to non-executive members of Board of Directors	312.000.000
7	Accumulated undistributed profit after tax as of December 31, 2024 (7=1+2-3-4-5-6)	164.371.564.316

No.	Items	Amount
B	Data on the consolidated financial statements	
1	Retained earnings by the end of 2023	55.366.478.200
2	Profit after tax of the parent company in 2024	148.621.058.440
3	Dividend payment in cash in 2023 (making up 12%/Charter capital of VND 450 billion)	54.000.000.000
4	Interim dividend payment in cash in 2024 (making up 15%/Charter capital of VND 450 billion)	67.500.000.000
5	Allocation to the Bonus, Welfare and Charity Fund (making up 3% of consolidated profit after tax)	5.547.815.122
6	Remuneration payment to non-executive members of Board of Directors	598.220.000
7	Accumulated undistributed profit after tax as of December 31, 2024 (7=1+2-3-4-5-6)	76.341.501.518

2. Approval of the 2024 profit distribution method:

Unit: VND

No.	Items	Amount
1	Dividend payment in cash in 2024 (making up 30% of charter capital of VND 450 billion)	135.000.000.000
1.1	<i>Phase 1: 15% (interim payment made in December 2024)</i>	<i>67.500.000.000</i>
1.2	<i>Phase 2: 15% (to be paid after the 2025 Annual General Meeting of Shareholders)</i>	<i>67.500.000.000</i>
2	Retained earnings transferred to 2025 – Separate financial statements (2.2=1.A.7-(2.1-1.A.4))	96.871.564.316
3	Retained earnings transferred to 2025 – Consolidated financial statements (2.3=1.B.7-(2.1-1.B.4))	8.841.501.518

3. Approval of the 2025 profit distribution plan:

No.	Items	Plan for the year of 2025
1	Expected dividend payment percentage	35% - 40%
2	Allocation to the Bonus, Welfare and Charity Fund (calculated on consolidated profit after tax of the financial year)	3%

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4. Implementation plan:

a) The Board of Directors is assigned to organize the dividend payment in 2024 by the percentage approved by the General Meeting of Shareholders.

b) The Board of Directors is authorized to decide on (i) the interim dividend payment for 2025 and (ii) the allocation and utilization of the bonus and welfare fund in accordance with the percentage approved by the General Meeting of Shareholders, based on the Company's actual business performance and market conditions in 2025.

The Board of Directors is responsible for reporting and explaining the above matters at the next Annual General Meeting.

The Board of Directors respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Yours sincerely!

Recipients:

- *As to;*
- *The Supervisory Board;*
- *Filed in the Office of BOD,*
by Clerical Assistant

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

Pham Ngoc Thanh





**TASECO AIR SERVICES JOINT
STOCK COMPANY**

No. 01/TTr-AST-BKS

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hanoi,

2025

PROPOSAL

On Approval of the List of Selected Auditing Firms for the 2025 Financial Statement Audit statements

**To: General Meeting of Shareholders
Taseco Air Services Joint Stock Company**

According to the provisions of law and the Company's Charter, the Company's interim and annual financial statements must be reviewed and audited by an independent auditor approved by the State Securities Commission of Vietnam, the Supervisory Board proposes that the criteria for selecting an independent auditor to review and audit the Company's interim and annual financial statements in 2025 must meet the following requirements:

- Being a company legally operating in Vietnam, reputable and trustworthy;
- Meeting the requirements of Taseco Air Services Joint Stock Company on the scope and progress of the audit;
- Having a team of highly qualified and experienced auditors;
- With reasonable auditing fees;
- Causing no conflict with other legitimate rights and interests when performing audits for Taseco Air Services Joint Stock Company.

Based on the above criteria for selecting an independent auditor, the Supervisory Board of Taseco Air Services Joint Stock Company respectfully submits the list of qualified auditors, on basis of the above selection criteria, to the General Meeting of Shareholders for approval and selection of an independent auditor to audit the Company's interim financial statements and financial statements in 2025, including:

1. Ernst & Young Viet Nam Limited;
2. KPMG Vietnam Company Limited;
3. PricewaterhouseCoopers (Vietnam) Ltd
4. Deloitte Vietnam Audit Company Limited.

At the same time, the Supervisory Board respectfully submit to the General Meeting of Shareholders for approval the authorization of the Board of Directors to select one (01) of the aforementioned auditing firms to audit the Company's interim financial statements and financial statements in 2025 and assign the General Director the authority to review and execute the audit contract with the selected firm.

The Supervisory Board respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Yours sincerely!

Recipients:

- As to;
- BOD;
- Filed in the Office of BOD, by
Clerical Assistant.

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

Tran Thi Loan

TASECOAIRS

**TASECO AIR SERVICES JOINT STOCK COMPANY
THE 2025 ANNUAL GENERAL MEETING**



VOTING CARD

SHAREHOLDER ID: **AST.XXXXXXX**

Shareholder's full name:

Number of owned shares: xxx.xxx shares

Number of authorized shares: xxx.xxx shares

Number of voting shares: xxx.xxx shares



Printed form code



VOTING BALLOT
SHAREHOLDER ID: AST.XXXXXX

Shareholder's full name:

Number of owned ballots: voting ballots

Number of authorized ballots: voting ballots

Total voting ballots: voting ballots

(Please mark one selected box per each voted content)

Voted contents	Approval	Disapproval	Blank
Content No. 01. Approval of the 2024 Operational Report and the 2025 Operational Direction of the Board of Directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content No. 02. Approval of the 2024 Operational Report of the Supervisory Board	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content No. 03. Approval of the Audited 2024 Financial Statement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content No. 04. Approval of the 2024 profit distribution results and the 2025 profit distribution plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content No. 05. Approval of the list of selected auditing firms for the 2025 financial statement audit.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

April 21, 2025

Instructions:

Shareholders/ Shareholders' proxies mark (X) or tick (V) in 1 of 3 boxes: **Approval/ Disapproval/ Blank** for each voting content.

SHAREHOLDER / SHAREHOLDER'S PROXY

(Signature and full name)

DRAFT

TASECO AIR SERVICES
JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No. 01/NQ-AST-ĐHĐCĐ

Hanoi, April 21, 2025



RESOLUTION
AT THE 2025 ANNUAL GENERAL MEETING
THE GENERAL MEETING OF SHAREHOLDERS
TASECO AIR SERVICES JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, which was amended by Law No. 03/2022/QH15 dated January 11, 2022 and implementing documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019; amended by Law No. 56/2024/QH15 dated November 29, 2024;
- Pursuant to the Charter of Taseco Air Services Joint Stock Company;
- Pursuant to the 2025 AGM Minutes No. 01/BB-AST-ĐHĐCĐ of Taseco Air Services Joint Stock Company dated April 24, 2025 and the attached documents,

HEREBY RESOLVES:

Article 1. Approval of the 2024 Operational Report and the 2025 Operational Direction of the Board of Directors according to the Report No. 01/BC-AST-HĐQT dated/...../2025:

1.1. Some indicators of Income Statement in 2024:

- Consolidated Revenue: VND 1.330,0 billion
- Consolidated profit before tax: VND 256,1 billion

1.2. Some indicators of the Business Plan for 2025:

- Consolidated Revenue: VND 1.600,4 billion
- Consolidated profit before tax: VND 300,1 billion

In case of major fluctuations affecting the Company's operations, the General Meeting of Shareholders delegates authority to the Board of Directors to adjust the 2025 Business Plan to suit the actual situation. The Board of Directors is obliged to disclose information and reasons for adjustment to shareholders and report / explain in detail to shareholders at the latest Annual General Meeting.

1.3. The 2025 remuneration payment plan to members of the Board of Directors:

Unit: VND

	Position	Quantity	Monthly payment	Number of months	Amount
BOD	Chairman	1	6.000.000	12	72.000.000
	Vice Chairmen	2	5.000.000	12	120.000.000
	BOD Members (*)	4	5.000.000	12	180.000.000
Total					372.000.000

(*) A member of the Board of Directors does not receive remuneration.

Of which:

- Remuneration payment to members of the Board of Directors who are not directly involved in production and business management is allocated from undistributed profit after tax.

- Remuneration payment to members of the Board of Directors who are directly involved in production and business management is recorded as the Company's operating expenses.

Article 2. Approval of the 2024 Operational Report of the Supervisory Board according to the Report No. 01/BC-AST-BKS dated/...../2025.

In which the remuneration plan for the Supervisory Board in 2025 is approved as follows:

Unit: VND

	Position	Quantity	Monthly payment	Number of months	Amount
SB	Head of Supervisory Board	1	5.000.000	12	60.000.000
	Members of Supervisory Board	2	3.000.000	12	72.000.000
Total					132.000.000

Note: Remuneration for members of the Supervisory Board is recorded as the Company's operating expenses.

Article 3. Approval of the Audited 2024 Financial Statements according to the Proposal No. 01/TTr-AST-HĐQT dated/...../2025.

Article 4. Approval of the 2024 profit distribution results and the 2025 profit distribution plan according to the Proposal No. 02/TTr-AST-HĐQT dated/...../2025 as follows:

4.1. Approval of the report on the 2024 profit distribution results:

Unit: VND

No.	Items	Amount
A	Data on the parent company's separate financial statements	
1	Retained earnings by the end of 2023	131.635.825.373
2	Profit after corporate income tax in 2024	158.378.104.065
3	Dividend payment in cash in 2023 (making up 12%/Charter capital of VND 450 billion)	54.000.000.000
4	Interim dividend payment in cash in 2024 (making up 15%/Charter capital of VND 450 billion)	67.500.000.000
5	Allocation to the Bonus, Welfare and Charity Fund	3.830.365.122
6	Remuneration payment to non-executive members of Board of Directors	312.000.000
7	Accumulated undistributed profit after tax as of December 31, 2024 (7=1+2-3-4-5-6)	164.371.564.316
B	Data on the consolidated financial statements	
1	Retained earnings by the end of 2023	55.366.478.200
2	Profit after tax of the parent company in 2024	148.621.058.440
3	Dividend payment in cash in 2023 (making up 12%/Charter capital of VND 450 billion)	54.000.000.000
4	Interim dividend payment in cash in 2024 (making up 15%/Charter capital of VND 450 billion)	67.500.000.000
5	Allocation to the Bonus, Welfare and Charity Fund (making up 3% of consolidated profit after tax)	5.547.815.122
6	Remuneration payment to non-executive members of Board of Directors	598.220.000
7	Accumulated undistributed profit after tax as of December 31, 2024 (7=1+2-3-4-5-6)	76.341.501.518

4.2. Approval of the 2024 profit distribution method:

Unit: VND

No.	Items	Amount
1	Dividend payment in cash in 2024 (making up 30% of charter capital of VND 450 billion)	135.000.000.000
1.1	<i>Phase 1: 15% (interim payment made in December 2024)</i>	<i>67.500.000.000</i>
1.2	<i>Phase 2: 15% (to be paid after the 2025 Annual General Meeting of Shareholders)</i>	<i>67.500.000.000</i>
2	Retained earnings transferred to 2025 – Separate financial statements (2.2=1.A.7-(2.1-1.A.4))	96.871.564.316
3	Retained earnings transferred to 2025 – Consolidated financial statements (2.3=1.B.7-(2.1-1.B.4))	8.841.501.518

4.3. Approval of the 2025 profit distribution plan:

No.	Items	Plan for the year of 2025
1	Expected dividend payment percentage	35% - 40%
2	Allocation to the Bonus, Welfare and Charity Fund (calculated on consolidated profit after tax of the financial year)	3%

4.4. Implementation Plan:

a) The Board of Directors is assigned to organize the dividend payment in 2024 by the percentage approved by the General Meeting of Shareholders.

b) The Board of Directors is authorized to decide on (i) the interim dividend payment for 2025 and (ii) the allocation and utilization of the bonus and welfare fund in accordance with the percentage approved by the General Meeting of Shareholders, based on the Company's actual business performance and market conditions in 2025.

The Board of Directors is responsible for reporting and explaining the above matters at the next Annual General Meeting.

Article 5. Approval of the List of Selected Auditing Firms for the Audit of the 2025 Financial Statements as per Proposal No. 01/TTr-AST-BKS dated/...../2025, specifically as follows:

5.1. Approval of the list of 04 (four) independent auditors to be considered and selected to audit the Company's 2025 financial statements, including:

- Ernst & Young Viet Nam Limited;

- KPMG Vietnam Company Limited;
- PricewaterhouseCoopers (Vietnam) Ltd
- Deloitte Vietnam Audit Company Limited.

5.2. The Board of Directors is assigned to select 01 (one) of the above-mentioned auditors to audit the Company's interim financial statements and financial statements in 2025.

Article 6. Effectiveness

This Resolution takes effect from the date of signing. Members of the Board of Directors, members of the Supervisory Board, the Management Board and other related individuals are responsible for implementing this Resolution./.

Recipients:

- *As Article 6;*
- *The State Securities Commission of Vietnam, Ho Chi Minh City Stock Exchange;*
- *Shareholders of the Company;*
- *Filed in the Office.*

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

Pham Ngoc Thanh

