

No: *141*/2025/CBTT-AST

*Hanoi, April 22, 2025*

**PERIODIC INFORMATION DISCLOSURE**

**Kính gửi: - The State Securities Commission;**  
**- Vietnam Stock Exchange;**  
**- Hochiminh Stock Exchange.**

**1. Name of Company: TASECO AIR SERVICES JOINT STOCK COMPANY**

- Stock code: AST
- Address of head office: 1st Floor, Building N02-T1, Diplomatic Corps Area, Xuan Tao Street, Xuan Tao Ward, Bac Tu Liem District, Hanoi City, Vietnam.
- Telephone: 024 – 3587 6683
- Fax: 024 – 3587 6678

**2. Contents of disclosure:**

Taseco Air Services Joint Stock Company discloses the Minutes and Resolution of the 2025 Annual General Meeting of Shareholders.

3. This information has been published on the website of Taseco Air Services Joint Stock Company on April 22, 2025, at the <https://tasecoairs.vn/tai-lieu-co-dong/tai-lieu-dhdc-d-thuong-nien-nam-2025.html>.

We would like to guarantee that the information published above is accurate and will take full responsibility before the law for the content of the published information.

**Attached documents:**

- Minutes No. 01/BB-AST-DHDCD dated April 21, 2025 of the 2025 AGM of Shareholders;
- Resolution No. 01/NQ-AST-DHDCD dated April 21, 2025 of the 2025 AGM of Shareholders and the attached Reports and Proposals:
- + Report No. 01/BC-AST-HDQT dated March 28, 2025;
- + Report No. 01/BC-AST-BKS dated March 28, 2025;
- + Proposal No. 01/TTr-AST-HDQT dated March 28, 2025;
- + Proposal No. 02/TTr-AST-HDQT dated March 28, 2025;
- + Proposal No. 01/TTr-AST-BKS dated March 28, 2025.

**ORGANIZATION REPRESENTATIVE**  
**Persons authorized to disclose information**

Deputy General Director



**Nguyen Xuan Bang**

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

**A. COMPANY INFORMATION**

**1. Company Name:** Taseco Air Services Joint Stock Company (hereinafter referred to as “**the Company**” or “**Taseco Airs**”).

**2. Head Office:** 1<sup>st</sup> Floor, N02-T1 Building, Diplomatic Corps Area, Xuan Tao Street, Xuan Tao Ward, Bac Tu Liem District, Hanoi City.

**3. Business Registration Number:** 0107007230, initially issued by the Hanoi Department of Planning and Investment on September 28, 2015 and amended for the 7<sup>th</sup> time on April 28, 2022.

**B. PROCEDURES FOR CONDUCTING THE GENERAL MEETING**

**I. GENERAL INFORMATION**

**1. Time:** 08:30 AM, April 21, 2025.

**2. Venue:** Pacific Rooms No. 1&2, 2<sup>nd</sup> Floor, Pan Pacific Hanoi Hotel, No. 1 Thanh Nien Street, Ba Dinh District, Hanoi City, Taseco Air Services Joint Stock Company convened the 2025 Annual General Meeting of Shareholders (hereinafter referred to as the “**General Meeting/AGM**”).

**3. Attendees:**

- Shareholders and authorized proxies of shareholders holding shares in Taseco Air Services Joint Stock Company, based on the list of shareholders entitled to attend the AGM as prepared by the Vietnam Securities Depository and Clearing Corporation on March 24, 2025;

- Members of the Board of Directors (“**BOD**”);

- Board of Management (“**BOM**”);

- Supervisory Board (“**SB**”);

- Invited guests of the General Meeting.

**II. REPORT ON SHAREHOLDER ELIGIBILITY VERIFICATION**

Mr. Nguyen Cao Quynh, Head of the Shareholder Eligibility Verification Committee, address the Minutes of Shareholder Eligibility Verification, which was prepared at 08:47 AM on April 21, 2025, just before the opening of the General Meeting.



### **Verification Results:**

- Total number of the Company's shareholders: **1,183** shareholders (based on the list of shareholders entitled to attend the AGM, prepared by the Vietnam Securities Depository and Clearing Corporation on March 24, 2025).

- Total number of shareholders and authorized proxies attending the General Meeting: **31** participants (all authorized shareholders have delegated full voting rights for all AGM matters to their proxies), representing **37,937,903** shares, equivalent to **37,937,903** voting rights, accounting for **84.31%** of the total voting rights of all eligible shareholders.

Thus, in accordance with Clause 1, Article 145 of the 2020 Law on Enterprises and the Company's Charter, the 2025 Annual General Meeting of Shareholders is legally and validly convened and meets the conditions for proceeding.

### **III. INTRODUCTION OF THE CHAIRPERSON AND APPROVAL OF THE PRESIDIUM**

#### **1. Introduction of the Chairperson:**

In accordance with Clause 2, Article 146 of the 2020 Law on Enterprises, Mr. Pham Ngoc Thanh, Chairman of the Board of Directors, serves as the Chairperson of the General Meeting.

#### **2. Approval of the Presidium:**

To assist the Chairperson in conducting the General Meeting, the Organizing Committee introduced the following members to the Presidium:

- |                       |  |
|-----------------------|--|
| - Mr. Nguyen Minh Hai | - Vice Chairman of BOD                   |
| - Mr. Le Anh Quoc     | - Vice Chairman of BOD, General Director |
| - Mr. Kim HongJin     | - Member of BOD                          |
| - Mr. Le Duc Long     | - Independent Member of BOD              |

The attending shareholders voted to approve the Presidium members by raising their Voting Cards.

***Voting results:** 100% of the shareholders present at the General Meeting approved the proposal.*

The Chairperson and the Presidium assumed their duties and proceeded with conducting the General Meeting.

### **IV. APPOINTMENT OF THE SECRETARIAT, APPROVAL OF THE MEETING AGENDA, REGULATIONS ON THE CONDUCT OF AGM, AND ELECTION OF THE VOTE-COUNTING COMMITTEE**

#### **1. Appointment of the Meeting Secretariat:**

Mr. Pham Ngoc Thanh appointed the Meeting Secretariat, consisting of the following members:

- Mr. Pham Tri Hoang

- Head of the Secretariat.

- Ms. Le Trang Linh

- Member of the Secretariat.

The attending shareholders had no further comments regarding the team of the Secretariat. The Secretariat accepted its responsibilities and began its duties at the Meeting.

## **2. Voting on the Approval of the Meeting Agenda, Regulations on the conduct of AGM, and Election of the Vote-Counting Committee:**

### ***a Meeting Agenda***

Mr. Pham Ngoc Thanh, the Chairperson, presented the General Meeting Agenda and requested shareholder approval through a show of Voting Cards.

*Voting results: 100% of the shareholders present at the General Meeting approved the Agenda.*

### ***b. Regulations on the conduct of AGM of the General Meeting***

Mr. Pham Ngoc Thanh, the Chairperson, presented the draft Regulations on the conduct of AGM of the Meeting and requested shareholder approval through a show of Voting Cards.

*Voting results: 100% of the shareholders present at the General Meeting approved the Regulations.*

### ***c. Election of the Vote-Counting Committee***

Mr. Pham Ngoc Thanh, the Chairperson, introduced the proposed members of the Vote-Counting Committee for approval:

- Mr. Nguyen Cao Quynh

- Head of the Vote-Counting Committee

- Mr. Tran Van Hung

- Member of the Vote-Counting Committee

- Mrs. Nguyen Van Hang

- Member of the Vote-Counting Committee

The attending shareholders voted to approve the Vote-Counting Committee through a show of Voting Cards.

*Voting results: 100% of the shareholders present at the General Meeting approved the proposal.*

## **C. GENERAL MEETING CONTENT**

### **I. REPORTS FROM THE BOARD OF DIRECTORS AND SUPERVISORY BOARD**

The following reports were presented in the General Meeting:

1. Operational Report of the Board of Directors in 2024 and the Orientation for 2025, presented by Mr. Le Anh Quoc, Vice Chairman of the Board of Directors.

2. Operational Report of the Supervisory Board in 2024, presented by Mrs. Tran Thi Loan, Head of the Supervisory Board.

### **II. PROPOSALS TO THE GENERAL MEETING OF SHAREHOLDERS**

The General Meeting was presented with the following proposals:



✓ Proposal for the approval of the audited financial statements for 2024, presented by Mr. Nguyen Minh Hai, Vice Chairman of the Board of Directors;

✓ Proposal for the profit distribution for 2024 and the profit distribution plan for 2025, presented by Mr. Nguyen Minh Hai, Vice Chairman of the Board of Directors;

✓ Proposal for the approval of the list of auditing firms to audit the financial statements for 2025, presented by Mr. Nguyen Minh Hai, Vice Chairman of the Board of Directors.

### **III. DISCUSSION SESSION AT THE GENERAL MEETING**

At 09:50 AM, the General Meeting proceeded with the discussion session, where shareholders and authorized proxies participated in giving feedback and discussing the reports and proposals presented by the Board of Directors and Supervisory Board.

In response to shareholders' questions, the Company's BOD affirmed that the business plan submitted to the General Meeting of Shareholders had been thoroughly reviewed and carefully calculated by the Board of Directors and the Executive Board, based on forecasts from both domestic and international aviation organizations regarding the recovery and growth of passenger traffic in both domestic and international markets. In 2025, Taseco Airs will accelerate the implementation and completion of its brand identity system across three core segments: restaurants, fast food, and retail; the Company will also design and consistently apply standardized models for cups, bags, packaging,...; at the same time, the Company will refine and unify the design concepts for counters and signage in accordance with the new brand identity system. Additionally, the Company will continue to closely follow the planning and investment progress of new airport terminals, such as Long Thanh International Airport, and the expanded Terminal T2 at Noi Bai International Airport, to seek business collaboration opportunities and expand market share. Furthermore, the Company will focus on strengthening its financial capacity, organizational structure, and human resources to ensure the effective operation of upcoming business locations at Terminal T3 of Tan Son Nhat International Airport. Additionally, Taseco Airs will intensify efforts to streamline the organizational system, recruit additional personnel, and enhance governance and management practices across all units, thereby improving operational efficiency and ensuring the availability of necessary resources to fulfill its development goals in the near future.

Other business-related concerns raised by shareholders were also addressed and clarified by the Presidium. The General Meeting unanimously agreed with the responses provided and had no further comments.

### **IV. VOTING ON THE APPROVAL OF MEETING RESOLUTION**

1. Mr. Nguyen Cao Quynh, Head of the Vote-Counting Committee, provided an update on shareholder eligibility at the time of voting as following details:

As of 11:15 AM, the total number of shareholders and authorized proxies present at the General Meeting was **34**, representing **37,938,005** shares, equivalent to **37,938,005** voting rights, accounting for **84.31%** of the total voting rights of all eligible shareholders.

2. Mr. Nguyen Cao Quynh, Head of the Vote-Counting Committee, guided the shareholders on the voting process for the resolutions presented at the General Meeting

3. The General Meeting proceeded with the voting on the proposed resolutions.

## **V. VOTE COUNTING RESULTS**

### **Results of the vote on the resolutions at the General Meeting**

*Total number of voting cards issued:* 37,938,005 votes

*Total number of votes cast:* 37,937,904 votes

*Number of votes not cast:* 101 votes

**1. Approval of the Operational Report of the Board of Directors for 2024 and the Operational Direction for 2025 (Report No. 01/BC-AST-HĐQT dated 28/03/2025):**

#### **1.1. Key indicators of business results for 2024:**

- Consolidated Revenue: 1,330.0 billion VND
- Consolidated profit before tax: 256.1 billion VND

#### **1.2. Key indicators of business plan for 2025:**

- Consolidated Revenue: 1,600.4 billion VND
- Consolidated profit before tax: 300.1 billion VND

In the event of significant changes impacting the Company's operations, the General Meeting of Shareholders grants the Board of Directors the authority to adjust the business plan for 2025 to align with the actual situation. The Board of Directors is obligated to disclose information and provide justification for the adjustments to shareholders, along with a detailed report/explanation at the next Annual General Meeting.

#### **1.3. Board of Directors' Remuneration Plan for 2025:**

*Unit: VND*

	<b>Title</b>	<b>Number</b>	<b>Monthly Remuneration</b>	<b>Number of month</b>	<b>Amount (VND)</b>
<b>BOD</b>	Chairman	1	6,000,000	12	72,000,000
	Vince Chairman	2	5,000,000	12	120,000,000
	Member (*)	4	5,000,000	12	180,000,000
<b>Total amount (VND)</b>					<b>372,000,000</b>

*(\*) One member of the Board of Directors does not receive any remuneration*

Of which:

- Remuneration for Members of BOD not directly involved in business operations



will be allocated from the undistributed after – tax profit.

- Remuneration for Members of BOD directly involved in business operations will be accounted for as part of the Company's operating expenses.

**Voting Results:**

- *Voting Method: Secret ballot into the ballot box;*

- *Total number of voting cards: 37,937,904 votes. Breakdown of votes:*

+ *Total number of valid votes: 37,937,904 votes – accounting for 100% of the votes cast by the shareholders present and voting at the general meeting.*

+ *Total number of invalid votes: 0 votes – accounting for 0% of the votes cast by shareholders present and voting at the general meeting.*

+ *Total number of votes in favor: 37,937,904 votes – accounting for 100% of the votes cast by the shareholders present and voting at the general meeting.*

+ *Total number of votes against: 0 votes – accounting for 0% of the votes cast by shareholders present and voting at the general meeting.*

+ *Total number of votes abstaining: 0 votes – accounting for 0% of the votes cast by shareholders present and voting at the general meeting.*

**2. Approval of the Supervisory Board's Operational Report for 2024 (Report No. 01/BC-AST-BKS dated 28/03/2025)**

Approval of the Supervisory Board's Remuneration Plan for 2025 is as follows:

*Unit: VND*

	Title	Number	Monthly Remuneration	Number of month	Amount
Supervisory Board	Head of SB	1	5,000,000	12	60,000,000
	Member of SB	2	3,000,000	12	72,000,000
Total amount (VND)					132,000,000

*Notes: The remuneration for the Supervisory Board members will be accounted for as part of the Company's operating expenses.*

**Voting Results:**

- *Voting Method: Secret ballot into the ballot box;*

- *Total number of voting cards: 37,937,904 votes. Breakdown of votes:*

+ *Total number of valid votes: 37,937,904 votes – accounting for 100% of the votes cast by the shareholders present and voting at the general meeting.*

+ *Total number of invalid votes: 0 votes – accounting for 0% of the votes cast by shareholders present and voting at the general meeting.*

+ *Total number of votes in favor: 37,937,904 votes – accounting for 100% of the votes cast by the shareholders present and voting at the general meeting.*

+ *Total number of votes against: 0 votes – accounting for 0% of the votes cast by shareholders present and voting at the general meeting.*

+ *Total number of votes abstaining: 0 votes – accounting for 0% of the votes cast by shareholders present and voting at the general meeting.*

**3. Approval of the Audited Financial Report for 2024 (Proposal No. 01/TTr-AST-HĐQT dated 28/03/2025), detailed as follows:**

The separate and consolidated financial reports for 2024 of the Company have been disclosed in accordance with regulatory requirements and are fully available on the Company's official website at [www.tasecoairs.vn](http://www.tasecoairs.vn), including the following documents:

- Independent Auditor's Report;
- Balance Sheet as of December 31, 2024;
- Income Statement for 2024;
- Cash Flow Statement for 2024;
- Notes to the Financial Statements for 2024.

**Voting Results:**

- *Voting Method: Secret ballot into the ballot box;*

- *Total number of voting cards: 37,937,904 votes. Breakdown of votes:*

+ *Total number of valid votes: 37,937,904 votes – accounting for 100% of the votes cast by the shareholders present and voting at the general meeting.*

+ *Total number of invalid votes: 0 votes – accounting for 0% of the votes cast by shareholders present and voting at the general meeting.*

+ *Total number of votes in favor: 37,937,904 votes – accounting for 100% of the votes cast by the shareholders present and voting at the general meeting.*

+ *Total number of votes against: 0 votes – accounting for 0% of the votes cast by shareholders present and voting at the general meeting.*

+ *Total number of votes abstaining: 0 votes – accounting for 0% of the votes cast by shareholders present and voting at the general meeting.*

**4. Approval of Profit Distribution for 2024 and Profit Distribution Plan for 2025 (Proposal No. 02/TTr-AST-HĐQT dated 28/03/2025) detailed as follows:**

**4.1. Approval of the Profit Distribution Report for 2024:**

*Unit: VND*

No.	Indicators	Amount
A	<b>The figures in the standalone Financial Statements of the Parent Company</b>	
1	Accumulated retained earnings as of the end of 2023	131,635,825,373
2	Profit after corporate income tax (CIT) in 2024	158,378,104,065



No.	Indicators	Amount
3	Cash dividend payment for 2023 (at a rate of 12% on charter capital of VND 450 billion)	54,000,000,000
4	Interim cash dividend payment for 2024 (at a rate of 15% on 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 for Non-Executive Members of the Board of Directors	312,000,000
7	<b>Accumulated Undistributed After-Tax Profit as of 31/12/2024 (7=1+2-3-4-5-6)</b>	<b>164,371,564,316</b>
<b>B</b>	<b>Data from the Consolidated Financial Statements</b>	
1	Accumulated Retained earnings as of the End of 2023	55,366,478,200
2	Parent Company's After-Tax Profit for 2024	148,621,058,440
3	Cash Dividend Payment for 2023 (12% of Charter Capital VND 450 billion)	54,000,000,000
4	Interim Cash Dividend Payment for 2024 (15% of Charter Capital VND 450 billion)	67,500,000,000
5	Allocation to the Bonus, Welfare, and Charity Fund (3% of Consolidated After-Tax Profit)	5,547,815,122
6	Remuneration for Non-Executive Members of the Board of Directors	598,220,000
7	<b>Accumulated Undistributed After-Tax Profit as of 31/12/2024 (7=1+2-3-4-5-6)</b>	<b>76,341,501,518</b>

#### 4.2. Approval of the Profit Distribution Method for 2024:

Unit: VND

No.	Indicators	Amount
1	Cash Dividend Payment for 2024 (30% based on charter capital of VND 450 billion). Details:	135,000,000,000
1.1	<i>First installment: 15% (already paid in December 2024).</i>	67,500,000,000
1.2	<i>Second installment: 15% (to be paid after the 2025 Annual General Meeting of Shareholders).</i>	67,500,000,000

No.	Indicators	Amount
2	Retained earnings carried forward to 2025 – separate Financial Statements	96,871,564,316
3	Retained earnings carried forward to 2025 – Consolidated Financial Statements	8,841,501,518

#### 4.3. Approval of the Profit Distribution Plan for 2025:

No.	Indicators	Percentage
1	Expected Dividend Rate	35% - 40%
2	Allocation to the Bonus, Welfare, and Charity Fund (calculated based on the consolidated after-tax profit generated in the fiscal year):	3%

#### 4.4. Implementation:

a) The Board of Directors is assigned with implementation of the dividend payment for 2024 in accordance with the rate approved by the General Meeting of Shareholders.

b) The Board of Directors is authorized to decide on: (i) the interim dividend payment for 2025, (ii) the allocation and use of the bonus, welfare, and charity fund within the rate approved by the General Meeting of Shareholders, based on the actual business performance of the Company and market conditions in 2025.

The Board of Directors is responsible for reporting and providing explanations to shareholders on these matters at the next Annual General Meeting of Shareholders.

#### Voting Results:

- *Voting Method: Secret ballot into the ballot box;*
- *Total number of voting cards: 37,937,904 votes. Breakdown of votes:*
  - + *Total number of valid votes: 37,937,904 votes – accounting for 100% of the votes cast by the shareholders present and voting at the general meeting.*
  - + *Total number of invalid votes: 0 votes – accounting for 0% of the votes cast by shareholders present and voting at the general meeting.*
  - + *Total number of votes in favor: 37,937,904 votes – accounting for 100% of the votes cast by the shareholders present and voting at the general meeting.*
  - + *Total number of votes against: 0 votes – accounting for 0% of the votes cast by shareholders present and voting at the general meeting.*
  - + *Total number of votes abstaining: 0 votes – accounting for 0% of the votes cast by shareholders present and voting at the general meeting.*



**5. Approval of the List of Auditing Firm Chosen to Audit the Financial Statements for 2025 (Proposal No. 01/TTr-AST-BKS dated 28/03/2025), detailed as follows:**

**5.1.** Approval of the list of 04 (four) independent auditing firms to be considered for selecting the audit service provider for the Company's financial statements for the year 2025, including:

- Ernst & Young Viet Nam Limited;
- KPMG Limited;
- PWC (Vietnam) Limited
- Deloitte Vietnam Audit Company Limited

**5.2.** The General Meeting of Shareholders authorizes the BOD to select 01 (one) auditing firm from the mentioned above list to perform the audit and review of the interim financial statements and the annual financial statements for 2025 of the Company.

**Voting Results:**

- *Voting Method: Secret ballot into the ballot box;*
- *Total number of voting cards: 37,937,904 votes. Breakdown of votes:*
  - + *Total number of valid votes: 37,937,904 votes – accounting for 100% of the votes cast by the shareholders present and voting at the general meeting.*
  - + *Total number of invalid votes: 0 votes – accounting for 0% of the votes cast by shareholders present and voting at the general meeting.*
  - + *Total number of votes in favor: 37,704,904 votes – accounting for 99.39% of the votes cast by the shareholders present and voting at the general meeting.*
  - + *Total number of votes against: 0 votes – accounting for 0% of the votes cast by shareholders present and voting at the general meeting.*
  - + *Total number of votes abstaining: 233,000 votes – accounting for 0.61% of the votes cast by shareholders present and voting at the general meeting.*

**Based on the voting results, the Annual General Meeting of Shareholders for 2025 has approved the following items:**

STT	Items approved	Approval Voting Result
1	Approval of the Operational report of the Board of Directors for 2024 and the direction of activities for 2025:	100%
2	Approval of the Operational report of the Supervisory Board in 2024	100%
3	Approval of the Audited Financial Statements for 2024	100%
4	Approval of the Profit Distribution for 2024 and the Plan for Profit Distribution in 2025	100%

STT	Items approved	Approval Voting Result
5	Approval of the list of the Auditing Firms to Audit the 2025 Financial Statements	99.39%

#### **VI. APPROVAL OF THE MINUTES OF THE SHAREHOLDER MEETING:**

The minutes of the General Meeting were fully and accurately recorded by the Secretary of the Meeting and read aloud to the entire AGM.

The General Shareholders' Meeting approved the minutes of the meeting: 100% of the total votes cast by all attending shareholders were in favor.

The minutes of this General Meeting are made in 02 (two) copies, each of which holds equal legal validity.

The General Meeting was concluded at 11:55 AM on the same day. *an*

**ON BEHALF OF THE SECRETARY BOARD  
HEAD OF THE BOARD**

**Pham Tri Hoang**

**CHAIRPERSON  
CHAIRMAN OF BOD**



**Pham Ngoc Thanh**



**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 28/03/2025:

**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 (VND)
<b>BOD</b>	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
<b>Total amount (VND)</b>					<b>372,000,000</b>

*(\*) 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 28/03/2025.

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 (VND)
<b>SB</b>	Head of Supervisory Board	1	5,000,000	12	60,000,000
	Members of Supervisory Board	2	3,000,000	12	72,000,000
<b>Total amount</b>					<b>132,000,000</b>

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-HDQT dated 28/03/2025.

**Article 4.** Approval of the 2024 profit distribution results and the 2025 profit distribution plan according to the Proposal No. 02/TTr-AST-HDQT dated 28/03/2025 as follows:



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

Unit: VND

No.	Items	Amount
<b>A</b>	<b>Data on the parent company's separate financial statements</b>	
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	<b>Accumulated undistributed profit after tax as of December 31, 2024 (7=1+2-3-4-5-6)</b>	<b>164,371,564,316</b>
<b>B</b>	<b>Data on the consolidated financial statements</b>	
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	<b>Accumulated undistributed profit after tax as of December 31, 2024 (7=1+2-3-4-5-6)</b>	<b>76,341,501,518</b>

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

No.	Items	Amount
1.1	Phase 1: 15% (interim payment made in December 2024)	67,500,000,000
1.2	Phase 2: 15% (to be paid after the 2025 Annual General Meeting of Shareholders)	67,500,000,000
2	Retained earnings transferred to 2025 – Separate financial statements	96,871,564,316
3	Retained earnings transferred to 2025 – Consolidated financial statements	8,841,501,518

#### 4.3. Approval of the 2025 profit distribution plan:

No.	Items	Percentage
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 28/03/2025, 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, Legal Affair Department.

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



**Pham Ngoc Thanh**

