

No: 03 /BB-DHĐCĐ

Ho Chi Minh City, 20th June, 2025

**MEETING MINUTES**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**  
**SAIGON GROUND SERVICES JOINT STOCK COMPANY**

*Saigon Ground Services Joint Stock Services (referred to as the Company or SAGS), business registration number 031261024 0, stock symbol: SGN, registered address at 58 Truong Son, Ward 02, Tan Binh District, Ho Chi Minh City, hereby hosting the Annual General Meeting (AGM) of Shareholders 2025 at 08:30 AM, on the 20th June 2025 at the Hotel Majestic Saigon (01 Dong Khoi St., Ben Nghe Ward, District 1, Ho Chi Minh City, Vietnam).*

**I. LEGALITY AND VALIDITY:**

As of the record date for the list of shareholders entitled to attend the 2025 Annual General Meeting of Shareholders (20th May, 2025), the total number of shareholders of the Company is 1,560 shareholders, corresponding to a total of 33,533,591 voting shares. The Company's charter capital is VND 335,816,910,000 (equivalent to 33,581,691 shares, including 48,100 treasury shares).

The total number of shareholders and authorized representatives attending the meeting is 178 persons, representing a total of 29,199,535 shares, accounting for 87.075% of the total number of voting shares.

All attendees of the Meeting in their capacity as shareholders meet the eligibility criteria as prescribed by law, and all authorized representatives have been legally authorized in writing.

The General Meeting is validly convened and conducted in accordance with the provisions of the Law on Enterprises and the Company's Charter.

**II. PROCEDURES FOR CONDUCTING THE MEETING:**

**1. Introduction of participants / attendees:**

**Airports Corporation of Vietnam (ACV):**

1 Mr. Nguyen Cao Cuong

Deputy General Director of ACV, Representative of ACV's capital contribution in SAGS

2 Mr. Nguyen Cong Hoan

Deputy General Director of Tan Son Nhat International Airport

Representative of ACV's capital contribution in SAGS



- |   |                  |  |
|---|------------------|--|
| 3 | Mr. Bui Tuan Anh | Representative of ACV's capital contribution in SAGS |
|---|------------------|--|

**Saigon Ground Services Joint Stock Company:**

**BOARD OF DIRECTORS:**

- |   |                      |  |
|---|----------------------|--|
| 1 | Mr. Nguyen Cao Cuong | Chairman                               |
| 2 | Mr. Nguyen Cong Hoan | Member                                 |
| 3 | Mr. Luu Viet Hung    | Member/ Deputy Chief Executive Officer |
| 4 | Mr. Luu Duc Khanh    | Member                                 |

**BOARD OF SUPERVISORS:**

- |   |                           |             |
|---|---------------------------|-------------|
| 1 | Ms. Tran Quang Tam Thao   | Head of BOS |
| 2 | Ms. Nguyen Thi Thanh Thuy | Member      |
| 3 | Mr. Hoang Manh Ha         | Member      |

**BOARD OF EXECUTIVE OFFICERS:**

- |   |                       |                                |
|---|-----------------------|--------------------------------|
| 1 | Mr. Hua Kien Trung    | Deputy Chief Executive Officer |
| 2 | Ms. Le Thi Hoang Oanh | Deputy Chief Executive Officer |
| 3 | Ms. Luong Thi Tram My | Deputy Chief Executive Officer |
| 4 | Mr. Phung Danh Nguyen | Chief Accountant               |

**2. Nomination and approval of the chairing panel and chairperson of the meeting**

The Organizing Committee nominated the following individuals to serve as members of the Chairing Panel of the General Meeting:

- |   |                      |          |
|---|----------------------|----------|
| 1 | Mr. Nguyen Cao Cuong | Chairman |
| 2 | Mr. Nguyen Cong Hoan | Member   |
| 3 | Mr. Luu Viet Hung    | Member   |
| 4 | Mr. Luu Duc Khanh    | Member   |

The shareholders attending the meeting voted to approve the proposed Chairing Panel with the voting results as follows:

- Total valid votes: 29,199,535 votes, accounting for 100% of the total voting rights of shareholders attending the meeting.
- Invalid votes: 0 votes, accounting for 0% of the total voting rights.
- Votes in favor: 29,199,535 votes, accounting for 100% of the total voting rights.



- Votes against: 0 votes, accounting for 0% of the total voting rights.
- Abstentions: 0 votes, accounting for 0% of the total voting rights.

**Conclusion:** Based on the voting results, the list of members of the Chairing Panel was approved by the General Meeting of Shareholders.

**3. The Chairperson nominated the Secretary Committee of the General Meeting, comprising the following members:**

- |   |                       |                             |
|---|-----------------------|-----------------------------|
| 1 | Mr. Nguyen Quoc Cuong | Head of Secretary Committee |
| 2 | Ms. Le Thi Ngoc Thuy  | Member                      |

**4. Nomination and Approval of the Ballot Counting Committee:**

The Chairperson nominated the Ballot Counting Committee of the General Meeting, comprising the following member:

- |   |                    |                                   |
|---|--------------------|-----------------------------------|
| 1 | Mr. Hua Kien Trung | Head of Ballot Counting Committee |
| 2 | Ms. Phung Le Trinh | Member                            |
| 3 | Mr. Phan Thanh Phu | Member                            |

The shareholders attending the meeting voted to approve the proposed Ballot Counting Committee with the voting results as follows:

- Total valid votes: 29,199,535 votes, accounting for 100% of the total voting rights of shareholders attending the meeting.
- Invalid votes: 0 votes, accounting for 0% of the total voting rights.
- Votes in favor: 29,199,535 votes, accounting for 100% of the total voting rights.
- Votes against: 0 votes, accounting for 0% of the total voting rights.
- Abstentions: 0 votes, accounting for 0% of the total voting rights.

**Conclusion:** Based on the voting results, the list of members of the Ballot Counting Committee was approved by the General Meeting of Shareholders.

**5. Approval of the Meeting Regulations and Agenda**

Mr. Hua Kien Trung presented the Working Regulations and the Agenda of the General Meeting.

The shareholders attending the meeting voted with the results as follows:

- Total valid votes: 29,199,535 votes, accounting for 100% of the total voting rights of shareholders attending the meeting.
- Invalid votes: 0 votes, accounting for 0% of the total voting rights.



- Votes in favor: 29,199,535 votes, accounting for 100% of the total voting rights.
- Votes against: 0 votes, accounting for 0% of the total voting rights.
- Abstentions: 0 votes, accounting for 0% of the total voting rights.

**Conclusion:** Based on the voting results, the Working Regulations and the Agenda of the General Meeting was approved by the General Meeting of Shareholders.

### **III. AGENDA:**

#### **1/ The 2024 Annual Report and Business Outlook for 2025:**

Presented by Ms. Le Thi Hoang Oanh on behalf of the Board of Management (*per AGM documents*).

#### **2/ The Board of Directors Report for 2024 and Plan for 2025:**

Presented by Mr. Luu Viet Hung on behalf of the Board of Directors (*per AGM documents*).

#### **3/ The Board of Supervisors Report for 2024 and Plan for 2025:**

Presented by Ms. Tran Quang Tam Thao on behalf of the Board of Supervisors (*per AGM documents*).

#### **4/ Approval of Proposals submitted by the Board of Directors:**

Mr. Phung Danh Nguyen presented the following Proposals for approval by the AGM of Shareholders:

**Proposal 1:** Approval of the Audited 2024 Financial Statements, the 2024 Annual Report and Business Outlook for 2025; the Board of Directors Report for 2024 and Plan for 2025; the Board of Supervisors Report for 2024 and Plan for 2025 (*per AGM documents*).

The shareholders attending the meeting voted with the following results:

- Total valid votes: 29,199,535 votes, accounting for 100% of the total voting rights of shareholders attending the meeting.
- Total invalid votes: 0 votes, accounting for 0% of the total voting rights of shareholders attending the meeting.
- Total votes in favor: 29,199,535 votes, accounting for 100% of the total voting rights of shareholders attending the meeting.
- Total votes against: 0 votes, accounting for 0% of the total voting rights of shareholders attending the meeting.
- Total abstentions: 0 votes, accounting for 0% of the total voting rights of shareholders attending the meeting.

**Conclusion:** Based on the voting results, the Audited 2024 Financial Statements, the 2024 Annual Report and Business Outlook for 2025; the Board of Directors Report for 2024 and



Plan for 2025; the Board of Supervisors Report for 2024 and Plan for 2025 were approved by the AGM of Shareholders.

**Proposal 2:** Approval of 2024 Net profit after tax Distribution plan (*per AGM documents*).

The shareholders attending the meeting voted with the following results:

- Total valid votes: 29,199,535 votes, accounting for 100% of the total voting rights of shareholders attending the meeting.
- Total invalid votes: 0 votes, accounting for 0% of the total voting rights of shareholders attending the meeting.
- Total votes in favor: 29,199,535 votes, accounting for 100% of the total voting rights of shareholders attending the meeting.
- Total votes against: 0 votes, accounting for 0% of the total voting rights of shareholders attending the meeting.
- Total abstentions: 0 votes, accounting for 0% of the total voting rights of shareholders attending the meeting.

**Conclusion:** Based on the voting results, the 2024 Net profit after tax Distribution plan was approved by the AGM of Shareholders.

**Proposal 3:** Approval of 2025 Business Plan (*per AGM documents*).

The shareholders attending the meeting voted with the following results:

- Total valid votes: 29,199,535 votes, accounting for 100% of the total voting rights of shareholders attending the meeting.
- Total invalid votes: 0 votes, accounting for 0% of the total voting rights of shareholders attending the meeting.
- Total votes in favor: 29,199,535 votes, accounting for 100% of the total voting rights of shareholders attending the meeting.
- Total votes against: 0 votes, accounting for 0% of the total voting rights of shareholders attending the meeting.
- Total abstentions: 0 votes, accounting for 0% of the total voting rights of shareholders attending the meeting.

**Conclusion:** Based on the voting results, the 2025 Business Plan was approved by the AGM of Shareholders.

**Proposal 4:** Approval of the Appointment of the Auditing firm for interim review and annual audit of 2025 Financial Statements (*per AGM documents*).



The shareholders attending the meeting voted with the following results:

- Total valid votes: 29,199,535 votes, accounting for 100% of the total voting rights of shareholders attending the meeting.
- Total invalid votes: 0 votes, accounting for 0% of the total voting rights of shareholders attending the meeting.
- Total votes in favor: 29,199,535 votes, accounting for 100% of the total voting rights of shareholders attending the meeting.
- Total votes against: 0 votes, accounting for 0% of the total voting rights of shareholders attending the meeting.
- Total abstentions: 0 votes, accounting for 0% of the total voting rights of shareholders attending the meeting.

**Conclusion:** Based on the voting results, the Appointment of the Auditing firm for interim review and annual audit of 2025 Financial Statements was approved by the AGM of Shareholders.

**Proposal 5:** Approval of the Salary and Remuneration fund for the Board of Directors and the Board of Supervisors in 2024 and the Plan for 2025 (*per AGM documents*).

The shareholders attending the meeting voted with the following results:

- Total valid votes: 29,199,535 votes, accounting for 100% of the total voting rights of shareholders attending the meeting.
- Total invalid votes: 0 votes, accounting for 0% of the total voting rights of shareholders attending the meeting.
- Total votes in favor: 29,199,535 votes, accounting for 100% of the total voting rights of shareholders attending the meeting.
- Total votes against: 0 votes, accounting for 0% of the total voting rights of shareholders attending the meeting.
- Total abstentions: 0 votes, accounting for 0% of the total voting rights of shareholders attending the meeting.

**Conclusion:** Based on the voting results, the Salary and Remuneration fund for the Board of Directors and the Board of Supervisors in 2024 and the Plan for 2025 was approved by the AGM of Shareholders.

**Proposal 6:** Addition of Business Lines and Company Charter Amendment:

❖ **Addition of Business Lines:**



No	Business Line	Code
1	Other supporting services related to transport (Details: Airline ticket agency; excess baggage fee collection; airport support services including fast-track customs, immigration, and quarantine; lost baggage handling; logistics)	5229
2	Wholesale of other machinery, equipment and spare parts (Details: Trading of aviation spare parts and equipment)	4659
3	Rental of vehicles (Details: Rental of transport vehicles, special-purpose vehicles, other vehicles without drivers)	7710
4	Rental of other machinery, equipment and tangible goods without operators (Details: Rental of broadcasting, television, and telecommunication equipment; rental of various types of machinery, equipment, and passenger vehicles without operators; IT equipment rental)	7730
5	Restaurants and mobile food service activities	5610
6	IT and other computer-related services	6209
7	Travel agency	7911
8	Tour operation	7912
9	Reservation services and related support services for promotion and tour organization	7990
10	Urban and intercity bus passenger transport	4922
11	Other passenger transport on road	4932
12	Short-stay accommodation services	5510
13	Other food and beverage services	5629
14	Wholesale of automobiles and other vehicles	4511
15	Freight transport by road	4933
16	Labour supply and employment management services	7830
17	Data processing, leasing and related activities	6311
18	Advertising	7310
19	Trade promotion and introduction services	8230

The AGM of Shareholders authorized the Chairman of the Board of Directors (the legal representative) to carry out all necessary procedures in accordance with legal regulations related to the above business line additions.

The shareholders attending the meeting voted with the following results:

- Total valid votes: 29,199,535 votes, accounting for 100% of the total voting rights of shareholders attending the meeting.
- Total invalid votes: 0 votes, accounting for 0% of the total voting rights of shareholders attending the meeting.
- Total votes in favor: 29,199,535 votes, accounting for 100% of the total voting rights of shareholders attending the meeting.
- Total votes against: 0 votes, accounting for 0% of the total voting rights of shareholders attending the meeting.



- Total abstentions: 0 votes, accounting for 0% of the total voting rights of shareholders attending the meeting.

**Conclusion:** Based on the voting results, the Addition of Business Lines was approved by the AGM of Shareholders.

**+ Company Charter Amendment** (*per AGM documents*).

The shareholders attending the meeting voted with the following results:

- Total valid votes: 29,199,535 votes, accounting for 100% of the total voting rights of shareholders attending the meeting.
- Total invalid votes: 0 votes, accounting for 0% of the total voting rights of shareholders attending the meeting.
- Total votes in favor: 29,199,535 votes, accounting for 100% of the total voting rights of shareholders attending the meeting.
- Total votes against: 0 votes, accounting for 0% of the total voting rights of shareholders attending the meeting.
- Total abstentions: 0 votes, accounting for 0% of the total voting rights of shareholders attending the meeting.

**Conclusion:** Based on the voting results, the Amendment of Company Charter was approved by the AGM of Shareholders.

## **5/ Approval of the Election Regulations and Election of Members of the Board of Directors and the Board of Supervisors for the 2025–2030 Term:**

Mr. Hua Kien Trung presented a summary of the Election Regulations and the voting procedures.

The shareholders attending the meeting voted to approve the Election Regulations, with the voting results as follows:

- Total valid votes: 29,199,535 votes, accounting for 100% of the total voting rights of shareholders attending the meeting.
- Total invalid votes: 0 votes, accounting for 0% of the total voting rights of shareholders attending the meeting.
- Total votes in favor: 29,199,535 votes, accounting for 100% of the total voting rights of shareholders attending the meeting.
- Total votes against: 0 votes, accounting for 0% of the total voting rights of shareholders attending the meeting.



- Total abstentions: 0 votes, accounting for 0% of the total voting rights of shareholders attending the meeting.

**Conclusion:** Based on the voting results, the Election Regulations were approved by the General Meeting of Shareholders.

Mr. Hua Kien Trung then presented the list of candidates for the Board of Directors and the Board of Supervisors for the 2025–2030 term.

**List of Candidates for the Board of Directors:**

No.	Full Name	Nominating Shareholder
1	Mr. Nguyen Cao Cuong	Airports Corporation of Vietnam (ACV)
2	Mr. Bui Tuan Anh	Airports Corporation of Vietnam (ACV)
3	Mr. Nguyen Cong Hoan	Airports Corporation of Vietnam (ACV)
4	Mr. Luu Duc Khanh	Vietjet Aviation JSC
5	Mr. Le Anh Minh	America LLC

**List of Candidates for the Board of Supervisors:**

No.	Full Name	Nominating Shareholder
1	Ms. Dang Thi Minh Nguyet	Airports Corporation of Vietnam (ACV)
2	Mr. Hoang Manh Ha	Vietjet Aviation JSC
3	Ms. Nguyen Thi Thanh Thuy	America LLC

The shareholders attending the meeting voted to approve the list of candidates, with the voting results as follows:

- Total valid votes: 29,199,535 votes, accounting for 100% of the total voting rights of shareholders attending the meeting.
- Total invalid votes: 0 votes, accounting for 0% of the total voting rights of shareholders attending the meeting.
- Total votes in favor: 29,199,535 votes, accounting for 100% of the total voting rights of shareholders attending the meeting.
- Total votes against: 0 votes, accounting for 0% of the total voting rights of shareholders attending the meeting.
- Total abstentions: 0 votes, accounting for 0% of the total voting rights of shareholders attending the meeting.



**Conclusion:** Based on the voting results, the list of candidates for the Board of Directors and the Board of Supervisors for the 2025–2030 term was approved by the General Meeting of Shareholders.

The General Meeting then proceeded with the election of members of the Board of Directors and the Supervisory Board for the 2025–2030 term.

Shareholders and/or authorized representatives cast their ballots. The Ballot Counting Committee conducted the ballot counting.

#### **6/ Shareholders Discussion.**

Shareholders had a number of questions, the Chairing Panel answered all questions directly and shareholders had no further comments.

#### **7/ Election Results for Members of the Board of Directors and the Board of Supervisors for the 2025–2030 Term**

##### **Election Results for Members of the Board of Directors for the 2025–2030 Term:**

No.	Full Name	Number of ballots
1	Mr. Nguyen Cao Cuong	44,200,468
2	Mr. Bui Tuan Anh	35,138,199
3	Mr. Le Anh Minh	27,603,997
4	Mr. Nguyen Cong Hoan	23,063,035
5	Mr. Luu Duc Khanh	15,981,693

**Result:** Based on the ballot counting results, the Board of Directors of Saigon Ground Services Joint Stock Company for the 2025–2030 term consists of the following members:

No.	Full Name	Position
1	Mr. Nguyen Cao Cuong	Member
2	Mr. Bui Tuan Anh	Member
3	Mr. Nguyen Cong Hoan	Member
4	Mr. Luu Duc Khanh	Member
5	Mr. Le Anh Minh	Member

##### **Election Results for Members of the Board of Supervisors for the 2025–2030 Term:**

No.	Full Name	Number of ballots
1	Ms. Dang Thi Minh Nguyet	42,355,343
2	Ms. Nguyen Thi Thanh Thuy	35,315,088
3	Mr. Hoang Manh Ha	9,914,935



**Result:** Based on the ballot counting results, the Board of Supervisors of Saigon Ground Services Joint Stock Company for the 2025–2030 term consists of the following members:

No.	Full Name	Position
1	Ms. Dang Thi Minh Nguyet	Member
2	Mr. Hoang Manh Ha	Member
3	Ms. Nguyen Thi Thanh Thuy	Member

**8/ The Board of Directors convened a meeting and announced to the General Meeting of Shareholders:**

Mr. Nguyen Cao Cuong was appointed as Chairman of the Board of Directors for the 2025–2030 term.

**9/ The Board of Supervisors convened a meeting and announced to the General Meeting of Shareholders:**

Ms. Dang Thi Minh Nguyet was appointed as Head of the Board of Supervisors for the 2025–2030 term.

**10/ Appreciation for the Board of Directors and Board of Supervisors for 2020 – 2025 term.**

**11/ Introduction of the Board of Directors, Board of Supervisors, for 2025 – 2030 term.**

**IV. CLOSING:**

Mr. Nguyen Quoc Cuong, on behalf of the Secretary Committee, presented the Minutes of the AGM and submitted to the AGM of Shareholders for approval:

The shareholders attending the meeting voted with the following results:

- Total valid votes: 29,199,535 votes, accounting for 100% of the total voting rights of shareholders attending the meeting.
- Total invalid votes: 0 votes, accounting for 0% of the total voting rights of shareholders attending the meeting.
- Total votes in favor: 29,199,535 votes, accounting for 100% of the total voting rights of shareholders attending the meeting.
- Total votes against: 0 votes, accounting for 0% of the total voting rights of shareholders attending the meeting.
- Total abstentions: 0 votes, accounting for 0% of the total voting rights of shareholders attending the meeting.

**Conclusion:** Based on the voting results, the Minutes of the AGM was approved by the AGM of Shareholders.



Mr. Nguyen Quoc Cuong, on behalf of the Secretary Committee, presented the Resolution of the AGM and submitted to the AGM of Shareholders for approval:

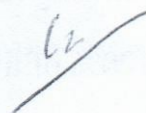
The shareholders attending the meeting voted with the following results:

- Total valid votes: 29,199,535 votes, accounting for 100% of the total voting rights of shareholders attending the meeting.
- Total invalid votes: 0 votes, accounting for 0% of the total voting rights of shareholders attending the meeting.
- Total votes in favor: 29,199,535 votes, accounting for 100% of the total voting rights of shareholders attending the meeting.
- Total votes against: 0 votes, accounting for 0% of the total voting rights of shareholders attending the meeting.
- Total abstentions: 0 votes, accounting for 0% of the total voting rights of shareholders attending the meeting.

**Conclusion:** Based on the voting results, the Resolution of the AGM was approved by the AGM of Shareholders.

The AGM was adjourned at 11:50 a.m., on June 20, 2025.

**O/B/O SECRETARY COMMITTEE  
HEAD OF**



**Nguyen Quoc Cuong**

**O/B/O CHAIRING PANEL  
CHAIRMAN**



**Nguyen Cao Cuong**



No: 04 /NQ-ĐHĐCĐ

Ho Chi Minh City, 20 June ,2025

## RESOLUTION

### ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025 SAIGON GROUND SERVICES JOINT STOCK COMPANY

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

Pursuant to Company Charter of Saigon Ground Services Joint Stock Company;

Pursuant to Meeting Minutes of Annual General Meeting of Shareholders 2025  
Saigon Ground Services Joint Stock Company held on June 20, 2025.

### RESOLVES:

**Article 1.** Approval of the Audited 2024 Financial Statements by Deloitte Vietnam Co., Ltd., with key figures as follows:

#### 1. Consolidated Financial Statements of Year 2024:

Indicator	Amount (VND)
Total Revenue	1,565,084,470,750
<b>Consolidated Net Profit After Tax (Parent Co.)</b>	<b>270,907,126,886</b>
Current Assets	1,246,128,664,363
Non-current Assets	243,443,838,640
<b>Total Assets</b>	<b>1,489,572,503,003</b>
Liabilities	293,216,722,912
Equity	1,196,355,780,091
<b>Total Liabilities and Equity</b>	<b>1,489,572,503,003</b>

#### 2. Separate Financial Statements for the Year 2024:

Indicator	Amount (VND)
Total Revenue	1,321,515,649,645
<b>Net Profit After Tax</b>	<b>244,829,578,682</b>
Current Assets	1,026,999,453,623
Non-current Assets	244,101,073,014
<b>Total Assets</b>	<b>1,271,100,526,637</b>
Liabilities	249,268,454,665
Equity	1,021,832,071,972
<b>Total Liabilities and Equity</b>	<b>1,271,100,526,637</b>



**Article 2.** Approval of:

- The 2024 Annual Report and Business Outlook for 2025;
- The Board of Directors Report for 2024 and Plan for 2025;
- The Board of Supervisors Report for 2024 and Plan for 2025.

**Article 3.** Approval of 2024 Net Profit after Tax Distribution Plan as follows:

No	Item	Amount (VND)	Notes
<b>1</b>	<b>Profit after corporate income tax from Audited Consolidated Income Statement for 2024</b>	<b>244,829,578,682</b>	
1.1	Pending official disclosure	2,667,812,694	Unrealized foreign exchange gains
<b>1.2</b>	<b>Approved for distribution</b>	<b>242,161,765,988</b>	
<b>2</b>	<b>Distribution plan</b>	<b>218,902,948,793</b>	
2.1	Cash dividend payment to shareholders (25% of par value)	83,833,977,500	As per AGM 2024 Resolution
2.2	Appropriation to Bonus and Welfare Fund (15% of item 1.2)	36,324,264,898	Equivalent to 1 – 2 months' salary
2.3	Management Bonus Fund	1,880,000,000	Equivalent to 1.5 months' salary
2.4	Investment and development fund (40% of item 1.2)	96,864,706,395	Investment for SAGS-Long Thanh project
<b>3</b>	<b>Retained undistributed profit after tax for 2024: (3) = (1) – (2)</b>	<b>25,926,629,889</b>	
<b>4</b>	<b>Profit after tax carried forward from previous years</b>	<b>64,038,725,599</b>	
<b>5</b>	<b>Cumulative retained earnings as of December 31, 2024: (5) = (3) + (4)</b>	<b>89,965,355,488</b>	Reserved for future dividend payments or Investment for Long Thanh International Airport Project

**Article 4:** Approval of the 2025 Business Plan as follows:

**a. Revenue and Profit Plan 2025 (in VND):**

No	Indicator	2025 Plan
1	Consolidated Total Revenue	1,392,000,000,000
2	Consolidated Net Profit after tax	159,000,000,000



**b. Investment Plan 2025: VND 37,500,000,000, including:**

**+ At Tan Son Nhat International Airport: VND 37,100,000,000**

No	Item	Budget (VND)	Note
1	Ramp Equipment	600,000,000	
2	IT Equipment	12,157,000,000	
3	Software	20,840,000,000	
4	Minor Assets & Office Renovation at Terminal 3 – Tan Son Nhat International Airport	3,503,000,000	
	Total:	<b>37,100,000,000</b>	

**+ At Da Nang Branch (minor assets): VND 400,000,000**

**+ Continue capital contribution to Saigon Ground Services – Long Thanh Co., Ltd to secure sufficient investment capital for the Investment Project for Ground Handling Services Provision and GSE Maintenance of Long Thanh Airport. Authorize the Board of Directors to make all necessary decisions to protect and promote the interests of the Company and shareholders.**

The Annual General Meeting of Shareholders authorized the Board of Directors to adjust the 2025 business and investment plans in the event significant changes.

**c. Profit Distribution Plan:**

– Dividend payout ratio: 15% in cash.

Based on the actual business results of 2025 and the 2026 plan, the Board of Directors will prepare the 2025 profit distribution plan for approval at the 2026 Annual General Meeting of Shareholders.

**Article 5:** Approval of the Appointment of the Auditing firm for interim review and annual audit of 2025 Financial Statements.

The Board of Directors is authorized to appoint one of the following four firms:

- Ernst & Young Vietnam Co., Ltd.
- PwC Vietnam Co., Ltd.
- KPMG Vietnam Co., Ltd.
- Deloitte Vietnam Audit Co., Ltd.



**Article 6.** Approval of the Salary and Remuneration fund for the Board of Directors and the Board of Supervisors in 2024 and the Plan for 2025:

Unit: VND

Item	2024 Actual	2025 Plan (*)
B.O.D, BOS Salary & Remuneration	3,482,000,000	1,616,000,000

(\*) Details:

- + The B.O.D Chairman: 10 million VND/person/month.
- + The B.O.D Members: 7 million VND/person/month.
- + Head of the B.O.S: Salary and remuneration will be based on monthly and annual business performance, paid from the company's salary fund.
- + The B.O.S Members: 4 million VND/person/month.

The Annual General Meeting of Shareholders 2026 will approve the actual salary and remuneration of the B.O.D and B.O.S based on 2025 business results.

**Article 7.** Approval of the Business Lines Addition and the Company Charter's Amendment:

**1. Business Lines Addition:**

No	Business Line	Code
1.	Other supporting services related to transport (Details: Airline ticket agency; excess baggage fee collection; airport support services including fast-track customs, immigration, and quarantine; lost baggage handling; logistics)	5229
2.	Wholesale of other machinery, equipment and spare parts (Details: Trading of aviation spare parts and equipment)	4659
3.	Rental of vehicles (Details: Rental of transport vehicles, special-purpose vehicles, other vehicles without drivers)	7710
4.	Rental of other machinery, equipment and tangible goods without operators (Details: Rental of broadcasting, television, and telecommunication equipment; rental of various types of machinery, equipment, and passenger vehicles without operators; IT equipment rental)	7730
5.	Restaurants and mobile food service activities	5610
6.	IT and other computer-related services	6209



No	Business Line	Code
7.	Travel agency	7911
8.	Tour operation	7912
9.	Reservation services and related support services for promotion and tour organization	7990
10.	Urban and intercity bus passenger transport	4922
11.	Other passenger transport on road	4932
12.	Short-stay accommodation services	5510
13.	Other food and beverage services	5629
14.	Wholesale of automobiles and other vehicles	4511
15.	Freight transport by road	4933
16.	Labour supply and employment management services	7830
17.	Data processing, leasing and related activities	6311
18.	Advertising	7310
19.	Trade promotion and introduction services	8230

The AGM of Shareholders authorized the Chairman of the Board of Directors (the legal representative) to carry out all necessary procedures in accordance with legal regulations related to the above business line additions.

## **2. Company Charter's Amendment:**

*(Detailed amendments are attached).*

**Article 8.** Approval of the Election of the Board of Directors and the Board of Supervisors members for 2025-2030 term:

The Board of Directors:

1. Mr. Nguyen Cao Cuong – Chairman
2. Mr. Bui Tuan Anh – Member
3. Mr. Nguyen Cong Hoan – Member
4. Mr. Luu Duc Khanh – Member
5. Mr. Le Anh Minh – Member



The Board of Supervisors:

1. Ms. Dang Thi Minh Nguyet – Head of the Board
2. Mr. Hoang Manh Ha – Member
3. Ms. Nguyen Thi Thanh Thuy – Member

**Article 9. Implementation**

This Resolution takes effect from June 20, 2025.

The Board of Directors, Board of Executive Officers, and Board of Supervisors are responsible for its implementation.

**Recipients:**

- Shareholders;
- Board of Directors;
- Board of Supervisors;
- Board of Executive Officers;
- Filing/Archive.

**ON BEHALF OF THE ANNUAL GENERAL  
MEETING OF SHAREHOLDERS  
CHAIRMAN OF THE B.O.D**



**Nguyễn Cao Cuong**