

## MINUTES

### OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS SOUTHERN AIRPORTS SERVICES JOINT STOCK COMPANY

#### I. COMPANY INFORMATION:

1. Company name: Southern Airports Services Joint Stock Company (SASCO)
2. Stock code: SAS
3. Address: Tan Son Nhat International Airport, Tan Son Hoa Ward, Ho Chi Minh City.
4. Telephone: (028) 3844 8358 Fax: (028) 3844 7812
5. Business Registration Certificate No. 0301123125, first registered on 30 June 2010 at the Department of Planning and Investment of Ho Chi Minh City.
6. Charter Capital: VND 1,334,813,100,000. (*One trillion three hundred thirty-four billion eight hundred thirteen million one hundred thousand Vietnamese Dong*)

#### II. TIME, VENUE AND PARTICIPANTS:

1. **Time:** Opening at 8:30 A.M., Thursday, 25 June 2026.
2. **Venue:** SASCO Headquarter Hall, Tan Son Nhat International Airport, Tan Son Hoa Ward, Ho Chi Minh City.
3. **Participants:**
  - 3.1. SASCO Shareholders/ Shareholder representatives.
  - 3.2. Board of Directors, Supervisory Board, Board of Management of the Company.

#### III. MEETING PROCEDURES:

##### 1. Introduction and collection of the General Meeting's opinions to approve the list of the Shareholder Eligibility Verification Committee, including:

- 1.1. Ms. Do Thi Minh Chau - Chief Accountant, Head of Finance and Accounting Department - Head of Committee;
- 1.2. Mr. Do Quang Duc - Member of Internal Audit Team - Member;
- 1.3. Mr. Nguyen Ngoc Hai Dang - Staff member of Information Technology Department - Member.

*The General Meeting approved the list of the Shareholder Eligibility Verification Committee*

*Approval voting ratio: 100% / total voting shares attending the General Meeting.*

- 1.4. Ms. Do Thi Minh Chau - Head of the Shareholder Eligibility Verification Committee, reported on the results of shareholder eligibility verification:
  - 1.4.1. The number of Shareholders according to the list finalized on **18 May 2026** was **1,731** Shareholders, owning **133,451,910** voting shares (*as SASCO owns 29,400 treasury shares*).

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- 1.4.2. Number of delegates attending the General Meeting: 72 delegates, representing 128.605.128 shares, accounting for 96,37% of the total voting shares.
- 1.4.3. The persons attending the General Meeting as Shareholders satisfied the delegate eligibility requirements as prescribed, and the persons representing Shareholders were duly authorized in writing.

– *Pursuant to the Law on Enterprises 2020 and its amending, supplementing, and guiding documents; the Company Charter, the 2026 Annual General Meeting of Shareholders of Southern Airports Services Joint Stock Company satisfies the conditions to proceed.*

**2. Introduction and approval of the composition of the Chairing Committee, Meeting Secretariat, Election and Vote Counting Committee:**

Ms. Nguyen Cao Huynh Nhu, the MC of the program, introduced and collected the General Meeting's opinions to approve the composition of the Chairing Committee, Meeting Secretariat, Election and Vote Counting Committee, including:

**2.1. Chairing Committee:**

- 2.1.1. Mr. Nguyen Hanh - Chairman of the Board of Directors of the Company, Chairperson.
- 2.1.2. Mr. Nguyen Van Hung Cuong - Member of the Board of Directors cum Chief Executive Officer (CEO) of the Company, Member.
- 2.1.3. Mr. Chu Khanh Toan - Member of the Board of Directors, Member.

*The General Meeting approved the list of the Chairing Committee*

*Approval voting ratio: 100% / total voting shares attending the General Meeting.*

**2.2. Meeting Secretariat:**

- 2.2.1. Ms. Nguyen Le Quynh Tram - Head of Legal and Compliance Control Department, Person in Charge of Corporate Governance, Head of Committee.
- 2.2.2. Ms. Ho Thi Tuong Vy - Legal Staff, Legal and Compliance Control Department, Member.

*The General Meeting approved the personnel of the Meeting Secretariat*

*Approval voting ratio: 100% / total voting shares attending the General Meeting.*

**2.3. Election and Vote Counting Committee:**

- 2.3.1. Ms. Pham Thi Phuong Ly - Deputy Head of Finance and Accounting Department, Head of Committee
- 2.3.2. Mr. Hong Vinh Cuu - Team Leader of Information Technology Department, Member.
- 2.3.3. Mr. Chu Tung Nguyen - Team Leader of Information Technology Department, Member.

*The General Meeting approved the composition of the Election and Vote Counting Committee*

*Approval voting ratio: 100% / total voting shares attending the General Meeting.*

**3. Agenda of the General Meeting:**

**3.1. Mr. Nguyen Hanh presented:**

*"On June 4, 2026, SASCO published the documents for the 2026 Annual General Meeting of Shareholders (AGM), which included the draft "Proposal on the Approval*

of Amendments and Supplements to the Company's Charter of Organization and Operation".

To ensure that the Charter fully supports the Company's development requirements, aligns with advanced corporate governance practices, and is synchronized with the internal regulatory framework under current laws, the Board of Directors (BOD) requires additional time for a comprehensive review and finalization.

Therefore, the BOD respectfully proposes to the AGM today to defer this item from the agenda of this Meeting. SASCO will submit this proposal for consideration at the next meeting."

- 3.2. Mr. Nguyen Hanh, on behalf of the Chairing Committee, collected the General Meeting's opinions to approve the Agenda of the General Meeting and the assignment of duties among the Chairing Committee.
- 3.3. Mr. Nguyen Hanh, Chairperson of the General Meeting, assigned the conduct of the General Meeting among the members of the Chairing Committee.

***The General Meeting approved the Agenda***

*Approval voting ratio: 100% / total voting shares attending the General Meeting.*

4. **Working Regulations at the General Meeting:**

Mr. Nguyen Van Hung Cuong, on behalf of the Chairing Committee, collected the General Meeting's opinions to approve the Working Regulations at the General Meeting.

***The General Meeting approved the Working Regulations at the General Meeting***

*Approval voting ratio: 100% / total voting shares attending the General Meeting.*

IV. **WORKING CONTENTS OF THE GENERAL MEETING**

1. **Report of the Board of Directors on corporate governance in 2025 and operational orientation for 2026:**

Mr. Nguyen Hanh, Chairperson, presented the report of the Board of Directors for the 2025 financial year, the assessment of the Board of Directors on business operations in 2025, supervision of the implementation of resolutions of the General Meeting of Shareholders and resolutions of the Board of Directors in 2025, and the orientation of the Board of Directors for the formulation of the 2026 business plan.

2. **Report on inspection and supervision activities of the Supervisory Board in 2025 and operation plan for 2026**

Mr. Luu Quoc Hoang, full-time Head of the Supervisory Board, presented the report on the activities of the Supervisory Board in 2025; the results of inspection and supervision of the activities of the Board of Directors and the Executive Board of the Company; the assessment of coordination between the Supervisory Board and the Board of Directors, the Executive Board in 2025; and the operation plan of the Supervisory Board for 2026.

3. **Report of the Executive Board on business performance in 2025 and the Company's production and business plan for 2026**

Mr. Nguyen Van Hung Cuong, on behalf of the Chairing Committee, presented the report on production and business performance in 2025 and the Company's production and business plan for 2026. Details are as follows:

3.1. **Production and business performance in 2025:**

Unit: Billion VND

| No | Indicator                             | Actual 2025 | Plan 2025 | Actual/Plan 2025 Ratio (%) |
|----|---------------------------------------|-------------|-----------|----------------------------|
| 1  | Total revenue                         | 3,535       | 3,183     | 111%                       |
| 2  | Total expenses                        | 2,691       | 2,628     | 102%                       |
| 3  | Profit before tax                     | 844         | 555       | 152%                       |
| 4  | State budget contribution             | 269         | 141       | 191%                       |
| 5  | Basic earnings per share (VND/ share) | 4,602       | 3,100     | 148%                       |

### 3.2. Production and business plan for 2026:

Unit: Billion VND

| No | Indicator                             | Actual 2025 | Plan 2026 | Plan 2026/2025 Ratio (%) |
|----|---------------------------------------|-------------|-----------|--------------------------|
| 1  | Total net revenue                     | 3,535       | 3,451     | 98%                      |
| 2  | Net revenue from business operations  | 3,316       | 3,247     | 98%                      |
| 3  | Profit before tax                     | 844         | 802       | 95%                      |
| 4  | State budget contribution             | 269         | 229       | 85%                      |
| 5  | Basic earnings per share (VND/ share) | 4,602       | 4,443     | 97%                      |

*In the event of market fluctuations caused by pandemics, especially political factors such as the Middle East conflict that significantly affect SASCO's production and business operations, the General Meeting of Shareholders authorizes the Board of Directors of the Company to decide on adjustments to the 2026 production and business plan in accordance with the actual situation.*

### 4. Report on the remuneration fund, salary fund and bonus fund of the Board of Directors and the Supervisory Board for 2025:

Mr. Nguyen Van Hung Cuong, on behalf of the Chairing Committee, reported on the remuneration fund, salary fund and bonus fund for 2025 of the Board of Directors and the Supervisory Board of Southern Airports Services Joint Stock Company. Details are as follows:

Unit: VND

| Content   | Total fund        |
|---|-------------------|
| Remuneration fund of the Board of Directors (excluding the Chief Executive Officer - Member of the Board of Directors participating in management) and the Supervisory Board for 2025.<br><i>Source of payment: Business operating expenses</i> | 474,833,333 VND   |
| Salary fund of the full-time Head of the Supervisory Board and full-time Supervisors for 2025.<br><i>Source of payment: Business operating expenses</i>   | 911,590,908 VND   |
| Bonus fund of the Board of Directors and the Supervisory Board (excluding the Chief Executive Officer - Member of the Board of Directors participating in management) for 2025.<br><i>Source of payment: Profit after tax</i>                   | 8,345,929,983 VND |

**5. Proposal on remuneration/salary and bonus of the Board of Directors and the Supervisory Board for 2026:**

Mr. Nguyen Van Hung Cuong, on behalf of the Chairing Committee, presented the remuneration/salary and bonus plan for 2026 of the Board of Directors and the Supervisory Board of Southern Airports Services Joint Stock Company. Details are as follows:

**5.1. Remuneration/salary levels:**

**5.1.1. Remuneration levels for members of the Board of Directors and the Supervisory Board:**

| No | Content   | Remuneration level<br>(VND/ person/ month) |                  |
|----|---|--|------------------|
|    |   | Before adjustment (*)                      | After adjustment |
| 1  | Remuneration of members of the Board of Directors | 8,000,000                                  | 12,000,000       |
| 2  | Remuneration of members of the Supervisory Board  | 5,000,000                                  | 7,000,000        |

(\*): This remuneration level has been applied from 2015 to 2025.

**5.1.2. Salary of the Head of the Supervisory Board:**

| No | Content                                 | Salary level<br>(VND/ person/ month) (**) |
|----|---|---|
| 1  | Full-time Head of the Supervisory Board | 63,000,000                                |

(\*\*): The above salary level has been applied since 2024 - Source of payment: Company expenses.

**5.2. Bonus fund of the Board of Directors and the Supervisory Board:**

It is proposed that the bonus fund of the Board of Directors and the Supervisory Board be equal to **1.20% of the actual profit after tax** in 2026 (same as 2024 and 2025).

**6. Proposal for approval of the audited financial statements for 2025:**

Mr. Chu Khanh Toan, on behalf of the Chairing Committee, reported a summary of certain basic contents of the 2025 financial statements audited by Deloitte Company Limited Vietnam Branch.

Unit: VND

| No   | INDICATOR                             | AMOUNT                   |
|------|---------------------------------------|--------------------------|
| 1    | <b>Total assets</b>                   | <b>2,464,248,613,353</b> |
| 2    | <b>Total revenue</b>                  | <b>3,534,928,531,127</b> |
| 2.1. | Net revenue from business operations  | 3,315,520,890,734        |
| 2.2. | Financial income                      | 198,000,457,734          |
| 2.3. | Other income                          | 21,407,182,659           |
| 3    | <b>Total expenses</b>                 | <b>2,691,164,102,945</b> |
| 4    | <b>Profit before tax</b>              | <b>843,764,428,182</b>   |
| 5    | Current corporate income tax expense  | 145,411,936,178          |
| 6    | Deferred corporate income tax expense | 2,858,326,792            |
| 7    | <b>Profit after tax</b>               | <b>695,494,165,212</b>   |

7. **Plan for distribution of profit after tax for the 2025 fiscal year:**

Mr. Chu Khanh Toan, on behalf of the Chairing Committee, reported on the plan for distribution of profit for 2025.

*Unit: VND*

| No       | INDICATOR   | RATIO  | AMOUNT                 |
|----------|---|--------|------------------------|
| <b>1</b> | <b>Profit after tax as of 31 December 2025</b>  |        | <b>701,339,849,220</b> |
| 1.1      | <i>Remaining profit after tax from previous years</i>   |        | 5,845,684,008          |
| 1.2      | <i>Profit after tax for 2025</i>  |        | 695,494,165,212        |
| <b>2</b> | <b>Profit after tax available for distribution:</b>   |        | <b>701,339,849,220</b> |
| 2.1      | <b>Appropriation to funds for 2025</b>  | 11,7%  | <b>81,372,817,331</b>  |
|          | <i>Appropriation to reward fund</i>   | 5,5%   | 38,252,179,087         |
|          | <i>Appropriation to welfare fund</i>  | 5%     | 34,774,708,261         |
|          | <i>Appropriation to bonus fund of the Board of Directors and the Supervisory Board</i>  | 1,2%   | 8,345,929,983          |
| 2.2      | <b>Dividend payment to Shareholders<br/>(Payment ratio: VND 4,624/share)</b>  |        | <b>617,081,631,840</b> |
|          | <i>Dividend paid - first tranche<br/>(Payment ratio: VND 600/ share)</i>  | 6%     | 80,071,146,000         |
|          | <i>Expected dividend payment - second tranche<br/>(Payment ratio: VND 4,024/ share)</i>   | 40,24% | 537,010,485,840        |
| <b>3</b> | <b>Retained undistributed profit after tax</b>  | 0,22%  | <b>2,885,400,049</b>   |
|          | <i>Of which: Retained undistributed profit after tax due to recognition of deferred income tax expense for the provision for receivables from Bamboo Airways Joint Stock Company.</i> |        | 2,862,368,134          |

*Respectfully submitted to the General Meeting of Shareholders for consideration and approval of the profit distribution plan and authorization for the Board of Directors to decide on the timing and implement necessary procedures for the payment of the second tranche of 2025 dividends in accordance with applicable regulations.*

8. **Proposal regarding the selection of an independent auditing firm to conduct the review and audit of the 2026 financial statements:**

The Supervisory Board of SASCO submits to the 2026 Annual General Meeting of Shareholders for consideration and approval and authorization for the Board of Directors to decide on the selection of one of the independent auditing firms in the Big 4 to conduct the review and audit of the 2026 financial statements, including:

- 8.1. EY
- 8.2. PwC
- 8.3. KPMG
- 8.4. Deloitte

And satisfying the following criteria:

- Being a company lawfully operating in Vietnam and approved by the State Securities Commission to audit listed companies in 2026;

- Having experience in auditing public companies in Vietnam;
- Having a reputation for audit quality;
- Having a team of qualified and experienced auditors;
- Meeting SASCO's requirements regarding audit scope and schedule;
- Having reasonable and competitive audit fees appropriate to the audit quality and scope.

#### V. VOTING TO APPROVE THE SUBMITTED CONTENTS:

| No | Voting content  | Approval         |           | Disapproval      |           | Abstention       |           | Invalid votes or no vote |           |
|----|---|------------------|-----------|------------------|-----------|------------------|-----------|--------------------------|-----------|
|    |   | Number of shares | Ratio (%) | Number of shares | Ratio (%) | Number of shares | Ratio (%) | Number of shares         | Ratio (%) |
| 1  | Report of the BOD on corporate governance in 2025 and operational orientation for 2026            | 128.605.128      | 100%      | 0                | 0%        | 0                | 0%        | 0                        | 0%        |
| 2  | Report of the SB on inspection and supervision activities in 2025 and the operation plan for 2026 | 128.605.128      | 100%      | 0                | 0%        | 0                | 0%        | 0                        | 0%        |
| 3  | Report of the Executive Board on business performance in 2025 and the 2026 business plan          | 128.605.128      | 100%      | 0                | 0%        | 0                | 0%        | 0                        | 0%        |
| 4  | Report on the remuneration fund, salary fund and bonus fund of the BOD and the SB for 2025        | 128.605.128      | 100%      | 0                | 0%        | 0                | 0%        | 0                        | 0%        |
| 5  | Proposal on remuneration / salary and bonus of the BOD and the SB for 2026                        | 128.605.128      | 100%      | 0                | 0%        | 0                | 0%        | 0                        | 0%        |
| 6  | Proposal for approval of the audited  | 128.605.128      | 100%      | 0                | 0%        | 0                | 0%        | 0                        | 0%        |

| No | Voting content  | Approval         |           | Disapproval      |           | Abstention       |           | Invalid votes or no vote |           |
|----|---|------------------|-----------|------------------|-----------|------------------|-----------|--------------------------|-----------|
|    |   | Number of shares | Ratio (%) | Number of shares | Ratio (%) | Number of shares | Ratio (%) | Number of shares         | Ratio (%) |
|    | financial statements for 2025   |                  |           |                  |           |                  |           |                          |           |
| 7  | Proposal regarding the plan for distribution of profit after tax for the 2025 fiscal year   | 128.605.128      | 100%      | 0                | 0%        | 0                | 0%        | 0                        | 0%        |
| 8  | Proposal regarding the selection of an independent auditing firm to conduct the review and audit of the 2026 financial statements | 128.605.128      | 100%      | 0                | 0%        | 0                | 0%        | 0                        | 0%        |

## VI. THE GENERAL MEETING VOTED TO APPROVE THE CONTENTS OF THE MINUTES AND RESOLUTION OF THE GENERAL MEETING

- Ms. Nguyen Le Quynh Tram, Head of the Meeting Secretariat, read the draft Minutes of the 2026 Annual General Meeting of Shareholders of Southern Airports Services Joint Stock Company.

***The General Meeting approved the contents of the Minutes of the 2026 Annual General Meeting of Shareholders.***

*Approval voting ratio: 100% / total voting shares attending the General Meeting.*

- Ms. Nguyen Le Quynh Tram, Head of the Meeting Secretariat, read the draft Resolution of the 2026 Annual General Meeting of Shareholders of Southern Airports Services Joint Stock Company.

***The General Meeting approved the contents of the Minutes of the 2026 Annual General Meeting of Shareholders.***

*Approval voting ratio: 100% / total voting shares attending the General Meeting.*

## VII. CLOSING

1. Mr. Nguyen Hanh – Chairperson outlined the key strategic directions for the upcoming period:

**First – Long Thanh.** This is a major arena with a level playing field, where SASCO must secure its market share through its own core competencies. It represents a long-

term strategic opportunity, yet carries risks in the absence of thorough preparation. I look forward to ACV and IPPG, with their extensive capabilities and experience, together with their commitment to accompany us, protecting and enhancing the capital value of all shareholders, including the State's capital. To us, Long Thanh is not merely a market – it is the gateway and the face of the nation, contributing to shaping the first and lasting impressions for millions of travelers. This will be both an immense opportunity and a source of pride for SASCO.

**Second – Growth Diversification.** The asset portfolio and potential real estate projects must be deployed early with a clear roadmap – to generate substantive returns while serving as a contingency plan should Long Thanh fall short of expectations.

**Third – Substantive Restructuring and Digital Transformation.** A lean organizational apparatus and a transparent digital platform are prerequisites to effectively control costs and enhance competitiveness in the upcoming period.

**Fourth – Listing Migration to HOSE.** This is the strategic direction agreed upon by the two major shareholders. Listing on HOSE will elevate corporate governance standards, enhance transparency and liquidity, and more accurately reflect the enterprise value. I propose that the General Meeting support this direction and authorize the Management Board to develop the implementation roadmap.

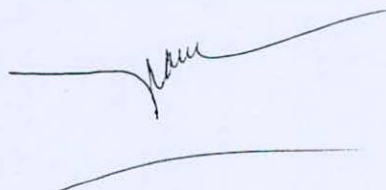
Ultimately, SASCO's most valuable asset does not appear on the financial statements, but resides in its people. Our most sustainable competitive advantage is a culture of integrity, dedication, and competence – qualities that no competitor can replicate.

2. Mr. Nguyen Hanh - Chairperson declared the closing of the 2026 Annual General Meeting of Shareholders of Southern Airports Services Joint Stock Company.

These Minutes were fully and truthfully recorded by the Meeting Secretariat, read and approved at the General Meeting, and shall be archived in the meeting records of Southern Airports Services Joint Stock Company.

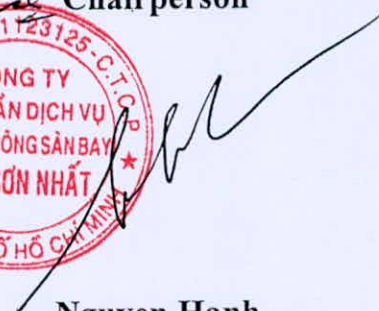
The General Meeting ended at 11:40 A.M. on the same day./.

**ON BEHALF OF  
THE MEETING SECRETARIAT  
Head of Secretariat**



Nguyen Le Quynh Tram

**ON BEHALF OF  
THE CHAIRING COMMITTEE  
Chairperson**



Nguyen Hanh



**RESOLUTION**  
**OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**SOUTHERN AIRPORTS SERVICES JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 17 June 2020 and its guiding documents;
- Pursuant to the Charter on Organization and Operation of Southern Airports Services Joint Stock Company;
- Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of Southern Airports Services Joint Stock Company dated 25 June 2026;

**THE GENERAL MEETING OF SHAREHOLDERS RESOLVES**

- Article 1.** To approve the Report of the Board of Directors on corporate governance in 2025 and the operational orientation for 2026.
- Article 2.** To approve the Report of the Supervisory Board on inspection and supervision activities in 2025 and the operation plan for 2026.
- Article 3.** To approve the Report on the Company's business performance in 2025. Key indicators are as follows:

*Unit: Billion VND*

| No | Indicator                             | Actual 2025 | Plan 2025 | Actual/Plan 2025 Ratio (%) |
|----|---------------------------------------|-------------|-----------|----------------------------|
| 1  | Total revenue                         | 3,535       | 3,183     | 111%                       |
| 2  | Total expenses                        | 2,691       | 2,628     | 102%                       |
| 3  | Profit before tax                     | 844         | 555       | 152%                       |
| 4  | State budget contribution             | 269         | 141       | 191%                       |
| 5  | Basic earnings per share (VND/ share) | 4,602       | 3,100     | 148%                       |

- Article 4.** To approve the Company's business plan for 2026. Key indicators in the business plan are as follows:

*Unit: Billion VND*

| No | Indicator                            | Actual 2025 | Plan 2026 | Plan 2026/2025 Ratio (%) |
|----|--------------------------------------|-------------|-----------|--------------------------|
| 1  | Total net revenue                    | 3,535       | 3,451     | 98%                      |
| 2  | Net revenue from business operations | 3,316       | 3,247     | 98%                      |
| 3  | Profit before tax                    | 844         | 802       | 95%                      |
| 4  | State budget contribution            | 269         | 229       | 85%                      |

| No | Indicator                             | Actual 2025 | Plan 2026 | Plan 2026/2025 Ratio (%) |
|----|---------------------------------------|-------------|-----------|--------------------------|
| 5  | Basic earnings per share (VND/ share) | 4,602       | 4,443     | 97%                      |

*In the event of market fluctuations caused by pandemics, especially political factors such as the Middle East conflict that significantly affect SASCOS's production and business operations, the General Meeting of Shareholders authorizes the Board of Directors of the Company to decide on adjustments to the 2026 production and business plan in accordance with the actual situation.*

**Article 5.** To approve the report on the remuneration fund, salary fund and bonus fund for 2025 of the Board of Directors and the Supervisory Board as follows:

*Unit: VND*

| Content   | Total fund        |
|---|-------------------|
| Remuneration fund of the Board of Directors (excluding the Chief Executive Officer - Member of the Board of Directors participating in management) and the Supervisory Board for 2025.<br><i>Source of payment: Business operating expenses</i> | 474,833,333 VND   |
| Salary fund of the full-time Head of the Supervisory Board and full-time Supervisors for 2025.<br><i>Source of payment: Business operating expenses</i>   | 911,590,908 VND   |
| Bonus fund of the Board of Directors and the Supervisory Board (excluding the Chief Executive Officer - Member of the Board of Directors participating in management) for 2025.<br><i>Source of payment: Profit after tax</i>                   | 8,345,929,983 VND |

**Article 6.** To approve the remuneration/salary and bonus plan of the Board of Directors and the Supervisory Board for 2026:

**6.1. Remuneration/salary levels:**

**6.1.1.** Remuneration levels for members of the Board of Directors and the Supervisory Board:

| No | Content   | Remuneration level (VND/ person/ month) |
|----|---|---|
| 1  | Remuneration of members of the Board of Directors | 12,000,000                              |
| 2  | Remuneration of members of the Supervisory Board  | 7,000,000                               |

**6.1.2.** Salary of the full-time Head of the Supervisory Board:

| No | Content                                 | Salary level (VND/ person/ month) |
|----|---|-----------------------------------|
| 1  | Full-time Head of the Supervisory Board | 63,000,000                        |

*Source of payment: Company expenses*

**6.2. Bonus fund of the Board of Directors and the Supervisory Board:**

The bonus fund of the Board of Directors and the Supervisory Board shall be equal to **1.20% of the actual profit after tax** in 2026.

**Article 7.** To approve the audited financial statements for 2025 audited by Deloitte Company Limited Vietnam Branch. Some basic contents are as follows:

*Unit: VND*

| No       | INDICATOR                             | AMOUNT                   |
|----------|---------------------------------------|--------------------------|
| <b>1</b> | <b>Total assets</b>                   | <b>2,464,248,613,353</b> |
| <b>2</b> | <b>Total revenue</b>                  | <b>3,534,928,531,127</b> |
| 2.1.     | Net revenue from business operations  | 3,315,520,890,734        |
| 2.2.     | Financial income                      | 198,000,457,734          |
| 2.3.     | Other income                          | 21,407,182,659           |
| <b>3</b> | <b>Total expenses</b>                 | <b>2,691,164,102,945</b> |
| <b>4</b> | <b>Profit before tax</b>              | <b>843,764,428,182</b>   |
| 5        | Current corporate income tax expense  | 145,411,936,178          |
| 6        | Deferred corporate income tax expense | 2,858,326,792            |
| <b>7</b> | <b>Profit after tax</b>               | <b>695,494,165,212</b>   |

**Article 8.** To approve the plan for distribution of profit after tax for the 2025 financial year:

*Unit: VND*

| No       | INDICATOR   | RATIO  | AMOUNT                 |
|----------|---|--------|------------------------|
| <b>1</b> | <b>Profit after tax as of 31 December 2025</b>  |        | <b>701,339,849,220</b> |
| 1.1      | Remaining profit after tax from previous years  |        | 5,845,684,008          |
| 1.2      | Profit after tax for 2025   |        | 695,494,165,212        |
| <b>2</b> | <b>Profit after tax available for distribution:</b>   |        | <b>701,339,849,220</b> |
| 2.1      | <b>Appropriation to funds for 2025</b>  | 11,7%  | <b>81,372,817,331</b>  |
|          | Appropriation to reward fund  | 5,5%   | 38,252,179,087         |
|          | Appropriation to welfare fund   | 5%     | 34,774,708,261         |
|          | Appropriation to bonus fund of the Board of Directors and the Supervisory Board   | 1,2%   | 8,345,929,983          |
| 2.2      | <b>Dividend payment to Shareholders<br/>(Payment ratio: VND 4,624/share)</b>  |        | <b>617,081,631,840</b> |
|          | Dividend paid - first tranche<br>(Payment ratio: VND 600/ share)  | 6%     | 80,071,146,000         |
|          | Expected dividend payment - second tranche<br>(Payment ratio: VND 4,024/ share)   | 40,24% | 537,010,485,840        |
| <b>3</b> | <b>Retained undistributed profit after tax</b>  | 0,22%  | <b>2,885,400,049</b>   |
|          | <i>Of which: Retained undistributed profit after tax due to recognition of deferred income tax expense for the provision for receivables from Bamboo Airways Joint Stock Company.</i> |        | 2,862,368,134          |

The General Meeting of Shareholders approves the profit distribution plan and authorizes the Board of Directors to decide on the timing and implement necessary

*procedures for the payment of the second tranche of 2025 dividends in accordance with applicable regulations.*

**Article 9.** To approve and authorize the Board of Directors to decide on the selection of one of the independent auditing firms in the Big 4 to conduct the review and audit of the 2026 financial statements, including:

- 9.1. EY
- 9.2. PwC
- 9.3. KPMG
- 9.4. Deloitte

And satisfying the following criteria:

- Being a company lawfully operating in Vietnam and approved by the State Securities Commission to audit listed companies in 2026;
- Having experience in auditing public companies in Vietnam;
- Having a reputation for audit quality;
- Having a team of qualified and experienced auditors;
- Meeting SASCO's requirements regarding audit scope and schedule;
- Having reasonable and competitive audit fees appropriate to the audit quality and scope.

**Article 10. Implementation Provisions**

- 10.1. The Board of Directors is assigned to develop detailed plans and organize the implementation of the contents approved by the General Meeting in this Resolution.
- 10.2. This Resolution was read and approved at the 2026 Annual General Meeting of Shareholders of Southern Airports Services Joint Stock Company and shall take effect from 25 June 2026. ✓

**ON BEHALF OF  
THE GENERAL MEETING OF  
SHAREHOLDERS**  
*Handwritten signature* **Chairperson**



**NGUYEN HANH**

Recipients:

- General Meeting of Shareholders;
- Board of Directors, Supervisory Board;
- State Securities Commission, Hanoi Stock Exchange, Vietnam Securities Depository and Clearing Corporation;
- Archive: Administration Office, Legal & Internal Control Department.