

REGULATIONS
ON THE ORGANIZATION AND OPERATION OF
THE SUPERVISORY BOARD
SOUTHERN AIRPORTS SERVICES
JOINT STOCK COMPANY



Ho Chi Minh City, October 8, 2026

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Pursuant to the Law on Securities dated 26 November 2019, as amended and supplemented;

Pursuant to the Law on Enterprises dated 17 June 2020, as amended and supplemented;

Pursuant to Government Decree No. 155/2020/ND-CP dated 31 December 2020 detailing the implementation of a number of articles of the Law on Securities, as amended and supplemented;

Pursuant to Circular No. 116/2020/TT-BTC dated 31 December 2020 of the Minister of Finance providing guidance on certain matters of corporate governance applicable to public companies under Government Decree No. 155/2020/ND-CP dated 31 December 2020 detailing the implementation of a number of articles of the Law on Securities;

Pursuant to the Charter on Organization and Operation of Southern Airports Services Joint Stock Company;

Pursuant to Resolution of the General Meeting of Shareholders No.04-NQ/SASCO-ĐHĐCĐ-2026 dated October 8, 2026;

The Supervisory Board has developed the Regulations on the Operation of the SASCO Supervisory Board, which were approved by the General Meeting of Shareholders under Resolution No.04-NQ/SASCO-ĐHĐCĐ-2026 dated October 8, 2026;

The Regulations on the Operation of the SASCO Supervisory Board consist of the following provisions:

CHAPTER I

GENERAL PROVISIONS

Article 1. Interpretation of Terms

1. For the purposes of these Regulations on the Organization and Operation of the Supervisory Board of Southern Airports Services Joint Stock Company (*hereinafter referred to as the "Regulations"*), the following terms shall be construed as follows:
 - a. "Company" or "SASCO" means Southern Airports Services Joint Stock Company;
 - b. "General Meeting of Shareholders" means the General Meeting of Shareholders of Southern Airports Services Joint Stock Company;
 - c. "SASCO Charter" means the Charter on Organization and Operation of Southern Airports Services Joint Stock Company;
 - d. "Board of Directors" means the Board of Directors of Southern Airports Services Joint Stock Company;
 - e. "Supervisory Board" means the Supervisory Board of Southern Airports Services Joint Stock Company;
 - f. "Supervisory Board Member" means a member of the Supervisory Board of Southern Airports Services Joint Stock Company;
 - g. "Board of Management" means the Chief Executive Officer, Deputy General Managers and Chief Accountant of Southern Airports Services Joint Stock Company;
 - h. "Related Person" means an individual or organization having a direct or indirect

relationship with Southern Airports Services Joint Stock Company in accordance with the Law on Enterprises and the Law on Securities;

- i. "Internal Control System" means the set of mechanisms, policies, regulations, internal procedures and information technology-based control systems established by SASCO in compliance with applicable laws and implemented to ensure the prevention, detection and timely handling of risks and the achievement of established objectives;
 - j. "SASCO-affiliated Unit" or "Unit" means a functional department, office division or branch of Southern Airports Services Joint Stock Company.
2. Other terms and expressions used in these Regulations shall have the meanings prescribed in the Internal Regulations on Corporate Governance, the Company Charter and relevant laws.
 3. Principle of application: These Regulations shall be applied consistently with applicable laws, the Company Charter and the Internal Regulations on Corporate Governance. In the event of any inconsistency, the document having higher legal validity shall prevail; the Supervisory Board shall promptly submit proposed amendments to these Regulations to the General Meeting of Shareholders with respect to matters falling within the authority of the General Meeting of Shareholders.

Article 2. Purpose, Scope of Regulation and Applicable Subjects

1. These Regulations prescribe the organizational structure, qualifications, conditions, duties and powers of the Supervisory Board and Supervisory Board Members in accordance with the Law on Enterprises, the Company Charter and other relevant regulations.
2. The Supervisory Board, Units and individuals of SASCO involved in the organization and operation of the Supervisory Board shall comply with the SASCO Charter, these Regulations and other relevant provisions of law.

Article 3. Principles of Organization and Operation

1. The Supervisory Board shall be organized and operate in compliance with applicable laws, the Charter and SASCO's regulations.
2. The Supervisory Board shall exercise its assigned rights and perform its assigned duties independently, objectively, honestly, prudently and loyally so as to ensure the maximum lawful interests of the Company and its Shareholders.
3. The Supervisory Board shall operate on a collective basis; each Supervisory Board Member shall bear individual responsibility for his/her assigned scope of work and shall jointly be accountable to the General Meeting of Shareholders and before the law for the activities and decisions of the Supervisory Board.

CHAPTER II

SUPERVISORY BOARD MEMBERS (SUPERVISORS)

Article 4. Rights, Obligations and Responsibilities of Supervisory Board Members

1. Supervisory Board Members shall strictly comply with applicable laws, the SASCO Charter, Resolutions of the General Meeting of Shareholders and professional ethics in exercising their assigned rights and performing their assigned duties.
2. Supervisory Board Members shall exercise their assigned rights and perform their assigned duties honestly, prudently and to the best of their ability so as to ensure the maximum lawful interests of SASCO and its Shareholders.
3. Supervisory Board Members shall remain loyal to the interests of SASCO and its Shareholders and shall not use information, know-how, business opportunities, their position or title, or SASCO's assets for personal gain or for the benefit of other organizations or individuals.
4. Supervisory Board Members shall promptly, fully and accurately notify the Board of Directors and the Supervisory Board in writing of any interests they may have in economic organizations or other personal transactions that may give rise to a conflict of interest within seven (07) working days from the date on which such related interest arises and may only take advantage of such opportunities after the Board of Directors has reviewed and approved them.
5. Supervisory Board Members shall perform other obligations as prescribed by the Company Charter and applicable laws.
6. Where a Supervisory Board Member breaches the responsibilities prescribed in Clauses 1, 2, 3, 4 and 5 of this Article and thereby causes damage to SASCO or another person, such Supervisory Board Member shall be personally or jointly liable for compensation for such damage.

Any income or other benefits obtained by a Supervisory Board Member as a result of such breach shall be returned to SASCO.
7. Where a Supervisory Board Member is discovered to have breached his/her assigned rights or obligations, the person discovering such breach shall notify the Board of Directors and the Supervisory Board in writing and request the violating person to cease the violation and take remedial measures.

Article 5. Organizational Structure of the Supervisory Board

1. The Supervisory Board shall consist of three (03) members, including one (01) Head of the Supervisory Board. The term of office of a Supervisory Board Member shall not exceed five (05) years, and a member may be re-elected for an unlimited number of terms.
2. More than half of the Supervisory Board Members must permanently reside in Vietnam.
3. Where the terms of office of Supervisory Board Members expire at the same time and new Supervisory Board Members have not yet been elected, the outgoing Supervisory Board Members shall continue to exercise their rights and perform their obligations until the new Supervisory Board Members are elected and assume office.

Article 6. Qualifications and Conditions for Supervisory Board Members

A Supervisory Board Member must satisfy the following qualifications and conditions:

1. Not falling within the categories specified in Clause 2, Article 17 of the Law on

Enterprises;

2. Having received training in economics, finance, accounting, auditing, law, business administration or another discipline relevant to SASCO's business activities;
3. Not being a person having a family relationship with a member of the Board of Directors, the Chief Executive Officer or any other manager;
4. Not being a manager of the Company and not necessarily being a shareholder or employee of the Company;
5. Not working in SASCO's accounting or finance departments;
6. Not being a member or employee of an approved audit organization that has audited SASCO's financial statements during the immediately preceding three (03) years;
7. Satisfying other qualifications and conditions prescribed by relevant laws and the SASCO Charter.

Article 7. Head of the Supervisory Board

1. The Head of the Supervisory Board must hold at least a university degree in economics, finance, accounting, auditing, law, business administration or another discipline relevant to SASCO's business activities and satisfy the conditions prescribed in the Company Charter.
2. The Head of the Supervisory Board shall be elected by the Supervisory Board from among its members; election, dismissal and removal shall be decided by majority vote.
3. Rights and duties of the Head of the Supervisory Board: In addition to organizing and implementing the powers and duties prescribed in Articles 12 and 13 of these Regulations, the Head of the Supervisory Board shall have the following specific rights and duties:
 - a. Assume overall responsibility for the activities of the Supervisory Board; lead the development, amendment and supplementation of the Regulations on the Operation of the Supervisory Board; prepare work plans and assign specific duties to Supervisory Board Members; supervise and direct each Supervisory Board Member in exercising his/her assigned rights and performing his/her assigned duties;
 - b. Convene and chair meetings of the Supervisory Board;
 - c. Request the Board of Directors, the Chief Executive Officer and other managers to provide relevant information for reporting to the Supervisory Board;
 - d. On behalf of the Supervisory Board, request the Chairperson of the Board of Directors to convene a meeting of the Board of Directors in accordance with the Law on Enterprises and the Company Charter;
 - e. On behalf of the Supervisory Board, replace the Chairperson of the Board of Directors in convening a meeting of the Board of Directors in accordance with the Law on Enterprises and the Company Charter;
 - f. Prepare and sign reports of the Supervisory Board, after consulting the Board of Directors, for submission to the General Meeting of Shareholders;
 - g. On behalf of the Supervisory Board, sign documents falling within the authority of

- the Supervisory Board;
- h. Attend meetings of the Board of Directors and Board of Management and express opinions without voting rights. Where his/her opinion differs from a Resolution or Decision of the Board of Directors, he/she may request that such opinion be recorded in the minutes of the Board of Directors meeting and report it to the General Meeting of Shareholders in accordance with applicable regulations;
 - i. Exercise other rights and perform other duties in accordance with applicable laws and the SASCO Charter.

Article 8. Nomination and Candidacy of Supervisory Board Members

- 1. A shareholder or group of shareholders holding at least ten percent (10%) of the total ordinary shares shall have the right to nominate candidates to the Supervisory Board, specifically as follows:
 - a. From 10% to less than 20% of voting shares: up to one (01) candidate;
 - b. From 20% to less than 30% of voting shares: up to two (02) candidates;
 - c. From 30% to less than 40% of voting shares: up to three (03) candidates;
 - d. From 40% to less than 50% of voting shares: up to four (04) candidates;
 - e. From 50% to less than 60% of voting shares: up to five (05) candidates;
 - f. From 60% to less than 70% of voting shares: up to six (06) candidates;
 - g. From 70% or more of voting shares: up to seven (07) candidates.
- 2. The nomination of candidates to the Supervisory Board shall be conducted as follows:
 - a. Ordinary shareholders forming a group for the purpose of nominating candidates to the Supervisory Board shall notify shareholders attending the General Meeting of Shareholders of the formation of such group prior to the opening of the meeting;
 - b. Based on the number of Supervisory Board Members, a shareholder or group of shareholders shall be entitled to nominate one or more candidates in accordance with Clause 1, Article 8 of these Regulations. Where the number of candidates nominated by a shareholder or group of shareholders is lower than the number they are entitled to nominate under Clause 1, Article 8 of these Regulations, the remaining candidates may be nominated by the Board of Directors, the Supervisory Board and other shareholders.
- 3. Where the number of candidates nominated or self-nominated for the Supervisory Board remains insufficient as required under Clause 1 of this Article, the incumbent Supervisory Board shall introduce additional candidates or organize nominations in accordance with the Company Charter, the Internal Regulations on Corporate Governance and the Regulations on the Operation of the Supervisory Board. Any additional candidates introduced by the incumbent Supervisory Board must be clearly disclosed before the General Meeting of Shareholders votes to elect Supervisory Board Members in accordance with applicable laws.

Article 9. Election, Dismissal and Removal of Supervisory Board Members

- 1. The election, dismissal and removal of Supervisory Board Members shall fall within the authority of the General Meeting of Shareholders.

2. Voting for the election of Supervisory Board Members shall be conducted by cumulative voting, whereby each shareholder shall have a total number of votes equal to the number of shares owned multiplied by the number of Supervisory Board Members to be elected, and each shareholder may allocate all or part of his/her total votes to one or more candidates. Successful candidates shall be determined according to the number of votes received in descending order, beginning with the candidate receiving the highest number of votes, until the number of members prescribed in the SASCO Charter is reached. Where two (02) or more candidates receive an equal number of votes for the final position on the Supervisory Board, a re-election shall be held among those candidates receiving an equal number of votes, or the candidate shall be selected in accordance with the criteria prescribed in the Election Regulations or the Company Charter.

Article 10. Cases of Dismissal and Removal of Supervisory Board Members

1. The General Meeting of Shareholders shall dismiss a Supervisory Board Member in any of the following cases:
 - a. The member no longer satisfies the qualifications and conditions prescribed in Article 6 of these Regulations;
 - b. The member submits a resignation and such resignation is accepted;
 - c. Other cases prescribed in the SASCO Charter.
2. The General Meeting of Shareholders shall remove a Supervisory Board Member in any of the following cases:
 - a. Failure to complete assigned duties or tasks;
 - b. Failure to exercise his/her rights or perform his/her obligations for six (06) consecutive months, except in force majeure circumstances;
 - c. Repeated or serious breach of the obligations of a Supervisory Board Member as prescribed by the Law on Enterprises and the SASCO Charter;
 - d. Other cases pursuant to a Resolution of the General Meeting of Shareholders.

Article 11. Notification of Election, Dismissal and Removal of Supervisory Board Members

1. Where candidates for the Supervisory Board have been identified, the Company shall disclose information relating to such candidates on SASCO's website at least ten (10) days before the opening date of the General Meeting of Shareholders so that shareholders may review information about the candidates before voting. A candidate for the Supervisory Board must provide a written undertaking regarding the truthfulness and accuracy of the personal information disclosed and undertake to perform his/her duties honestly, prudently and in the best interests of SASCO if elected as a Supervisory Board Member. Information relating to a Supervisory Board candidate to be disclosed shall include:
 - a. Full name and date of birth;
 - b. Professional qualifications;
 - c. Employment history;
 - d. Other managerial positions;

- e. Interests related to the Company and the Company's related parties;
 - f. Other information, if any, as prescribed by the SASCO Charter;
 - g. SASCO shall disclose information on companies in which the candidate currently holds managerial positions and any interests of the candidate related to the Company, if any.
2. Notification of the results of the election, dismissal and removal of Supervisory Board Members shall be carried out in accordance with applicable regulations on information disclosure.

CHAPTER III

OPERATION OF THE SUPERVISORY BOARD

Article 12. Rights, Obligations and Responsibilities of the Supervisory Board

The Supervisory Board is a body elected by the General Meeting of Shareholders to represent the Shareholders in independently, objectively and honestly supervising and evaluating all business, governance and management activities of SASCO and SASCO's financial condition, and shall be accountable to the General Meeting of Shareholders for the performance of its assigned duties.

The rights and duties of the Supervisory Board shall include:

1. Supervising the Company's financial condition and the compliance of the Board of Directors and the Chief Executive Officer with applicable laws in the management and operation of the Company.
2. Being accountable to the Shareholders for its supervisory activities.
3. Ensuring coordination with the Board of Directors, the Chief Executive Officer and Shareholders.
4. Developing the Regulations on the Operation of the Supervisory Board and submitting them to the General Meeting of Shareholders for approval.
5. Reporting at meetings of the General Meeting of Shareholders in accordance with Article 290 of Government Decree No. 155/2020/ND-CP dated 31 December 2020.
6. Having the right to access Company records and documents kept at the head office, branches and other locations and to enter the workplaces of Company managers and employees during working hours.
7. Examining the reasonableness, legality, honesty and prudence in the management and administration of business activities, and the systematic nature, consistency and appropriateness of accounting, statistical and financial reporting activities.
8. Reviewing the completeness, legality and truthfulness of SASCO's business performance reports, annual and six-month financial statements and reports evaluating the management activities of the Board of Directors, and submitting its appraisal report at the Annual General Meeting of Shareholders. Reviewing contracts and transactions with Related Persons that fall within the approval authority of the Board of Directors or the General Meeting of Shareholders and making

recommendations on contracts and transactions requiring approval by the Board of Directors or the General Meeting of Shareholders.

9. Reviewing, inspecting and evaluating the effectiveness and efficiency of the Company's internal control, internal audit, risk management and early-warning systems.
10. Reviewing SASCO's accounting books, accounting records and other documents and the management and administration of SASCO's activities whenever deemed necessary, pursuant to a Resolution of the General Meeting of Shareholders, or at the request of a shareholder or group of shareholders specified in Clause 2, Article 11 of the SASCO Charter.
11. At the request of a shareholder or group of shareholders specified in Clause 2, Article 11 of the SASCO Charter, the Supervisory Board shall conduct an inspection within seven (07) working days from receipt of the request. Within fifteen (15) days from completion of the inspection, the Supervisory Board shall report on the matters requested to be inspected to the Board of Directors and the requesting shareholder or group of shareholders. The inspection under this Clause shall not obstruct the normal activities of the Board of Directors or disrupt the management of SASCO's business operations.
12. Inspecting specific matters relating to the management and operation of SASCO at the request of a shareholder.
13. Recommending to the Board of Directors or the General Meeting of Shareholders measures to amend, supplement or improve the organizational structure for the management, supervision and administration of SASCO's business operations.
14. Where any violation of law and/or breach of responsibilities by a Company manager and/or breach of the SASCO Charter by a Board of Directors Member, the Chief Executive Officer or another manager is discovered, the Supervisory Board shall notify the Board of Directors in writing within forty-eight (48) hours and request the violating person to cease the violation and take remedial measures.
15. Having the right to attend and participate in discussions at meetings of the General Meeting of Shareholders, the Board of Directors and other meetings of SASCO.
16. Having the right to use independent consultants, the internal audit function and SASCO's internal inspection and control systems in order to perform its assigned duties. Where necessary, the Head of the Supervisory Board may request the Chairperson of the Board of Directors and the Chief Executive Officer to approve the use of Company officers and employees for implementation of the Supervisory Board's work program. Such use must be within the annual operating budget of the Supervisory Board approved by the General Meeting of Shareholders and comply with SASCO's administrative, safety and confidentiality procedures. The cooperation of the Chairperson of the Board of Directors and the Chief Executive Officer shall not be conditional upon their approval of the contents, conclusions or recommendations of the Supervisory Board and shall not unreasonably delay or obstruct supervisory activities;
17. Consulting the Board of Directors before submitting reports, conclusions and recommendations to the General Meeting of Shareholders.

18. Requesting the Board of Directors to convene an Extraordinary General Meeting of Shareholders.
19. Requesting the Chairperson of the Board of Directors to convene a meeting of the Board of Directors.
20. Requesting and receiving information relating to Related Persons and transactions with Related Persons.
21. Proposing and recommending that the General Meeting of Shareholders approve the list of approved independent audit organizations to audit SASCO's Financial Statements; an approved audit organization to inspect SASCO's activities where deemed necessary; the dismissal of an approved auditor where deemed necessary; audit fees; and other related matters.
22. Seeking independent professional or legal advice and ensuring the participation of external experts with appropriate experience and professional qualifications in SASCO's activities where deemed necessary.
23. Reviewing the management letter issued by the Independent Auditor and the responses of SASCO's Management.
24. Reviewing the results of internal investigations and the responses of the Board of Directors and Board of Management.
25. Having the right to appoint members to participate in inspection and internal audit teams organized by the Company at the Company's offices, branches or member units.
26. Exercising other rights and performing other obligations in accordance with the Law on Enterprises, the SASCO Charter and Resolutions of the General Meeting of Shareholders.

Article 13. Right of the Supervisory Board to Receive Information

1. Documents and information shall be provided to Supervisory Board Members at the same time and in the same manner as they are provided to Board of Directors Members, including:
 - a. Meeting notices, written voting forms for Board of Directors Members and accompanying documents;
 - b. Resolutions, Decisions and minutes of meetings of the General Meeting of Shareholders and the Board of Directors;
 - c. Reports submitted by the Chief Executive Officer to the Board of Directors; management reports of the Board of Directors; accounting books, accounting documents, financial statements, management reports, audit reports, files relating to transactions with Related Persons, relevant contracts and decisions; documents regarding business and financial activities of SASCO, its affiliated Units, branches and subsidiaries; and/or other documents issued by SASCO or reasonably required for the performance of the Supervisory Board's duties;
 - d. The Company Secretary shall ensure that copies of all financial information and other information provided to Board of Directors Members are simultaneously provided to Supervisory Board Members.

2. Supervisory Board Members shall have the right to access SASCO's records and documents kept at the head office, branches and other locations and to enter the workplaces of SASCO managers and employees during working hours.
3. Supervisory Board Members shall be provided with the tools and facilities necessary for inspection activities and shall have the right to request the heads of the Company's Branches, Departments and Divisions to provide data, documents, information and explanations on activities as required for supervisory purposes.
4. The Board of Directors, the Chief Executive Officer and other managers shall fully, accurately and promptly provide information and documents on the management, administration and business operations of SASCO at the request of a Supervisory Board Member or the Supervisory Board. When requesting such information, the Supervisory Board Member shall specify the reasons in the written request.

Article 14. Supporting Function of the Supervisory Board

The Board of Directors and the Board of Management shall facilitate the Supervisory Board's access to documents, internal reports, production and business data, etc., and its use of the Company's advisory and supporting personnel, professional consulting services where necessary, or a dedicated support function for the Supervisory Board, so that the Supervisory Board may exercise its powers and perform its duties as effectively as possible.

Article 15. Responsibilities of the Supervisory Board in Convening Extraordinary General Meetings of Shareholders

1. The Supervisory Board shall be responsible for convening a General Meeting of Shareholders in place of the Board of Directors within thirty (30) days where the Board of Directors fails to convene a General Meeting of Shareholders in any of the following circumstances:
 - a. The remaining number of Board of Directors Members, independent members of the Board of Directors (in case of a listed company), non-executive Board of Directors Members or Supervisory Board Members falls below the number required by law;
 - b. At the request of a shareholder or group of shareholders specified in Clause 2, Article 11 of the SASCO Charter;
 - c. Where the Supervisory Board requests the convening of an Extraordinary General Meeting of Shareholders but the Board of Directors fails to do so.
2. Where quarterly, six-month or annual financial statements show that shareholders' equity has decreased by ten percent (10%) or more compared with the opening balance but has not yet reached the threshold requiring a meeting to be convened under the Company Charter, the Supervisory Board shall have the right to investigate the reasons, request the Chief Executive Officer to provide an explanation and submit remedial measures, and recommend that the Board of Directors convene, or request the convening of, an Extraordinary General Meeting of Shareholders where deemed necessary in the interests of SASCO.
3. Where the Supervisory Board fails to convene a General Meeting of Shareholders as required, the Supervisory Board shall compensate the Company for any resulting damage.
4. Expenses incurred in convening and conducting a General Meeting of Shareholders

pursuant to Clause 1 of this Article shall be reimbursed by the Company.

Article 16. Working Regime of the Supervisory Board

1. Supervisory activities shall be carried out regularly by the Supervisory Board for the purpose of preventing, detecting and promptly addressing violations of SASCO's Charter, regulations and rules at SASCO's head office.
2. During the performance of its duties, the Head of the Supervisory Board shall be responsible for providing full and timely information and regularly exchanging views with the Chairperson of the Board of Directors on matters relating to supervision and inspection.
3. All reports, conclusions and recommendations of the Supervisory Board, before being sent to the Board of Directors for consultation or submitted to the General Meeting of Shareholders, shall be circulated within the Supervisory Board for comments and approved by majority vote. A Supervisory Board Member shall have the right to reserve his/her opinion in the Supervisory Board's report.

Article 17. Meetings of the Supervisory Board

1. The Supervisory Board shall meet at least two (02) times per year and may convene extraordinary meetings to promptly address urgent matters. Meetings of the Supervisory Board shall be convened and chaired by the Head of the Supervisory Board. A meeting of the Supervisory Board shall be conducted where at least two-thirds (2/3) of the Supervisory Board Members are present.
2. At Supervisory Board meetings, the Head of the Supervisory Board may request Board of Directors Members, the Chief Executive Officer, specialists from functional departments, Company office personnel and independent auditors to attend, provide explanations and express opinions on matters under the Supervisory Board's consideration.

Article 18. Adoption of Decisions of the Supervisory Board

1. Each Supervisory Board Member attending a meeting shall have one vote. Where a Supervisory Board Member is unable to attend a meeting, he/she may authorize in writing another Supervisory Board Member who is entitled to vote to cast a vote on his/her behalf.
2. A decision of the Supervisory Board shall be adopted if approved by more than fifty percent (50%) of the Supervisory Board Members entitled to vote and attending the meeting. In the event of an equality of votes, the final decision shall follow the opinion of the Head of the Supervisory Board or the member authorized by the Head of the Supervisory Board to chair the meeting where the Head is absent.
3. Where the Supervisory Board seeks written opinions for the purpose of adopting a decision on a matter, such decision shall be adopted if approved by more than fifty percent (50%) of the Supervisory Board Members entitled to vote. In the event of an equality of votes, the final decision shall follow the opinion of the Head of the Supervisory Board. A decision of the Supervisory Board adopted by written consultation shall have the same validity as a decision adopted by Supervisory Board Members at a duly convened and conducted meeting.

Article 19. Minutes of Supervisory Board Meetings

1. Minutes of Supervisory Board meetings shall be prepared in detail and clearly in Vietnamese and shall be signed by the minute-taker and all Supervisory Board

Members attending the meeting. The minutes shall include the following contents:

- a. Date, month and year, and commencement and closing times;
 - b. Whether the meeting is a regular or extraordinary meeting; in the case of an extraordinary meeting, the reason for and person requesting the meeting;
 - c. Participants and absentees;
 - d. Matters discussed;
 - e. Voting results on each matter, including the numbers of votes in favor, against and abstaining; opinions of individual members, reserved opinions, disclosed conflicts of interest, if any; and conclusions and recommendations on each matter.
2. The chairperson of the meeting shall manage and distribute the minutes of the Supervisory Board meeting to the Supervisory Board Members.
 3. Minutes of Supervisory Board meetings shall be retained and preserved by the SASCO Supervisory Board in order to determine the responsibilities of each Supervisory Board Member.

CHAPTER IV

REPORTING AND DISCLOSURE OF INTERESTS

Article 20. Submission of Annual Reports

Reports of the Supervisory Board at the Annual General Meeting of Shareholders shall include the following:

1. A report on SASCO's business performance and on the performance of the Board of Directors and Board of Management for submission to the Annual General Meeting of Shareholders for approval.
2. A self-assessment report on the performance of the Supervisory Board and each Supervisory Board Member.
3. Remuneration, operating expenses and other benefits of the Supervisory Board and Supervisory Board Members.
4. A summary of Supervisory Board meetings and the conclusions and recommendations of the Supervisory Board; results of supervision of SASCO's operational and financial condition.
5. A report assessing transactions between SASCO, its subsidiaries and other companies in which SASCO holds control over more than fifty percent (50%) of the charter capital, and members of the Board of Directors, the Chief Executive Officer and persons related to such members; and transactions between SASCO and companies in which a member of the Board of Directors, the Chief Executive Officer or another executive has been a founding member or manager during the three (03) years preceding the transaction.
6. Results of supervision of the Board of Directors, the Chief Executive Officer and other executives of the Company.
7. Results of the assessment of coordination between the Supervisory Board, the Board of Directors, the Chief Executive Officer and Shareholders.

8. Proposals and recommendations for the General Meeting of Shareholders to approve the list of approved audit organizations to audit SASCO's Financial Statements and for an approved audit organization to inspect SASCO's activities where deemed necessary.

Article 21. Salaries and Other Benefits

1. Supervisory Board Members shall receive salaries, remuneration, bonuses and other benefits as decided by the General Meeting of Shareholders. The General Meeting of Shareholders shall determine the aggregate amount of salaries, remuneration, bonuses and other benefits and the annual operating budget of the Supervisory Board.
2. Supervisory Board Members shall be reimbursed for reasonable accommodation, travel and independent consulting service expenses. The total amount of such remuneration and expenses shall not exceed the annual operating budget of the Supervisory Board approved by the General Meeting of Shareholders, unless otherwise decided by the General Meeting of Shareholders.
3. Salaries and operating expenses of the Supervisory Board shall be included in SASCO's business operating expenses in accordance with corporate income tax laws and other relevant laws and shall be presented as a separate item in SASCO's annual financial statements.

Article 22. Disclosure of Related Interests

1. Supervisory Board Members shall declare to SASCO their related interests, including:
 - a. Name, enterprise registration number, head-office address and business lines of enterprises of which they are owners or in which they own capital contributions or shares; and the ownership percentage and date on which such ownership or capital contribution arose;
 - b. Name, enterprise registration number, head-office address and business lines of enterprises in which their Related Persons are owners or jointly or individually own capital contributions or shares representing more than ten percent (10%) of charter capital.
2. The declaration prescribed in Clause 1 of this Article shall be made within seven (07) working days from the date on which the related interest arises. Any amendment or supplementation shall be notified to SASCO within seven (07) working days from the date of the corresponding amendment or supplementation.
3. Supervisory Board Members and their Related Persons may only use information obtained by virtue of their positions for the benefit of SASCO.
4. Supervisory Board Members shall notify the Board of Directors and the Supervisory Board in writing of transactions between SASCO, its subsidiaries or other companies in which SASCO controls more than fifty percent (50%) of charter capital, on the one hand, and a Supervisory Board Member or the Related Persons of such Supervisory Board Member, on the other hand, in accordance with applicable laws. Where the foregoing transactions are approved by the General Meeting of Shareholders or the Board of Directors, the Company shall disclose information on the relevant Resolutions in accordance with securities laws on information disclosure.

5. Supervisory Board Members and their Related Persons shall not use or disclose internal information to other persons for the purpose of conducting related transactions.

CHAPTER V

RELATIONSHIPS IN THE OPERATION OF THE SUPERVISORY BOARD

Article 23. Relationships among Supervisory Board Members

Supervisory Board Members shall be independent of and not subordinate to one another, while coordinating and cooperating in common activities to ensure the proper performance of the responsibilities, rights and duties of the Supervisory Board in accordance with applicable laws and the SASCO Charter. The Head of the Supervisory Board shall coordinate the general activities of the Supervisory Board but shall not have the authority to control other Supervisory Board Members.

Article 24. Relationship with the General Meeting of Shareholders

1. The Supervisory Board shall at all times give due regard to the interests of Shareholders and shall be accountable to Shareholders for reviewing the accuracy, truthfulness and reasonableness of data and records relating to the Company's activities.
2. The Supervisory Board shall report on its activities at the Annual General Meeting of Shareholders and shall conduct extraordinary inspections and report on relevant matters upon receipt of a request from a shareholder or group of shareholders specified in Clause 2, Article 11 of the SASCO Charter.

Article 25. Relationship with the Board of Directors

1. The Supervisory Board shall be independent of the Company's Board of Directors and shall perform the function of supervising the activities of the Board of Directors.
2. The Supervisory Board shall closely coordinate with the Board of Directors in the course of its operations; monitor the Board of Directors' directions in rectifying and addressing violations in accordance with recommendations made by the Supervisory Board following inspections and re-inspections; advise the Board of Directors on the selection of an independent audit firm or recommend the engagement of experts; and consult the Board of Directors before submitting reports, results and recommendations to the General Meeting of Shareholders.

Article 26. Relationship with the Board of Management

1. The Supervisory Board shall be independent of the Company's Board of Management and shall perform the function of supervising the Board of Management. The Chief Executive Officer and other managers of the Company shall fully, accurately and promptly provide information and documents regarding the management, administration and business operations of SASCO, as well as facilities required for inspection and supervision, at the request of a Supervisory Board Member or the Supervisory Board.
2. The Board of Management shall notify the Supervisory Board of the time and location

of regular management meetings or other specialized meetings relating to SASCO's business operations and provide relevant documents, if any.

3. Reports submitted by the Chief Executive Officer to the Board of Directors shall simultaneously be provided to the Supervisory Board in accordance with applicable regulations. The Chief Executive Officer shall arrange for the preparation and submission of reports requested by the Supervisory Board for supervisory and inspection activities in accordance with applicable regulations.
4. The Chief Executive Officer shall be responsible for implementing recommendations of the Supervisory Board or reporting to the Board of Directors any points of disagreement with such recommendations and implementing the directions of the Board of Directors, while simultaneously notifying the Supervisory Board of relevant matters.

CHAPTER VI

IMPLEMENTATION PROVISIONS

Article 27. Effectiveness

These Regulations on the Organization and Operation of the Supervisory Board of Southern Airports Services Joint Stock Company consist of six (06) Chapters and twenty-seven (27) Articles and shall take effect from October 8, 2026. Any amendment or supplementation to these Regulations must be approved by the General Meeting of Shareholders on the basis of a draft prepared by the Supervisory Board.

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



LUU QUOC HOANG

