

CHANGE IN PERSONNEL

To: - Hanoi Stock Exchange

- State Securities Commission of Vietnam

- Pursuant to Decision No. 17-2026/HĐQT-QĐ dated 30/10/2026 of the Board of Directors on the relief of Ms. Nguyen Le Quynh Tram from the position of Person in Charge of Corporate Governance (“Decision No. 17-2026/HĐQT-QĐ”);
- Pursuant to Decision No. 18-2026/HĐQT-QĐ dated 30/10/2026 of the Board of Directors on the appointment of the Person in Charge of Corporate Governance (“Decision No. 18-2026/HĐQT-QĐ”).

Southern Airports Services Joint Stock Company (SASCO) would like to announce the change in personnel of the Person in Charge of Corporate Governance as follows:

1. In case of appointment:

- Ms. TRAN HONG PHUONG
- Former position in the organization: None
- Newly appointed position: Person in Charge of Corporate Governance
- Term: 2 years
- Effective date: November 1, 2026

2. In case of dismissal:

- Ms. NGUYEN LE QUYNH TRAM
- Former position in the organization: Person in Charge of Corporate Governance
- Dismissed position: Person in Charge of Corporate Governance
- After the dismissal, Ms. Nguyen Le Quynh Tram is no longer an internal person of the Company
- Effective date: November 1, 2026

This information was published on the company’s website on 30/10/2026 at the link www.sasco.com.vn.

Attached documents:

- Decision No. 17-2026/HĐQT-QĐ;
- Decision No. 18-2026/HĐQT-QĐ;
- Information Disclosure Form of Ms. Tran Hong Phuong.

Legal Representative 
TỔNG GIÁM ĐỐC


DƯ KIM THĂNG

DECISION

**On the relief from the position of “Person in Charge of Corporate Governance”
with respect to Ms. Nguyen Le Quynh Tram**

BOARD OF DIRECTORS

SOUTHERN AIRPORTS SERVICES JOINT STOCK COMPANY

Pursuant to:

- *The Charter on Organization and Operation of Southern Airports Services Joint Stock Company;*
- *Resolution No. 40-2024/NQ-HĐQT dated September 6, 2024 of the SASCO Board of Directors on the delegation of management authority between the Board of Directors and the General Director;*
- *Resolution No. 21-2021/NQ-HĐQT dated October 15, 2021 of the Board of Directors of Southern Airports Services Joint Stock Company on the Regulations on appointment, reappointment, resignation, dismissal, rotation, transfer and secondment of the Company’s management personnel;*
- *Submission No. 142-2026/SASCO-HĐQT dated October 19, 2026 of the General Director on the proposal to sign a labor contract and appointment/relief of the “Person in Charge of Corporate Governance”;*
- *Minutes No. 54-BB/SASCO-HĐQT/2026 of the Board of Directors’ meeting dated October 23, 2026.*

HEREBY DECIDES:

Article 1. To relieve the following person from the position of “Person in Charge of Corporate Governance” at Southern Airports Services Joint Stock Company:

Ms. NGUYEN LE QUYNH TRAM

Date of birth: December 17, 1983

Citizen ID No.:

Issued on:

Place of issue: Police Department for Administrative Management of Social Order

Article 2. Ms. Nguyen Le Quynh Tram shall hand over all work, documents, records and other related matters (if any) to her successor, and coordinate in handling matters arising during the handover in accordance with the Company’s internal regulations and the law.

Article 3. Implementation provisions:

- 3.1. This Decision shall take effect from **November 1, 2026**.
- 3.2. The General Director is assigned to carry out the necessary related tasks and procedures in accordance with regulations to implement the contents of Articles 1 and 2 of this Decision.
- 3.3. The Board of Directors, the Board of Management, heads of relevant units and Ms. Nguyen Le Quynh Tram shall be responsible for implementing this Decision. *✍*

Recipients:

- As stated in Article 3;
- Board of Directors, Supervisory Board;
- All units within the Company;
- Filed: Admin, HR, Personal File.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



NGUYỄN HẠNH

DECISION

On the appointment of the “Person in Charge of Corporate Governance”

BOARD OF DIRECTORS

SOUTHERN AIRPORTS SERVICES JOINT STOCK COMPANY

Pursuant to:

- The Charter on Organization and Operation of Southern Airports Services Joint Stock Company;
- Resolution No. 40-2024/NQ-HĐQT dated September 6, 2024 of the SASCO Board of Directors on the delegation of management authority between the Board of Directors and the General Director;
- Resolution No. 21-2021/NQ-HĐQT dated October 15, 2021 of the Board of Directors of Southern Airports Services Joint Stock Company on the Regulations on appointment, reappointment, resignation, dismissal, rotation, transfer and secondment of the Company's management personnel;
- Submission No. 142-2026/SASCO-HĐQT dated October 19, 2026 of the General Director on the proposal to sign a labor contract and appointment/relief of the “Person in Charge of Corporate Governance”;
- Minutes No. 54-BB/SASCO-HĐQT/2026 of the Board of Directors' meeting dated October 23, 2026.

HEREBY DECIDES:

Article 1. To appoint Ms. **TRAN HONG PHUONG**

Date of birth : February 5, 1997

Citizen ID No. : , issued on , by the Police
Department for Administrative Management of Social Order

Appointed position : Person in Charge of Corporate Governance – Southern
Airports Services Joint Stock Company (SASCO)

Term of office : From **November 1, 2026** to **October 31, 2028** (2 years)

Article 2. Ms. Tran Hong Phuong shall have the rights and obligations of the Person in Charge of Corporate Governance in accordance with the law, the Company's Charter and the Company's Internal Regulations on Corporate Governance.

Article 3. This Decision shall take effect from **November 1, 2026**.

Article 4. The Board of Directors, the Board of Management, the Organization and Human Resources Department, heads of relevant units and Ms. Tran Hong Phuong shall be responsible for implementing this Decision. *th*

Recipients:

- As stated in Article 4;
- Board of Directors, Supervisory Board;
- All units within the Company;
- Filed: Admin, HR, Personal File.

ON BEHALF OF THE BOARD OF DIRECTORS

th **CHAIRMAN**



NGUYỄN HẠNH