

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence – Freedom – Happiness**



No: 01-BB/SASCO-DHĐCĐ-2025

Ho Chi Minh City, June 26, 2025.

**MINUTES**

**2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
SOUTHERN AIRPORTS SERVICES JOINT STOCK COMPANY**

**I. INFORMATION ABOUT THE COMPANY:**

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

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

1. **Thời gian:** Opening at 8:40 AM, Thursday, June 26, 2025.
2. **Venue:** Auditorium, SASCO Administration Building, Tan Son Nhat International Airport, Ward 2, Tan Binh District, Ho Chi Minh City.
3. **Participants:**
  - 3.1. Shareholders/Representatives of SASCO Shareholders.
  - 3.2. Board of Directors, Supervisory Board, and Executive Management of the Company.

**III. PROCEDURES OF THE GENERAL MEETING:**

1. **Introduction and request for the General Meeting's approval of the list of the Shareholder Eligibility Verification Committee, including:**
  - 1.1. Ms. Do Thi Minh Chau – Chief Accountant cum Head of Finance and Accounting Department – Head of the Committee;
  - 1.2. Mr. Do Quang Duc – Member of the Internal Audit Team – Member of the Committee;
  - 1.3. Mr. Nguyen Ngoc Hai Dang – Information Technology Department Staff – Member of the Committee.

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

***Voting result – In favor: 100% of the total voting shares present at the General Meeting.***
- 1.4. Ms. Do Thi Minh Chau – Head of the Shareholder Eligibility Verification Committee, presented the report on the verification results of shareholder eligibility:



- 1.4.1. As of the record date on **March 10, 2025**, there were **1,056** shareholders holding a total of **133,451,910** voting shares (*29,400 treasury shares held by SASCO*).
- 1.4.2. Number of delegates attending the General Meeting: 60 delegates, representing 129,351,479 shares, accounting for 96.93% of the total voting shares.
- 1.4.3. All individuals attending the General Meeting as shareholders meet the eligibility criteria for delegates as prescribed, and all representatives of shareholders have been duly authorized in writing.
- ***Pursuant to the Law on Enterprises 2020 and the Company's Charter, the 2025 Annual General Meeting of Shareholders of Southern Airports Services Joint Stock Company is duly qualified to proceed.***

**2. Introduction and approval of the Presidium, the Meeting Secretary, and the Election and Vote Counting Committee.**

Ms. Tran Thi Ngoc Thuy, the Master of Ceremonies, introduced and sought the General Meeting's approval for the composition of the Presidium, the Meeting Secretary, and the Election and Vote Counting Committee, including:

**2.1. Presidium:**

- 2.1.1. Mr. Nguyen Hanh – Chairman of the Board of Directors of the Company, Presiding Chairman.
- 2.1.2. Mr. Nguyen Van Hung Cuong – Member of the Board of Directors cum General Director of the Company, Member.
- 2.1.3. Ms. Ton Nu Dieu Tri – Deputy General Director of the Company, Member.

***The General Meeting approved the list of the Presidium.***

*Voting result – In favor: 100% of the total voting shares present at the General Meeting.*

**2.2. The Meeting Secretariat:**

- 2.2.1. Ms. Nguyen Le Quynh Tram – Head of Legal & Compliance Department cum Corporate Governance Officer, Head of the Secretariat.
- 2.2.2. Ms. Ho Thi Tuong Vy – Legal Officer of the Legal & Compliance Department, Member of the Secretariat.

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

*Voting result – In favor: 100% of the total voting shares present at the General Meeting.*

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

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

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

*Voting result – In favor: 100% of the total voting shares present at the General Meeting.*



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

Mr. Nguyen Hanh, on behalf of the Presidium, sought the General Meeting's approval of the Meeting Agenda and the assignment of responsibilities within the Presidium.

The detailed agenda had been disclosed in accordance with applicable regulations.

Mr. Nguyen Hanh, Chair of the Meeting, assigned responsibilities for maintaining the conduct of the Meeting among members of the Presidium.

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

*Voting result – In favor: 100% of the total voting shares present at the General Meeting.*

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

Mr. Nguyen Van Hung Cuong, on behalf of the Presidium, sought the General Meeting's approval of the Working Regulations of the General Meeting.

***The General Meeting approved the Working Regulations of the General Meeting.***

*Voting result – In favor: 100% of the total voting shares present at the General Meeting.*

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

**1. Report of the Board of Directors on the Company's Governance in 2024 and Operational Orientation for 2025:**

Mr. Nguyen Hanh, Chair of the Meeting, presented the Board of Directors' report for the 2024 fiscal year, including the Board's assessment of business operations in 2024, the supervision of the implementation of the Resolutions of the General Meeting of Shareholders and the Board of Directors in 2024, as well as the orientation for developing the Board's 2025 business plan.

**2. Report on the Inspection and Supervision Activities of the Supervisory Board in 2024 and the Operational Plan for 2025**

Mr. Luu Quoc Hoang, Head of the Supervisory Board, presented the Supervisory Board's 2024 activity report; the results of inspections and supervision over the operations of the Board of Directors and the Company's Executive Board; an assessment of the coordination between the Supervisory Board, the Board of Directors, and the Executive Board in 2024; as well as the Supervisory Board's operational plan for 2025.

**3. Report of the Executive Board on the Business Performance in 2024 and the Production and Business Plan of the Company for 2025**

Mr. Nguyen Van Hung Cuong, on behalf of the Presidium, presented the report on the Company's business performance in 2024 and the production and business plan for 2025, as detailed below:

**3.1. Business Performance Results in 2024:**

*Unit: Billion VND*

No.	Target	Actual 2024	Planned 2024	Ratio (%) Actual/ Plan 2024
1	Total Revenue	3,082	2,903	106%
2	Total Expenses	2,578	2,560	101%



3	Profit before tax	504	343	147%
4	Budget Contribution	129	105	122%
5	Basic Earnings Per Share (VND/share)	2,789	1,915	146%

### 3.2. Business Production Plan for 2025:

*Unit: Billion VND*

No.	Target	Actual 2024	Planned 2025	Ratio (%) Plan 2025 / 2024
1	Total net revenue	3,082	3,183	103%
2	Net revenue from production and business activities	2,906	3,015	104%
3	Profit before tax	504	555	110%
4	Budget Contribution	129	141	110%
5	Basic Earnings Per Share (VND/share)	2,789	3,100	111%

### 4. Report on the Remuneration Fund, Salary Fund, and Bonuses for the Board of Directors and Supervisory Board in 2024:

Mr. Nguyen Van Hung Cuong, representative of the Presidium, presents the report on the Remuneration Fund, Salary Fund, and Bonuses for 2024 of the Board of Directors and the Supervisory Board of Southern Airports Services Joint Stock Company. Specifically:

*Unit: VND*

Content	Total fund
Remuneration Fund for the Board of Directors (excluding the General Director – Board Member involved in operations) and the Supervisory Board in 2024 <i>Source of fund: Operating expenses</i>	444,000,000 VND
Salary fund for the full-time Head of the Supervisory Board and full-time Supervisors in 2024. <i>Source of fund: Salary expenses</i>	1,083,727,274 VND
Bonus for the Board of Directors and the Supervisory Board (excluding the General Director – Board Member involved in operations) in 2024 <i>Source of fund: After-tax profits</i>	5,058,934,827 VND

### 5. Proposal on Remuneration, Salary, and Bonuses for the Board of Directors and the Supervisory Board in 2025:

Mr. Nguyen Van Hung Cuong, representing the Presidium, presented the proposed plan on remuneration, salary, and bonuses for 2025 for the Board of Directors and the Supervisory Board of Southern Airports Services Joint Stock Company. Specifically:

#### 5.1. Remuneration/Salary levels:



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

No.	Content	Remuneration (VND/person/month)
1	Remuneration for Members of the Board of Directors	8,000,000
2	Remuneration for Members of the Supervisory Board	5,000,000

**5.1.2. Salary for the Head of the Supervisory Board and Full-time Supervisors:**

No.	Content	Remuneration (VND/person/month)
1	Head of the Supervisory Board (full-time position)	63,000,000

*Source of fund: Company expenses*

**5.2. Bonus Fund for the Board of Directors and the Supervisory Board:**

The Board of Directors shall be authorized to determine the bonus allocation rate for the Board of Directors and the Supervisory Board based on the after-tax profit of 2025, following the issuance of the audited consolidated financial statements for the year 2025.

**6. Proposal for Approval of the Audited Financial Statements for 2024:**

Ms. Ton Nu Dieu Tri, representing the Presidium, presented a summary of key contents of the 2024 financial statements audited by the Branch of Deloitte Vietnam Company Limited.

*Unit: VND*

No.	TARGET	AMOUNT
1	Total Assets	2,369,678,453,624
2	Total Revenue	3,081,519,375,063
2.1.	Net Revenue from Production and Business Activities	2,906,177,297,183
2.2.	Revenue from Financial Activities	157,484,690,477
2.3.	Other Income	17,857,387,403
3	Total Expenses	2,577,313,046,124
4	Profit Before Tax	504,206,328,939
5	Current Corporate Income Tax Expense	79,919,484,239
6	Deferred Corporate Income Tax Expense	2,708,942,430
7	Profit After Tax	421,577,902,270

**7. Profit After Tax Distribution Plan for the Fiscal Year 2024:**

Ms. Ton Nu Dieu Tri, representing the Presidium, presented the profit distribution plan for the year 2024.

*Đơn vị tính: Đồng*

No.	TARGET	RATIO	AMOUNT
1	Profit after tax as of December 31, 2024		430,036,713,764
1.1	Remaining profit after tax from prior years		8,458,811,494



No.	TARGET	RATIO	AMOUNT
1.2	<i>Profit after tax for the year 2024</i>		421,577,902,270
<b>2</b>	<b>Profit after tax to be distributed:</b>		<b>430,036,713,764</b>
<b>2.1</b>	<b><i>Appropriation to funds in 2024</i></b>	11,7%	<b>49,324,614,566</b>
	<i>Allocation to the bonus fund</i>	5,5%	23,186,784,625
	<i>Allocation to the welfare fund</i>	5%	21,078,895,114
	<i>Allocation to the bonus fund for the Board of Directors and the Supervisory Board</i>	1,2%	5,058,934,827
<b>2.2</b>	<b><i>Dividend payment to shareholders (Payment rate: VND 2,809 per share)</i></b>		<b>374,866,415,190</b>
	<i>Dividend already paid – First installment (Payment rate: VND 600 per share)</i>	6%	80,071,146,000
	<i>Planned second dividend payment (Payment rate: VND 2,209 per share)</i>	22,09%	294,795,269,190
<b>3</b>	<b>Undistributed profit after tax retained</b>	0,44%	<b>5,845,684,008</b>
	<i>Included therein: Retained earnings resulting from the recognition of deferred corporate income tax expense related to the provision for doubtful debts of Bamboo Airways Joint Stock Company.</i>		5,720,694,926

*The Board of Directors submits to the General Meeting of Shareholders for consideration and approval the profit distribution plan, and requests authorization to determine the timing and carry out necessary procedures for the second dividend payment of 2024 in accordance with prevailing regulations.*

**8. Proposal on the First Interim Dividend Payment for 2025:**

- Cash dividend payment rate: **6.00% of par value** – Each share will receive VND 600.
- The Board of Directors submits to the General Meeting of Shareholders for consideration and approval, and seeks authorization to determine the timing of the above-mentioned interim dividend payment and to carry out the necessary procedures in accordance with applicable regulations.

**9. Proposal on the Selection of an Independent Auditing Firm to Review and Audit the 2025 Financial Statements:**

Based on the selection criteria for the auditing firm as presented in the Proposal, the Supervisory Board submits to the General Meeting of Shareholders for consideration and approval, and seeks authorization for the Board of Directors to proceed with the continued engagement of Deloitte Vietnam Audit Company Limited. as the independent auditor to review and audit the financial statements for the year 2025.

**10. Proposal on the Dismissal and Additional Election of Members of the Board of Directors and the Supervisory Board:**

Mr. Nguyen Van Hung Cuong, representing the Presidium, presented the proposal regarding the dismissal and additional election of members of the Board of Directors and the Supervisory Board, and provided a brief introduction of the candidates nominated for election to the Board of Directors and the Supervisory Board.



**11. Regulations on the nomination, candidacy, and election of additional members to the Board of Directors:**

Ms. Pham Thi Phuong Ly – Head of the Election and Vote Counting Committee – presented the regulations on the nomination, candidacy, and election of members of the Board of Directors and the Supervisory Board of SASCO, and provided instructions on the voting procedures.

***The General Meeting approved the regulations on the nomination, candidacy, and election of members of the Board of Directors.***

*Voting approval rate: 100% of the total voting shares represented at the General Meeting.*

**V. VOTING RESULTS ON THE SUBMITTED MATTERS:**

No.	Voting Item	In favor		Against		Abstain		Invalid votes or votes not cast	
		Number of Shares	Ratio (%)	Number of Shares	Ratio (%)	Number of Shares	Ratio (%)	Number of Shares	Ratio (%)
1	Report of the Board of Directors on Corporate Governance in 2024 and Operational Orientation for 2025	129,351,479	100%	0	0%	0	0%	0	0%
2	Report of the Supervisory Board on Inspection and Supervision in 2024 and Proposed Operational Plan for 2025	129,351,479	100%	0	0%	0	0%	0	0%
3	Report of the Executive Board on Business Performance in 2024 and the Business Plan for 2025	129,351,479	100%	0	0%	0	0%	0	0%
4	Report on the Remuneration, Salary, and Bonus Funds for the Board of Directors and the	129,351,479	100%	0	0%	0	0%	0	0%

No.	Voting Item	In favor		Against		Abstain		Invalid votes or votes not cast	
		Number of Shares	Ratio (%)	Number of Shares	Ratio (%)	Number of Shares	Ratio (%)	Number of Shares	Ratio (%)
	Supervisory Board in 2024								
5	Proposal on the Remuneration, Salary, and Bonuses for the Board of Directors and the Supervisory Board in 2025	129,351,479	100%	0	0%	0	0%	0	0%
6	Proposal for the Approval of the Audited Financial Statements for 2024	129,351,479	100%	0	0%	0	0%	0	0%
7	Proposal for the Approval of the Audited Financial Statements for 2024	129,351,479	100%	0	0%	0	0%	0	0%
8	Proposal on the First Interim Dividend Payment for 2025	129,351,479	100%	0	0%	0	0%	0	0%
9	Proposal regarding the Appointment of an Independent Auditor to Conduct the Review and Audit of the 2025 Financial Statements	129,351,479	100%	0	0%	0	0%	0	0%
10	Proposal regarding the Dismissal	129,351,479	100%	0	0%	0	0%	0	0%



No.	Voting Item	In favor		Against		Abstain		Invalid votes or votes not cast	
		Number of Shares	Ratio (%)	Number of Shares	Ratio (%)	Number of Shares	Ratio (%)	Number of Shares	Ratio (%)
	and Supplementary Election of Members to the Board of Directors and the Supervisory Board								

## VI. ELECTION RESULTS:

Ms. Pham Thi Phuong Ly – Head of the Election and Vote Counting Committee – announced the election results for members of the Board of Directors and members of the Supervisory Board of the Company, as follows:

### 1. Results of the Additional Election of Members of the Board of Directors:

No.	Full Name	Valid Votes Received	Election Rate
1	Chu Khanh Toan	129,285,607	99.9998%
2	Tran Anh Vu	129,177,567	99.9163%

**1.1. Mr. Chu Khanh Toan** was elected to the Board of Directors of Southern Airports Services Joint Stock Company with 99.9998% of the valid votes.

**1.2. Mr. Tran Anh Vu** was elected to the Board of Directors of Southern Airports Services Joint Stock Company with 99.9163% of the valid votes.

### 2. Results of the Additional Election of Members of the Supervisory Board:

No.	Full Name	Valid Votes Received	Election Rate
1	Vu Thi Van Anh	128,000,642	98.966%
2	Tran Duc Canh	130,572,446	100.954%

**2.1. Ms. Vu Thi Van Anh** was elected to the Supervisory Board of Southern Airports Services Joint Stock Company with 98.966% of the valid votes.

**2.2. Mr. Tran Duc Canh** was elected to the Supervisory Board of Southern Airports Services Joint Stock Company with 100.954% of the valid votes.

**\* The General Meeting approved the results of the additional election of members to the Board of Directors and the Supervisory Board of the Company.**

*Approval rate: 100% of the total voting shares represented at the General Meeting.*

## VII. THE GENERAL MEETING VOTED TO APPROVE THE MINUTES AND RESOLUTIONS OF THE MEETING



- Ms. Nguyen Le Quynh Tram, Head of the Secretariat of the General Meeting, read the draft Minutes of the 2025 Annual General Meeting of Shareholders of Southern Airports Services Joint Stock Company.

***The General Meeting approved the contents of the Minutes of the 2025 Annual General Meeting of Shareholders.***

*Approval rate: 100% of the total voting shares represented at the General Meeting.*

- Ms. Nguyen Le Quynh Tram, Head of the Secretariat of the General Meeting, read the draft Resolution of the 2025 Annual General Meeting of Shareholders of Southern Airports Services Joint Stock Company.

***The General Meeting approved the contents of the Resolution of the 2025 Annual General Meeting of Shareholders.***

*Approval rate: 100% of the total voting shares represented at the General Meeting.*

## **VII. CLOSING**

Mr. Nguyen Hanh – Chair of the Meeting – declared the closing of the 2025 Annual General Meeting of Shareholders of Southern Airports Services Joint Stock Company.

These Minutes were fully and accurately recorded by the Secretariat, read aloud, approved at the General Meeting, and filed in the meeting records of Southern Airports Services Joint Stock Company.

The General Meeting concluded at 11:30 a.m. on the same day./.

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



**Nguyen Le Quynh Tram**

**TM. ĐOÀN CHỦ TỊCH**  
**Chair of the Meeting**



**Nguyen Hanh**

Recipients:

- General Meeting of Shareholders;
- Board of Directors, Supervisory Board;
- State Securities Commission of Vietnam, Hanoi Stock Exchange, Vietnam Securities Depository;
- Archives: Office.



**RESOLUTION**  
**OF THE 2025 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 June 17, 2020, and its guiding documents;
- Pursuant to the Charter on Organization and Operation of Tan Son Nhat Airport Services Joint Stock Company;
- Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders of Tan Son Nhat Airport Services Joint Stock Company dated June 26, 2025;

**RESOLVED BY THE GENERAL MEETING OF SHAREHOLDERS**

**Article 1.** Approval of the Board of Directors' Report on the Company's governance in 2024 and the orientation for activities in 2025.

**Article 2.** Approval of the Supervisory Board's Report on inspection and supervision in 2024 and the Activity Plan for 2025.

**Article 3.** Approval of the Company's 2024 Business Performance Report. Key indicators are as follows:

*Unit: VND billion*

No	Indicator	Actual 2024	Plan 2024	Achievement Rate (%) 2024
1	Total revenue	3,082	2,903	106%
2	Total expenses	2,578	2,560	101%
3	Profit before tax	504	343	147%
4	State budget contribution	129	105	122%
5	Basic earnings per share (VND/share)	2,789	1,915	146%

**Article 4.** Approval of the Company's Business Plan for 2025. The key performance targets are as follows:

*Unit: VND billion*

No	Indicator	Actual 2024	Plan 2025	Achievement Rate (%) 2025/ 2024
1	Net revenue	3,082	3,183	103%
2	Net revenue from core business activities	2,906	3,015	104%
3	Profit before tax	504	555	110%



No	Indicator	Actual 2024	Plan 2025	Achievement Rate (%) 2025/ 2024
4	State budget contribution	129	141	110%
5	Basic earnings per share (VND/share)	2,789	3,100	111%

**Article 5.** Approval of the 2024 report on the remuneration, salary, and bonus funds for the Board of Directors and the Supervisory Board, as follows:

*Unit: VND*

Description	Total Fund
Remuneration fund for the Board of Directors (excluding the CEO – a member of the Board involved in executive management) and the Supervisory Board in 2024. <i>Funding source: Operating expenses</i>	VND 444,000,000
Salary fund for the full-time Head of the Supervisory Board and full-time Supervisors in 2024. <i>Funding source: Salary expenses</i>	VND 1,083,727,274
Bonus for the Board of Directors and the Supervisory Board (excluding the CEO – a member of the Board involved in executive management) in 2024. <i>Funding source: After-tax profit</i>	VND 5,058,934,827

**Article 6.** Approval of the remuneration/salary and bonus plan for the Board of Directors and the Supervisory Board in 2025:

**6.1. Remuneration/Salary Rate:**

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

No	Description	Remuneration Rate (VND/person/month)
1	Remuneration for Members of the Board of Directors	8,000,000
2	Remuneration for Members of the Supervisory Board	5,000,000

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

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

*Source of funding: Company's expenses*

**6.2. Bonus Fund for the Board of Directors and the Supervisory Board:**

The General Meeting of Shareholders authorizes the Board of Directors to determine the allocation ratio of the bonus fund for the Board of Directors and the Supervisory Board based on the 2025 post-tax profit, after the audited consolidated financial statements for 2025 are available.



**Article 7.** Approval of the audited financial statements for 2024, audited by the Branch of Deloitte Vietnam Co., Ltd. The key contents are as follows:

*Unit: VND*

No	INDICATOR	AMOUNT (VND)
<b>1</b>	<b>Total assets</b>	<b>2,369,678,453,624</b>
<b>2</b>	<b>Total revenue</b>	<b>3,081,519,375,063</b>
2.1.	Net revenue from core business activities	2,906,177,297,183
2.2.	Financial income	157,484,690,477
2.3.	Other income	17,857,387,403
<b>3</b>	<b>Total expenses</b>	<b>2,577,313,046,124</b>
<b>4</b>	<b>Profit before tax</b>	<b>504,206,328,939</b>
5	Current corporate income tax expense	79,919,484,239
6	Deferred corporate income tax expense	2,708,942,430
<b>7</b>	<b>Profit after tax</b>	<b>421,577,902,270</b>

**Article 8.** Approval of the plan for distribution of after-tax profit for the fiscal year 2024.:

*Unit: VND*

STT	INDICATOR	RATE (%)	AMOUNT
<b>1</b>	<b>Profit after tax as of 31/12/2024</b>		<b>430,036,713,764</b>
1.1	Undistributed profit from previous years		8,458,811,494
1.2	Profit after tax in 2024		421,577,902,270
<b>2</b>	<b>Profit after tax to be distributed:</b>		<b>430,036,713,764</b>
<b>2.1</b>	<b>Allocation to funds for 2024</b>	11.7%	<b>49,324,614,566</b>
	Bonus fund	5.5%	23,186,784,625
	Welfare fund	5%	21,078,895,114
	Bonus for the Board of Directors and Supervisory Board	1.2%	5,058,934,827
<b>2.2</b>	<b>Dividend distribution to shareholders (at the rate of VND 2,809/share)</b>		<b>374,866,415,190</b>
	Dividend paid – First installment (at the rate of VND 600/share)	6%	80,071,146,000
	Expected dividend – Second installment (at the rate of VND 2,209/share)	22.09%	294,795,269,190
<b>3</b>	<b>Retained undistributed profit after tax</b>	0.44%	<b>5,845,684,008</b>
	<i>Of which: retained earnings due to deferred income tax expense from provision related to Bamboo Airways JSC's doubtful debts.</i>		5,720,694,926

*The General Meeting of Shareholders approved the profit distribution plan and authorized the Board of Directors to decide the timing and carry out necessary procedures for the second dividend payment for 2024 in accordance with current regulations.*

**Article 9.** Approval of the first interim dividend payment for 2025:

- The cash dividend payment rate is **6.00% of the par value**, equivalent to VND 600 per share.



- The General Meeting of Shareholders authorizes the Board of Directors to determine the timing of the above-mentioned interim dividend payment and to carry out the necessary procedures in accordance with prevailing regulations.

**Article 10.** Approval and authorization for the Board of Directors to continue selecting Deloitte Vietnam Co., Ltd. as the firm to perform the review and audit of the 2025 financial statements.

**Article 11.** Dismissal of Ms. Le Thi Dieu Thuy and Mr. Le Anh Tuan from their positions as members of the Board of Directors.

**Article 12.** Dismissal of Mr. Chu Khanh Toan and Ms. Tran Thi Thu Trang from their positions as members of the Supervisory Board.

**Article 13.** Approval of the election results for the additional members of the Board of Directors and the Supervisory Board of SASCO. Details are as follows:

**13.1. Information on the 02 (two) elected members of the Board of Directors of SASCO:**

**13.1.1. Mr. TRAN ANH VU** Nationality: Vietnamese  
Date of birth: 07/12/1976 Place of birth: Hanoi  
ID Card No: 001076063328 Date of issue: 24/4/2022  
Place of issue: Department of Administrative Management of Social Order, Ministry of Public Security.  
Permanent address: 196 Hoa Lan Street, Ward 2, Phu Nhuan District, Ho Chi Minh City.  
Education level: Completed Grade 12  
Major: Master of Business Administration – Assumption University, Thailand.

**13.1.2. Mr. CHU KHANH TOAN** Nationality: Vietnamese  
Date of birth: 15/7/1992 Place of birth: HCM city  
ID Card No: 079092026173 Date of issue: 12/12/2024  
Place of issue: Ministry of Public Security  
Permanent address: 54 Giai Phong Street, Ward 4, Tan Binh District, Ho Chi Minh City.  
Education level: Completed Grade 12.  
Major: Master of Finance and Banking – University of Economics Ho Chi Minh City.

**13.2. Information on the 02 (two) elected members of the Supervisory Board of SASCO:**

**13.2.1. Ms. VU THI VAN ANH** Nationality: Vietnamese  
Date of birth: 06/11/1985 Place of birth: HCM city  
ID Card No: 079185026995 Date of issue: 08/5/2021  
Place of issue: Department of Administrative Management of Social Order, Ministry of Public Security  
Permanent address: 318/49A Pham Van Hai Street, Ward 5, Tan Binh District, Ho Chi Minh City.  
Education level: Completed Grade 12.  
Major: Master of Economics – University of Finance and Banking, Hanoi.



13.2.2. Mr. **TRAN DUC CANH**

Nationality: Vietnamese

Date of birth: 09/4/1984

Place of birth: Bac Giang

ID Card No: 024084000454 Date of issue: 28/5/2023

Place of issue: Department of Administrative Management of Social Order, Ministry of Public Security

Permanent address: 106/21 Nguyen Lam Street, Ward 3, Binh Thanh District, Ho Chi Minh City.

Education level: Completed Grade 12.

Majors: Bachelor of Economics – University of Economics Ho Chi Minh City;  
Bachelor of English Linguistics – University of Social Sciences and Humanities.

#### **Article 14. Enforcement Clause**

- 14.1 The Board of Directors is assigned to develop a detailed plan and organize the implementation of the contents approved by the General Meeting of Shareholders in this Resolution.
- 14.2 This Resolution was read and approved at the 2025 Annual General Meeting of Shareholders of Southern Airports Services Joint Stock Company and takes effect from June 26, 2025.

**FOR THE GENERAL MEETING OF  
SHAREHOLDERS  
Chairperson**



**NGUYEN HANH**



#### Recipients:

- General Meeting of Shareholders;
- Board of Directors, Supervisory Board;
- State Securities Commission of Vietnam, Ho Chi Minh Stock Exchange, Hanoi Stock Exchange;
- Archives: Office, Legal & Compliance Department.