

CORPORATE GOVERNANCE REPORT (First Six Months of 2025)

To:

- State Securities Commission
- Hanoi Stock Exchange

- Name of listed company: GENERAL AVIATION IMPORT EXPORT JOINT STOCK COMPANY
- Head office address: No. 414 Nguyen Van Cu, Bo De Ward, Hanoi City, Vietnam
- Tel.: 0438271939 - Fax: 043 8271925 - Email: airimex@hn.vnn.vn
- Charter capital: 31.112.830.000 VND
- Stock code: ARM
- Corporate governance model:

General Meeting of Shareholders, Board of Directors, Board of Supervisors and General Director

- Regarding the implementation of the internal accounting function: has been implemented

1. Activities of the General Meeting of Shareholders

Information about meetings and Resolutions/Decisions of the General Meeting of Shareholders:

No.	Resolution/Decision No.	Date	Content
1	20/2025/NQ-ĐHĐCĐ-XNK	12/06/2025	<p>Resolution of the General Meeting of Shareholders dated June 12, 2025, approving the following matters:</p> <ul style="list-style-type: none">- Approval of the 2024 production and business results and the 2025 business plan.- Approval of the 2024 audited financial statements.- Approval of the Board of Directors' report on the company's 5-year business strategy for the period 2025–2030.- Approval of the Supervisory Board's 2024 activity report and the proposal for selecting an auditing firm to audit the Company's semi-annual and annual



KẾ TOÁN TRƯỞNG
Nguyễn Thế Đào

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			financial statements for 2025. - Approval of the 2024 profit distribution plan and appropriation to various funds. - Approval of the remuneration payment for members of the Board of Directors and the Supervisory Board in 2024, and the remuneration plan for members of the Board of Directors and the Supervisory Board in 2025. - Authorization for the Company's Board of Directors to approve transactions with related parties of the Company in 2025.
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II. Board of Directors (First Six Months of 2025 Report)

1. Information about members of the Board of Directors (BOC);

No.	Member of Board of Directors	Position	Date of Appointment/Dismissal as a member of the Board of Directors/Independent Board of Directors	
			Date of Appointment	Date of dismissal
1	Mr. Dao Khac Hau	Chairman	25/06/2021	
2	Mr. Dinh Ngoc Tung	Member	06/06/2023	
3	Mr. Hoang Viet Dung	Member	25/06/2021	
4	Mr. Do Khac Thanh	Member	25/06/2021	
5	Ms. Nguyen Hoang Yen	Member	25/06/2021	

2. Board of Directors Meetings

No.	Member of Board of Directors	Meetings attended	Attendance rate	Reason for not attending
1	Mr. Dao Khac Hau	2 meetings, 6 consultations	100%	
2	Mr. Dinh Ngoc Tung	2 meetings, 6 consultations	100%	
3	Mr. Hoang Viet Dung	2 meetings, 6 consultations	100%	
4	Mr. Do Khac Thanh	2 meetings, 6 consultations	100%	
5	Ms. Nguyen Hoang Yen	2 meetings, 6 consultations	100%	

3. Supervisory activities of the Board of Directors of the Board of General Directors;

The Board of Directors of the Company has performed the task of supervising the activities of the Board of General Directors in accordance with the provisions of the Internal

Regulations on Corporate Governance, the Company's Articles and the Regulations on the Activities of the Board of Directors:

+ The Board of Directors approves the production and business results in 2024 and the production and business plan in 2025

+ The Board of Directors has successfully presided over and organized the 2025 General Meeting of Shareholders.

+ Approving policies for participation in bidding for bidding packages for units inside and outside the sector.

+ Directing to closely follow the company's production and business plan. Regularly consider and evaluate the implementation of production and business plans in order to take timely measures, direct and solve problems arising in the process of production and business.

+The Board of Directors coordinates with the Board of Supervisors to organize inspection and supervision activities for business activities and management and administration of the Company.

+ The Board of Directors shall maintain the meeting in accordance with the provisions of the Law on Enterprises and the Company's Charter. The meetings are all recorded. The Board of Directors and the Board of General Directors have fully performed their functions and duties in the administration and management of the Company.

4. Activities of the subcommittees of the Board of Directors:

The Internal Audit Subcommittee reviews the 2024 financial statements and financial statements for the 1st, 2nd of 2025.

5. Resolutions/Decisions of the Board of Directors (First Six Months of 2025 Report)

No.	Resolution/Decision No.	Date	Content	Approval Rate
1	25/2025/NQ-HĐQT-XNK	08/01/2025	Resolution on amending the Company's Financial Management Regulations	100%
2	30/2025/QĐ-HĐQT-XNK	09/01/2025	Decision on issuing the Company's Financial Management Regulations	100%
3	865/2025/NQ-HĐQT-XNK	14/02/2025	Resolution on allowing the Company to continue applying the performance-based salary mechanism in 2025	100%
4	1091/2025/QĐ-HĐQT-XNK	05/03/2025	Decision on establishing the 2025 AGM Organizing Committee	100%
5	1092/2025/QĐ-HĐQT-XNK	05/03/2025	Decision on establishing the Shareholder Eligibility Verification Committee for the 2025 AGM	100%
6	1095/2025/QĐ-HĐQT-XNK	06/03/2025	Decision on finalizing the list of shareholders attending the 2025 Annual General Meeting	100%

7	1264/2025/NQ-HĐQT-XNK	20/03/2025	Resolution of the 15th meeting, Term 2021–2026: Approval of date, venue, and contents of the 2025 AGM; finalization of investment in new elevator system for 6-storey headquarters; issuance of Company's Organization & Personnel Regulations; solution for contract No. 18/HĐSC-HN regarding scanner repair project at Cat Lai Port; assignment for the CEO to draft credit limit regulations for business operations.	100%
8	25/2025/NQ-HĐQT-XNK	31/03/2025	Decision on issuing the Company's Organization and Personnel Regulations	100%
9	30/2025/QĐ-HĐQT-XNK	18/04/2025	Resolution on changing the date of the 2025 Annual General Meeting	100%
10	865/2025/NQ-HĐQT-XNK	19/05/2025	Resolution on adjusting certain agenda items for the 2025 AGM	100%
11	1091/2025/QĐ-HĐQT-XNK	27/06/2025	Resolution on handling damaged inventory from the Import-Export Department 3	100%
12	1092/2025/QĐ-HĐQT-XNK	30/06/2025	Resolution of the 16th meeting, Term 2021–2026: Implementation of certain 2025 AGM resolutions regarding the 2025 business plan; bonus allocation plans for BOD, Supervisory Board, and Executive Board members; selection of audit firm for mid-year review and year-end audit of 2025 financial statements	100%

III. Board of Supervisors (First Six Months of 2025 Report):

1. Information about members of the Board of Supervisors:

No.	Member of Board of Supervisors	Position	Date of Appointment/Dismissal as a member of the Board of Supervisors	Professional qualifications
1	Mr. Nguyen Tien Dung	Head of Board of Supervisors	25/06/2021	Bachelor
2	Mr. Dinh Phuc Loc	Member	25/06/2021	Bachelor
3	Ms. Tong Thi Thanh Binh	Member	06/06/2023	Bachelor

2. Meetings of the Board of Supervisors

No.	Member of Board of Supervisors	Meetings attended	Attendance rate	Voting Rate	Reason for not attending
1	Mr. Nguyen Tien Dung	2/2	100%	100%	
2	Mr. Dinh Phuc Loc	2/2	100%	100%	
3	Ms. Tong Thi Thanh Binh	2/2	100%	100%	

3. Supervisory activities of the Board of Supervisors over the Board of Directors, the Executive Board and shareholders:

The Board of Supervisors performs the function of supervising the management and operation of the Board of Directors, the Executive Board and production and business activities in compliance with the provisions of the Law and the Company's Charter.

- The Board of Supervisors reviews the legality, order and procedures for issuing Resolutions and decisions of the Board of Directors and the Board of General Directors; reviews the implementation of regulations, rules and procedures for payment; appraises the Company's financial statements.

- Participates in developing internal procedures and regulations on corporate governance; recommends and proposes to the Board of Directors and the Executive Board the implementation of legal provisions.

- Recommends approved auditing companies for the Board of Directors to select a company to audit financial statements.

- For shareholders: The Board of Supervisors has not received any requests or complaints from shareholders.

4. Coordination between the Board of Supervisors and the Board of Directors, the Executive Board and other managers:

- The Board of Supervisors closely coordinates with the Board of Directors and the Executive Board but still maintains its independence. Coordination and information exchange between the Board of Supervisors and the Board of Directors, the Executive Board and other managers are maintained regularly through direct communication, email and documents. This coordination always ensures compliance with the provisions of law, charter, rules and regulations of the Company and for the common interests of the entire Company. The Board of Supervisors fully attends the meetings of the Board of Directors and contributes opinions within the scope of the Board of Supervisors' functions and powers according to the law and the Company's regulations.

- The reports and recommendations of the Board of Supervisors sent to the General Meeting of Shareholders are all drafted and consulted with the Board of Directors before being submitted to the General Meeting of Shareholders.

- The Board of Directors promptly and fully provides Resolutions and decisions to the Board of Supervisors. The Board of Directors facilitates the Board of Supervisors in

collecting information and documents related to the Company's business activities upon request.

5. Other activities of the Board of Supervisors (if any): none

IV. Executive Board

No.	Members of Executive Board	Date of Birth	Professional qualifications	Date of appointment/dismissal of members of the Executive Board
1	Mr. Dinh Ngoc Tung	14/02/1972	Master	01/01/2023
2	Mr. Pham Hong Quang	31/05/1969	Bachelor	27/04/2017
3	Mr. Tran Trung Dung	24/07/1974	Master	30/05/2016

- The Board of Directors manages the Company to utilize and promote the Company's capital, assets and labor resources, fully perform its obligations to the State and policies for employees.

- The Board of Directors sends quarterly reports on business results to the Board of Directors, and through Board of Directors meetings, sets out future directions.

V. Chief Accountant

Full name	Date of Birth	Professional qualifications	Date of appointment/dismissal of members of the Executive Board
Mr. Nguyen The Dac	17/07/1984	Master	15/04/2022

VI. Training in corporate governance.

- Training courses on corporate governance that members of the Board of Directors, members of the Board of Supervisors, Directors (General Directors), other managers and the company secretary have participated in in accordance with regulations on corporate governance: None

VII. List of related persons of the public company (First Six Months of 2025 Report) and related transactions of the company with the company itself

1. List of related persons of the company: Appendix attached

2. Transactions between the company and its related persons; or between the company and shareholders, internal persons, and related persons of internal persons: None

No.	Name of organization /individual	Relationship with the company	NSH Certificate No.*, date of issue, place of NSH issuance	Head office address /Contact address	Time of transaction with the company	Resolution No./ Decision of the Shareholders' Meeting/Board of Directors... approved (if any, specify the date of issue)	Content, quantity, total value of transaction	Note
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3. Transactions between company internals, related persons of internals and subsidiaries and companies controlled by the company: None

No.	Person performing the transaction	Relationship with internal person	Position at the listed company	ID card/Passport number, date of issue,	Address	Name of subsidiary, company under the listed company	Time of transaction	Content, quantity, total value	Notes
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4. Transactions between the company and other subjects: No

4.1. Transactions between the company and the company that the member of the Board of Directors, members of the Board of Supervisors, Director (General Director) have been and are founding members or members of the Board of Directors, Director (General Director) in the past three (03) years (calculated at the time of making the report).

4.2. Transactions between companies that are operated by related persons of members of the Board of Directors, members of the Board of Supervisors, Directors (General Directors) who are members of the Board of Directors, Directors (General Directors).

4.3. Other transactions of the company (if any) that may bring material or immaterial benefits to members of the Board of Directors, members of the Board of Supervisors, and the Director (General Director) of the Executive Board.

VIII. Stock transactions of internal and related persons of internal (First Six Months of 2025 Report)

1. List of Internal and related persons of Internal: Appendix attached

No.	Full name	Securities trading account (if any)	Position in the company (if any)	ID card no., Date of issue, Place of issue	Address	Shares owned at the end of the period	Percentage of shares owned at the end of the period	Note

2. Internal and related person transactions with respect to the company's shares: None

No.	Transaction maker	Relationship with Internal	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reason for increase or decrease (buy, sell, convert, bonus...)
			Number of shares	Ratio	Number of shares	Ratio	

IX. Other issues to note: None

PP. BOARD OF DIRECTORS

CHAIRMAN

Dao Khac Hau

LIST OF RELATED PERSONS OF THE COMPANY

(Attached to the Report on the Company's governance First Six Months of 2025)

COMPANY NAME: General Aviation Import Export Joint Stock Company

STOCK CODE: ARM

No.	Stock code	Name of organization/ individual	Securities trading account (if any)	Position at the company (if any)	ID card/passport			Head office address/Contact address	Time of starting to be a related person	Time of no longer being a related person	Reason	Relationship with the Company
					no.	Date of issue	Place of issue					
1	ARM	Dao Khac Hau	021C488888	Chairman of the Board of Directors					24/04/2015			
2	ARM	Dinh Ngoc Tung	009C092451	Member of the Board of Directors, General Director					01/01/2023			Capital contribution representative of AIRIMEX,JSC from 06/06/2023
3	ARM	Do Khac Thanh	0001235977	Member of the Board of Directors					25/04/2019			
4	ARM	Hoang Viet Dung		Member of the Board of Directors					22/04/2016			
5	ARM	Nguyen Hoang Yen		Member of the Board of Directors					15/05/2020			Capital contribution representative of AIRIMEX,JSC
6	ARM	Pham Hong Quang	005C026171	Deputy General Director					27/04/2017			
7	ARM	Tran Trung Dung		Deputy General Director					30/05/2016			
8	ARM	Nguyen The Dac		Chief Accountant					15/04/2022			
9	ARM	Nguyen Tien Dung		Head of the Control Board					25/04/2019			
10	ARM	Dinh Phuc Loc	1006035	Member of the Control Board					22/04/2016			
11	ARM	Tong Thi Thanh Binh	030C002079	Member of the Control Board					06/06/2023			
12	ARM	Do Thu Hang	6297461	Head of Internal Audit Department					05/12/2023			

LIST OF INTERNAL AND RELATED PERSONS OF INTERNAL

(Attached to the Report on the Company's governance First Six Months of 2025)

COMPANY NAME: **General Aviation Import Export Joint Stock Company**

STOCK CODE: **ARM**

No.	Stock code	Full name	Securities trading account (if any)	Position in the company (if any)	Relationship	ID card/passport			Address	Shares owned at the end of the period	Percentage of shares owned at the end of the period	Note
						no.	Date of issue	Place of issue				
1	ARM	Dao Khac Hau	021C488888	Chairman of the Board of Directors						777.778	24,99%	
1.1	ARM	Le Thi Cuc			Wife					0		
1.2	ARM	Dao Anh Hung	021C156252		Son					355.293	11,42%	
1.3	ARM	Dao Thi Mai Hoa			Daughter					0		
1.4	ARM	Dao Thi Hien			Older sister					0		
1.5	ARM	Dao Khac Phuong			Older Brother					0		
1.6	ARM	Dao Khac Thuan			Older Brother					0		
1.7	ARM	Trinh Huu Long			Brother-in-law					0		
1.8	ARM	Phan Thi Thoa			Sister-in-law					0		
1.9	ARM	Hoang Thi Vinh An			Sister-in-law					0		
1.10	ARM	Do Thi Hong Giang			Daughter-in-law					0		
1.11	ARM	Cao Quang Anh			Son-in-law					0		
2	ARM	Dinh Ngoc Tung	009C092451	Member of the Board of Directors, General Director						0		Capital contribution representative of AIRIMEX.,J SC from 06/06/2023
2.1	ARM	Dinh Ngoc Bien			Father					0		
2.2	ARM	Nguyen Thi Toa			Mother					0		
2.3	ARM	Lê Huu Chinh			Father in law					0		Deceased
2.4	ARM	Ngo Thi Lan			Mother in					0		

					law							
2.5	ARM	Le Thi Thu Huong			Wife					0		
2.6	ARM	Dinh Ngoc Thu Huyen			Daughter					0		
2.7	ARM	Dinh Ngoc Tuan Long			Son					0		
2.8	ARM	Dinh Thi Ngoc Lien			Older sister					0		
2.9	ARM	Dinh Thi Hong Lien			Older sister					0		
2.10	ARM	Dinh Ngoc Quynh			Older brother					0		
2.11	ARM	Dinh Thi Thuy Lien	021C987868		Older sister					0		
2.12	ARM	Phan Hai Thien			Brother-in-law					0		
2.13	ARM	Do Minh Thu			Brother-in-law					0		
2.14	ARM	Le Thi Dao			Sister-in-law					0		
2.15	ARM	Nguyen Quoc Hung	021C115110		Brother-in-law					0		
2.16	ARM	Nguyen Manh Thang			Son-in-law					0		
3	ARM	Do Khắc Thanh	0001235977	Member of the Board of Directors						0		
3.1	ARM	Pham Thi Thuong			Wife					0		
3.2	ARM	Do Khắc Cuong			Son					0		
3.3	ARM	Do Thu Thao			Daughter					0		
3.4	ARM	Do Thi Thuy			Older sister					0		
3.5	ARM	Do Thi Thuy			Older sister					0		
3.6	ARM	Do Khắc Thu			Older brother					0		
3.7	ARM	Do Thi Toan								0		
3.8	ARM	Do Thi Tuyet			Younger Sister					0		
3.9	ARM	Do Thi Trinh			Younger Sister					0		
3.10	ARM	Do Khắc Thu			Younger brother					0		
3.11	ARM	Do Thi Nga			Younger Sister					0		
3.12	ARM	Do Thi Muoi			Younger Sister					0		
3.13	ARM	Do Khắc Thuong			Younger brother					0		
4	ARM	Hoang Viet Dung		Member of the Board of Directors						79.266	2,55%	
4.1	ARM	Le Viet Ha			Wife					0		
4.2	ARM	Hoang Minh Quan			Son					0		
4.3	ARM	Hoang Quynh Chi			Daughter					0		

5	ARM	Nguyen Hoang Yen		Member of the Board of Directors					0		Capital contribution representative of AIRIMEX.,JSC
5.1	ARM	Nguyen Hung			Husband				0		
5.2	ARM	Nguyen Duc Nguyen			Son				0		
5.3	ARM	Vu Thi Vac			Mother				0		
5.4	ARM	Nguyen Dinh Thang			Older brother				0		
5.5	ARM	Nguyen Thi Minh Chau			Older sister				0		
5.6	ARM	Nguyen Thi Minh Huyen			Older sister				0		
5.7	ARM	Nguyen Bich Ngoc			Older sister				0		
5.8	ARM	Nguyen Thi Bich Thuy			Younger Sister				0		
6	ARM	Pham Hong Quang	005C026171	Deputy General Director					0		
6.1	ARM	Nguyen Thi Kim Thanh			Mother				0		
6.2	ARM	Pham Hoang Yen			Older sister				0		
6.3	ARM	Pham Tu Anh			Older sister				0		
6.4	ARM	Pham Tu Uyen			Older sister				0		
6.5	ARM	Pham Le Trung			Younger brother				0		
6.6	ARM	Nguyen Thi Dung			Wife				0		
6.7	ARM	Pham An Nguyen			Son				0		
6.8	ARM	Do Ngoc Son			Brother-in-law				0		
6.9	ARM	Tran Thanh Minh			Brother-in-law				0		
6.10	ARM	Nguyen Thi Hanh			Sister-in-law				0		
7	ARM	Tran Trung Dung		Deputy General Director					642	0,0002	
7.1	ARM	Nguyen Thanh Ngan			Wife				0		
7.2	ARM	Tran Dinh Hung Anh			Son				0		
7.3	ARM	Tran Phuong Anh			Daughter				0		
7.4	ARM	Tran Nguyen An Nhien			Daughter				0		
7.5	ARM	Tran Nguyen Minh			Daughter				0		

		Nhien										
7.6	ARM	Tran Manh Long			Father					0		
7.7	ARM	Nguyen Lam Hung			Father in law					0		
7.8	ARM	Tran Thi Tam			Mother in law					0		
7.9	ARM	Tran Manh Ha			Younger brother					0		
7.10	ARM	Nguyen Thanh Huong			Sister-in-law					0		
7.11	ARM	Tran Thi Lam Huong			Younger Sister					0		
7.12	ARM	Huynh Gia Huan			Brother-in-law					0		
8	ARM	Nguyen The Dac		Chief Accountant						0		
8.1	ARM	Nguyen Duc Long			Father					0		
8.2	ARM	Nguyen Thi Hong			Mother					0		
8.3	ARM	Dang Ngoc Han			Father in law					0		
8.4	ARM	Nguyen Thi Quyen			Mother in law					0		
8.5	ARM	Dang Thi Huyen Trang			Wife					0		
8.6	ARM	Nguyen Chi Nguyen			Son					0		
8.7	ARM	Nguyen Chi Khai			Son					0		
8.8	ARM	Nguyen Danh Khoa			Son					0		
8.9	ARM	Nguyen Thi Hai Yen			Younger Sister					0		
8.10	ARM	Nguyen Ba Tam			Brother-in-law					0		
9	ARM	Nguyen Tien Dung		Head of the Control Board						0		
9.1	ARM	Do Thi Lien			Wife					0		
9.2	ARM	Chau Thi Thu Huyen			Daughter					0		
9.3	ARM	Nguyen Xuan Thai Duong			Son					0		
10	ARM	Dinh Phuc Loc	1006035	Member of the Control Board, Company Secretary						0		
10.1	ARM	Dang Thi Huong			Wife					0		
10.2	ARM	Dinh Chau Anh			Daughter					0		

10.3	ARM	Dinh Bao Chau			Daughter				0		
10.4	ARM	Dinh Manh Hung			Older brother				0		
10.5	ARM	Dinh Thi Dung			Older sister				0		
10.6	ARM	Dinh Van Cuong			Older brother				0		
10.7	ARM	Dinh Thi Bich Nguyet			Younger Sister				0		
10.8	ARM	Trinh Thi Anh Tuyet			Sister-in-law				0		
10.9	ARM	Dang Van Nam			Brother-in-law				0		
10.10	ARM	Nguyen Thi Hong			Sister-in-law				0		
10.11	ARM	Le Hong Nam			Brother-in-law				0		
11	ARM	Tong Thi Thanh Binh	030C002079	Member of the Control Board					0		
11.1	ARM	Tong Tran Nho			Father				0		
11.2	ARM	Vo Thi Sanh			Mother				0		
11.3	ARM	Pham Van Lap			Father in law				0		
11.4	ARM	Dao Thi Thao			Mother in law				0		
11.5	ARM	Pham Duc Hieu			Husband				0		
11.6	ARM	Pham Phuong My			Daughter				0		
11.7	ARM	Tong Thi Mai Suong			Older sister				0		
11.8	ARM	Tong Thi Mai San	030C002320		Older sister				0		
11.9	ARM	Tong Thi Mai Son	030C011369		Older sister				0		
11.10	ARM	Tong Thi Mai Soa	006C078100		Older sister				0		
11.11	ARM	Tong Tran Nam			Older brother				0		
11.12	ARM	Tong Thi Bac	0001010799		Older sister				0		
11.13	ARM	Tong Thi Minh Phuong			Younger Sister				0		
11.14	ARM	Le Van Tung			Brother-in-law				0		
11.15	ARM	Do Cong Tien			Brother-in-law				0		
11.16	ARM	Pham Thanh Hai			Brother-in-law				0		
11.17	ARM	Nguyen Viet Cong			Brother-in-law				0		
11.18	ARM	Nguyen Hai Phong	0001013571		Brother-in-law				0		
11.19	ARM	Nhu Huy Hung			Brother-in-				0		

					law							
11.20	ARM	Pham Tung Lam			Son					0		
12	ARM	Do Thu Hang	6297461	Head of Internal Audit Department						0		
12.1	ARM	Bui Thi Quan			Mother					0		
12.2	ARM	Tran Khoa Trung			Husband					0		
12.3	ARM	Tran Khoa Hieu			Son					0		
12.4	ARM	Tran Minh Ngoc			Daughter					0		
12.5	ARM	Do Thi Thanh Van			Older sister					0		
12.6	ARM	Do Minh Tuan			Younger Brother					0		
12.7	ARM	Do Thi Thanh Mai			Younger sister					0		
12.8	ARM	Nguyen Hoanh Tuan			Brother-in-law					0		
12.9	ARM	Phan Bui Tho			Brother-in-law					0		
12.10	ARM	Doan Thuy Tram			Daughter – in-law					0		
12.11	ARM	Nguyen Minh Duc			Son – in -law					0		