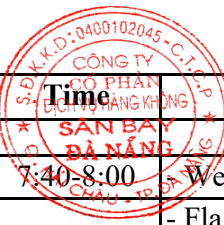


Agenda for the 2026 Annual General Meeting of Shareholders
DA NANG AIRPORT SERVICES JOINT STOCK COMPANY
FRIDAY, JUNE 26, 2026



TT	Time	Contents of AGM	Perform
I		Preparation and Opening Ceremony	
1	7:40-8:00	Welcoming shareholders and guests	Organizing Committee
2	8:00-8:30	<ul style="list-style-type: none"> - Flag ceremony, statement of purpose, introduction of delegates - Report on the shareholder structure and declaration that the General - Introducing the Presidium The chairperson selects the Secretary and the Ballot Counting Committee - Through the Congress's work program. - Through the Rules of Procedure of the Congress. 	Organizing Committee Organizing Committee Organizing Committee Presidium Presidium Presidium
II		Contents of the Congress report	
1		- Board of Directors' Report	Presidium
2		- Report on business performance and financial statements for 2025	Presidium
3	8:30-10:00	- Report on the distribution of business results for 2024, 2025, remuneration for the Board of Directors and Supervisory Board in 2025, and the plan for remuneration for the Board of Directors and Supervisory Board in 2026.	Presidium
4		- Report on the Business Production and Investment Plan for 2026.	Presidium
5		- Report of the Supervisory Board.	Supervisory Board
6		- Report evaluating business cooperation activities at 2 driving centers.	Presidium
7		- Proposal for the election of members of the Board of Directors and Supervisory Board	Presidium
III		Election of members of the Board of Directors and Supervisory Board	
1		- Through the Proposal for the election of the Board of Directors and Supervisory Board	Presidium
2		- Announcement of nominations and candidacies for election of members of the Board of Directors and Supervisory Board	Presidium
3	10:00-10:15	- Through the Regulations on Nomination and Candidacy for Election of Members of the Board of Directors and Supervisory Board	Presidium
4		- Introducing the list of candidates and nominees	Presidium
5		- Shareholders nominating or proposing candidates	Presidium
6		- Through the list of candidates and nominations	Presidium
7		- The General Meeting proceeded with the election of members of the Board of Directors and the Supervisory Board.	Vote committee
IV		The congress discussed and voted.	
1		- Board of Directors' Report	Presidium
2		- Report on business performance and financial statements for 2025	Presidium
3	10:15-10:45	- Report on the distribution of business results for 2024, 2025, remuneration for the Board of Directors and Supervisory Board in 2025, and the plan for remuneration for the Board of Directors and Supervisory Board in 2026.	Presidium
4		- Report on the Business Production Plan and Investment Plan for 2026.	Presidium
5		- Report of the Supervisory Board.	Presidium
6		- Report evaluating business cooperation activities at 2 business centers.	Presidium
7		- Announcing the results of the election for the Board of Directors and Supervisory Board	Presidium
V		Closing of the Congress	
1	10:45-11:00	- Through the Minutes and Resolutions of the 2026 Annual General Meeting of Shareholders	Secretary
2		- Closing AGM	Organizing Committee

**INVITATION TO ANNUAL GENERAL MEETING OF SHAREHOLDERS
IN THE YEAR 2026**

Board of Management of Danang Airport Services Joint Stock Company (MASCO) has the honor of informing and inviting shareholders to participate to the annual general meeting of shareholders in year 2026 with the below information:

1. **Time:** 8:00 AM on **June 26th 2026 (Friday)**
 2. **Place:** Meeting room of MASCO, 01 Nguyen Phi Khanh Street, Hoa Cuong ward, Danang City, Vietnam.
 3. **Participant:** All of shareholders named on the list of ownership of MASCO's shares until the date of **May, 25th 2026**.
 4. **Authorize to participate:** In the case of unable to attend the Meeting, the shareholders can authorize to other person to participate (according to Authorized Letter of MASCO's form attached). The authorized person must show Identity card when attending the meeting. The authorized person is not allowed to authorize to the 3rd person. Authorized form could be received at Company Secretary (or Download at <https://masco.com.vn/simple-corporate/quan-he-co-dong/cong-bo-tt-dai-hoi-co-dong.html>)
 5. To make the organization thoughtful, MASCO recommend the Shareholders or authorized persons to send the confirmation of attendance the meeting from June 01st 2026 to June 25th 2026 according to the attached form via below email or telephone:
 - Email: masco@masco.com.vn; tuannguyen@masco.com.vn
 - Tel: (+84) 905115745 (Mr. Nguyen Hoang Anh Tuan)
 6. All of documents of shareholder's meeting: will be posted in the MASCO's website at <http://www.masco.com.vn> or receive at Secretary of Organization Board.
- Please take the necessary papers with the shareholders or authorized persons when coming: Invitation, Identify Card or Passport, Authorized Letter (if any) in order to perform the registration procedure to participate the meeting.

Chair committee approve the agenda with the following contents:

1. Report of the Board of Directors.
2. The business performance results and audited financial statements in 2025.
3. Report on the distribution of production and business results, remuneration, and salaries of the Board of Directors and Supervisory Board for the year 2025.
4. Business and investment plan for 2026.
5. Report of the Board of Supervisors.
6. Remuneration plan for the Board of Directors and Board of Supervisors in 2026.
7. Electing members of the Company's Board of Directors and Supervisory Board.
8. Other matters within the authority of the General Meeting of Shareholders.

Your attendance is highly appreciated.

Sincerely,

Danang, dated May 29th, 2026

Chairman of Board



Đào Mạnh Kiên

No: 08 /NQ-HĐQT-DVĐN

Đà Nẵng, May, 05th 2026

**RESOLUTION
OF THE BOARD OF DIRECTORS**

Pursuant to:

- The Charter of Da Nang Airport Services Joint Stock Company;
- Regulations on the Organization and Operation of the Board of Directors and the General Director of the company;
- Result of Board of Directors' opinions on May, 05th 2026.

RESOLVED

Article 1. Approve the change in the time for holding the 2026 Annual General Meeting of Shareholders of Da Nang Airport Services Joint Stock Company, specifically as follows:

1. Reason: To complete all documents for the Meeting.
2. Announced time: 8:00 a.m. on Wednesday, May 06th 2026
3. Change time: estimated on 26/06/2026 (the official time will be announced in the Invitation Letter)
4. Cancel the consolidated list of securities holders No. VNMEETVSDM013964/VSDMASVX, prepared by VSD on March 27, 2026. The new record date to compile the list of shareholders to exercise the right to attend the 2026 Annual General Meeting of Shareholders is May 25, 2026.

Article 2. This Resolution takes effect from the date of signing.

Article 3. The Board of Directors authorizes the Chairman of Board of Directors and General Director to implement the contents outlined in the Resolution.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD**



ĐÀO MẠNH KIÊN

**DA NANG AIRPORT SERVICES
JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No: 11 /TTr-HĐQT-DVĐN

Da Nang, May 29th 2026

SUBMISSION

Approval of the regulations on the organization and voting procedures at the
Annual General Shareholders' Meeting 2026

To: Annual General Shareholders' Meeting 2026

Based on the Enterprise Law No. 59/2020/QH14 approved by the National Assembly
of the Socialist Republic of Vietnam on June 17, 2020;

Based on the charter for the organization and operation of Da Nang Airport Services
Joint Stock Company, which was approved by the Company's Annual General Shareholders'
Meeting on April 27, 2023.

To commence the Annual General Shareholders' Meeting 2026 of Da Nang Airport
Services Joint Stock Company, the Board of Directors respectfully presents for consideration
and approval the regulations on the organization and voting procedures at the Annual General
Shareholders' Meeting 2026.

Accompanying Documents:

- Regulations on the organization and voting procedures at the Annual General
Shareholders' Meeting 2026.

**On behalf of the Board of Directors
CHAIRMAN OF THE BOARD**



ĐẠO MINH KIẾN

Đà Nẵng, May 29th 2026



**THE ORGANIZATION REGULATIONS OF THE
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
DA NANG AIRPORT SERVICES JOINT STOCK COMPANY**

Article 1. Targets.

- Ensure transparency, fairness, democracy, and compliance with the law;
- Facilitate the organization, safety, and order during the General Shareholders' Meeting.

Article 2. Proxy Attendance at the General Shareholders' Meeting

- Shareholders who are individuals, legal representatives of organizational shareholders, or authorized representatives of organizational/individual shareholders owning voting shares of the Company have the right to attend the General Shareholders' Meeting (GSM).

- The proxy does not necessarily have to be a shareholder of the Company. The proxy cannot delegate their authority to a third party. The appointment and proxy authorization, as well as any changes to the representative and proxy, must be made in writing according to the following regulations:

- In the case of an individual shareholder, the proxy document must be the original document with the full signatures of both the person granting the proxy and the person receiving the proxy.

- In the case of a legal entity/organization shareholder, the proxy document must be the original document with the full signatures of the granting party, the receiving party, and must be stamped and signed by the legal representative of that legal entity/organization.

Article 3. Order of the Annual General Shareholders' Meeting

- All shareholders attending the General Shareholders' Meeting must be dressed appropriately.

- No smoking is allowed in the venue of the General Shareholders' Meeting.

- No private conversations or use of mobile phones during the General Shareholders' Meeting.

- All mobile phones must be turned off or set to silent mode.

Article 4. Voting at the Annual General Shareholders' Meeting

- **Principle:** All issues on the agenda of the Annual General Shareholders' Meeting will be approved by collecting public voting opinions from all shareholders using Voting Cards based on their owned and represented shares. Each shareholder will be issued a Voting Card that includes the voting code, the shareholder's full name (or authorized representative), the number of shares entitled to vote (owned and authorized), and the official seal of Da Nang Airport Services Joint Stock Company.

- **Voting Method:** Shareholders will vote to agree, disagree, or abstain on an issue presented at the General Shareholders' Meeting by RAISING and MARKING their Voting Card. When voting, the front of the Voting Card must be held up facing the Chairperson.

Approval of the decisions made at the Annual General Shareholders' Meeting:

4.1. Resolutions on the following matters will be approved if at least sixty-five percent (65%) of the total voting shares of all shareholders present, either directly or through authorized representatives, at the General Shareholders' Meeting agree:

- a) Types of shares and the total number of shares of each type;
- b) Changes to the industry, profession, and business fields;
- c) Changes to the organizational structure of the Company;
- d) Investment projects or the sale of assets valued at 35% or more of the total asset value recorded in the Company's most recent financial report, unless the Company's charter specifies a different ratio or value;
- e) Reorganization or dissolution of the Company;
- f) Amendments and supplements to the Company's charter.

4.2. Other matters, except for those specified in Clause 4.1 of this Article, will be approved when more than 50% of the total voting shares of all shareholders present, either directly or through authorized representatives, at the General Shareholders' Meeting agree:

4.3. The voting for members of the Board of Directors and the Supervisory Board must be conducted by cumulative voting.

Article 5. Responsibilities of the Chairpersons:

- The Chairperson of the Meeting is defined in Clauses 4, 7, and 8 of Article 20 of the Company's charter.
- The Chairperson has the following rights and responsibilities:
 - Preside over and conduct the Meeting; the Chairperson shall carry out necessary tasks to ensure the Meeting is conducted legally, orderly, and reflects the wishes of the majority of attending shareholders.
 - The Chairperson's decisions regarding the order, procedures, or events arising outside the agenda of the Meeting will have the highest authority.
 - Guide the Meeting in discussions and collecting votes on issues within the agenda.
 - Present drafts and conclude necessary issues for the Meeting to vote on.
 - Respond to or designate a member of the Board of Directors to answer questions raised by the Meeting.
 - Resolve issues that arise during the Annual General Shareholders' Meeting

Article 6. Responsibilities of the Ballot Counting Committee:

- Determine the voting results of shareholders on issues approved at the Annual General Shareholders' Meeting.
- Promptly inform the Chairperson and the Meeting of the voting results.

Article 7. Responsibilities of the Secretary Team:

- Accurately and thoroughly record all content and events of the Annual General Shareholders' Meeting, including issues approved by shareholders or noted during the meeting.
- Draft the minutes of the Annual General Shareholders' Meeting and the resolutions on the issues approved at the Annual General Shareholders' Meeting 2026.

Đà Nẵng, May, 29th 2026

VOTING PROCEDURES

AT THE ANNUAL GENERAL SHAREHOLDERS' MEETING 2026

Based on the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

Based on the Charter of Da Nang Airport Services Joint Stock Company.

The voting procedures at the Annual General Shareholders' Meeting of Da Nang Airport Services Joint Stock Company (hereinafter referred to as the “Meeting”) are as follows:

1. All contents of the Proposal, Reports at the Meeting, Minutes, and Resolutions of the Meeting must be voted publicly and directly at the Meeting or through direct voting.

2. The election of the Chairing Board, Secretary, and Ballot Counting Committee shall be carried out in accordance with Clause 2, Article 20 of the Company’s Charter and Clause 2, Article 146 of the Enterprise Law.

3. The contents of the proposals, reports, minutes, and resolutions at the Meeting shall be approved when they receive the consent of shareholders representing more than 50% of the total voting votes of the shareholders attending and voting at the meeting, except for the approval of the matters specified in Clause 1, Article 21 of the Company’s Charter.

4. Each shareholder or proxy's voting rights are calculated based on the total number of shares they own and/or represent.

5. Voting Procedures

- For shareholders/proxies attending the Meeting in person:

Each shareholder or proxy will receive a Voting Card upon attending the Meeting. The Voting Card clearly states the shareholder's name, shareholder registration code, and the number of shares including owned shares and authorized shares.

5.1. Voting on the Meeting organization contents

a. Shareholders/proxies attending the Meeting in person will exercise their voting rights by RAISING their Voting Card when approving the following contents:

- List of the Chairperson; Secretary
- List of the Vote Counting Committee;
- Meeting organization regulations;
- Meeting agenda;

- Minutes and Resolutions of the General Shareholders' Meeting.

b. Voting on the above issues at the Meeting will be conducted by raising the Voting Card. For each issue, the Chairperson or a representative of the Chairperson will ask for shareholders' opinions on each issue. Each issue will be voted on in three rounds in the order: Agree; Disagree; No opinion. The voting results will be announced immediately after each issue is voted on.

5.2. Voting on the contents that need to be approved at the Meeting

a. Shareholders/proxies attending the Meeting in person will exercise their voting rights by RAISING and MARKING their Voting Card to vote on the content that needs to be approved at the Meeting. The Organizing Committee has printed all the contents to be voted on the Voting Card. Corresponding to each content needing to be voted on, there are three options: "Agree," "Disagree," or "No opinion." When the Chairperson requests the shareholders to vote, shareholders will raise the corresponding Voting Card and mark "X" or "✓" on that option for record-keeping purposes.

The contents to be voted on include: Specific contents presented at the Meeting.

b. The voting results will be announced by the Head of the Vote Counting Committee immediately before the Meeting is adjourned, and the Minutes of the vote counting will be handed over to the Chairperson and the Secretary to finalize the Minutes and Resolutions.

6. In case a shareholder or proxy has questions regarding the voting results, the Chairperson will consider and make a decision immediately at the Meeting.

No: 12 /BC-HDQT-DVĐN

Da nang, May 29th 2026

**REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS
FOR THE YEAR 2025 AND PLAN FOR 2026**

To: THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

- The year 2025 marked a period of considerable effort and important transitions for the Company amid an aviation sector that continued to recover while still facing significant challenges. Global economic volatility, pressure on input costs, increasingly stringent requirements for food safety, service quality, and sustainable development imposed new demands on the Company's management capacity, adaptability, and innovation.

- Against that backdrop, the Company maintained safe and stable production and business operations, progressively optimized operating processes, controlled costs, and improved the quality of meals and services provided to both domestic and international airlines. The quality management, food safety, and aviation security systems continued to be strictly adhered to in accordance with international standards and regulatory requirements.

- Facing the opportunities and difficulties of 2025, and with the support of the major shareholder Vietnam Airlines, the Board of Directors, the Executive Board, and all employees focused on enhancing service quality in effective business areas, tightened control over low-performing business units, and continued policies to reduce and minimize indirect costs. These efforts contributed to revenue and profit results that were more favorable than the plan approved by the General Meeting of Shareholders.

- The Board of Directors of Danang Airport Services Joint Stock Company reports to the General Meeting of Shareholders on the results of 2025 and the operational direction for 2026 as follows:

I. IMPLEMENTATION OF THE 2025 PLAN TARGETS.

1. Production and Business Targets:

- Detailed indicators regarding the scale, growth, and business results of MASCO in 2025 are presented in the attached audited financial report and published on the company's website (www.masco@masco.com.vn). Some key targets achieved are as follows:

Total Revenue	226.651 billion VND, achieving 109.4% of the 2025 plan
Total Profit Before Tax	9.224 billion VND, achieving 110.8% of the 2025 plan
Total Profit After Tax	8.648 billion VND, achieving 115.6% of the 2025 plan
Owner's Equity	42.676.830.000 VND
Average Income/Person	12.92 million VND/person/month, achieving 120.2% of the 2025 plan

Profit After Tax/Owner's Equity	17.37%
Basic Earnings/Share	1.737 VND/share

2. Corporate Governance:

2.1. Composition of the Board of Directors:

The current Board of Directors consists of 5 members as follows:

No.	Board Member	Position	Appointment Date
1	Mr. Dao Manh Kien	Chairman of the Board (Non-executive)	25/06/2021
2	Mr. Tran Thanh Nghia	Board Member	28/06/2024
3	Mr. Tran Thanh Hai	Board Member	25/06/2021
4	Mr. Nguyen Thanh Dong	Board Member (Non-executive)	28/06/2024
5	Ms. Nguyen Thi Thuy Linh	Board Member (Non-executive)	25/06/2021

2.2. Activities of the Board of Directors:

- In its role and duty to represent the interests of the Company's shareholders, the Board of Directors has always upheld a strong sense of responsibility and, together with the Executive Board, has directed and implemented the management and business targets set out in the 2025 General Meeting of Shareholders' resolution. The Board has effectively performed its supervisory functions over all aspects of the Company's activities as stipulated in the charter, both directly and indirectly (online via email and telephone).

- The Board of Directors operates on a collective basis, fully complying with legal regulations and the Company charter. The Board convenes regular meetings quarterly (one meeting per quarter). During 2025, the Board met to provide direction and adopt many resolutions and decisions on important matters, including:

+ Approving the financial reports, production and business plans, and investment plans for submission to the General Meeting of Shareholders for decision;

+ Approving and organizing the Annual General Meeting of Shareholders;

+ Approving the Company's organizational and personnel regulations;

+ Approving the selection of the audit firm for the reviewed interim financial statements and the 2025 annual financial statements;

+ And many other important decisions.

No	Resolution/Decision No.	Date	Content	Approval rate
1	01/NQ-HĐQT-DVĐN	07/03/2025	Approve the closing date list of shareholders and content of Annual General Meeting of Shareholders in 2025.	100%
2	02/NQ-HĐQT-DVĐN	08/04/2025	Convene Annual General Meeting of Shareholders in 2025.	100%
3	04/NQ-HĐQT-DVĐN	29/04/2025	Implement the 2025 Business and Investment Plan, and develop the business strategy for the period 2025-2030.	100%
4	05/NQ-HĐQT-DVĐN	20/06/2025	Selecting Audit Company to review the 6 months and annual financial reports in 2025.	100%
5	06/NQ-HĐQT-DVĐN	22/09/2025	Approval of the Production and Business Report, and the Financial Statements for 6 months of 2025	100%
6	07/NQ-HĐQT-DVĐN	24/11/2025	Approve the closing date list of shareholders and content of collecting Shareholder Opinions in Writing 2025	100%
7	08/NQ-HĐQT-DVĐN	08/12/2025	Approval of the Company's Organizational and Personnel Regulations	100%
8	01/QĐ-HĐQT-DVĐN	08/12/2025	Decision to Issue the Company's Organizational and Personnel Regulations	100%

3. Supervision of the General Director's Activities:

- The Board of Directors regularly and irregularly holds meetings with the Board of General Directors in accordance with the Company's Charter to timely decide matters related to the Company's production and business operations, thereby ensuring the Company's interests are aligned with the directions set by the General Meeting of Shareholders.

- Throughout the year, the Board of General Directors has closely directed the Company's activities, including the detailed preparation of monthly action plans, reviewing labor matters, working out plans to adjust employees' wages, identifying the list of concentrated products and services prioritized for the core products/services that deliver high efficiency, expanding products beyond the aviation sector, and proposing solutions to address limitations, ensuring the implementation schedule is maintained and the Company basically fulfills the production and business targets assigned by the General Meeting of Shareholders. Quality control and debt recovery/handling have been carried out effectively.

- The Board of Directors has monitored the implementation of the Company's investment activities in 2025, specifically:

+ Investing in three (03) vehicles for transporting meal services for the factories in Phú Bài, Đà Nẵng, and Cam Ranh.

+ Renovating and conducting waterproofing works for the meal-processing facility as well as one (01) 16-seat vehicle serving the transport of pilots and cabin crew teams at Cam Ranh.

+ Adding equipment and upgrading the fire prevention and firefighting system at the Cam Ranh Branch.

+ Investing in six (06) trucks for driving schools for the training centers in Đà Nẵng and Thừa Thiên Huế.

4. Regarding Transactions with Related Parties in 2025.

- In 2025, transactions between MASCO and related parties have been approved and executed in compliance with legal regulations.

5. Internal Audit Department Activities.

- In 2025, the Internal Audit department under the Board of Directors managed and coordinated with relevant departments and agencies to effectively perform assigned tasks and achieve the set objectives in accordance with the internal audit regulations, the annual audit plan, and applicable legal requirements, specifically as follows:

- Conduct compliance audits at departments, units, and enterprises/branches to ensure adherence to current legal regulations, the Company Charter, operating regulations, and mandatory obligations regarding tax policies and social insurance...

- Review and supervise compliance with policies, regulations, and procedures of the food safety management system under ISO 22000:2018 at the Đà Nẵng meal production and catering supply enterprise. Through this, assess the system's conformity and effectiveness to identify potential risks for timely prevention and handling.

- Evaluate processes and the implementation status of investment projects that have been approved by the General Meeting of Shareholders and are deployed by the Board of Directors.

- Review and appraise the quarterly, semi-annual, and annual financial statements of the Company for 2025.

- Recommend handling of violations and remediation of existing shortcomings found during audits conducted at units, while also proposing improvement measures to minimize risks and errors.

6. Other Activities:

- Selection and signing of the contract for auditing the financial statements for 2025 according to the resolution of the General Meeting of Shareholders.

II. OPERATIONAL DIRECTION FOR 2026.

1. 2026 Plan Targets.

1.1. General Assessment:

- The impacts of the Russia-Ukraine conflict crisis and the situation in the Middle East have caused the prices of raw materials and fuel to rise sharply, further creating significant challenges for air transportation and tourism.

- However, the reduced role of Middle Eastern aviation hubs due to the conflict may open opportunities for other countries in Asia to enhance their position in the global air route network. Some airlines are researching plans to expand their route networks to new markets

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such as the Americas, Africa, India, and Northeast Asia in order to diversify passenger sources and reduce reliance on traditional routes.

- Therefore, the Company's production and business activities in 2026 will depend heavily on the global economic situation, the Russia–Ukraine conflict, the ongoing conflicts in the Middle East, as well as the airlines' ability to adapt to fluctuations in geopolitical and energy conditions.

1.2. Specific Targets:

Indicator	Unit	2026 Plan	Notes
Total Owner's Equity	Million VND	43.481	
Production Volume of Meals	Meals	1.914.710	
Total Revenue	Million VND	237.345	
Total Costs	Million VND	227.125	
Total Salary Fund	Million VND	73.474	
Profit Before Tax	Million VND	10.220	
Profit After Tax	Million VND	7.881	
Average Labor	People	465	
Total Investment in the Year	Million VND	19.914	Includes VAT

2. Management Efforts to Achieve 2026 Goals.

- The Board of Directors directs the Board of General Directors to take proactive and effective measures, closely following market requirements, and to prepare well resources and production/business conditions to ensure the completion of the plans developed and submitted to the Annual General Meeting of Shareholders for approval.

- Maintain stability in the business lines determined as the Company's strategy, with the top priority given to business areas related to the aviation transport supply chain at Central Region airports. Strengthen promotion and the Masco brand image by participating in events and widely introducing aviation meal services to tourists, thereby building reputation, quality, and a distinct brand for the Company's service products.

- Strive to maintain meal service markets at international airports in Đà Nẵng, Phú Bài, and Cam Ranh. Aim to expand the provision of services to two (02) or more international customers in 2026. Adjust selling unit prices for airlines to increase operational efficiency for the Company.

- Continue strengthening cooperative relationships among enterprises to leverage the strengths of VNA Group; promote joint procurement of goods and services, and deploy integrated service packages to supply airlines operating to airports in the Central Region, thereby improving the Company's competitiveness.

- Implement investment projects in accordance with efficiency, prudence, and balanced resource allocation principles. Review the investment portfolio, prioritize essential projects with the ability to enhance production capacity and optimize costs.

- Strengthen inspection, supervision, and evaluation of the implementation, maintenance, and continuous improvement of the food safety management system 22000:2018. Maintain the effectiveness of the Halal meal management process at Đà Nẵng (XNSA) and the Nha Trang branch.

- Seek stable sources of input materials with appropriate quality to actual operating conditions. Continue implementing thrift and anti-waste policies.

- Continue evaluating, reviewing, and arranging labor resources suitable to the actual production and business situation at departments and subordinate units, ensuring improved labor productivity and increased operational efficiency.

- Enhance digital transformation by digitizing company documents, procedures, and regulations, ensuring that all staff and employees can access document records and implement updates as quickly, flexibly, and effectively as possible.

- Continue promoting the tendering process to build a new meal-processing facility at Da Nang International Airport.

The above is the report on the Company's production and business operation results in 2025 and the directions and tasks for 2026. The Board of Directors respectfully reports and looks forward to receiving shareholders' contributions so that the Company's production and business activities and the Board's management and administration work in 2026 achieve the highest possible results.

**On behalf of the Board of Directors
CHAIRMAN OF THE BOARD**



No: 13 /TTr-HĐQT-DVĐN

Đà Nẵng, May 29th 2026

SUBMISSION

Proposed items for discussion and voting at the General Meeting

To: 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

- Based on the Board of Directors' report on the implementation of business production and operation targets, management and operation in 2025, and assessments of the domestic and international economic and political situation affecting the aviation and tourism market...the Board of Directors of Danang Airport Services Joint Stock Company (Masco) respectfully submits the following items to the Annual General Meeting of Shareholders (AGM):

1. Report on 2025 Business Production and Operation results and Audited Financial Statements.

Target	Unit	Plan	Actual	% of Plan
Output (meals)	Meals	1.562.057	1.660.161	106,28%
Total Revenue	Million VND	207.101	226.651	109,44%
Profit before tax	Million VND	8.329	9.224	110,75%
Profit after tax	Million VND	6.669	8.648	129,67%
Equity Capital	Million VND	42.677	42.677	100,00%
Investment plan (1)	Million VND	31.317	25.126	80,23%
Rate of PAT/Equity Capital	Rate	15,6%	20,3%	129,7%

Note: (1) The disbursed value of investment commitments already executed is 10,26 million VND, accounting for 32.8% of the planned

2. Profit distribution plan for 2024 and 2025:

2.1. 2024 Profit Distribution Plan (Details in Report No.: 14/BC-HĐQT-DVĐN dated May 29th, 2026).

- Pursuant to Clause 3.1, Article 1 of Resolution No. 03/NQ-ĐHDCĐ-DVĐN dated April 29, 2025: "The General Meeting acknowledges the Board of Directors' report on the 2024 profit distribution plan and assigns the Board of Directors of the Company the following tasks:

+ *Direct the Company to continue reviewing the business cooperation (BCC) contracts, paying attention to the order and procedures for contract signing, the determination of the capital contribution ratios, the results of the BCC activities (noting the allocation of management expenses to the two driving training centers), and the distribution of benefits among the cooperating parties, ensuring they are consistent with the level of contributions of each party and comply with legal regulations.*

+ *Based on the results of the review of the BCC contracts and the Company's production and business performance in 2024, report to the General Meeting for approval of the 2024 profit distribution plan, ensuring the maximization of the Company's interests and compliance with the provisions of the law."*

- Accordingly, the Board of Directors, in coordination with the Supervisory Board, has conducted the review and prepared the shareholder report on the implementation results in Report No. 06/BC-HĐQT-DVĐN dated April 3, 2026. Based on the contents and results of the review, and referencing the relevant provisions of current law, both Centers are still operating with full corporate and legal status, periodically submitting taxes and fees to the State, and contributing significantly to the Company's overall results. Therefore, the Board of Directors respectfully recommends that shareholders consider and approve the 2024 Profit Distribution Plan, so the Company has a basis to distribute benefits among the HTKD parties in a manner consistent with each party's contribution level and in compliance with legal regulations.

2.2. Profit distribution plan for 2025

TT	ITEM	ACTUAL
1	Total Accounting Profit Before Tax	9.224.169.596
2	Corporate Income Tax Payable	575.935.596
3	Profit after Tax, including:	8.648.234.000
3.1	Profit from Catering and Commercial Units	6.189.126.962
3.2	Profit from Thua Thien Hue Driving Training Center	431.633.630
	Profit Distribution at TTDN Hue	
a	- Reward and Welfare Fund at TTDN Hue	21.581.682
b	- Distribution to other contributing members (outside the Company)	168.312.231
c	- Company profit from TTDN Hue	241.739.717
3.3	Profit from Danang Driving Training Center (TTDN Da Nang)	2.027.473.407
	Profit Distribution at TTDN Da Nang:	
a	- Reward and Welfare Fund at TTDN Danang	101.373.670
b	- Distribution to other contributing members (outside the Company)	943.788.871
c	- Profit distribution based on the Company's equity contribution	982.310.866
4	Remaining Company Profit after distribution to contributing parties per Business Cooperation Agreement at the two driving training centers: (4=3.1+3.2-3.2a-3.2b+3.3-3.3b) (Code 421b-BCDKT)	7.413.177.546

- The profit of each Center, after fully paying Corporate Income Tax and setting aside the funds for Rewards and Welfare (maximum no more than 5% of Profit after Tax), will be distributed according to each party's capital contribution ratio.

- After distributing profit from the business cooperation activities at the Huế and Da Nang driving training centers, the Company's remaining profit for 2025 was 7.4 billion VND. However, as of December 31, 2019, the Company still had undistributed retained earnings/profit after tax of 10.7 billion VND, together with accumulated losses from 2020–2025 of (-12.4 billion VND). Therefore, in the Company's 2025 audited financial statements, the Profit after Tax as of December 31, 2025 was (-1.66 billion VND).

Year	Unit	Profit after tax
Year 2019	VND	10.707.051.831
Year 2020	VND	(12,153,078,594)
Year 2021	VND	(14,873,986,621)

Year 2022	VND	54,127,931
Year 2023	VND	2,844,306,165
Year 2024	VND	3,856,879,886
Year 2025	VND	7,413,177,546
Total accumulated losses (as of 31/12/2025)	VND	(1.660.587.107)

- Pursuant to Point (b), Clause 2, Article 135 of the current Enterprise Law and Clause 2, Article 60 of Decree No. 155/2020/ND-CP, together with the opinions of the State Securities Commission as stated in Official Letter No. 8594/UBCK-QLCB dated December 10, 2025 regarding the payment of the 2025 dividends; accordingly, Masco does not meet the conditions to pay dividends as required because it still has accumulated losses. Therefore, the Company does not set up the funds, does not distribute dividends for 2025, and does not pay the dividend amount that was approved by the General Meeting of Shareholders in 2020. All of the profit after tax in 2025 will be retained to continue offsetting the accumulated losses.

- Regarding the profit at the two (02) driving training centers, the Company proposes that the General Meeting of Shareholders authorize the Board of Directors to decide the profit distribution to the capital-contributing parties at the two (02) driving training centers, in accordance with the law.

3. 2026 Business Production and Operation Plan:

Based on the 2025 performance and the foreseen challenges and opportunities in business production and operation in 2026, the Board of Directors submits the following key targets for the 2026 Business Production and Operation Plan to the General Meeting:

Unit: million VND

Target	Plan 2026 Board of Directors Proposed	Notes
1. Average Equity Capital	43.480	
Including:		
- Equity Capital as of 31/12/2026	42.677	
2. Meals output (meal)	1.914.710	
3. Revenue	237.345	
4. Total Expensive	227.125	
Including: Total Salary fund	73.474	
5. Profit before tax	10.220	
6. Profit after tax	7.881	
7. Average Labour	465	
8. Total investment in the year	19.914	VAT included

- In the context of the global economy in 2026, which is forecast to continue fluctuating, and with geopolitical conflicts posing many risks affecting the business environment, to proactively manage business production and operation, the Board of Directors recommends that the General Meeting of Shareholders authorize the Board of Directors to proactively review and adjust the Plan when the market experiences unusual fluctuations that affect the results and business operations of the enterprise, in accordance

with the actual situation. The Company will notify shareholders of any plan adjustments (if any).

4. 2026 Investment Plan: (Details in Appendix 01)

- Carry-over projects from 2025 : 2.325 billion VND
- New investment projects in 2026 : 17.589 billion VND
- Total planned investment for 2026 : 19.914 billion VND (VAT included)

5. Approval of the Board of Directors' Report (attached report)

- In 2025, the Board of Directors actively implemented the resolutions of the 2025 Annual General Meeting of Shareholders in accordance with the Company's Articles of Association and the Board of Directors' operating regulations.

6. Approval of the Supervisory Board's report (attached report)

- The Supervisory Board's report presents the activities carried out in 2025, fundamentally providing a comprehensive assessment of the Company's business production and operation, the management and operation of the Board of Directors and General Directors, investment activities, and project finalization in 2025, as well as an assessment of compliance with State law and the Company's Articles of Association. The report also summarizes the implementation of the 2025 General Meeting of Shareholders' resolutions.

7. Approval of the report on the payment of remuneration and salaries to the Board of Directors and Supervisory Board in 2025 and the plan for remuneration and salaries in 2026:

- Remuneration and salaries for the Board of Directors and Supervisory Board were paid in full (100%) according to the 2025 plan approved by the General Meeting of Shareholders, specifically:

7.1. Implementation of Remuneration and Salary Payments in 2025:

a. Remuneration: 86.880.000 VND

- Chairman of the Board of Directors: 1.800.000 VND/person/month, equivalent to 21.600.000 VND/year.
- Board of Directors Members: 1.000.000 VND/person/month, equivalent to 48.000.000 VND/year.
- Supervisory Board Members: 720.000 VND/person/month, equivalent to 17.280.000 VND/year.

b. Salaries: 103.200.000 VND

- Head of the Supervisory Board: 8.600.000 VND/person/month, equivalent to 103.200.000 VND/year

7.2. Remuneration and Salary Plan for 2026:

No	Position BOD/BOS	Salary /person/month (VND)	Remuneration /person/month (VND)
1	Chairman of the BOD		4.320.000
2	Non-executive member of the BOD		2.592.000
3	Head of BOS	12.960.000	

4	Non-executive head of BOS		2.592.000
5	Member of BOS		1.620.000

The above is a report on the business targets, direction, and tasks for 2026. The Board of Directors respectfully submits this report and looks forward to receiving feedback from shareholders to achieve the best possible results in 2026.

With high unity and solidarity within the Board of Directors and General Directors, creativity, flexibility, and decisiveness in management and operation, along with the wholehearted support of shareholders, the Board of Directors and General Directors will certainly overcome the challenges of 2026 and successfully implement the objectives set by the General Meeting.

**On Behalf of the Board of Directors,
Chairman of the Board**



DAO MANH KIEN

APPENDIX 1: 2026 INVESTMENT PLAN

Unit: Million VND

No.	Investment Portfolio	Total Investment Amount	Of which: Equity Capital Source	Implementation Progress
A	Previous Period Carry-over Projects (I+II)	2,325	1,597	
I	Equipment Investment	2,325	1,597	
	DAD Elevator Installation	500	500	Q1
	CXR Cold Storage System Renovation	710	710	Full Year
	Hue Vocational Training Power Generator	75	75	Q1
	Training truck	1,040	312	Q1
II	Basic Construction Investment (1+2)	-		
1	Projects Under Preparation			
2	Projects Under Implementation			
B	New Investment Projects (I+II)	17,589	11,114	
I	Miscellaneous Equipment Investment	14,934	8,914	
1	Projects Under Preparation			
2	Projects Under Implementation	14,934	8,914	
2.1	Da Nang Driving Training Truck 1 unit	520	520	Q3
2.2	Meal Truck (01 unit)	5,500	1,650	Q3
2.3	Refrigerated Truck for Meal Service Increase DAD, HUI (2 units)	1,200	360	Q2
2.4	Accounting Software Upgrade	300	300	Q2
2.5	Other Miscellaneous Equipment	500	500	Full Year
2.6	Equipment at DAD and CXR	6,914	5,584	
2.6.1	At Da Nang	4,326	2,996	
	Digital Walkie-talkies (3 units)	90	90	Q2
	Replace freezer, cold room compressors (05 units)	250	250	Full Year
	Replace freezer, cold room condenser units (04 units)	280	280	Full Year
	4HP Ceiling Air Conditioners (5 units), spare for replacement	225	225	Full Year
	Replace 2HP Air Conditioners (10 units), spare for replacement	200	200	Full Year
	Replace cold room doors (05 units)	300	300	Q2
	Cold room system, condensing unit	350	350	Full Year
	Cold storage cabinets (3 units)	126	126	Q2
	Fresh air supply system for kitchen area	120	120	Q2
	Lightning protection system	200	200	Q2
	Relocate transformer station	840	252	Q3
	Replace electrical panel	40	40	Q3
	Tool dryer after washing (supplement for Cleaning Team)	60	60	Q2
	Multi-functional food processor	110	110	Q2
	Non-stick baking trays for pastry kitchen (50 units)	75	75	Full Year
	Expanded freezer (old laundry area)	560	168	Q4
	C and International VNA cold room	500	150	Q4
2.6.2	At Cam Ranh	2,381	2,381	
	Dough proofing oven (holds trolleys)	200	200	Q2
	Pastry mold press machine	65	65	Q2



	Entrance gate with electric motor control	40	40	Q2
	Factory Camera System - (40 Cameras)	64	64	Q2
	Screen for training, briefing	54	54	Q2
	Refrigerator (2 units)	84	84	Q2
	Photocopier with scan function	75	75	Q2
	Industrial gas burner	80	80	Q2
	4HP ceiling air conditioner, spare for replacement	180	180	Full Year
	Raw Material Metal Detector	450	450	Q4
	Replace 2HP Air Conditioners (10 units), spare for replacement	200	200	Full Year
	250 kva Transformer station	241	241	Q3
	160 kva Transformer station	178	178	Q3
	Renovation of damaged cold room floors (08 rooms)	320	320	Q3
	Non-stick baking trays for pastry kitchen (100 units)	150	150	Full Year
2.6.3	At Phu Bai	207	207	
	Refrigerator	42	42	Q2
	1.5 HP Air Conditioner for CN Director's Room	10	10	Q2
	Digital Walkie-talkies (3 units)	90	90	Q2
	Oven	25	25	Q2
	Microwave Oven	10	10	Q2
	Ice maker with 60kg/day capacity	30	30	Q2
II	Basic Construction Investment (1+2)	2,655	2,200	
1	Projects Under Preparation			
2	Projects Under Implementation	2,655	2,200	
2.1	Renovation of DAD infrastructure	900	900	
a	PVC paneling to replace peeling brick walls,	300	300	Full Year
b	Waterproofing of 2nd floor	520	520	Q3
c	Partition for aircraft door to maintain	80	80	Q2
2.2	Renovation of CXR infrastructure	1,547	1,092	
a	Lighting system for perimeter & internal roads	70	70	Q3
b	Renovation of CN lobby and Office area (PVC ceiling paneling, wall paneling, painting)	60	60	Q3
c	Renovation and repainting of entire factory area	650	195	Q4
d	Renovation and replacement of old workshop	300	300	Q4
e	Renovation of workshop drainage system	37	37	Q3
f	Renovation of Wastewater Tank area (Concrete flooring)	80	80	Q3
g	Renovation of wastewater treatment system	350	350	Q3
2.3	Renovation of Phu Bai infrastructure	208	208	-
a	Construction of fence for 318m ² land plot (63m long, 2.25m high)	158	158	Q4
b	Replace ceramic tiles in peeling areas	50	50	Full Year
	Total (A+B)	19,914	12,711	



No.: 14 /BC-HĐQT-DVDN

Da Nang, May, 29th 2026

REPORT

Review the legality of business cooperation contracts at 02 Training centers
Da Nang and Thua Thien Hue

To: Annual General Meeting of Shareholders in 2026

- Pursuant to Resolution No. 03/NQ-ĐHDCĐ-DVDN approved by the General Meeting of Shareholders on 29/04/2025.

- The Board of Directors has directed and coordinated with the Supervisory Board and the Company's Board of Directors to evaluate and review the business cooperation contracts, the determination of the percentage of capital contributed, the results of business cooperation activities at 02 vocational training centers and report to shareholders on the following contents:

I. Contents

1. Da Nang Training Center.

- Established in 2008 under a contract between the Company and 12 persons with an investment capital of VND 8.8 billion within 10 years, Masco accounts for 51.84%. In 2014, Masco and other capital contributors signed an Appendix to the Contract to adjust the total investment capital of the Center to reduce to VND 3.34 billion. By 2018, the Company signed an Appendix to extend for another 10 years and continued to maintain the total value of capital contribution at the Center of VND 3.34 billion, of which MASCO still held the rate of 51% and 12 individuals at 49%.

- The Center's business activities from its establishment to 2019 went smoothly, in the period of 2014 - 2019, contributing to the overall results of the Company by an average of 712 million VND/year.

- In 2020–2021, the Center incurred a loss of 4.159 billion VND due to the impact of the pandemic. The Company has completed the recovery of this loss from the individuals who contributed capital (totalling 2,038,111,003 VND) using distributable profit from business cooperation (HTKD) with the individuals who contributed capital at the Center in 2022, 2023, and 2024, including:

- From 2022 profit: 516,489,993 VND
- From 2023 profit: 274,827,661 VND
- From 2024 profit allocation: 1,246,796,349 VND

The remaining profit to be distributed from the 2024 business results (after fully completing the recovery of the entire accumulated losses allocated to the capital-contributing individuals) may be distributed to the individuals who contributed capital at the Da Nang driving training and education center in the amount of 336,764,628 VND.

- **Comment:** The process and procedures for signing contracts, determining the capital contribution ratio, the results of the business cooperation activities at the Center since



its establishment, as well as the allocation of profits/losses among the cooperating parties, have all been confirmed and reported by the auditing firm to the Annual General Meeting of Shareholders every year.

- Regarding the limitation noted, the reason that it has not been reported to the competent authority for approval of the Board resolution/Board approval (HĐ/PLHĐ) related to the reduction of capital and the benefits of Related Parties is that the unit did not have knowledge of the provisions of the Enterprise Law 2005, and currently it is not possible to remedy this issue.

2. Thua Thien Hue Training Center.

- Established in 2009 under a contract between the Company and 16 persons with an investment capital of VND 12 billion (The General Meeting of Shareholders approved the project at VND 8.5 billion) in for a term of 10 years, Masco accounts for 51%.

- In 2014, Masco and other capital contributors signed an Appendix to the Contract to adjust the total investment capital at the Center to 5,172 billion VND. By 2019, the Company signed an appendix to extend for another 10 years and agreed that the total value of capital contribution at the Center is VND 4,872 billion, of which MASCO holds 58.95% and natural persons are 41.05%.

- The Center's business activities from its establishment to 2024 went smoothly, in particular, the Center was not affected by the pandemic. In the period of 2015 - 2024, contributing to the Company's overall results by an average of 1.14 billion VND/year (including the additional deduction of management fees of 1.89 billion VND for the period 2019-2023 according to the conclusion of the Tax Inspectorate on 22/01/2025).

- **Comment:** The point that exists when implementing investment in excess of the limit compared to the value approved by the 2009 General Meeting of Shareholders is the error of the Board of Directors of the previous term due to not understanding the provisions of the Law on Enterprises 2005. Contents related to the order and procedures for signing the Contract, determining the ratio of contributed capital, business results and profit distribution to the cooperating parties are all confirmed by the audit unit and reported at the annual General Meeting of Shareholders.

*** Information related to land-use rights for the driving training yard at the driving training center in Huế, under the State's long-term lease, with annual lease payments, specifically as follows:**

- **On January 10, 2013**, the Company received a Land Use Rights Certificate from the People's Committee of Thừa Thiên Huế Province for land located in **Thủy Phương Ward, Hương Thủy Town, Thừa Thiên Huế Province**, with an area of **15,145 m²**, and a lease term ending on **April 13, 2059 (50 years from April 2009)**. The land-lease form is **annual lease payment**, as prescribed by the State.

- Although the Company was granted the Land Use Rights Certificate after the parties signed the HTKD business cooperation contract and made capital contributions, the costs related to procedures for obtaining the certificate were recorded as operating expenses of the year in which the procedures were incurred at the Huế driving training center. The land-use right that the State leases to the Company with annual lease payments was not recorded as

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contributed capital assets of the parties under the HTKD contract. The Huế driving training center is a dependent branch of the Company; and the Company is the party whose name appears on the Land Use Rights Certificate. Accordingly, the Company is the entity that manages and uses the land in accordance with legal regulations (in cases where the Company and the HTKD cooperating parties do not continue to perform the contract, the leased land under the annual-payment land lease arrangement is not included in the value of assets to be divided if the joint venture ends).

- The Company is listed as the name holder on the certificate; however, legal regulations do not provide guidance on how to determine the value of the land-use right for State-leased land with annual lease payments (and the Company's annual land-lease costs are recorded as operating expenses in the Huế driving training center's production and business expenses and results of business operations). Therefore, there is no basis to determine the value of the Company's capital-contribution advantage related to this parcel of land in the HTKD relationship at the Huế driving training center.

II. Recommendations.

- On the basis of the contents, results of review, reference to the provisions of current law, both 02 Centers are still operating with full legal and legal entities, paying taxes and fees, etc. periodically to the State and contribute a lot to the overall results of the Company. Therefore, the Board of Directors respectfully requests shareholders to consider and approve the profit distribution plan in 2024 so that the Company has a basis for distributing benefits to business partners, ensuring that it is consistent with the level of contribution of the parties, and complies with the law.

Sincerely./.

CHAIRMAN OF THE BOARD



ĐÀO MANH KIEN



No: **15** /TTr-HĐQT-DVĐN

Đà Nẵng, May, 29th 2026

SUBMISSION

Election Regulations for Members of the Board of Directors
and the Supervisory Board of the Company

To: **2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter on Organization and Operation of Da Nang Airport Services Joint Stock Company, which was approved by the General Meeting of Shareholders on April 27, 2023.
- The Board of Directors (BOD) of Da Nang Airport Services Joint Stock Company, stock code MAS, was elected by the General Meeting of Shareholders to include 05 members, pursuant to Resolution No. 06/NQ-ĐHĐCĐ-DVĐN dated June 25, 2021.
- On June 28th, 2024, the 2024 Annual General Meeting of Shareholders elected to additionally supplement and replace 02 BOD members with terms of no more than 05 years, pursuant to Resolution No. 09/NQ-ĐHĐCĐ-DVĐN.
- At the same time, the term of the Board of Supervisors (BOS) of the Company consists of 03 members, pursuant to Resolution No. 06/NQ-ĐHĐCĐ-DVĐN dated June 25, 2021, which will end at the Company's 2026 General Meeting of Shareholders.
- To ensure that the Board of Directors and the Board of Supervisors operate under the appropriate model and meet the requirements of the current law, the Board of Directors respectfully proposes that shareholders consider and approve the following contents:
 1. Regulation on the election of BOD and BOS members of the Company (enclosed regulation).
 2. Election/additional election of three (03) BOD members of the Company.
 3. Election of BOS members of the Company.
 4. The term of the elected BOD and BOS members shall be no more than 05 years, starting from the date of election at the Company's 2026 Annual General Meeting of Shareholders.

Respectfully thank you and best regards.

On Behalf of the Board of Directors,
Chairman of the Board



Đà Nẵng, May, 29th 2026

REGULATIONS

**ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS AND THE
SUPERVISORY BOARD**

Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Charter of Da Nang Airport Services Joint Stock Company.

Article 1. Objectives

1. To ensure compliance with the laws and practices in Vietnam;
2. To ensure the principles of transparency, democracy, and the legitimate rights of all shareholders;
3. To ensure the focus and stability of the General Meeting of Shareholders.

Article 2. Scope and Subjects of Application

1. The election of members of the Board of Directors (BOD) and the Supervisory Board (SB) of Da Nang Airport Services Joint Stock Company at the General Meeting of Shareholders shall be conducted in accordance with these Regulations.
2. These Regulations apply to all shareholders holding shares of Da Nang Airport Services Joint Stock Company or their duly authorized representatives.

Article 3. Number of Members to be Elected and Standards for BOD Members

1. Number of BOD members to be elected:
 - a. The number of BOD members to be elected is three (03) members.
 - b. Maximum number of BOD candidates: Unlimited
2. The term of office of a BOD member shall not exceed five (05) years.
3. Standards for BOD members: Candidates nominated or self-nominated for the BOD must meet the following standards and conditions (pursuant to Article 155 of the Law on Enterprises).
 - a. Possess full civil act capacity and are not among the subjects prohibited from holding managerial positions in enterprises as prescribed by law.
 - b. Possess professional qualifications and experience in the Company's business management; they are not required to be shareholders of the Company.
 - c. A member of the Company's BOD may simultaneously serve as a member of the BOD of another company (but not exceeding 05 companies).

Article 4. Number and Standards for Supervisory Board Members.

1. Number of SB members:
 - a. The number of SB members is three (03) members in accordance with the Company's Charter.

b. Maximum number of SB candidates: Unlimited

2. The term of office of an SB member shall not exceed five (05) years.

3. Standards for SB members: Candidates for the SB must meet all of the following standards and conditions (pursuant to Article 169 of the Law on Enterprises):

a. Possess full civil act capacity and are not among the subjects prohibited from establishing and managing enterprises as prescribed by the Law on Enterprises;

b. Have been trained in one of the following majors: economics, finance, accounting, auditing, law, or business administration.

c. Are not family members of any member of the Board of Directors, the Director, or the General Director and other managers;

d. Are not company managers; they are not required to be shareholders or employees of the company.

e. Other standards and conditions as prescribed by other relevant laws and the Company's Charter.

Article 5. Right to Nominate and Stand for Election to the BOD.

1. Shareholders holding voting shares have the right to aggregate their voting rights to nominate candidates for the Board of Directors. The number of candidates that each group has the right to nominate depends on the number of candidates decided by the General Meeting and the shareholding ratio of each group:

a. A shareholder or group of shareholders holding from 10% to less than 20% of the total voting shares is entitled to nominate one (01) candidate;

b. A shareholder or group of shareholders holding from 20% to less than 35% of the total voting shares is entitled to nominate a maximum of two (02) candidates;

c. A shareholder or group of shareholders holding from 35% to less than 50% of the total voting shares is entitled to nominate a maximum of three (03) candidates;

d. A shareholder or group of shareholders holding from 50% to less than 65% of the total voting shares is entitled to nominate a maximum of four (04) candidates;

e. A shareholder or group of shareholders holding 65% or more of the total voting shares is entitled to nominate the full number of candidates.

2. In case the number of candidates for the Board of Directors through nomination and self-nomination is still insufficient, the incumbent Board of Directors may nominate additional candidates or organize nominations according to the mechanism stipulated by the Company in the Internal Regulations on Corporate Governance. The procedure for the incumbent Board of Directors to introduce candidates for the Board of Directors must be clearly announced and approved by the General Meeting of Shareholders before proceeding with nominations as prescribed by law.

Article 6. Right to Nominate and Stand for Election to the SB.

1. Shareholders holding voting shares have the right to aggregate their voting rights to nominate candidates for the Supervisory Board. The number of candidates that each group has the right to nominate depends on the number of candidates decided by the General Meeting and the shareholding ratio of each group:

- a. A shareholder or group of shareholders holding from 10% to less than 35% of the total voting shares is entitled to nominate one (01) candidate;
- b. A shareholder or group of shareholders holding from 35% to less than 65% of the total voting shares is entitled to nominate a maximum of two (02) candidates;
- c. A shareholder or group of shareholders holding 65% or more of the total voting shares is entitled to nominate the full number of candidates.

2. In case the number of candidates for the Supervisory Board through nomination and self-nomination is still insufficient, the incumbent Supervisory Board may nominate additional candidates or organize nominations according to the mechanism stipulated by the Company in the Internal Regulations on Corporate Governance. The procedure for the incumbent Supervisory Board to introduce candidates for the Supervisory Board must be clearly announced and approved by the General Meeting of Shareholders before proceeding with nominations as prescribed by law.

Article 7. Dossier for Nomination and Self-Nomination for the BOD and SB.

1. The dossier for nomination and self-nomination for the BOD and SB includes:
 - a. Application for self-nomination or nomination for the BOD or SB (according to the template).
 - b. Curriculum vitae self-declared by the candidate with a photo attached (according to the template).
 - c. A certified copy of the Citizen Identity Card or Passport.
 - d. A certified copy of the Permanent Residence Registration.
 - e. Certified copies of degrees, diplomas, and certificates confirming educational and professional qualifications.
 - f. Power of Attorney and/or Minutes of the group meeting (if the candidate is authorized by a group to stand for election).

2. Nomination and self-nomination dossiers must be sent by post, fax, or email before 16:00 on June 25, 2026, to the following address:

- Da Nang Airport Services Joint Stock Company.
- Address: No. 01 Nguyen Phi Khanh, Hoa Cuong Ward, Da Nang City.
- Phone: 0905.115.745 (Mr. Tuan), Fax: 0236.3.826133
- Email: masco@masco.com.vn; tuannnguyen@masco.com.vn

(If the dossier is sent by fax, the original must be submitted upon registration for attendance before the meeting).

Article 8. Selection of Candidates.

Based on the nomination and self-nomination applications of shareholders, groups of shareholders, and the accompanying dossiers of the candidates, the Company will prepare a List of candidates who meet the conditions stipulated in these Regulations to be elected as members of the BOD and SB.

Article 9. Form and Method of Election.

1. The election of members of the BOD and SB of the Company shall be conducted in person, by secret ballot at the General Meeting, using the cumulative voting method.

2. Each shareholder has a total number of voting rights corresponding to the total number of shares owned multiplied by the number of members to be elected to the BOD or SB, and the shareholder has the right to cast all their votes for one or more candidates.

3. The total number of votes for candidates of a shareholder shall not exceed the total number of votes allowed for that shareholder (Equal to the number of shares multiplied by the number of members to be elected).

(See Appendix 1 for a detailed example of the cumulative voting method).

Article 10. Organization and Supervision of the Election.

1. Vote Counting Committee:

a. The organization and supervision of the election shall be performed by the Vote Counting Committee on behalf of the General Meeting of Shareholders in accordance with these Regulations;

b. The Vote Counting Committee shall have 03 members, including 01 Head and 02 members approved by the General Meeting of Shareholders upon the proposal of the Chairperson. Members of the Vote Counting Committee must not be persons named in the list of nominees or candidates for the BOD or SB.

2. The Vote Counting Committee must ensure integrity, objectivity, and confidentiality of information regarding vote counting and the election.

3. The Vote Counting Committee has the following duties:

a. To check and announce the List of candidates for the BOD and SB.

b. To disseminate the Election Regulations and guide shareholders on the voting method.

c. To distribute and collect ballots.

d. To check and supervise the voting by shareholders and shareholder representatives.

e. To perform vote counting, prepare the vote counting minutes, and announce the results before the General Meeting of Shareholders.

f. To hand over the Vote Counting Minutes and all ballots to the Meeting Secretary.

g. The Vote Counting Committee shall be fully responsible before the Law and the General Meeting of Shareholders for compliance with these Regulations and for the accuracy of the vote counting results.

Article 11. Ballots and How to Fill Out Ballots.

1. Ballot.

a. The ballot is issued by the Company, printed in a uniform format, bears the Company's seal, and includes the shareholder code, total number of shares owned/voting shares, and total number of voting rights.

b. Shareholders or their authorized representatives shall be issued 01 ballot for the Board of Directors and 01 ballot for the Supervisory Board simultaneously.

c. Upon receiving the ballot, shareholders or their representatives must check the information on the ballot; if there are any errors, the shareholder must immediately notify the Vote Counting Committee to exchange it for another ballot.

2. How to fill out the ballot.

- a. When voting for a candidate, the shareholder/authorized representative shall write the number of votes they wish to cast in the "Number of votes" column in the row corresponding to that candidate's name.
 - b. If not voting for a candidate, the shareholder/authorized representative shall enter the number "0" or draw a cross in the "Number of votes" column.
 - c. Shareholders/authorized representatives attending the meeting may cumulate their votes for one or more candidates, vote for all candidates, or vote for no candidates.
 - d. The total number of votes cast for candidates by a shareholder/authorized representative must not exceed the total number of votes permitted for that shareholder/authorized representative.
3. A ballot is considered valid if it meets the following conditions:
- a. The ballot is cast for candidates named in the List and within the number of members to be elected as approved by the General Meeting of Shareholders.
 - b. The total number of votes cast is less than or equal to the total number of votes permitted for that shareholder.
 - c. It does not fall under the cases specified in Clause 4 of this Article.
4. A ballot is considered invalid if it falls into one of the following cases:
- a. The ballot was not issued by Da Nang Airport Services Joint Stock Company or does not bear the Company's seal.
 - b. The ballot has been crossed out, altered, or supplemented in a manner not in accordance with regulations.
 - c. The ballot contains additional entries or incorrect names that are not on the list of candidates approved by the General Meeting of Shareholders prior to the voting.
 - d. The ballot has a total number of voting rights cast for candidates that exceeds the total number of voting rights of that shareholder.

Article 12. Voting and vote counting.

1. Voting begins once the distribution of ballots is completed and ends when the last shareholder casts their ballot into the ballot box.
2. The Vote Counting Committee shall inspect the ballot box in the presence of the shareholders.
3. Shareholders shall only cast their ballots into the sealed ballot box supervised by the Vote Counting Committee.
4. Vote counting shall be conducted by the Vote Counting Committee in a separate room under the supervision of shareholder representatives. Before opening the ballot box, the Vote Counting Committee must count, record, and seal the unused ballots. The Vote Counting Committee must not cross out or alter any ballots.

Article 13. Principles for determining election results.

1. For members of the Board of Directors: The elected members of the Board of Directors are determined by the number of votes from highest to lowest, starting from the candidate with the highest number of votes until the number of members approved by the General Meeting of Shareholders is reached.

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2. For members of the Supervisory Board: The elected members of the Supervisory Board are determined by the number of votes from highest to lowest, starting from the candidate with the highest number of votes until the number of members approved by the General Meeting of Shareholders is reached.

3. In the event that two or more candidates receive the same number of votes for the final position on the Board of Directors or the Supervisory Board, the person who owns or represents the ownership of more shares shall be selected. If the number of shares owned or represented is equal, a re-vote shall be held among the candidates with the same number of votes to make a selection.

4. If the required number of members for the Board of Directors or the Supervisory Board is not reached, the General Meeting shall proceed to a second round of voting among the remaining candidates.

5. If the required number is still not reached after the second round, the General Meeting shall vote to hold a third round or leave the position on the Board of Directors or the Supervisory Board vacant and elect additional members at the next General Meeting or as decided by the Chairperson of the General Meeting.

Article 14. Preparation and announcement of the Vote Counting Minutes.

1. After counting the votes, the Vote Counting Committee must prepare the Vote Counting Minutes.

2. The Vote Counting Minutes must contain the following essential information:

a. Time and location of the preparation of the Vote Counting Minutes.

b. Composition of the Vote Counting Committee.

c. Purpose and content of the voting.

d. Total number of shareholders present and authorized representatives voting at the General Meeting, total number of voting rights that participated in the election, distinguishing between valid and invalid votes.

e. Election results.

f. Signatures of the members of the Vote Counting Committee.

3. The Vote Counting Minutes must be announced by the Vote Counting Committee before the General Meeting and recorded in the Resolution of the General Meeting.

Article 15. Validity of the Regulation.

This Regulation takes effect after being approved by the General Meeting of Shareholders and only applies to the election of members of the Board of Directors and Supervisory Board at the Annual General Meeting of Shareholders in 2026.

APPENDIX
GUIDANCE ON ELECTION OF MEMBERS OF THE BOARD OF
DIRECTORS / SUPERVISORY BOARD
BY THE METHOD OF CUMULATIVE VOTING

(Promulgated together with the Regulation on Election of Members of the Board of Directors/Supervisory Board of Da Nang Airport Services Joint Stock Company)

1. Register your votes:

- Each shareholder has a total number of votes corresponding to the total number of voting shares (including ownership and authorization) multiplied by the number of elected members of the Board of Directors/Supervisory Board.

- Shareholders may divide the total number of votes among all candidates, or pile up the total number of votes for one or several candidates, but the total number of votes for the candidates must not exceed the total number of votes of shareholders.

For example:

Suppose the General Meeting of Shareholders votes to select 5 members of the Board of Directors out of a total of 7 candidates. Shareholder Nguyen Van A holds (including ownership and authorization) of 1,000 voting shares. At that time, the total number of votes of shareholder Nguyen Van A was: $(1,000 \times 5) = 5,000$ votes.

Shareholder Nguyen Van A can vote by the following method:

Case 1: Shareholder Nguyen Van A divides his votes equally among 5 candidates (equivalent to each candidate receiving 1,000 votes)

No	Candidate's name	Number of votes
1.	Candidate 1	1.000
2.	Candidate 2	1.000
3.	Candidate 3	1.000
4.	Candidate 4	1.000
5.	Candidate 5	1.000
6.	Candidate 6	0
7.	Candidate 7	0
	Total votes	5.000

Case 2: Shareholder Nguyen Van A casts all his votes for 1 candidate (The case below is all for Candidate 2)

No	Candidate's name	Number of votes
1.	Candidate 1	0
2.	Candidate 2	5.000
3.	Candidate 3	0
4.	Candidate 4	0
5.	Candidate 5	0
6.	Candidate 6	0
7.	Candidate 7	0
	Total votes	5.000

Case 3: Shareholder Nguyen Van A cast his votes for 7 candidates (but unevenly)

No	Candidate's name	Number of votes
1.	Candidate 1	3.000
2.	Candidate 2	1.000
3.	Candidate 3	200
4.	Candidate 4	200
5.	Candidate 5	200
6.	Candidate 6	200
7.	Candidate 7	200
	Total votes	5.000

Case 4: Shareholder Nguyen Van A divides his votes among several candidates (the case below is stacked for 02 candidates: Candidate 2 and Candidate 3)

No	Candidate's name	Number of votes
1.	Candidate 1	0
2.	Candidate 2	3.000
3.	Candidate 3	2.000
4.	Candidate 4	0
5.	Candidate 5	0
6.	Candidate 6	0
7.	Candidate 7	0
	Total votes	5.000

DA NANG AIRPORT SERVICES JOINT STOCK COMPANY

NOTICES AND INSTRUCTIONS

Nomination and candidacy of members of the Board of Directors and the Supervisory Board of the Company

To: Shareholders

- The Board of Directors (BOD) of Da Nang Airport Services Joint Stock Company, stock code MAS elected by the General Meeting of Shareholders consists of 05 members according to Resolution No. 06/NQ-ĐHĐCĐ-DVDN dated 25/06/2021.

- On 28/06/2024, the 2024 Annual General Meeting of Shareholders elected to replace 02 members of the Board of Directors with a term of not more than 05 years according to Resolution No. 09/NQ-ĐHĐCĐ-DVDN.

- At the same time, the term of office of the Supervisory Board of the Company consists of 03 members according to Resolution No. 06/NQ-ĐHĐCĐ-DVDN dated 25/06/2021 will end at the 2026 General Meeting of Shareholders.

- Therefore, shareholders need to elect 03 additional members of the Board of Directors and 03 members of the Supervisory Board to meet the provisions of the current Law on Enterprises.

- Hereby, Da Nang Airport Services Joint Stock Company sends to shareholders the conditions and dossiers of nomination of candidates to participate in the Board of Directors and the Supervisory Board as follows:

1. Conditions for nomination and candidacy of members of the Board of Directors:

1.1. Criteria:

Members of the Board of Directors who are nominated or self-nominated to the Board of Directors must fully meet the following criteria and conditions (according to Article 155 of the Law on Enterprises).

a. Having full civil act capacity, not being prohibited from holding the position of enterprise manager and administration as prescribed by law.

b. Have professional qualifications and experience in business management of the Company and not necessarily be a shareholder of the Company.

c. Members of the Board of Directors of the Company may be members of the Board of Directors of other companies (but not more than 05 companies)

1.2. Right to nominate and nominate members of the Board of Directors.

According to Article 25 of the Charter of Da Nang Airport Aviation Services Joint Stock Company, the conditions for introducing candidates to the Board of Directors are as follows:

- Shareholders holding voting shares have the right to combine the number of voting rights of each person together to nominate candidates for the Board of Directors. The number of candidates that each group has the right to nominate depends on the number of candidates decided by the General Meeting and the share ownership ratio of each group:

- a. Shareholders or groups of shareholders owning between 10% and less than 20% of the total voting shares may nominate one (01) candidate;
- b. Shareholders or groups of shareholders owning between 20% and less than 35% of the total voting shares may nominate a maximum of two (02) candidates;
- c. Shareholders or groups of shareholders owning between 35% and less than 50% of the total voting shares may nominate a maximum of three (03) candidates;
- d. Shareholders or groups of shareholders owning between 50% and less than 65% of the total voting shares may nominate a maximum of four (04) candidates;
- e. Shareholders or groups of shareholders owning 65% or more of the total voting shares may nominate a sufficient number of candidates.

- In case the number of candidates approved by the Board of Directors through nomination and candidacy is still insufficient, the incumbent Board of Directors may nominate additional candidates or organize nomination according to the mechanism specified by the Company in the Internal Regulations on corporate governance. The procedures for the incumbent Board of Directors to recommend candidates for the Board of Directors must be clearly announced and must be approved by the General Meeting of Shareholders before proceeding with the nomination in accordance with law.

2. Conditions for nomination and application of members of the Supervisory Board.

2.1. Criteria:

Members of the Supervisory Board who are nominated or self-nominated to the Supervisory Board must fully meet the following criteria and conditions (according to Article 169 of the Law on Enterprises).

- a. Having full civil act capacity and not being banned from establishing and managing enterprises according to the provisions of the Law on Enterprises 2020;
- b. To be trained in one of the majors in economics, finance, accounting, auditing, law, business administration or majors suitable to the business activities of the enterprise;
- c. Not being a person with family relations of a member of the Board of Directors, the General Director or other managers;
- d. Not being a company manager; not necessarily a shareholder or employee of the company.

2.2. Right to nominate and nominate members of the Supervisory Board.

According to Articles 36 and 37 of the Charter of Da Nang Airport Aviation Services Joint Stock Company, the conditions for introducing candidates to participate in the Supervisory Board are as follows:

- Shareholders holding voting shares have the right to combine the number of voting rights of each person together to nominate candidates for the Supervisory Board. The number of candidates that each group has the right to nominate depends on the number of candidates decided by the General Meeting and the share ownership ratio of each group:

- a. A shareholder or group of shareholders owning between 10% and less than 35% of the total voting shares may nominate one (01) candidate;
- b. Shareholders or groups of shareholders owning between 35% and less than 65%

of the total voting shares may nominate a maximum of two (02) candidates;

c. Shareholders or groups of shareholders owning 65% or more of the total voting shares may nominate a sufficient number of candidates.

- In case the number of candidates approved by the Supervisory Board through nomination and candidacy is still not sufficient, the incumbent Supervisory Board may nominate additional candidates or organize nomination according to the mechanism specified by the Company in the Internal Regulations on corporate governance. The procedures for the incumbent Supervisory Board to introduce candidates to the Supervisory Board must be clearly announced and must be approved by the General Meeting of Shareholders before proceeding with the nomination in accordance with the law.

3. A dossier of nomination for the Board of Directors and Supervisory Board comprises:

- a. Nomination letter (According to the attached form)
- b. Curriculum vitae certified by local authorities (according to the attached form)
- c. Power of attorney (if any) (According to the attached form)

4. Time and address for receiving nomination dossiers:

Nomination and candidacy dossiers must be sent by post, fax or email before 16:00 on June 25th, 2026 at the address:

Da Nang Airport Services Joint Stock Company.

No. 01 Nguyen Phi Khanh, Hoa Cuong Ward, Da Nang City

Mr. Nguyen Hoang Anh Tuan

Phone: 0905.115.745, Fax: 0236.3.826133,

Email: tuannghuyen@masco.com.vn; masco@masco.com.vn



SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

NOMINATION LETTER
CANDIDATE FOR THE BOARD OF DIRECTORS ⁽¹⁾ JSC
DA NANG AIRPORT AVIATION SERVICES

To: Da Nang Airport Services Joint Stock Company (MASCO)

Shareholder Name:.....
is currently a shareholder of Da Nang Airport Aviation Services Joint Stock Company.
Business Registration Certificate/Passport Number:.....
Issue Date:..... At:.....
Address:.....
Phone:..... Fax:.....
Total shares owned in MASCO:
in numbers: (in words:)
Ratio: % of MASCO's charter capital

After studying the provisions on participation in candidacy for the Board of Directors ⁽²⁾ in the current Charter of the Company, we nominate candidates to participate in the Board of Directors ⁽³⁾ of MASCO at the 2026 Annual General Meeting of Shareholders held on June 26, 2026.

The nominees are as follows:

Mr. / Mrs.....
Position:
Business Registration Certificate/ID Card/Passport Number:
Issued Date: at:
Address:
Phone: Fax:

We attach this letter to the Curriculum Vitae of the nominee.

Sincerely, greetings.

....., date.....month.....year 2026
(Sign, seal, specify full name)

⁽¹⁾, ⁽²⁾, ⁽³⁾ or "Supervisory Board"

Figure (3x4)

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

....., *date 2026*

RESUME

1. Full name :.....
2. Gender :.....
3. Date of Birth:.....
4. Place of birth :.....
5. Passport Number:date of issue.....
Place of Issue:.....
6. Nationality :.....
7. Ethnicity :.....
8. Hometown :.....
9. Permanent Address:.....
10. Office Contact Number:.....
11. Educational level:.....
12. Qualifications:.....
13. Past occupations and positions:
.....
.....
.....
.....
.....
14. Current Position:.....
15. Positions held in other organizations:
.....
.....
.....
16. Number of shares held:.....

In which:

- + Ownership
:.....
- + Ownership Representative
:.....

17. Related persons holding shares:

.....
.....
.....
.....
.....

18. Acts of violating the law:.....

19. Debts to the Bank:.....

20. Relevant Benefits for Banks:.....

I would like to assure you that the above declaration is true, if it is wrong, I will be responsible before the law.

Confirmation by the Agency/Local Government

Declarant

(Sign, specify full name)

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

....., date.....month.....year 2026

POWER OF ATTORNEY

Candidate for Board Member ⁽¹⁾

Authorizing Party:

Shareholder Name:.....

ID card/passport of individual shareholders:..... Issue Date:.....

Place of Issue:.....

Number of business licenses of institutional shareholders:.....

Issue Date:.....

Legal

representative:.....Address:.....

Phone:.....

Number of shares owned:.....

Authorized Parties:

Mr./Mrs.:.....

ID/Passport:..... Issue Date:.....

Place of Issue:.....

Address:.....

Phone:.....

Represented by shares that I own to participate in the candidacy for membership **Board of Directors** ⁽²⁾ at the 2026 Annual General Meeting of Shareholders of Da Nang Airport Services Joint Stock Company held on June 26th 2026.

The authorized person is only allowed to perform the work within the scope of authorization and is not allowed to re-authorize.

I am fully responsible for this authorization and commit to strictly comply with the current provisions of the Law and the Charter of Da Nang Airport Services Joint Stock Company.

Authorized Party

(Sign and specify full name)

Authorizer

(Sign and specify your full name/seal)

^{(1), (2)} or "Control Board"

**BÁO CÁO CỦA BAN KIỂM SOÁT
TẠI ĐẠI HỘI ĐỒNG CỔ ĐÔNG THƯỜNG NIÊN NĂM 2026
Về việc Báo cáo hoạt động của Ban Kiểm soát năm 2025**

***STATEMENT OF THE SUPERVISORY BOARD
AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026***

Kính gửi: ĐẠI HỘI ĐỒNG CỔ ĐÔNG THƯỜNG NIÊN NĂM 2026

*Attn: General Meeting of Shareholders
Da Nang Airport Services Joint Stock Company*

Căn cứ: /Based on:

- *Luật Doanh nghiệp số 59/2020/QH14 được Quốc hội nước Cộng hòa XHCN Việt Nam thông qua ngày 17/06/2020./Enterprise Law No. 59/2020/QH14 dated Jun 17, 2020.*
- *Điều lệ Công ty cổ phần dịch vụ hàng không sân bay Đà Nẵng, Quy chế tổ chức hoạt động của Ban Kiểm soát và các quy chế nội bộ về quản trị công ty. . /Charter of Da Nang Services Joint Stock Company (MASCO), Regulation on operation of the Supervisory Board and Internal regulations of MASCO.*
- *Ban Kiểm soát (BKS) xin báo cáo Đại hội đồng cổ đông (ĐHĐCĐ) thường niên năm 2026 kết quả thực hiện công tác kiểm soát, giám sát tại Công ty năm 2025 và từ thời điểm ĐHĐCĐ thường niên năm 2025 đến nay như sau: /The Supervisory Board (SB) would like to submit to the 2026 Annual General Meeting of Shareholders the results of the implementation of control and supervision in 2025 and from the time of the 2025 Annual General Meeting of Shareholders until now as follows:*

I. Hoạt động của Ban Kiểm soát trong kỳ/Activities of the SB and supervision results

1. Cơ cấu thành phần Ban Kiểm soát /Board of Supervisors

- *Ông Đinh Hồng Sơn - Trưởng ban, tái bổ nhiệm ngày 25/06/2021/mr. Dinh Hong Son, Reappointed on 25/06/2021 - Head of SB.*
- *Ông Nguyễn Dũng - Thành viên, tái bổ nhiệm ngày 25/06/2021/mr. Nguyen Dung, Reappointed on 25/06/2021 - Member*

- Ông Lê Giang Nam - Thành viên, bổ nhiệm ngày 25/06/2021/*mr. Le Giang Nam, Appointed on 25/06/2021 - Member*

2. Tình hình hoạt động và các cuộc họp của Ban Kiểm soát / *Operational status and meetings of the SB*

Trong năm 2025 và từ sau ĐHĐCĐ thường niên năm 2025 đến nay, BKS đã thực hiện công tác kiểm soát, giám sát theo quy định pháp luật, Điều lệ Công ty và nghị quyết của ĐHĐCĐ, nghị quyết HĐQT. Hoạt động của BKS tập trung vào các nội dung sau: */In 2025 and since the 2025 Annual General Meeting of Shareholders, the SB has carried out control and supervision in accordance with the law, the Company's Charter and the resolution of the General Meeting of Shareholders and the resolution of the Board of Directors (BOD). The activities of the SB focus on the following contents:*

- Giám sát Hội đồng quản trị (HĐQT), Ban Tổng Giám đốc trong công tác quản lý, điều hành Công ty; giám sát việc thực hiện nghị quyết của ĐHĐCĐ và nghị quyết của HĐQT Công ty. */Supervise the BOD and the Executive Board in the management of the Company; supervise the implementation of the resolutions of the General Meeting of Shareholders and the resolutions of the BOD.*
- Kiểm tra, giám sát việc chấp hành các quy định của nhà nước, quy định nội bộ của Công ty nhằm bảo vệ lợi ích hợp pháp của doanh nghiệp, của người lao động và của cổ đông Công ty. */Inspect and supervise the compliance with state regulations and internal regulations of the Company in order to protect the legitimate interests of the enterprise, employees and shareholders.*
- Kiểm tra tính tuân thủ, tin cậy, tính hệ thống và phù hợp trong công tác kế toán, thống kê và lập báo cáo tài chính của Công ty; giám sát việc triển khai thực hiện khuyến cáo, kiến nghị của các cơ quan kiểm tra, kiểm toán và của BKS. */Checking the compliance, reliability, systematicness and appropriateness in accounting, statistics and preparation of financial statements of the Company; supervise the implementation of recommendations of inspection team and audit agencies and SB.*
- Giám sát việc thực hiện kế hoạch SXKD, kế hoạch đầu tư năm 2025 được ĐHĐCĐ giao. */Supervise the implementation of the business plan and investment plan in 2025.*
- Thẩm định Báo cáo tài chính (BCTC) bán niên đã được soát xét và BCTC năm 2025 đã được kiểm toán của Công ty. */Appraisal of the reviewed semi-annual financial statements and audited financial statements for 2025.*
- Giám sát việc tuân thủ các quy định về công bố thông tin của Công ty. */Supervise the Company's compliance with information disclosure regulations.*
- Rà soát và phối hợp với Công ty hoàn thiện hệ thống kiểm soát nội bộ. */Review and coordinate with the Company to complete the internal control system.*
- Phối hợp với Công ty lựa chọn kiểm đơn vị toán độc lập thực hiện kiểm toán BCTC của Công ty giai đoạn 2025 – 2026. */Coordinate with the Company to select an independent audit unit to conduct the audit of the Company's financial statements for the 2025 – 2026 period.*

- Tổng kết hoạt động kiểm soát, giám sát năm 2025; chuẩn bị báo cáo kết quả hoạt động và kế hoạch công tác của BKS trình ĐHĐCĐ. */Summarize control and supervision activities in 2025; preparation of the report on the operating results and work plan of the SB to be submitted to the General Meeting of Shareholders.*

2.2. Các cuộc họp của Ban Kiểm soát / *Supervisory Board Meetings*

- Trong thời gian từ sau ĐHĐCĐ thường niên năm 2025 đến nay, BKS tổ chức 04 cuộc họp và các chương trình làm việc tập trung, đồng thời thường xuyên trao đổi thông tin giữa các thành viên BKS để triển khai thực hiện các nội dung công việc theo chức trách nhiệm vụ và thẩm quyền của BKS. */During the period from the 2025 Annual General Meeting of Shareholders until now, the SB has organized 04 meetings and focused work programs, and regularly exchanged information between members of the SB to implement the work contents according to the responsibilities, tasks and authority of the SB.*
- BKS/thành viên BKS đã tham dự và tham gia ý kiến theo chức năng, nhiệm vụ trong tất cả các cuộc họp HĐQT Công ty. */The SB/members of the SB have attended and commented according to their functions and duties in all meetings of the BOD.*

3. Chế độ thù lao, tiền lương của Ban Kiểm soát / *Remuneration and salary regime of the SB*

Tiền lương, thù lao năm 2025 của các thành viên BKS được thực hiện theo Nghị quyết số 03/NQ-ĐHĐCĐ - DVDN ngày 29/04/2025 của ĐHĐCĐ thường niên năm 2025, theo đó: tổng quỹ tiền lương, thù lao chi trả cho các thành viên BKS năm 2025 là 120,48 triệu đồng (mức tiền lương Trưởng BKS là 8,6 triệu đồng/tháng; thù lao thành viên BKS là 0,72 triệu đồng/người/tháng). */The salaries and remuneration in 2025 of the members of the SB are implemented in accordance with Resolution No. 03/NQ-ĐHĐCĐ - DVDN dated 29/04/2025 of the Annual General Meeting of Shareholders, whereby: the total salary and remuneration fund paid to members of the SB in 2025 is 120.48 million VND (the salary of the Head of the SB is 8.6 million VND/month; the remuneration of members of the SB is 0.72 million VND/person/month).*

II. Kết quả thực hiện công tác kiểm soát, giám sát / *Results of control and supervision*

1. Về công tác quản lý, điều hành doanh nghiệp / *Regarding the management and administration of enterprises*

- Trong kỳ, HĐQT Công ty đã chỉ đạo Ban giám đốc điều hành triển khai thực hiện đầy đủ, hiệu quả các nội dung nghị quyết ĐHĐCĐ, cụ thể: Quản lý, điều hành hoạt động SXKD năm 2025 phù hợp với diễn biến thị trường, duy trì và phát triển được tệp khách hàng, hoàn thành vượt mức các chỉ tiêu kế hoạch SXKD năm 2025 được ĐHĐCĐ giao trong bối cảnh thị trường và nguồn lực còn nhiều hạn chế (các chỉ tiêu sản lượng, doanh thu, lợi nhuận đều vượt kế hoạch được ĐHĐCĐ giao; các chỉ số phản ánh hiệu quả sử dụng vốn, tài sản như ROE, vòng quay tổng tài sản đều tăng so với năm trước); rà soát, ưu tiên triển khai thực hiện các dự án đầu tư cấp thiết, kịp thời đáp ứng yêu cầu hoạt động SXKD, đảm

bảo chất lượng sản phẩm hàng hóa dịch vụ cung ứng và hiệu quả đầu tư; điều hành dòng tiền linh hoạt, hợp lý, sử dụng đúng mục đích và hiệu quả các khoản vay, đảm bảo an toàn thanh khoản, từng bước cải thiện cơ cấu tài chính doanh nghiệp; cải thiện thu nhập cho người lao động; chi trả tiền lương, thù lao HĐQT/BKS đúng quy định; ... /During the period, the BOD directed the Executive Management Board to fully and effectively implement all the contents of the General Meeting of Shareholders' resolutions, specifically: Managing and operating business activities in 2025 in accordance with market developments, maintaining and developing the customer base, and exceeding the business plan targets for 2025 assigned by the General Meeting of Shareholders despite market conditions and limited resources (all targets for production, revenue, and profit exceeded the plans assigned by the General Meeting of Shareholders; Indicators reflecting the efficiency of capital and asset use, such as ROE and total asset turnover, have all increased compared to the previous year); review, prioritize the implementation of urgent investment projects, promptly meet the requirements of production and business activities, ensure the quality of supplied goods and services and investment efficiency; manage cash flow flexibly and reasonably, use loans properly and effectively, ensure liquidity safety, gradually improve the company's financial structure; improve employee income; payment of salaries and remuneration of the BOD/SB in accordance with regulations; ...

- Trong năm 2025, HĐQT Công ty đã ban hành 07 nghị quyết và 01 quyết định đúng trình tự, thủ tục, đúng thẩm quyền để chỉ đạo Công ty thực hiện các nội dung tại nghị quyết ĐHĐCĐ thường niên năm 2025, trong đó tập trung vào việc triển khai các giải pháp thực hiện kế hoạch và nâng cao hiệu quả SXKD; các giải pháp đảm bảo thanh khoản; rà soát và thực hiện các dự án đầu tư; hoàn thiện hệ thống kiểm soát nội bộ, kiện toàn tổ chức bộ máy và các công việc khác thuộc thẩm quyền của HĐQT... /In 2025, the BOD has issued 07 resolutions and 01 decisions to direct the Company to implement the contents of the resolution of the Annual General Meeting of Shareholders, focusing on implementing solutions to implement the plan and improve business efficiency; solutions to ensure liquidity; implementing key investment projects, perfecting the internal control system, consolidating the organizational apparatus and other tasks under the jurisdiction of the BOD...
- Kết quả kiểm soát của Ban kiểm soát cho thấy, Ban Giám đốc điều hành Công ty đã tổ chức thực hiện nghiêm túc các nghị quyết của HĐQT; HĐQT và Ban giám đốc Công ty đã thực hiện các hoạt động quản lý, điều hành Công ty phù hợp với quy định Pháp luật, Điều lệ và các quy định nội bộ của Công ty, tuân thủ các quy định về thực hiện nghĩa vụ với NSNN, BHXH, an ninh, an toàn SXKD, ... /The control results of the SB show that the Executive Board has strictly implemented the resolutions of the BOD; The BOD and the Executive Board have carried out management and administration activities in accordance with the provisions of Law, Charter and internal regulations of the Company, complying with regulations on performance of obligations to the state budget, social insurance and safety,...

2. Kết quả thẩm định BCTC năm 2025 / *Results of appraisal of financial statements in 2025*

2.1. Chính sách kế toán / *Accounting Policy*

- Trong năm 2025, Công ty không thay đổi chính sách kế toán; áp dụng nhất quán các phương pháp ước tính kế toán về phân bổ chi phí công cụ dụng cụ, sửa chữa tài sản, chi phí trích trước, ... / *Company did not change the accounting policy; consistent application of accounting estimation methods on allocation of capital cost, repair of fixed assets, advance expenses, etc.*

2.2. Công tác kiểm kê, đối chiếu xác nhận công nợ / *Inventory, reconciliation and confirmation of debts at the end of the year*

- Công ty thực hiện kiểm kê, đối chiếu xác nhận công nợ cuối kỳ phục vụ công tác quyết toán, lập BCTC năm 2025 kết thúc tại 31/12/2025 theo các quy định hiện hành; Kiểm toán độc lập (Ecovis AFA Vietnam) phối hợp và độc lập chọn mẫu kiểm kê, xác nhận công nợ phù hợp với chuẩn mực và hợp đồng kiểm toán. /*The company performs the inventory, collation and confirms the end-of-term debt for settlement, preparing the 2025 financial statements ending at 31/12/2025 in accordance with current regulations; Independent auditors coordinate and independently select inventory forms, confirm debts in accordance with audit standards and audit contracts.*
- Kết quả kiểm kê, xác nhận công nợ cuối kỳ và thông tin trên sổ sách, báo cáo kế toán đảm bảo cơ sở lập BCTC năm 2025 kết thúc tại ngày 31/12/2025. /*Results of inventory, comparison and confirmation of debt at the end of the period and information on accounting books and reports to ensure the basis of preparing financial statements in 2025 ends on December 31, 2025.*

2.3. Thực hiện các quy định, hướng dẫn về lập Báo cáo tài chính /*Implement the regulations and guidelines on preparing Financial Statements*

- Công ty thực hiện đóng sổ kế toán niên độ 2025 kết thúc tại 31/12/2025, lập BCTC năm 2025 theo các quy định tại TT 200/2014/TT-BTC về hướng dẫn chế độ kế toán doanh nghiệp Việt Nam và các quy định về lập và trình bày BCTC. / *The MASCO closes the accounting books for the year 2025 ending on 31/12/2025, prepares financial statements for 2025 in accordance with the provisions of Circular 200/2014/TT-BTC on guiding the accounting regime of Vietnamese enterprises and regulations on making and presenting financial statements.*

BCTC năm 2025 của Công ty được kiểm toán bởi kiểm toán độc lập Ecovis AFA Việt Nam (Công ty TNHH Kiểm toán – thẩm định giá và Tư vấn Ecovis AFA Việt Nam – là đơn vị kiểm toán được UBCK chấp thuận kiểm toán BCTC doanh nghiệp có lợi ích công chúng), Ecovis phát hành báo cáo kiểm toán ngày 12/03/2026. Theo đó, Kiểm toán Ecovis đưa ra ý kiến chấp nhận toàn phần đối với BCTC năm 2025 của Công ty; đánh giá BCTC năm 2025 của Công ty đã phản ánh trung thực và hợp lý trên các khía cạnh trọng yếu tình hình tài chính của Công ty tại ngày 31/12/2025 cũng như kết quả SXKD, lưu chuyển tiền tệ năm tài chính 2025 phù hợp với các chuẩn mực kế toán Việt Nam, chế độ kế

toán doanh nghiệp Việt Nam và các quy định hiện hành liên quan đến việc lập và trình bày BCTC. /*The 2025 financial statements of the Company were audited by the independent auditor Ecovis AFA Vietnam (Ecovis AFA Vietnam Audit – Valuation and Consulting Co., Ltd. is an auditing firm approved by the State Securities Commission to audit financial statements of publicly interested enterprises). Ecovis issued the audit report on March 12, 2026. Accordingly, Ecovis Audit gave an unqualified opinion on the Company's 2025 financial statements; assessing that the Company's 2025 financial statements fairly and reasonably present, in all material respects, the financial position of the Company as of December 31, 2025, as well as the results of operations and cash flows for the 2025 fiscal year, in accordance with Vietnamese accounting standards, the Vietnamese enterprise accounting regime, and the prevailing regulations related to the preparation and presentation of financial statements.*

2.4. Kết quả thực hiện các chỉ tiêu kế hoạch SXKD /*Results of appraisal of a number of major production and business indicators*

2.4.1. Số liệu kết quả SXKD: /*Production and business results:*

Đơn vị tính: Triệu đồng /Unit: VND million

Chỉ tiêu / Indicators	KH 2025 2025 plan	TH 2025 /2025 perform	TH 2024 /2024 perform	% so với TH 2024 Compared to 2024 perform	% so với KH 2025 Compared to 2025 plan
Sản lượng (suất ăn) Output (meals)	1,562,057	1,660,161	1,300,986	127.61	106.28
- Tr.đó: VNA (suất ăn)	1,132,936	1,004,528	887,100	113.24	88.67
Tổng Doanh thu Revenue	207,101.11	226,650.93	178,792.04	126.77	109.44
- DT hoạt động SXKD /Business revenue	206,251.11	224,846.29	177,231.15	126.87	109.02
- DT hoạt động tài chính Financial revenue	350.00	729.08	311.87	233.78	208.31
- Thu nhập khác Other revenue	500.00	1,075.56	1,249.02	86.11	215.11
Tổng chi phí Total cost	198,772.08	217,426.76	71,486.48	126.79	109.38
- CP SXKD Business cost	195,714.58	216,025.44	169,084.34	127.76	110.38
Lợi nhuận trước thuế/ PBT	8,329.03	9,224.17	7,305.56	126.26	110.75
Lợi nhuận sau thuế / PAT	6,669.00	8,648.23	7,305.56	118.38	129.67

2.4.2. Tình hình thị trường và doanh thu: /*Market situation and revenue:*

- Hoạt động cung ứng suất ăn và dịch vụ tiện ích khác cho các hãng hàng không: /*Providing catering services and other utility services for airlines:*

Tiếp nối đà phục hồi mạnh kể từ quý 2/2024, thị trường vận tải hàng không năm 2025 tiếp tục ghi nhận sự tăng trưởng đáng kể so với năm trước. Hầu hết các hãng hàng không đều gia tăng tần suất khai thác đi/đến các sân bay Đà Nẵng và Cam Ranh. Trong kỳ, Công ty đã triển khai các giải pháp nhằm duy trì và phát

triển tập khách hàng (như củng cố cơ sở hạ tầng chế biến suất ăn, đảm bảo chất lượng sản phẩm HHDV cung ứng; đẩy mạnh công tác xây dựng thực đơn, hoạt động xúc tiến thương mại); ký thêm được hợp đồng cung cấp suất ăn và các dịch vụ tiện ích với một số hãng hàng không quốc tế khai thác bay thuê chuyên, bay thời vụ đến Đà Nẵng và Cam Ranh (Aero Normad, Air Astana, Scat Airway, Red Wings, Qanot Airway, Philippine Airlines, Korean Air), góp phần làm tăng sản lượng, doanh thu hoạt động cung ứng suất ăn và dịch vụ tiện ích cho các hãng hàng không. Tính chung cả năm 2025, tổng sản lượng suất ăn cung ứng đạt 1,66 triệu suất ăn, tăng 6,28% so với kế hoạch và tăng 27,61% so với năm 2024, trong đó: sản lượng quốc tế đạt khoảng 1,07 triệu suất ăn, tăng 14% so với kế hoạch và tăng mạnh tới 42% so với thực hiện năm 2024 (chiếm tỷ trọng khoảng 58% tổng sản lượng); sản lượng nội địa đạt 0,55 triệu suất ăn, tăng 24% so với kế hoạch. Tổng doanh thu cung ứng suất ăn và các dịch vụ tiện ích khác cho các hãng hàng không đạt 153.800,7 triệu đồng (không bao gồm HHDV cung ứng cho phòng chờ khách hạng C), tăng 10,55% so với kế hoạch và 45,88% so với 2024.

/Following the strong recovery since the second quarter of 2024, the air transportation market in 2025 continues to record significant growth compared to the previous year. Most airlines have increased the frequency of flights to/from Da Nang and Cam Ranh airports. During the period, the Company implemented solutions to maintain and develop its customer base (such as strengthening the meal processing infrastructure, ensuring the quality of supplied products; promoting menu development and trade promotion activities); additionally, it signed contracts to supply meals and other utility services with several international airlines operating charter and seasonal flights to Da Nang and Cam Ranh (Aero Normad, Air Astana, Scat Airway, Red Wings, Qanot Airway, Philippine Airlines, Korean Air), contributing to increased production and revenue from meal supply and utility services for the airlines. For the whole year of 2025, the total meal supply reached 1.66 million meals, an increase of 6.28% compared to the plan and an increase of 27.61% compared to 2024, of which: international meal production reached approximately 1.07 million meals, an increase of 14% compared to the plan and a strong increase of 42% compared to 2024 (accounting for about 58% of total production); domestic meal production reached 0.55 million meals, an increase of 24% compared to the plan. Total revenue from meal supply and other auxiliary services for airlines reached 153,800.7 million VND (excluding products supplied to the business class lounge), an increase of 10.55% compared to the plan and 45.88% compared to 2024.

- Hoạt động đào tạo lái xe: Năm 2025, có một số thay đổi về chính sách quản lý nhà nước đối với hoạt động đào tạo lái xe (thay đổi cơ quan quản lý sát hạch, cấp bằng lái xe từ 1/4/2025). Hoạt động đào tạo lái xe của Công ty có xu hướng suy giảm (trong đó, TTDN Huế bị ảnh hưởng mạnh vì không còn nguồn học viên là bộ đội xuất ngũ được ngân sách địa phương hỗ trợ kinh phí học nghề do các hoạt động đào tạo lái xe hạng C có thời gian đào tạo dưới 3 tháng nên không được coi là hoạt động dạy nghề). Doanh thu đào tạo lái xe đạt 34.780,78 triệu đồng, chỉ đạt 89,22% kế hoạch và giảm tới 21,8% so với thực hiện năm 2024. */Driving training activities: In 2025, there are several changes in state management*

policies concerning driving training activities (changes in the examination management agency, issuance of driving licenses from April 1, 2025). The Company's driving training activities tend to decline (in which Hue Vocational Training Center is strongly affected because it no longer has students who are discharged military personnel whose vocational training fees were supported by the local budget, as C-class driving training activities with a training duration of less than 3 months are not considered vocational training activities). Revenue from driving training reached 34,780.78 million VND, achieving only 89.22% of the plan and decreasing by 21.8% compared to 2024.

- Các hoạt động TMDV khác: Năm 2025, nhờ sản lượng hành khách qua nhà ga sân bay tăng, nhu cầu mua sắm hàng hóa của khách tăng; cùng với các giải pháp hiệu quả nhằm thúc phát triển mảng kinh doanh TMDV của Công ty (tổ chức lại quầy hàng, lựa chọn hợp tác với các thương hiệu tốt, có uy tín cao, tăng cường công tác quản lý, XTTM) nên doanh thu hoạt động TMDV năm 2025 tăng trưởng tốt, đạt 36.264,81 triệu đồng, tăng mạnh 28.83% so với kế hoạch và 32,64% so với năm 2024. */Other commercial service activities: In 2025, thanks to the increase in passenger throughput at the airport terminal, the demand for purchasing goods from customers increased; along with effective solutions to promote the development of the Company's commercial service business (reorganizing stalls, selecting cooperation with reputable and high-quality brands, strengthening management, and trade promotion), commercial service revenue in 2025 grew well, reaching 36,264.81 million VND, a strong increase of 28.83% compared to the plan and 32.64% compared to 2024.*
- Doanh thu hoạt động khác năm 2025 đạt 1.075,56 triệu đồng tăng mạnh so với kế hoạch và năm 2024 chủ yếu là thu từ hoạt động thanh lý TSCĐ trong quý 4/2025 là 1.063,94 triệu đồng (thanh lý số xe tải dạy lái hạng C phần lớn được đưa vào sử dụng từ các năm 2012, 2013 và không còn phù hợp với quy định và tiêu chuẩn dạy lái hiện hành). */Other operating revenue in 2025 reached VND 1,075.56 million, a sharp increase compared to the plan and 2024, mainly from revenue from the liquidation of fixed assets in Q4/2025 amounting to VND 1,063.94 million (the liquidation of Category C driving training trucks, most of which have been in use since 2012 and 2013 and are no longer compliant with current driving training regulations and standards).*

2.4.3. Chi phí thực hiện: */ Implementation cost:*

- Tổng chi phí ghi nhận vào kỳ kế toán 2025 của Công ty là 217.426,76 triệu đồng, trong đó, chi phí hoạt động SXKD là 216.025,44 triệu đồng, tăng 10,38% so với kế hoạch và tăng 27,76% so với thực hiện năm 2024. */ The total expenses recorded in the 2025 accounting period of the Company are VND 217,426.76 million, of which, operating production and business expenses are VND 216,025.44 million, an increase of 10.38% compared to the plan and an increase of 27.76% compared to the actual figures in 2024.*
- Tình hình thực hiện các khoản mục chi phí SXKD chủ yếu năm 2025 như sau: */ The situation of implementing the main business production expense items in 2025 is as follows:*

- Quỹ tiền lương ghi chi phí năm 2025 là 71.931,4 triệu đồng theo kết quả kinh doanh, tăng 21,71% so với kế hoạch và tăng 39% so với thực hiện năm 2024. / *The payroll fund records the 2025 expenses at 71,931.4 million VND according to business results, an increase of 21.71% compared to the plan and a 39% increase compared to the actual performance in 2024.*
- Chi phí nguyên, nhiên vật liệu, giá vốn hàng hóa (nguyên liệu chế biến suất ăn, giá vốn hàng bách hóa, nhiên liệu, bao bì và vật liệu phụ khác, ...) thực hiện năm 2025 là 89.863,67 triệu đồng, tăng 7,34% so với kế hoạch và tăng 26,59% so với năm 2024, cơ bản tương ứng với mức tăng so với doanh số hàng hóa dịch vụ bán ra. / *Costs of raw materials, fuel, and cost of goods (raw materials for meal preparation, cost of merchandise, fuel, packaging, and other auxiliary materials, ...) for 2025 is 89,863.67 million VND, an increase of 7.34% compared to the plan and an increase of 26.59% compared to 2024, basically corresponding to the increase relative to the revenue from goods and services sold.*
- Các khoản mục chi phí khác cơ bản được Công ty cân đối, điều hành phù hợp với kế hoạch và diễn biến hoạt động SXKD: (1) chi phí dịch vụ mua ngoài thực hiện là 23.621 triệu đồng (chiếm 10,9% tổng chi phí SXKD), tăng 12,8% so với kế hoạch và 12,7% so với năm 2024 chủ yếu do chi phí chi phí điện nước, chi bốc xếp tăng theo qui mô SXKD. Trong đó, chi phí điện nước là 6.451,52 triệu đồng, chiếm xấp xỉ 3% tổng chi phí SXKD, tăng 12,8% so với kế hoạch và 17,4% so với năm 2024; chi tiếp khách, giao dịch là 3.222,85 triệu đồng (chiếm 1,5% chi phí SXKD), tăng 2,9% so với kế hoạch và giảm 6,7% so với thực hiện 2024; ..; (2) Chi phí khấu hao TSCĐ là 6.328,99 triệu đồng, tương ứng đạt 73,4% kế hoạch và 91,55% TH2024 (chủ yếu do tiến độ thực hiện dự án 03 xe vận chuyển suất ăn và dự án cải tạo chống thấm cơ sở chế biến suất ăn tại Cam Ranh chậm hơn so với dự tính kế hoạch). / *Other basic expense items are balanced and managed by the Company in accordance with the plan and business operation developments: (1) expenses for outsourced services actually incurred were VND 23,621 million (accounting for 10.9% of total production and business costs), up 12.8% compared to the plan and 12.7% compared to 2024, mainly due to electricity and water costs and loading/unloading costs increasing along with business scale. Among them, electricity and water costs were VND 6,451.52 million, accounting for approximately 3% of total production and business costs, up 12.8% compared to the plan and 17.4% compared to 2024; entertaining and transaction expenses were VND 3,222.85 million (accounting for 1.5% of production and business costs), up 2.9% compared to the plan and down 6.7% compared to 2024; ...; (2) The depreciation cost of fixed assets is 6,328.99 million VND, corresponding to 73.4% of the plan and 91.55% of the 2024 actual (mainly due to the slower-than-planned progress of the project for 03 meal transport vehicles and the renovation project for waterproofing the meal processing facility in Cam Ranh).*

- Tiết giảm các khoản chi có tính chất hành chính văn phòng như văn phòng phẩm, công tác phí, điện thoại, đào tạo, nhiên liệu (chủ yếu do chuyển sang phương thức thuê khoán trọn gói đối với hoạt động dạy lái xe thực hành tại TTDN Đà Nẵng) tổng cộng khoảng 2.910,5 triệu đồng. / *Reduced expenses of an administrative office nature such as office supplies, travel expenses, telephone, training, fuel (mainly due to switching to a lump-sum leasing method for practical driving training activities at the Da Nang Driving Training Center) totaled approximately 2,910.5 million VND.*

2.4.4. Lợi nhuận thực hiện: / *Profitability:*

Lợi nhuận sau thuế thực hiện năm 2025 đạt 8.648,23 triệu đồng (sau khi tạm trích quỹ khen thưởng phúc lợi và phân chia lợi nhuận cho các bên liên kết tại 02 Trung tâm dạy nghề thì số lợi nhuận còn lại của Công ty là 7,41 tỷ đồng) chủ yếu đến từ các hoạt động cung ứng suất ăn, dịch vụ tiện ích khác cho các hãng hàng không tại Đà Nẵng, Nha Trang và hoạt động đào tạo lái xe tại TTDN Đà Nẵng. Hoạt động cung ứng suất ăn và dịch vụ tiện ích phục vụ các hãng hàng không tại Phú Bài vẫn ở trạng thái không cân bằng được thu chi kinh doanh do hiện tại chỉ phục vụ chuyến bay nội địa (chặng bay ngắn không phục vụ suất ăn khách phổ thông) nên sản lượng thấp (chỉ đạt khoảng 12% công suất thiết kế) trong khi chi phí cố định lớn. / *The after-tax profit for 2025 reached 8,648.23 million VND (after temporarily allocating the welfare and bonus fund and distributing profits to affiliated parties at the two Vocational Training Centers, the remaining profit of the Company is 7.41 billion VND), mainly coming from meal supply activities, other utility services for airlines in Da Nang and Nha Trang, and driver training activities at the Da Nang Vocational Training Center. Meal supply and utility service activities serving airlines at Phu Bai are still in a state of business income and expenditure imbalance because currently they only serve domestic flights (short-haul flights that do not provide meals for economy passengers), so the output is low (only about 12% of the designed capacity) while fixed costs are high.*

3. Thực hiện kế hoạch đầu tư năm 2025 / *Implementation of the investment plan in 2025*

- Trên cơ sở kết quả giám sát thực hiện kế hoạch đầu tư năm 2025 của Công ty, Ban kiểm soát đánh giá, về cơ bản năm 2025 Công ty đã triển khai thực hiện các dự án phù hợp với tình hình thực tế và yêu cầu của hoạt động SXKD. Ưu tiên triển khai và tập trung hoàn thành, kịp thời đưa vào sử dụng các dự án cấp thiết, trực tiếp phục vụ hoạt động SXKD và đảm bảo tiêu chuẩn, chất lượng sản phẩm HHDV cung ứng, đáp ứng các quy định về điều kiện kinh doanh (đầu tư bổ sung, thay thế xe vận chuyển suất ăn, xe phục vụ tổ bay của các hãng hàng không; đầu tư xe tải dạy lái hạng C để thay thế đội xe cũ đã xuống cấp, đồng thời đảm bảo tiêu chuẩn xe dạy lái theo quy định mới; cải tạo, sửa chữa và bổ sung thay thế trang thiết bị trong dây chuyền chế biến suất ăn); đồng thời, Ban điều hành Công ty cũng đã rà soát dừng thực hiện dự án đầu tư không còn phù hợp (dừng dự án xe dạy lái hạng B do các TTDN của Công ty đang từng bước chuyển đổi sang phương thức thuê khoán trọn gói để nâng cao hiệu quả kinh doanh, giảm áp lực chi phí vận hành và dòng tiền), giãn tiến độ thực hiện một số dự án theo diễn

biến tình hình SXKD, để đảm bảo hiệu quả đầu tư. /Based on the results of monitoring the implementation of the Company's 2025 investment plan, the SB evaluates that, basically, in 2025 the Company has carried out projects in accordance with the actual situation and the requirements of business production activities. Priority has been given to implementing and focusing on completing, promptly putting into use, urgent projects that directly serve business production activities and ensure the standards and quality of supplied products and services, while complying with business condition regulations (additional investments, replacing meal transport vehicles, vehicles serving airline crews; investing in Class C driving training trucks to replace the old fleet that has deteriorated, while ensuring driving training vehicle standards according to new regulations; renovating, repairing, and supplementing or replacing equipment in the meal processing line); the Company's Executive Board has also reviewed and halted the implementation of investment projects that are no longer suitable (suspending the class B driving training vehicle project as the Company's training centers are gradually switching to a full-package leasing method to improve business efficiency, reduce operating cost pressure, and cash flow), and postponed the progress of some projects according to the development of business activities to ensure investment efficiency.

- Giá trị khối lượng công việc hoàn thành trong kỳ đạt 25.126 triệu đồng, đạt 79,5% kế hoạch; lũy kế giá trị khối lượng công việc hoàn thành các dự án hoàn thành trong năm và đang thực hiện tính đến 31/12/2025 là 25.126 triệu đồng; giá trị giải ngân các dự án trong năm đạt 10.260 triệu đồng, đạt 32,8% kế hoạch. Tổng giá trị tài sản hoàn thành đầu tư đưa vào sử dụng là 22.621 triệu đồng, trong đó giá trị TSCĐ là 19.778 triệu đồng. /The value of completed work during the period reached 25,126 million VND, achieving 79.5% of the plan; the cumulative value of completed work for projects completed during the year and ongoing as of 31/12/2025 is 25,126 million VND; the disbursement value of projects during the year reached 10,260 million VND, achieving 32.8% of the plan. The total value of assets completed and put into use is 22,621 million VND, of which the value of fixed assets is 19,778 million VND.

4. Tình hình hình tài chính doanh nghiệp /financial situation

4.1. Tình hình biến động vốn và tài sản / Capital and asset fluctuations

Đơn vị tính: triệu đồng /Unit: million VND

Chỉ tiêu Indicators	31/12/2025	31/12/2024	Thay đổi so với đầu kỳ Changes compared to the beginning of the period		Tỷ trọng Propotion	
			Giá trị /Value	(%)	30/09/2025	31/12/2024
Tài sản ngắn hạn <i>Short term assets</i>	54.108,31	33.843,30	20.265,01	59.88%	48.39%	47.07%
Trong đó: tiền và tương đương tiền /In which: Cash and cash equivalent	22.757,31	16.757,69	5.999,62	35.80%	20.35%	23.31%
Tài sản dài hạn <i>Long term assets</i>	57.715,12	38.057,22	19.657,90	51.65%	51.61%	52.93%

<i>Trong đó TSCĐ In which: Fixex assets</i>	48.147,31	34.718,37	13.428,94	38.68%	43.06%	48.29%
Tổng tài sản / Total asset	111.823,43	71.900,52	39.922,91	55.53%	100.00%	100.00%
Nợ ngắn hạn <i>Short term dept</i>	64.962,48	31.606,71	33.355,77	105.53%	58.09%	43.96%
<i>Trong đó: Vay và nợ ngắn hạn / In which: Borrowing and short-term debt</i>	1.269,98	1.038,76	231,22	22.26%	1.14%	1.44%
Nợ dài hạn/ <i>Long term dept</i>	5.041,50	5.887,53	(846,03)	-14.37%	4.51%	8.19%
Tổng nợ phải trả / <i>Total dept</i>	70.003,98	37.494,24	32.509,73	86.71%	62.60%	52.15%
Vốn chủ sở hữu / <i>Owner's equity</i>	41.819,45	34.406,27	7.413,176	21.55%	37.40%	47.85%
Tổng nguồn vốn/ Total capital	111.823,43	71.900,52	39.922,91	55.53%	100.00%	100.00%

- Tình hình biến động các khoản mục vốn và tài sản trong kỳ phù hợp với tình hình hoạt động SXKD, hoạt động đầu tư, chi trả lợi nhuận (cho các bên liên kết), thực hiện nghĩa vụ với NSNN và các chính sách TCKT áp dụng. */The fluctuation of capital items and assets in the period is consistent with the situation of production and business activities, investment activities, profit payment (to associated parties), fulfillment of obligations to the state budget and applicable financial policies.*
- **Tổng các khoản mục vốn, tài sản cuối kỳ tăng mạnh 39,92 tỷ đồng (tăng 55,53%)** so với đầu năm do các nguyên nhân chủ yếu sau: (1) Tăng do: Lợi nhuận sau thuế thực hiện trong năm là 8,64 tỷ đồng, nhận đặt cọc, ký quỹ trong năm tăng 10,06 tỷ đồng; hoàn thành dự án đầu tư, đưa TSCĐ đưa vào sử dụng nhưng chưa thanh hết công nợ với nhà thầu khoảng 12,6 tỷ đồng; quỹ lương đã ghi nhận chi phí 2025 nhưng chưa chi cho người lao động tăng so với năm 2024 là 11,85 tỷ đồng; tăng số tiền ứng trước của học viên lái xe là 1,61 tỷ đồng;... (2) Giảm do: Giảm khoản ứng trước tiền hàng của khách hàng VN là 6,61 tỷ đồng; số chênh lệch giữa thanh toán nợ gốc vay và rút vốn vay trong năm là 0,61 tỷ đồng, ... */Total capital and end-of-period assets increased sharply by VND 39.92 billion (up 55.53%) compared to the beginning of the year due to the following main reasons: (1) Increases due to: Profit after tax realized during the year of VND 8.64 billion; deposits and margins received during the year increased by VND 10.06 billion; completion of investment projects, putting fixed assets into use but not yet fully settled debts with contractors of about VND 12.6 billion; the wage fund has recorded 2025 expenses but has not yet been paid to employees, increasing compared to 2024 by VND 11.85 billion; increase in advance payments from driving students of VND 1.61 billion; ... (2) Decreases due to: Decrease in advance payments from Vietnamese customers of VND 6.61 billion; the difference between principal repayments and loan withdrawals during the year is VND 0.61 billion, ...*

4.2. Đánh giá chung về tình hình tài chính doanh nghiệp */Assessment of the financial situation*

- Cơ cấu tài sản: cơ cấu tài sản của Công ty cuối năm 2025 có trạng thái tích cực hơn so với đầu năm, cụ thể: tại 31/12/2025, khoản mục tài sản ngắn hạn tăng mạnh 59,88% so với đầu năm, trong đó, tài sản ngắn hạn có tính thanh khoản cao (tiền và tiền gửi có kỳ hạn từ 6 tháng trở lên/ đầu tư nắm giữ đến ngày đáo hạn) tăng 65,64% (chủ yếu do các nguồn như tăng khoản nhận đặt cọc, ký quỹ của khách hàng, lợi nhuận hình thành trong năm và thu hồi từ nguồn khấu hao TSCĐ); đồng thời, tỷ trọng tài sản ngắn hạn cũng tăng từ mức 47,07% đầu năm lên 48,39% cuối năm. Khoản mục tài sản dài hạn tăng 51,65% so với đầu năm, trong đó TSCĐ tăng 38,68% (chủ yếu do trong năm Công ty hoàn thành các dự án lớn gồm dự án đầu tư xe vận chuyển suất ăn, dự án đầu tư xe tải dạy lái hạng C và dự án cải tạo, chống thấm cơ sở chế biến suất ăn Cam Ranh) chiếm tỷ trọng 83,42% tài sản dài hạn. */Asset structure: The Company's asset structure at the end of 2025 shows a more positive status compared to the beginning of the year. Specifically, as of 31/12/2025, current assets increased sharply by 59.88% compared to the beginning of the year, of which highly liquid current assets (cash and term deposits of 6 months or more / held-to-maturity investments) increased by 65.64% (mainly due to sources such as increases in customer deposits and margin payments, profits generated during the year, and recoveries from fixed asset depreciation); at the same time, the proportion of current assets also rose from 47.07% at the beginning of the year to 48.39% at year-end. Long-term assets increased by 51.65% compared to the beginning of the year, of which fixed assets increased by 38.68% (mainly because during the year the Company completed major projects including the investment project in meal transport vehicles, C-class driving instruction truck investment project, and the Cam Ranh meal processing facility renovation and anti-leakage project), accounting for 83.42% of long-term assets.*
- **Cơ cấu vốn: mặc dù trong gần suốt cả năm 2025, cơ cấu vốn luôn có trạng thái tích cực nhưng cuối năm lại có trạng thái rủi ro tăng, cụ thể:** Khoản mục nợ phải trả tăng mạnh 86,71% so với đầu năm và chiếm tỷ trọng 62,6% tổng nguồn vốn (tăng 10,62% điểm % so với đầu năm), trong đó nợ phải trả ngắn hạn tăng 105% và chiếm tỷ trọng 92,80% tổng nợ phải trả và 58,08% tổng nguồn vốn (tăng 14,30% so với đầu năm); tổng nguồn tài trợ dài hạn (tổng các khoản mục vốn dài hạn gồm vốn CSH và vay, nợ dài hạn) giảm từ mức 56,04% đầu năm xuống còn 41,91% vào cuối năm, cân đối nguồn vốn dài hạn chuyển từ mức + 2,23 tỷ đầu năm sang trạng thái thiếu hụt 10,85 tỷ vào cuối năm; khả năng tự tài trợ giảm (tỷ trọng vốn CSH giảm 10,47 điểm % so với đầu năm). Theo đó, các chỉ số khả năng thanh toán ngắn hạn của Công ty đều giảm, nợ trên vốn CSH tăng (KNTT ngắn hạn giảm từ mức 1.07 xuống còn 0.83 vào cuối năm; nợ trên vốn CSH tăng từ mức 1.09 lên mức 1.67 vào cuối năm). Nguyên nhân chủ yếu dẫn đến cơ cấu tài chính có trạng thái rủi ro tăng là do cuối năm 2025 Công ty hoàn thành nhiều dự án đầu tư lớn, ghi tăng tài sản nhưng tại 31/12/2025 Công ty mới phải thanh toán một phần (khoảng 30%) giá trị tài sản đầu tư hoàn thành cho các nhà thầu, đồng thời Công ty cũng đang tận dụng dòng tiền SXKD tích cực để giải ngân cho các dự án mà chưa sử dụng các khoản vay dài hạn; quy mô SXKD năm 2025 tăng nên các khoản phải trả cho nhà cung cấp tăng, quỹ lương tăng nên khoản phải trả người lao động tăng, bên cạnh đó khoản nhận ký quỹ của khách hàng

tăng (nhận 10 tỷ đồng ký quỹ của khách hàng VNA từ Q2/2025). Tuy nhiên, cơ cấu tài chính của Công ty sẽ được cải thiện khi Công ty sử dụng vốn vay tín dụng dài hạn để thanh toán cho các nhà thầu theo phương án bố trí vốn đầu tư đã được phê duyệt, cũng như có thêm nguồn tích lũy từ lợi nhuận hình thành trong các kỳ tới giúp nguồn vốn CSH, khả năng tự tài trợ tăng. /*Capital structure: although for almost the entire year of 2025, the capital structure was in a positive state, by the end of the year it shifted to an increasing risk state, specifically: Liabilities increased sharply by 86.71% compared to the beginning of the year and accounted for 62.6% of total capital (up 10.62 percentage points compared to the beginning of the year), of which short-term liabilities increased by 105% and accounted for 92.80% of total liabilities and 58.08% of total capital (up 14.30% compared to the beginning of the year); total long-term funding sources (total long-term capital items including equity and long-term loans/debt) decreased from 56.04% at the beginning of the year to 41.91% at the end of the year, the balance of long-term capital shifted from +2.23 billion at the beginning of the year to a deficit of 10.85 billion at the end of the year; self-financing ability decreased (equity proportion decreased by 10.47 percentage points compared to the beginning of the year). Accordingly, the Company's short-term solvency ratios all decreased, and debt to equity increased (short-term current ratio decreased from 1.07 to 0.83 at the end of the year; debt to equity increased from 1.09 to 1.67 at the end of the year). The main reason leading to an increased financial risk structure is that at the end of 2025, the Company completed many large investment projects, increasing assets, but as of December 31, 2025, the Company only had to pay part (about 30%) of the completed investment asset value to contractors. At the same time, the Company is also taking advantage of positive business cash flow to disburse for these projects without using long-term loans. The scale of production and business in 2025 increases, so accounts payable to suppliers increase, the wage fund increases, so payables to employees increase; in addition, the deposits received from customers increase (receiving VND 10 billion in deposits from Vietnam Airlines since the second quarter of 2025). However, the Company's financial structure will be improved when the Company uses long-term credit loans to pay contractors according to the approved investment capital arrangement plan, as well as having additional accumulation from profits generated in upcoming periods, helping to increase equity capital and self-financing capacity.*

- Với cơ cấu tài chính như phân tích ở trên, Ban Kiểm soát đánh giá: mặc dù tình hình tài chính cuối năm của Công ty đang có trạng thái rủi ro tăng so với đầu năm nhưng về cơ bản vẫn đảm bảo an toàn tài chính, khả năng hoạt động liên tục. Tuy nhiên, áp lực thanh toán nợ ngắn hạn của Công ty trong thời gian tới vẫn ở mức cao. Do đó, Công ty cần lưu ý tiếp tục tăng cường công tác quản trị dòng tiền; thực hiện đúng phương án bố trí nguồn vốn cho các dự án đầu tư (bao gồm cả việc tính toán thực hiện phương án vay tái cấp vốn tài trợ cho các dự án đầu tư đã hoàn thành, tuyệt đối tránh việc sử dụng vốn ngắn hạn để tài trợ cho tài sản dài hạn dẫn đến thiếu hụt vốn lưu động, giảm khả năng thanh khoản, giảm tính bền vững của cơ cấu tài chính (đặc biệt là trong bối cảnh diễn biến thị trường bất lợi và có thể kéo dài do ảnh hưởng của cuộc xung đột Trung Đông);

thận trọng trong việc triển khai các dự án đầu tư; tìm các giải pháp nâng cao hiệu quả SXKD, hiệu quả sử dụng nguồn lực (đặc biệt là tại các chi nhánh Phú Bài, xí nghiệp thương mại và TTDN Huế). */With the financial structure as analyzed above, the Supervisory Board assesses: although the Company's financial situation at the end of the year is in a higher risk state compared to the beginning of the year, it still basically ensures financial safety and the ability to continue operations. However, the pressure of short-term debt repayment for the Company in the upcoming period remains high. Therefore, the Company needs to pay attention to continuing to strengthen cash flow management; properly implement the plan for allocating capital for investment projects (including calculating and executing the refinancing plan to fund completed investment projects, absolutely avoiding the use of short-term capital to finance long-term assets, which can lead to working capital shortages, reduced liquidity, and decreased sustainability of the financial structure (especially in the context of adverse market developments that may be prolonged due to the impact of the Middle East conflict); cautious in implementing investment projects; seek solutions to improve business efficiency and resource utilization (especially at Phu Bai branches, the commercial enterprise, and Hue Vocational Training Center).*

III. Phối hợp hoạt động giữa BKS với HĐQT, ban điều hành và cổ đông / *Coordination of activities between the SB and the BOD, the Executive Board and shareholders*

- Trong kỳ 2025 và từ ĐHCĐ năm 2025 đến nay, Ban Kiểm soát, HĐQT, BĐH và các Cổ đông đã luôn duy trì được mối quan hệ phối hợp hoạt động tốt. Ban Kiểm soát đã thực hiện theo đúng chức năng, nhiệm vụ và quyền hạn theo quy định pháp luật và Điều lệ Công ty, đồng thời phối hợp với HĐQT và BĐH trong việc thực thi nhiệm vụ trên nguyên tắc vì lợi ích của Công ty và của Cổ đông. */In the 2025 period, the SB, the BOD, the Executive Board and the Shareholders have always maintained a good cooperative relationship. The SB has strictly performed the functions, tasks and powers specified in the Company's Charter, and at the same time coordinated with the BOD and the Executive Board in performing tasks on the principle of benefiting the Company and Shareholders.*
- HĐQT, Ban giám đốc điều hành và các bộ phận chức năng trong Công ty đã tạo điều kiện và phối hợp với Ban Kiểm soát trong các mặt hoạt động. */The BOD, the Executive Board and functional departments have facilitated and coordinated with the SB in all aspects of operation.*

IV. Kế hoạch hoạt động của Ban Kiểm soát trong năm 2026 / *Operation plan of the Supervisory Board in 2026*

Kế hoạch hoạt động của BKS trong năm 2026 được xây dựng phù hợp với mô hình tổ chức hoạt động, kế hoạch SXKD của Công ty và các quy định pháp luật và Điều lệ Công ty, trong đó tập trung vào các nội dung chính như sau: */The operation plan of the SB in 2026 is developed in accordance with the organizational model, business plan and the legal regulations and the Company's Charter, focusing on the following main contents:*

- Giám sát việc tuân thủ quy định Pháp luật, quy định của Công ty, sự cẩn trọng HĐQT, Ban Giám đốc trong công tác quản lý, điều hành Công ty. / *Supervise the compliance with laws and internal regulations, the prudence of the BOD and the Executive Board in the management and administration.*
- Kiểm tra, giám sát việc thực hiện nghị quyết của ĐHĐCĐ và các nghị quyết, quyết định của HĐQT Công ty. / *Inspecting and supervising the implementation of resolutions of the General Meeting of Shareholders and resolutions and decisions of the BOD.*
- Kiểm tra tính tuân thủ, tin cậy, tính hệ thống và hợp lý của công tác kế toán, thống kê, lập báo cáo tài chính của Công ty; thẩm định, soát xét các báo cáo tài chính bán niên và báo cáo tài chính năm 2026. / *Checking the compliance, reliability, systematic, and reasonableness of the accounting, statistics, and financial statements; appraisal and review of semi-annual financial statements and financial statements for 2026.*
- Kiểm tra, đánh giá tình hình thực hiện kế hoạch SXKD, kế hoạch đầu tư và công tác quản lý hoạt động đầu tư. / *Inspect and evaluate the implementation of business plans, investment plans and management of investment activities.*
- Giám sát việc thực hiện các quy định về phê duyệt hợp đồng giao dịch với người có liên quan; việc công bố thông tin của Công ty. / *Supervise the implementation of regulations on approval of transaction contracts with related persons; the Company's information disclosure.*
- Tiếp tục thực hiện việc rà soát và phối hợp với Công ty trong công tác hoàn thiện hệ thống kiểm soát nội bộ (trong đó, có quy chế quản lý nợ và quy chế mua sắm HHDV sử dụng ngân sách chi thường xuyên). / *Continue to review and coordinate with the Company in improving the internal control system (in which, there are regulations on debt management and regulations on procurement of goods and services using the recurrent expenditure budget).*
- Thực hiện một số chuyên đề kiểm tra giám sát, trong đó dự kiến kiểm tra công tác đầu tư, mua sắm; kiểm tra công tác quản lý lao động, tiền lương; rà soát hệ thống kiểm soát nội bộ của Công ty; ... / *Implementing a number of thematic control programs of the SB: Supervising the completion of the Company's internal control system; financial inspection, evaluation of operations at some branches with low business efficiency; examining the effectiveness and efficiency in the implementation of a number of normative standards of the Company.*
- Thực hiện các nhiệm vụ kiểm tra, giám sát khác theo yêu cầu của ĐHĐCĐ, của cơ quan quản lý nhà nước hoặc khi nhận thấy có rủi ro trong công tác quản lý điều hành, rủi ro hoạt động kinh doanh và rủi ro về tài chính của Công ty. / *Perform other inspection and supervision tasks at the request of the General Meeting of Shareholders, state management agencies or when it is found that there are risks in the management and administration, risks of business activities and financial risks.*

V. Kiến nghị của Ban Kiểm soát / *Recommendation of the Supervisory Board*

Ban Kiểm soát kính trình ĐHĐCĐ thường niên 2026 xem xét thông qua: /The Supervisory Board respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval:

- Thông qua Báo cáo tài chính năm 2025 đã được kiểm toán của Công ty. */Approved the MASCO's audited Financial Statements for 2025.*
- Thông qua Báo cáo hoạt động năm 2025 và kế hoạch hoạt động năm 2026 của Ban kiểm soát. */Approve the 2025 Operation Report and the 2026 Operation Plan of the Supervisory Board.*

Kính trình ĐHĐCĐ xem xét, thông qua. */Respectfully submitted to the General Meeting of Shareholders for consideration and approval.*

Trân trọng !

Best regard

Nơi nhận: /To:

- Như trên; */As above;*
- HĐQT, BDH; */BOD, CEO;*
- TK Công ty */Company Secretary*
- Lưu VT, BKS. */Archived.*

**TM. BAN KIỂM SOÁT
TRƯỞNG BAN**

*On behalf of the Supervisory Board
Head of the Supervisory Board*



Đinh Hồng Sơn



SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom - Happiness

PROXY LETTER

To: Board of Management of Danang Airport Services Joint Stock Company

Name of share holder:.....

BR Code/ID No:.....Dated:...../...../.....Place:.....

Address:.....

Full name of legal representative (if any):.....

Tel:

Number of share owned..... shares

According to the Invitation letter of the 2026 Annual Meeting of shareholders of Masco to be held on June, 26th 2026, We/I would like to confirm my/our authorization at the meeting as follows:

Here by authorized to Mr/Ms:

Full name:.....

BR Code/ID No:.....Dated:...../...../.....Place:.....

Address:.....

Here by authorized to the Board of Management of Masco.

☐ Mr Dao Manh Kien

☐ Mr Nguyen Thanh Dong

☐ Mr Tran Thanh Hai

☐ Ms Tran Thanh Nghia

☐ Ms Nguyen Thi Thuy Linh

Content authorized by:

The attorney represents The Authorized to attend 2026 MASCO's Annual General Meeting of Shareholders and implement all the Rights and the Duties relating to the number of authorized shares.

We/I committed to observe strictly all the provisions of MASCO's regulation, we also take legal responsibility for making this Authorization as well as committing not to provide any complaints or lawsuits to MASCO./.

....., year month..... date.....

Authorized person

Shareholders

Please sent to email:

tuannguyen@masco.com.vn



ĐẠI HỘI ĐỒNG CỔ ĐÔNG THƯỜNG NIÊN 2026
THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Đà Nẵng, ngày 26 tháng 06 năm 2026/ June 26th, 2026

PHIẾU BIỂU QUYẾT/ THE VOTING PAPER

I. Thông tin cổ đông/Shareholders information.

- Mã số cổ đông/Shareholder's Code:
- Tên cổ đông/Shareholder's name:
- Tổng số phiếu biểu quyết/Total of votes⁽¹⁾:

⁽¹⁾: 01 cổ phần /share = 01 phiếu biểu quyết/vote

Cổ đông vui lòng đánh dấu “X” hoặc dấu “✓” vào ô chọn “Tán thành” hoặc “Không tán thành” hoặc “Không có ý kiến”. Phiếu biểu quyết không hợp lệ là Phiếu không đánh dấu hoặc đánh dấu nhiều hơn một ô tại cùng một vấn đề biểu quyết. /Shareholder ticks X in one of three opinion boxes. Invalid voting form is the form without ticks or more than one tick in an opinion box.

II. Các nội dung biểu quyết/Voting contents.

STT/ No	Nội dung biểu quyết/ Voting contents	Tán thành (Agree)	Không tán thành (Disagree)	Không có ý kiến (No opinion)
1	Báo cáo của Hội đồng quản trị/ Report of the Board of Directors.			
2	Báo cáo SXKD, Báo cáo tài chính đã kiểm toán năm 2025/ The business performance results and audited financial statements in 2025			
3	Phương án phân phối lợi nhuận năm 2024, 2025/ Profit Distribution Plan for 2024, 2025			
4	Kế hoạch SXKD và đầu tư năm 2026/ Business and investment plan for 2026			
5	Báo cáo chi trả thù lao, tiền lương của HĐQT, BKS năm 2025 và kế hoạch chi trả thù lao, tiền lương HĐQT, BKS năm 2026/ Report on Remuneration and Salaries of the Board of Directors and Supervisory Board for 2025, and the Plan for Remuneration and Salaries for 2026.			
6	Báo cáo của Ban kiểm soát/ Report of the Board of Supervisors			
7	Báo cáo đánh giá Hợp đồng HTKD tại 02 TTDN/ Report on the evaluation of the Business Cooperation Contracts at 02 Training Driver Centers			

Cổ đông ký tên và ghi rõ họ tên
Sign and full name