

No: 2184/TCTCHKVN-VPTCT

Ho Chi Minh City, June 19, 2026

CHANGE IN PERSONNEL

To: Hanoi Stock Exchange

Pursuant to Resolution No. 03/NQ-ĐHĐCĐ dated June 19, 2026;

Pursuant to Resolution No. 361/NQ-HĐQT dated June 19, 2026 on the termination of the assignment as Acting Chairman of the Board of Directors and the cessation of the legal representative status of Airports Corporation of Vietnam;

Pursuant to Resolution No. 371/NQ-HĐQT dated June 19, 2026 on the dismissal from the position of Deputy Chief Executive Officer of Airports Corporation of Vietnam;

Pursuant to Resolution No. 368/NQ-HĐQT dated June 19, 2026 on the election of the Chairman of the Board of Directors of Airports Corporation of Vietnam;

We would like to announce the change in personnel of Airports Corporation of Vietnam, as follows:

In cases of dismissal:

1. Mr. Le Van Khien

Dismissed position: Acting Chairman of the Board of Directors and Legal Representative of Airports Corporation of Vietnam

Effective date: June 19, 2026.

2. Mr. Vu The Phiet

Dismissed position: Member of the Board of Directors of Airports Corporation of Vietnam

Effective date: June 19, 2026.

3. Mr. Nguyen Tien Viet

Dismissed position: Member of the Board of Directors of Airports Corporation of Vietnam

Effective date: June 19, 2026.

4. Mr. Nguyen Cao Cuong

Dismissed position: Deputy Chief Executive Officer of Airports Corporation of Vietnam

Effective date: June 19, 2026.

In case of appointment:

1. Mr. Nguyen Cao Cuong

Former position in the organization: Deputy Chief Executive Officer of Airports Corporation of Vietnam

Newly appointed position: Member of the Board of Directors, Chairman of the Board of Directors of Airports Corporation of Vietnam

Effective date: June 19, 2026.

This information was published on the Airports Corporation of Vietnam's website on June 19, 2026, as in the link: <https://vietnamairport.vn/>.

To: 

- As above;
- Board of Directors;
- Board of Management;
- Board of Supervisors;
- Legal Affairs and Internal Audit Department;
- Administration Office (Upload to the website);
- Archived: Administration.

CHAIRMAN OF THE BOD



Nguyễn Cao Cường

Note: In the event of discrepancies or differing interpretations between the information in Vietnamese and English, the Vietnamese version shall prevail.

No: 361/NQ-HĐQT

Ho Chi Minh city, June 19, 2026

RESOLUTION

**On the Termination of the Assignment as Acting Chairman of the Board of
Directors and the Cessation of the Legal Representative Status of
Airports Corporation of Vietnam**

**BOARD OF DIRECTORS
AIRPORTS CORPORATION OF VIETNAM**

Pursuant to the Law on Enterprises;

Pursuant to the Charter of Airports Corporation of Vietnam;

*Pursuant to Minutes No. 21/BB-HĐQT dated 19 June 2026 of the Board of
Directors of Airports Corporation of Vietnam; Pursuant to the Law on Enterprises;;*

RESOLVES:

ARTICLE 1. To approve the termination of the assignment as Acting Chairman of the Board of Directors and the cessation of the legal representative status of Airports Corporation of Vietnam for Mr. Le Van Khien, the State capital representative and Member of the Board of Directors of Airports Corporation of Vietnam.

ARTICLE 2. This Resolution shall take effect as of the date of signing.

The Board of Directors, the Board of Management, heads of departments and units, and relevant individuals shall be responsible for the implementation of this Resolution.

To:

- Ministry of Finance (for reporting);
- Standing Committee of the Party Committee (for reporting)
- As stated in Article 2;
- Supervisory Board of the Corporation
- Relevant departments and units;
- Archived at: Office

**ON THE BEHALF OF THE BOD
CHAIRMAN**

Signed

Nguyen Cao Cuong

Note: In the event of discrepancies or differing interpretations between the information in Vietnamese and English, the Vietnamese version shall prevail.

No: 368/NQ-HĐQT

Ho Chi Minh city, June 19, 2026

RESOLUTION
On the Election of the Chairman of the Board of Directors
of Airports Corporation of Vietnam

BOARD OF DIRECTORS
AIRPORTS CORPORATION OF VIETNAM

Pursuant to the Law on Enterprises;

Pursuant to the Charter of Airports Corporation of Vietnam;

Pursuant to Decision No. 1429/QĐ-BTC dated 10 June 2026 of the Ministry of Finance on the appointment of the State capital representative at Airports Corporation of Vietnam;

Pursuant to Document No. 7842/BTC-TCCB dated 10 June 2026 of the Ministry of Finance regarding personnel matters;

Pursuant to Minutes No. 21/BB-HĐQT dated 19 June 2026 of the Board of Directors of Airports Corporation of Vietnam;

RESOLVES:

ARTICLE 1. To elect Mr. **Nguyen Cao Cuong**, the State capital representative and Member of the Board of Directors, to the position of Chairman of the Board of Directors of Airports Corporation of Vietnam.

ARTICLE 2. This Resolution shall take effect as of the date of signing.

The Board of Directors, the Board of Management, heads of departments and units, and relevant individuals shall be responsible for the implementation of this Resolution.

To:

- Ministry of Finance (for reporting);
- Standing Committee of the Party Committee (for reporting)
- As stated in Article 2;
- Supervisory Board of the Corporation
- Relevant departments and units;
- Archived at: Office

ON THE BEHALF OF THE BOD
CHAIRMAN

Signed

Nguyen Cao Cuong

No: 371/NQ-HĐQT

Ho Chi Minh city, June 19, 2026

RESOLUTION

**On the Dismissal from the Position of Deputy Chief Executive Officer
of Airports Corporation of Vietnam**

**BOARD OF DIRECTORS
AIRPORTS CORPORATION OF VIETNAM**

Pursuant to the Law on Enterprises;

Pursuant to the Charter of Airports Corporation of Vietnam;

*Pursuant to Resolution No. 368/NQ-HĐQT dated 19 June 2026 of the Board of
Directors on the election of the Chairman of the Board of Directors of Airports
Corporation of Vietnam;*

*Pursuant to Minutes No. 21/BB-HĐQT dated 19 June 2026 of the Board of
Directors of Airports Corporation of Vietnam;*

RESOLVES

ARTICLE 1. To approve the dismissal of Mr. Nguyen Cao Cuong from the position of Deputy Chief Executive Officer of Airports Corporation of Vietnam.

ARTICLE 2. This Resolution shall take effect as of the date of signing.

The Board of Directors, the Board of Management, heads of departments and units, and relevant individuals shall be responsible for the implementation of this Resolution.

To:

- Ministry of Finance (for reporting);
- Standing Committee of the Party Committee (for reporting)
- As stated in Article 2;
- Supervisory Board of the Corporation
- Relevant departments and units;
- Archived at: Registry Office

**ON THE BEHALF OF THE BOD
CHAIRMAN**

Signed

Nguyen Cao Cuong

Note: In the event of discrepancies or differing interpretations between the information in Vietnamese and English, the Vietnamese version shall prevail.

No: 03/NQ-ĐHĐCĐ

Ho Chi Minh City, June 19, 2026

RESOLUTION
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
AIRPORTS CORPORATION OF VIETNAM

- Pursuant to the Law on Enterprises dated June 17, 2020;
- Pursuant to Law No. 76/2025/QH15 amending and supplementing a number of articles of the Law on Enterprises;
- Pursuant to the Charter of Airports Corporation of Vietnam;
- Pursuant to the Minutes of the 2024 Annual General Meeting of Shareholders of Airports Corporation of Vietnam No. 02/BB-ĐHĐCĐ dated June 19, 2026;

THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF
AIRPORTS CORPORATION OF VIETNAM
HEREBY RESOLVES:

Article 1. Approval of the 2025 Business Performance Report and the 2026 Business Plan

1. To approve the 2025 Business Performance Report with the following key contents:

a) Traffic volume served in 2025:

No.	Description	2025 Actual	%/2024
1	Total passengers (million passengers)	120,3	109,4%
	International	47,1	114%
	Domestic	73,3	107%

No.	Description	2025 Actual	%/2024
2	Total Cargo and Mail (thousand tons)	1.775	115%
3	Aircraft Movements (thousand movements)	737	110%

b) 2025 Financial Results ():*

No.	Financial Targets	Value
1	Total Revenue	24.534 VND billion
2	Profit Before Tax (PBT)	13.472 VND billion
3	ROA	13%
4	ROE	16,98%

() The 2025 financial results of the Parent Company – ACV exclude the business results from the management and operation of aviation infrastructure assets (airside facilities) entrusted by the State to ACV for management and operation.*

2. To approve the 2026 Business Plan (**):

No.	Description	Value
I	Traffic Targets	
1	Total Passengers (million passengers)	126
	International	50
	Domestic	76
2	Total Cargo and Mail (thousand tons)	1.897
3	Aircraft Movements (thousand movements)	755
II	Financial Targets (Parent Company – ACV)	
1	Total Revenue	21.141 VND billion

No.	Description	Value
2	Profit Before Tax	7.011 VND billion
3	ROA	5,24%
4	ROE	7,86%
III	Revenue and Expenditure Plan for the Management and Operation of Airside Infrastructure (entrusted by the State to ACV for management and operation)	
1	Revenue	3.243 VND billion
2	Expenses	2.335 VND billion
3	Surplus (Revenue less Expenses)	908 VND billion

(**) The 2026 Plan excludes business activities at Phu Quoc International Airport and aviation security services.

Article 2. Approval of the Report on the Operations of the Board of Directors in 2025 and Its Orientation for 2026.

Article 3. Approval of the Supervisory Board's Supervisory Report for 2025 and Its Operating Plan for 2026.

Article 4. Approval of the Audited Separate Financial Statements and Audited Consolidated Financial Statements for 2025.

1. To approve the audited Separate Financial Statements for 2025 with the following key financial indicators:

Unit: VND

No.	Description	For the Financial Year Ended 31 December 2025
1	Total Assets	90.947.805.024.312
2	Equity	68.946.189.222.541
3	Total Liabilities	22.001.615.801.771

4	Net Revenue from Sales and Service Provision	25.901.292.494.209
5	Financial Income	1.235.992.969.011
6	Net Profit from Operating Activities	14.630.212.101.784
7	Other Income (Net)	573.277.579.062
8	Total Accounting Profit Before Tax	15.203.489.680.846
9	Profit After Corporate Income Tax	12.267.729.907.885
	Of which:	
	- Profit attributable to ACV	10.630.299.972.038
	- Profit from the operation of aviation infrastructure assets entrusted by the State to ACV for management	1.385.094.622.527
	- Profit from aviation security services	252.335.313.320

2. To approve the audited Consolidated Financial Statements for 2025 with the following key financial indicators:

Unit: VND

No.	Description	For the Financial Year Ended 31 December 2025
1	Total Assets	91.909.790.961.051
2	Equity	69.902.494.343.895
3	Total Liabilities	22.007.296.617.156
4	Net Revenue from Sales and Service Provision	25.897.650.051.823
5	Financial Income	975.279.396.734
6	Net Profit from Operating Activities	14.833.845.403.451

No.	Description	For the Financial Year Ended 31 December 2025
7	Other Income (Net)	575.492.411.864
8	Total Accounting Profit Before Tax	15.409.337.815.315
9	Profit After Corporate Income Tax	12.465.207.694.955
	Of which:	
	- Profit attributable to ACV	10.814.923.270.844
	- Profit from the operation of aviation infrastructure assets entrusted by the State to ACV for management	1.385.094.622.527
	- Profit from aviation security services	252.335.313.320

Article 5. Approval of the allocation of the 2025 after-tax profit to the Development Investment Fund and the Bonus and Welfare Fund, as follows:

No.	Description	Amount (VND)
1	Retained Earnings in the Consolidated Financial Statements as at 31 December 2025	17.767.041.160.439
2	Retained Earnings in the Separate Financial Statements (Parent Company) as at 31 December 2025	16.867.103.273.296
3	Undistributed After-tax Profit of 2024	6.234.106.616.360
4	Undistributed After-tax Profit of 2025	10.630.299.972.038
4.1	Allocation to the Bonus and Welfare Fund and the Management Incentive Fund	3.189.089.991.611
4.2	Allocation to the Bonus and Welfare Fund and the Management Incentive Fund	990.843.586.657

No.	Description	Amount (VND)
4.3	Remaining Undistributed After-tax Profit (= 4 - 4.1 - 4.2)	6.450.366.393.770
5	Total Remaining Undistributed After-tax Profit of 2024 and 2025 (= 3 + 4.3) (***)	12.684.473.010.130

(***) ACV is currently awaiting guidance from the competent State authorities regarding the distribution plan for the remaining undistributed after-tax profit of the fiscal years 2024 and 2025. Accordingly, ACV will seek shareholders' approval through a written resolution process or convene an Extraordinary General Meeting of Shareholders to approve this matter promptly upon receipt of the relevant guidance from the competent authorities, in accordance with applicable regulations.

Article 6. Approval of the Salary, Remuneration and Bonus Funds Implemented in 2025 and the Planned Salary and Remuneration Funds for Members of the Board of Directors and Controllers in 2026.

1. To approve the implemented salary, remuneration and bonus funds for Members of the Board of Directors and Controllers in 2025 as follows:

- Salary fund: VND 15,086,371,764
- Bonus fund: VND 2,611,671,499

The above salary and bonus funds were determined for each position of Members of the Board of Directors and Controllers (based on the monthly average number of personnel), comprising 5.167 Members of the Board of Directors, the Head of the Supervisory Board and 1.917 full-time Controllers, in accordance with Decree No. 44, Decree No. 248 and Regulation No. 646.

2. To approve the planned salary and remuneration funds for Members of the Board of Directors and Controllers in 2026 as follows:

- Salary fund: VND 16,500,000,000 *(determined for each position of Members of the Board of Directors and Controllers, comprising 6 Members of the Board of Directors, the Head of the Supervisory Board and 2 full-time Controllers, in accordance with Decree No. 248 and Regulation No. 646).*

- Remuneration fund: VND 113,750,000 *(determined for 1 Member of the Board of Directors concurrently holding the position of President & Chief Executive Officer in accordance with Decree No. 248 and Regulation No. 646, calculated for the last 07 months of 2026).*

Article 7. Approval of the Selection of the Auditor for the 2026 Financial Statements.

The General Meeting of Shareholders authorizes the Board of Directors to decide on the selection of an auditing firm to perform the review and audit of the 2026 Financial Statements of Airports Corporation of Vietnam, in accordance with the regulations on procurement, ensuring the selection of a reputable and competent auditing firm so that the audited figures are transparent, objective and truthful in compliance with applicable laws.

Article 8. Approval of the Dismissal of Mr. Vu The Phiet and Mr. Nguyen Tien Viet from Their Positions as Members of the Board of Directors.

Article 9. Approval of the Number of Members of the Board of Directors Being Five (05) and the Election of Mr. Nguyen Cao Cuong as an Additional Member of the Board of Directors.

Article 10. Implementation Provisions

This Resolution was approved by the 2026 Annual General Meeting of Shareholders of Airports Corporation of Vietnam and shall take effect from the date of its approval by the General Meeting of Shareholders.

Members of the Board of Directors, the Supervisory Board, the Chief Executive Officer and all shareholders of Airports Corporation of Vietnam shall be responsible for implementing this Resolution.

To:

- As stated in Article 10;
- Ministry of Finance;
- State Securities Commission of Vietnam (SSC);
- Hanoi Stock Exchange (HNX);
- Archived.

**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIRPERSON**

(signed)

Le Van Khien

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