

No: 104E/2026/CIAS
Re: Report on Corporate Governance
First Half of 2026

Khanh Hoa, July 30, 2026

**THE ELECTRONIC INFORMATION PORTAL OF THE STATE SECURITIES
COMMISSION OF VIETNAM**

To: - The State Securities Commission
- Hanoi Stock Exchange

Name of company: Cam Ranh International Airport Services Joint-Stock Company

Stock symbol: CIA

Address of headoffice: Cam Ranh International Airport, Bac Cam Ranh Ward, Khanh Hoa Province

Telephone: 0258.6265588

Fax: 0258.6266262

The authorized person to disclose information: Mr. TRAN XUAN BINH

Position: Deputy General Director

Type of Information Disclosure: ☐ 24h ☐ 72h ☐ Request ☐ Extraordinary ☒ Periodic

Content of Information Disclosure:

Cam Ranh International Airport Services Joint-Stock Company discloses the Report on Corporate Governance (First Half of 2026).

This information has been disclosed on the company website at the following link:
www.cias.vn

We hereby certify that the information provided above is true and correct and we take full responsibility to the law for our information disclosure.

Recipients:

- As above;
- Archived at the Office.

**THE AUTHORIZED PERSON TO DISCLOSE
INFORMATION**

DEPUTY GENERAL DIRECTOR



Tran Xuan Binh

No.: 03/2026/BC-HĐQT/CIAS

Khanh Hoa, July 30, 2026

**REPORT ON CORPORATE GOVERNANCE
(06 months of 2026)**

To: - State Securities Commission of Vietnam
- Hanoi Stock Exchange

- Company name: **Cam Ranh International Airport Services Joint-Stock Company (CIAS)**
- Headquarters address: Cam Ranh International Airport, Bac Cam Ranh Ward, Khanh Hoa Province
- Tel: 0258.6265588 Fax: 0258.6266262 Email: contact@cias.vn
- Charter capital: 186,612,430,000 VND
- Stock code: CIA
- Corporate governance model: General Meeting of Shareholders (GMS), Board of Directors (BOD), Board of Supervisors (BOS), and General Director.
- Regarding the implementation of internal audit function: Implemented.

I. Activities of the General Meeting of Shareholders

Information on meetings and Resolutions/Decisions of the GMS (including Resolutions of the GMS passed by way of written opinion collection):

No.	Resolution No.	Date	Content
01	01/2026/NQ-ĐHĐCĐ/CIAS	April 24, 2026	1. Approval of the Business Performance Report for 2025 and the 2026 Business Plan. 2. Approval of the Report on the activities of the Board of Directors in 2025 and the orientation for 2026.

No.	Resolution No.	Date	Content
			3. Approval of the Report of the Independent Member of the Board of Directors. 4. Approval of the Report of the Board of Supervisors (BOS) at the 2026 Annual General Meeting of Shareholders. 5. Approval of the Proposal regarding the audited financial statements (FS) for 2025 6. Approval of the Proposal regarding the 2025 profit distribution plan. 7. Approval of the Proposal on the settlement of remuneration for the Board of Directors and the Board of Supervisors in 2025 and the remuneration payment plan for the Board of Directors and the Board of Supervisors in 2026. 8. Approval of the Proposal on the business plan targets for 2026. 9. Approval of the Proposal on adding business lines and amending Appendix I of the the Charter of CIAS. 10. Approval of the Proposal on related party transaction. 11. Approval of the Proposal on the dismissal and election of additional members of the Board of Supervisors for the 2022-2027 term. 12. Approval of the Proposal on the list of candidates for the election of additional members of the Board of Supervisors for the 2022-2027 term. 13. Approve the results of the supplementary election of Board of Supervisors members for the 2022-2027 term.



II. Board of Directors

1. Information on members of the Board of Directors

The CIAS BOD for the 2022-2027 term consists of 03 members; information on the BOD members at the time of the report is as follows:

No.	BOD Member	Position (<i>Independent BOD member, Non-executive BOD member</i>)	Date of starting/ceasing to be a BOD/Independent BOD member	
			Date appointed	Date dismissed
1	Mr. Dam Duy Toan	Chairman of the BOD	August 08, 2025	
3	Mr. Ly Lam Duy	BOD Member non-executive	June 24, 2022	
4	Mr. Khong Minh Dung	BOD Member independent	June 24, 2022	

2. BOD meetings

No.	BOD Member	Number of BOD meetings attended	Attendance rate	Reason for non-attendance
1	Mr. Dam Duy Toan	07/07	100%	
2	Mr. Ly Lam Duy	07/07	100%	
3	Mr. Khong Minh Dung	07/07	100%	

3. Supervisory activities of the BOD over the Board of Management

In the first 06 months of 2026, CIAS maintained a positive growth momentum in revenue and profit. The achieved results exceeded the set plan and increased significantly compared to the same period of the previous year as the Company took good advantage of

market opportunities and controlled costs effectively.

The BOD directed the Board of Management to implement flexible solutions to enhance business efficiency, in line with the market situation of each business territory.

Pursuant to the Company's Charter and Corporate Governance Regulations, in addition to determining the direction and objectives of production and business, the BOD performed the inspection and supervision of the Board of Management' activities in managing production and business and implementing the Resolutions/Decisions of the GMS and BOD in the first 06 months of 2026.

The BOD discussed and approved contents regarding production and business plans, human resources plans, and issued Resolutions/Decisions for the Board of Management to have a basis for implementation; at the same time, it required the Board of Management to report the implementation results in BOD meetings or ad-hoc reports according to the actual situation. In addition, the BOD also exchanged information, grasped the situation, and directed promptly through many flexible forms: via telephone, email, online meetings, etc.

The BOD supervised the activities of the Board of Management through coordination with the Board of Supervisors to inspect and evaluate the reports of the Board of Management and the independent auditing firm.

4. Activities of committees under the BOD: None.

5. Resolutions/Decisions of the BOD

In the 06 months of 2026, the CIAS BOD organized 07 in-person/hybrid (in-person and online) meetings and 05 times of collecting written opinions from BOD members to review and approve contents under the BOD's authority.

The CIAS BOD passed 17 Resolutions and Decisions by holding meetings and sending letters to solicit opinions from BOD members.

(Appendix 01 – List of Resolutions/Decisions of the BOD attached).

III. Board of Supervisors

1. Information on members of the Board of Supervisors

The CIAS Board of Supervisors for the 2022 – 2027 term consists of 03 members; information on the current members of the Board of Supervisors is as follows:

No.	BOS Member	Position	Date of starting to be BOS member	Professional qualifications
1	Ms. Dang Thi Phuong Nga	Head of Board	June 24, 2022	Bachelor of Accounting
2	Ms. Do Huu Anh Lien	Member	April 26, 2024	Bachelor of Economics
3	Mr. Luu Viet Bac (Dismissed on April 24, 2026)	Member	June 24, 2022	Master of Accounting
4	Ms. Pham Thi Hue (Elected on April 24, 2026)	Member	April 24, 2026	Master of Economic Law

2. Meetings of the Board of Supervisors

No.	BOS Member	Number of meetings attended	Attendance rate	Voting rate	Reason for non-attendance
1	Ms. Dang Thi Phuong Nga	01/01	100%	100%	
2	Ms. Do Huu Anh Lien	01/01	100%	100%	
3	Mr. Luu Viet Bac (Dismissed on April 24, 2026)	01/01	100%	100%	
4	Ms. Pham Thi Hue	0/0			Elected on April 24, 2026

3. Supervisory activities of the BOS over the BOD, the Board of Management, and shareholders

In the 06 months of 2026, the Board of Supervisors fully performed its function of supervising the compliance with GMS Resolutions, the Charter, and relevant legal regulations

by the BOD, the Board of Management, and shareholders.

The main contents that the Board of Supervisors implemented include: Reviewing the appropriateness of the BOD's Resolutions/Decisions and the Board of Management's Decisions in management and administration, ensuring compliance with legal regulations and the Company's Charter; Inspecting the separate financial statements and consolidated financial statements audited for 2025 and important financial indicators before submitting them to the 2026 Annual General Meeting of Shareholders for approval; Inspecting Q. IV/2025, Q. I, II/ 2026 financial statements; Organizing inspections and supervision of the financial situation, business activities, and compliance with tax obligations, social insurance, and other financial obligations of the Company in accordance with the law.

4. Coordination of activities between the BOS and the activities of the BOD, the Board of Management, and other managers

The Board of Supervisors received the cooperation of the BOD, the Board of Management, and the Company's functional departments in updating the Company's operational situation and collecting information and documents for inspection and supervision work.

The BOS, BOD, and Board of Management coordinated closely to promptly resolve obstacles during the BOS's inspection and supervision process.

5. Other activities of the BOS: None.

IV. Board of Management

No.	Member Board of Management	Date of birth	Professional qualifications	Date of appointment/dismissal
1	Mr. Pham Quang Minh – General Director	April 21, 1985	Master of Business Administration, Master of Engineering and Technology	Appointment Decision dated April 26, 2024

No.	Member	Date of birth	Professional	Date of
	Board of Management		qualifications	appointment/dismissal
2	Mr. Tran Xuan Binh – Deputy General Director	September 15, 1976	Bachelor of Accounting	Re-appointment Decision dated June 16, 2025
3	Mr. Nguyen Duc Vu – Deputy General Director	January 15, 1994	Bachelor of Accounting – Auditing	Decision on appointment dated May 30, 2025

V. Chief Accountant (CA)

No.	Full name	Date of birth	Qualifications expertise	Date of appointment/dismissal
1	Mr. Nguyen Dinh Viet	November 14, 1989	Bachelor of Economics (Major: Accounting)	Decision on dismissal dated March 31, 2026
2	Mr. Nguyen Manh Tung	April 02, 1991	Bachelor of Economics (Major: Accounting)	- Decision on Person in charge of Accounting appointment dated March 31, 2026; - Decision on Chief Accountant appointment dated April 24, 2026

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VI. Corporate governance training

Corporate governance training courses that BOD members, BOS members, the General Director, other managers, and the Company Secretary have participated in according to corporate governance regulations:

The BOD, BOS, General Director, and other managers participated in corporate governance training courses in previous years. In addition, the Person in charge of Corporate Governance (BOD Secretary) participated in a training course and was awarded a Certificate of Graduation for the Corporate Governance course by the Institute of Human Resource Development and Business – University of Economics Ho Chi Minh City on September 18, 2025.

VII. List of related persons of the public company and transactions of related persons of the Company with the Company itself

1. List of related persons of the Company:

(Appendix 02 - List of related persons of the Company attached).

2. Transactions between the Company and its related persons; or between the Company and major shareholders, internal persons, and related persons of internal persons:

(Appendix 03 – Transactions with related persons attached).

3. Transactions between internal persons of the company, related persons of internal persons with subsidiaries, or companies controlled by the company: *None.*

4. Transactions between the Company and other entities:

4.1. Transactions between the Company and companies where BOD members, BOS members, the General Director, and other managers have been or are founding members or BOD members, General Director within the last three (03) years (calculated at the time of report preparation): *Stated in Appendix 03.*

4.2. Transactions between the Company and companies where related persons of BOD members, BOS members, the General Director, and other managers are BOD members, General Director: *None.*

4.3. Other transactions of the Company (if any) that may bring material or non-material benefits to BOD members, BOS members, the General Director, and other managers: *None.*

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VIII. Share transactions of internal persons and related persons of internal persons

1. List of internal persons and related persons of internal persons
(Appendix 04 – List of internal persons and related persons of internal persons attached).
2. Transactions of internal persons and related persons regarding company shares: *None*.

IX. Other noteworthy issues: *None*.

Recipient:

- As above;
- Members of the BOD; BOS;
- Information Disclosure Officer;
- Archive: BOD Secretary.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



Dam Duy Toan





APPENDIX 01
(Attached to the Corporate Governance Report for the first 6 months of 2026)
LIST OF RESOLUTIONS/DECISIONS OF THE BOARD OF DIRECTORS
CAM RANH INTERNATIONAL AIRPORT SERVICES JOINT-STOCK COMPANY
(From 01/01/2026 to 30/06/2026)

No.	Resolution/ Decision No.	Date	Content	Approval rate
I – RESOLUTIONS				
1	01/2026/NQ-HĐQT/CIAS	January 23, 2026	Approval of the 13th-month salary payment, additional salary payment, and the 2025 salary fund execution	100%
2	02/2026/NQ-HĐQT/CIAS	January 23, 2026	Approval of the policy for liquidating transport business vehicles and the plan for personnel of the Transport Department	100%
3	03/2026/NQ-HĐQT/CIAS	February 25, 2026	Approval of the temporary suspension of business at the Business Location per the notice from Lien Khuong International Airport	100%
4	04/2026/NQ-HĐQT/CIAS	March 02, 2026	Approval of the record date for the list of shareholders entitled to attend the 2026 Annual General Meeting of Shareholders	100%
5	05/2026/NQ-HĐQT/CIAS	March 31, 2026	Approval of the dismissal and termination of the labor contract with the Chief Accountant, and the appointment and signing of a labor contract with the Accountant in Charge	100%
6	06/2026/NQ-HĐQT/CIAS	April 02, 2026	Approval of the program and documents for the 2026 Annual General Meeting of Shareholders	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
7	07/2026/NQ-HĐQT/CIAS	April 21, 2026	Approval of the updated documents for the 2026 Annual General Meeting of Shareholders	100%
8	08/2026/NQ-HĐQT/CIAS	April 21, 2026	Approval of certain contents for implementing the Resolution of the 2026 Annual General Meeting of Shareholders	100%
9	09/2026/NQ-HĐQT/CIAS	May 04, 2026	Approval of the asset liquidation results (05 vehicles)	100%
10	10/2026/NQ-HĐQT/CIAS	May 08, 2026	Approval of the investment plan for constructing and renovating 02 C-lounges at the domestic terminal, Cam Ranh International Airport	100%
11	11/2026/NQ-HĐQT/CIAS	June 10, 2026	Approval of the establishment of a Business Location at Terminal T3, Tan Son Nhat International Airport	100%

II – DECISIONS

1	01/2026/QĐ-HĐQT/CIAS	March 16, 2026	Approval of the adjustment to the position salary and additional allowances for the General Director of the Company	100%
2	02/2026/QĐ-HĐQT/CIAS	March 31, 2026	Approval of the dismissal and termination of the labor contract with the Chief Accountant	100%
3	03/2026/QĐ-HĐQT/CIAS	March 31, 2026	Approval of the appointment and signing of a labor contract with the Accountant in Charge	100%
4	04/2026/QĐ-HĐQT/CIAS	April 02, 2026	Approval of the 2026 production and business plan targets to be submitted to the 2026 Annual General Meeting of Shareholders	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
5	05/2026/QĐ-HĐQT/CIAS	April 24, 2026	Approval of the appointment of the Chief Accountant	100%
6	06/2026/QĐ-HĐQT/CIAS	April 24, 2026	Approval of the dismissal and appointment of the Person in Charge of Internal Audit	100%

APPENDIX 02

(Attached to the Corporate Governance Report for the first 6 months of 2026)

LIST OF RELATED PERSONS OF THE COMPANY AS OF JUNE 30, 2026



No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	ID Document No., date of issue, place of issue	Head office address/Contact address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the company
1	Dam Duy Toan		Chairman of the BOD			August 08, 2025			Chairman of the BOD, Legal Representative
2	Ly Lam Duy		Member of the BOD			June 24, 2022			Member of the BOD
3	Khong Minh Dung		Member of the BOD			June 24, 2022			Independent Member of the BOD
4	Dang Thi Phuong Nga		Head of the Board of Supervisors			June 24, 2022			Head of the Bo
5	Do Huu Anh Lien		Member of the Board of Supervisors			April 26, 2024			Member of the BoS
6	Luu Viet Bac		Member of the Board of Supervisors			June 24, 2022	April 24, 2026	Dismissal	Member of the BoS, Person in Charge of Internal Audit

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	ID Document No., date of issue, place of issue	Head office address/Contact address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the company
7	Pham Quang Minh		General Director			May 01, 2024			General Director
8	Tran Xuan Binh		Deputy General Director			June 15, 2022			Deputy General Director, Person authorized to disclose information
9	Nguyen Duc Vu		Deputy General Director			June 01, 2025			Deputy General Director
10	Nguyen Dinh Viet		Chief Accountant			June 16, 2023	April 01, 2026	Dismissal	Chief Accountant
11	Nguyen Thi Hien		Secretary of the Board of Directors			July 21, 2022			Person in charge of Corporate Governance
12	Nguyen Manh Tung		Chief Accountant			April 01, 2026		Appointed	Person in Charge of Accounting; Chief Accountant

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	ID Document No., date of issue, place of issue	Head office address/Contact address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the company
13	Pham Thi Hue		Member of the Board of Supervisors			April 24, 2026		Elected	Member of the Board of Supervisors
14	Tran Thi Thu Huong		Person in Charge of Internal Audit			April 24, 2026		Appointed	Person in Charge of Internal Audit
15	Cam Ranh Aviation Trading Co., Ltd (CATC)			4201728325, Date of issue: February 27, 2017, Place of issue: Department of Planning and Investment of Khanh Hoa Province	Cam Ranh International Airport, Bac Cam Ranh Ward, Khanh Hoa Province	February 27, 2018			Subsidiary
16	Cam Ranh Cargo Terminal Co., Ltd. (CRCT)			4201744863, Date of issue: June 06, 2017, Place of issue: Department of Planning and Investment of Khanh Hoa Province	Cam Ranh International Airport, Bac Cam Ranh Ward, Khanh Hoa Province	June 06, 2017			Subsidiary

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	ID Document No., date of issue, place of issue	Head office address/Contact address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the company
17	ASG Aviation Services Co., Ltd (ASGA)			0109240049, Date of issue: June 24, 2020, Place of issue: Department of Planning and Investment of Hanoi City	Logistics Service Area, Noi Bai International Airport, Noi Bai Commune, Hanoi	September 30, 2021			Parent Company
18	ASG Group Joint Stock Company (ASG)			0104960269, Date of issue: October 22, 2010, Place of issue: Department of Planning and Investment of Hanoi City	Logistics Service Area, Noi Bai International Airport, Noi Bai Commune, Hanoi City	June 22, 2018			Owner of the Parent Company
19	Aviation Ground Services Co., Ltd (AGS)			4201671132; Date of issue: December 30, 2015, Place of issue: Department of Planning and Investment of Khanh Hoa Province	Cam Ranh International Airport, Bac Cam Ranh Ward, Khanh Hoa Province	December 30, 2015			Subsidiary of ASGA
20	Hoang Gia Trang Real Estate Co., Ltd			0308945734, Date of issue: June 08, 2009, Place of issue: Department of Planning and Investment of Khanh	Gate 2, Alley 86, Tran Phu Street, Nha Trang Ward, Khanh Hoa Province	September 30, 2021			Subsidiary of ASGA

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	ID Document No., date of issue, place of issue	Head office address/Contact address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the company
				Hoa Province					
21	Ngoc Bao Linh Service Trading and Production Joint Stock Company			0106060753, Date of issue: December 11, 2012, Place of issue: Department of Planning and Investment of Hanoi City	3rd Floor, NTS Building, Noi Bai International Airport, Noi Bai Commune, Hanoi City	August 26, 2024			Subsidiary of ASGA
22	ASG Infrastructure and Industrial Zone Development Company Limited			4601543128, Date of issue: August 09, 2019, Place of issue: Department of Planning and Investment of Thai Nguyen Province	Logistics Service Area, Noi Bai International Airport, Noi Bai Commune, Hanoi City	August 09, 2019			Subsidiary of ASG
23	ASG Logistics Joint Stock Company (ASGL)			4601126886, Date of issue: May 03, 2013, Place of issue: Department of Planning and Investment of Hanoi City	Lot 5, Yen Binh Industrial Zone, Van Xuan Ward, Thai Nguyen Province	May 04, 2022			Subsidiary of ASG
24	Saigon Airfield Services Joint			0107372515; Date of issue: March 25, 2016; Place of issue:	Logistics Service Area, Noi Bai International	June 22, 2018			Subsidiary of ASG

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	ID Document No., date of issue, place of issue	Head office address/Contact address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the company
	Stock Company			Department of Planning and Investment of HCMC	Airport, Noi Bai Commune, Hanoi City.				
25	VINAFCO Joint Stock Company			0100108504, Date of issue: April 08, 2008, Place of issue: Department of Planning and Investment of Hanoi City	Tu Khoat Hamlet, Thanh Tri Commune, Hanoi City	May 04, 2022			Subsidiary of ASGL Compan
26	VietAir Logistics Joint Stock Company			0314023199; Date of issue: September 21, 2016, Place of issue: Department of Planning and Investment of Ho Chi Minh City	1st Floor, Hai Au Building, 39B Truong Son, Tan Son Nhat Ward, Ho Chi Minh City	August 26, 2024			Subsidiary of ASGL Compan
27	List of related persons of the company's managers, legal representative, and supervisors:								

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	ID Document No., date of issue, place of issue	Head office address/Contact address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the company
	As per the list in Appendix 04 of this Report.								

APPENDIX 03

(Attached to the Corporate Governance Report for the first 6 months of 2026)

TRANSACTIONS BETWEEN THE COMPANY AND ITS RELATED PERSONS; OR BETWEEN THE COMPANY AND MAJOR SHAREHOLDERS, INTERNAL PERSONS, RELATED PERSONS OF INTERNAL PERSONS



No.	Name of organization/individual	Relationship with the Company	ID Document No., date of issue, place of issue	Head office address/Contact address	Time of transactions with the Company	Resolution/Decision No. of the GMS/BOD approved	Content, quantity, total transaction value	Notes
1	ASG Group Joint Stock Company	Owner of the parent company	0104960269, Date of issue: October 22, 2010, Place of issue: Department of Planning and Investment of Hanoi City	Logistics Service Area, Noi Bai International Airport, Noi Bai Commune, Hanoi City	January 01, 2026 – June 30, 2026	01/2026/NQ-GMS/CIAS; 11/2024/QĐ-BOD/CIAS.	- Revenue from service provision and sales: 336,230,787 VND - Cash collection from service provision and sales: 363,129,250 VND - Loan interest: 1,710,821,918 VND	
2	ASG Aviation Services Co., Ltd	Parent Company	0109240049, Date of issue: June 24, 2020, Place of issue: Department of Planning and Investment of Hanoi City	Logistics Service Area, Noi Bai International Airport, Noi Bai Commune, Hanoi City	January 01, 2026 – June 30, 2026	01/2026/NQ-GMS/CIAS; 01, 02/2024/QĐ-HĐQT/CIAS; 13/2024/NQ-HĐQT/CIAS	- Revenue from service provision and sales: 32,800,000 VND - Cash collection from service provision and sales: 29,160,000 VND	

No.	Name of organization/ individual	Relationship with the Company	ID Document No., date of issue, place of issue	Head office address/Contact address	Time of transactions with the Company	Resolution/Decision No. of the GMS/BOD approved	Content, quantity, total transaction value	Notes
							- Purchase of services and lease of premises: 16,202,288,708 VND - Payment for purchase of services and lease of premises: 9,763,950,774 VND	
3	Cam Ranh Aviation Trading Co., Ltd	Subsidiary	4201728325 Date of issue: February 27, 2017; Place of issue: Department of Planning and Investment of Khanh Hoa Province	Cam Ranh International Airport, Bac Cam Ranh Ward, Khanh Hoa Province	January 01, 2026 – June 30, 2026	03/2019/NQ-BOD/CIAS.	- Revenue from service provision and sales: 1,701,610 VND - Cash collection from service provision and sales: 1,143,450 VND.	
4	Aviation Ground Services Co., Ltd	Subsidiary of ASGA	4201671132 Date of issue: 6th amendment on June 22, 2019; Place of issue: Department of Planning and Investment of Khanh Hoa Province	Cam Ranh International Airport, Bac Cam Ranh Ward, Khanh Hoa Province	January 01, 2026 – June 30, 2026	01/2026/NQ-GMS/CIAS.	- Revenue from service provision and sales: 2,890,831,237 VND. - Cash collection from service provision and sales: 3,471,634,137 VND	
5	Hoang Gia Trang Real	Subsidiary of ASGA	0308945734, Date of issue: June 08, 2009,	Gate 2, Alley 86, Tran Phu Street,	January 01, 2026 – June	03/2019/NQ-BOD/CIAS.	- Purchase of services and lease of premises:	

No.	Name of organization/ individual	Relationship with the Company	ID Document No., date of issue, place of issue	Head office address/Contact address	Time of transactions with the Company	Resolution/Decision No. of the GMS/BOD approved	Content, quantity, total transaction value	Notes
	Estate Co., Ltd		Place of issue: Department of Planning and Investment of Khanh Hoa Province	Nha Trang Ward, Khanh Hoa Province	30, 2026		90,909,090 VND - Payment for purchase of services and lease of premises: 100,000,000 VND	
6	Ngoc Bao Linh Service Trading and Production Joint Stock Company	Subsidiary of ASGA	0106060753, Date of issue: December 11, 2012, Place of issue: Department of Planning and Investment of Hanoi City	3rd Floor, NTS Building, Noi Bai International Airport, Noi Bai Commune, Hanoi City	January 01, 2026 – June 30, 2026	03/2019/NQ-BOD/CIAS.	- Purchase of services and lease of premises: 222,209,474 VND - Payment for purchase of services and lease of premises: 242,189,458 VND	
7	ASG Infrastructure and Industrial Zone Development Company Limited		4601543128, Date of issue: August 09, 2019, Place of issue: Department of Planning and Investment of Thai Nguyen Province	Logistics Service Area, Noi Bai International Airport, Noi Bai Commune, Hanoi City	January 01, 2026 – June 30, 2026	01/2026/NQ-GMS/CIAS.	- Revenue from service provision and sales: 326,441,704 VND - Cash collection from service provision and sales: 352,557,040 VND	

APPENDIX 04

(Attached to the Corporate Governance Report for the first 6 months of 2026)

LIST OF INTERNAL PERSONS AND RELATED PERSONS OF INTERNAL PERSONS AS OF JUNE 30, 2026

No.	Full name	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No., date of issue, place of issue	Contact address	Number of shares owned at the end of the period	Ownership ratio at the end of the period (%)	Notes
1	Dam Duy Toan		Chairman of the Board of Directors			0	0	
1.1	Deceased							Father
1.2	Dam Thi Tuyet					0	0	Mother
1.3	Phung The Vang					0	0	Father-in-law
1.4	Nguyen Thi Vui					0	0	Mother-in-law
1.5	Phung Thi Thai Linh					0	0	Wife
1.6	Dam Minh Chau					0	0	Child
1.7	Dam Khoi Nguyen					0	0	Child
1.8	ASG Infrastructure and Industrial Zone Development		Deputy General Director	4601543128; Date of issue: August 09, 2019; Place of issue: Hanoi Department of Planning and Investment	Logistics Service Area, Noi Bai International Airport, Noi Bai Commune, Hanoi	0	0	Related Organization

No.	Full name	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No., date of issue, place of issue	Contact address	Number of shares owned at the end of the period	Ownership ratio at the end of the period (%)	Notes
	Company Limited							
1.9	ASG Aviation Services Company Limited		General Director	0109240049; Date of issue: June 24, 2020; Place of issue: Hanoi Department of Planning and Investment	Logistics Service Area, Noi Bai International Airport, Noi Bai Commune, Hanoi	9,623,152	51.6	Related Organization
1.10	Ngoc Bao Linh Service Trading and Production Joint Stock Company		Chairman of the Board of Directors	0106060753; Date of issue: December 11, 2012; Place of issue: Hanoi Department of Planning and Investment	Floor 3, NTS Building, Noi Bai International Airport, Noi Bai Commune, Hanoi	0	0	Related Organization
1.11	Da Nang Airport Aviation Services Joint Stock Company		Member of the Board of Directors	0400102045; Date of issue: April 05, 2006, Place of issue: Da Nang Department of Planning and Investment	Da Nang International Airport, Hoa Cuong Ward, Da Nang City, Vietnam	0	0	Related Organization
2	Ly Lam Duy		Member of the Board of Directors			59,812	0.32	
2.1	Ly Thai Long					0	0	Father
2.2	Tran Minh Nga					0	0	Mother
2.3	Ly Diem My					0	0	Sibling

No.	Full name	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No., date of issue, place of issue	Contact address	Number of shares owned at the end of the period	Ownership ratio at the end of the period (%)	Notes
2.4	Ground Aviation Services Company Limited		Member of the Board of Members, Deputy Director cum Finance Director	4201671132, Date of issue: December 30, 2015, Place of issue: Khanh Hoa Department of Planning and Investment	Cam Ranh International Airport, North Cam Ranh Ward, Khanh Hoa Province	0	0	Related Organization
2.5	Cay Soi Viet Consulting and Training Joint Stock Company		General Director	4201816557; Date of issue: October 19, 2018; Place of issue: Khanh Hoa Department of Planning and Investment	L22-2 An Binh Tan Urban Area, Nam Nha Trang Ward, Khanh Hoa Province	0	0	Related Organization
3	Khong Minh Dung		Member of the Board of Directors			105,151	0.56	
3.1	Khong Vu Ky					0	0	Father
3.2	Vu Thi Tam					0	0	Mother
3.3	Nguyen Thi Kim Sinh					0	0	Mother-in-law
3.4	Chu Hai Ha					0	0	Wife
3.5	Khong Thai Minh					0	0	Child

No.	Full name	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No., date of issue, place of issue	Contact address	Number of shares owned at the end of the period	Ownership ratio at the end of the period (%)	Notes
3.6	Khong Nhat Minh					0	0	Child
3.7	Khong Thi Tam Hang					0	0	Sister
3.8	Nguyen Van Hieu					0	0	Brother-in-law
3.9	Khong Thi Huyen					0	0	Sister
3.10	Bui Ngo Phuc					0	0	Brother-in-law
3.11	Noi Bai Technical Services and Trading Joint Stock Company		Director	0104065562, Date of issue: January 29, 2010, Place of issue: Department of Planning and Investment of Hanoi City	Ton Phy Hamlet, Noi Bai Commune, Hanoi City	23	0	Related Organization
4	Dang Thi Phuong Nga	091C524517	Head of the Supervisors			0	0	
4.1	Tran Trung Thanh	091C008196				0	0	Husband
4.2	Tran Phuong Linh					0	0	Child
4.3	Tran Ha Linh					0	0	Child
4.4	Tran Viet Linh					0	0	Child

No.	Full name	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No., date of issue, place of issue	Contact address	Number of shares owned at the end of the period	Ownership ratio at the end of the period (%)	Notes
4.5	Dang Van Be					0	0	Father
4.6	Duong Thi Dung					0	0	Mother
4.7	Dang Thi Bich					0	0	Sister
4.8	Nguyen Xuan Van					0	0	Brother-in-law
4.9	Dang Van Huynh					0	0	Brother
4.10	Ngo Thi Chi					0	0	Sister-in-law
4.11	Tran Trong Triet					0	0	Father-in-law (husband's side)
4.12	Hoang Thi Mat					0	0	Mother-in-law (husband's side)
4.13	ASG Group Joint Stock Company		Chief Accountant	0104960269, Date of issue: October 22, 2010, Place of issue: Department of Planning and Investment of Hanoi City	Logistics Services Area, Noi Bai International Airport, Noi Bai Commune, Hanoi City	0	0	Related Organization

No.	Full name	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No., date of issue, place of issue	Contact address	Number of shares owned at the end of the period	Ownership ratio at the end of the period (%)	Notes
4.14	ASG Aviation Services Company Limited		Supervisor	0109240049, Date of issue: June 24, 2020, Place of issue: Department of Planning and Investment of Hanoi City	Logistics Services Area, Noi Bai International Airport, Noi Bai Commune, Hanoi City	9,623,152	51.6	Related Organization
5	Pham Quang Minh		General Director			4,725	0.02	
5.1	Pham Quang Thuan					0	0	Father
5.2	Luong Thi Phan					0	0	Mother
5.3	Nguyen Ai Thuan An					0	0	Wife
5.4	Pham Xuan Hai					0	0	Brother
5.5	Pham Tran Khanh Linh					0	0	Child
5.6	Pham Tran Phuong Linh					0	0	Biological child
5.7	Pham Minh Khoi					0	0	Biological child
5.8	Nguyen Hai Son					0	0	Father-in-law (wife's)

No.	Full name	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No., date of issue, place of issue	Contact address	Number of shares owned at the end of the period	Ownership ratio at the end of the period (%)	Notes
								side)
5.9	Nguyen Thi Ai Phuong					0	0	Mother-in-law (wife's side)
5.10	Hoang Gia Trang Real Estate Co., Ltd		Director	0308945734, Date of issue: June 08, 2009; Place of issue: Department of Planning and Investment of Khanh Hoa Province	Gate No. 2, Lane 86 Tran Phu, Nha Trang Ward, Khanh Hoa Province	0	0	Relative organization
5.11	Cam Ranh Aviation Trading Co., Ltd		Chairman of the company	4201728325, Date of issue: February 27, 2017, Place of issue: Department of Planning and Investment of Khanh Hoa Province	Cam Ranh International Airport, Bac Cam Ranh Ward, Khanh Hoa Province	0	0	Relative organization
5.12	Cam Ranh Cargo Terminal Co., Ltd.		Chairman of the company	4201744863, Date of issue: June 06, 2017, Place of issue: Department of Planning and Investment of Khanh Hoa Province	Cam Ranh International Airport, Bac Cam Ranh Ward, Khanh Hoa Province	0	0	Relative organization
6	Tran Xuan Binh		Deputy General Director			0	0	
6.1	Tran Van Hoa					0	0	Father
6.2	Duong Thi Due					0	0	Mother

No.	Full name	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No., date of issue, place of issue	Contact address	Number of shares owned at the end of the period	Ownership ratio at the end of the period (%)	Notes
6.3	Nguyen Van Ban					0	0	Father-in-law (wife's side)
6.4	Hoang Thi Tuyet					0	0	Mother-in-law (wife's side)
6.5	Nguyen Thi Hoang Yen					0	0	Wife
6.6	Tran Xuan Tuyet Nhi					0	0	Biological child
6.7	Tran Anh Tuan					0	0	Biological child
6.8	Tran Minh Yen					0	0	Siblings
6.9	Nguyen Van Oanh					0	0	Brother-in-law
6.10	Tran Anh Dung					0	0	Siblings
6.11	To Thi Hong Ngoc					0	0	Sister-in-law

No.	Full name	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No., date of issue, place of issue	Contact address	Number of shares owned at the end of the period	Ownership ratio at the end of the period (%)	Notes
6.12	Tran Xuan Bac					0	0	Siblings
6.13	Bui Thi Le					0	0	Sister-in-law
6.14	Tran Thi Tuyet Mai					0	0	Siblings
6.15	Nguyen Quoc Danh					0	0	Brother-in-law
6.16	Cam Ranh Aviation Trading Co., Ltd		Deputy Director	4201728325, Date of issue: February 27, 2017, Place of issue: Department of Planning and Investment of Khanh Hoa Province	Cam Ranh International Airport, Bac Cam Ranh Ward, Khanh Hoa Province	0	0	Related organization
7	Nguyen Duc Vu		Deputy General Director			0	0	
7.1	Nguyen Duc Hanh					0	0	Father
7.2	Nguyen Thi Thu					0	0	Mother
7.3	Be Anh Tuan					0	0	Father-in-law
7.4	Luong Thi Ai Van					0	0	Mother-in-law
7.5	Be Linh Chi					0	0	Wife
7.6	Nguyen Vu Phuong					0	0	Daughter

No.	Full name	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No., date of issue, place of issue	Contact address	Number of shares owned at the end of the period	Ownership ratio at the end of the period (%)	Notes
	Linh							r
7.7	Nguyen Duc Long					0	0	Young brother
7.8	Le Thi Ha					0	0	Sister-in-law (young brother's wife)
7.9	Ngoc Bao Linh Service Trading and Production Joint Stock Company		Member of the Board of Directors	0106060753; Date of issue: December 11, 2012, Place of issue: Hanoi Department of Planning and Investment	3rd Floor, NTS Building, Noi Bai International Airport, Noi Bai Commune, Hanoi City	0	0	Related organization
7.10	Vinafco Joint Stock Company		Member of the Board of Directors	0105275178; Date of issue: January 16, 2006; Place of issue: Hanoi Department of Finance	Tu Khoat Hamlet, Thanh Tri Commune, Hanoi City	0	0	Related organization
7.11	VietAir Logistics Joint Stock Company		Member of the Board of Directors	0314023199; Date of issue: September 21, 2016, Place of issue: Ho Chi Minh City Department of Planning and Investment	1st Floor, Hai Au Building, 39B Truong Son, Tan Son Nhat Ward, Ho Chi Minh City	0	0	Related organization

No.	Full name	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No., date of issue, place of issue	Contact address	Number of shares owned at the end of the period	Ownership ratio at the end of the period (%)	Notes
8	Luu Viet Bac		Member of the Board of Supervisors , In charge of Internal Audit			0	0	Dismissed on April 24, 2026
8.1	Tran Thi Diu					0	0	Wife
8.2	Luu Phuong Thao					0	0	Child
8.3	Luu Minh Hieu					0	0	Child
8.4	Luu Quang Nam					0	0	Father
8.5	Tran Thi Loan					0	0	Mother
8.6	Luu Thi Phuong					0	0	Older sister
8.7	Luu Thi Khanh					0	0	Older sister
8.8	Luu Thi Phuong					0	0	Young sister
8.9	Nguyen Viet Huy					0	0	Brother-in-law

No.	Full name	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No., date of issue, place of issue	Contact address	Number of shares owned at the end of the period	Ownership ratio at the end of the period (%)	Notes
								(sister's husband)
8.10	Nguyen Hong Tu					0	0	Brother-in-law (sister's husband)
8.11	Tran Van Nghiep					0	0	Brother-in-law (sister's husband)
8.12	Tran Van Suy					0	0	Father-in-law (wife's side)
8.13	Le Thi Tuoi					0	0	Mother-in-law (wife's side)

No.	Full name	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No., date of issue, place of issue	Contact address	Number of shares owned at the end of the period	Ownership ratio at the end of the period (%)	Notes
8.14	ASG Aviation Services Company Limited		Chief Accountant	0109240049, Date of issue: June 24, 2020, Place of issue: Hanoi Department of Planning and Investment	Logistics Service Area, Noi Bai International Airport, Noi Bai Commune, Hanoi City	9,623,152	51.6	Related organization
8.15	Aviation Logistics Joint Stock Company		Member of the Board of Supervisors	0102355611, Date of issue: August 29, 2007, Place of issue: Hanoi Department of Planning and Investment	4th Floor, ALS Cargo Terminal, Noi Bai International Airport, Noi Bai Commune, Hanoi City	73	0	Related organization
8.16	Ngoc Bao Linh Service Trading and Production Joint Stock Company		Chief Accountant	0106060753, Date of issue: December 11, 2012, Place of issue: Hanoi Department of Planning and Investment	3rd Floor, NTS Building, Noi Bai International Airport, Noi Bai Commune, Hanoi City	0	0	Related organization
9	Do Huu Anh Lien		Member of the Board of Supervisors			1,821	0.01	
9.1	Do Tan Si					0	0	Father
9.2	Ho Thi Tho					0	0	Mother
9.3	Deceased					0	0	Father-in-law (husband's side)

No.	Full name	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No., date of issue, place of issue	Contact address	Number of shares owned at the end of the period	Ownership ratio at the end of the period (%)	Notes
9.4	Nguyen Thi Ninh					0	0	Mother-in-law (husband's side)
9.5	Ho Duong Hai					0	0	Husband
9.6	Ho Khanh Linh					0	0	Child
9.7	Ho Trong Hieu					0	0	Child
9.8	Do Tu Tai					0	0	Siblings
9.9	Chau Thi Thuy					0	0	Sister-in-law
9.10	Do Cu Nhan					0	0	Siblings
9.11	Nguyen Thi Nhu Truc					0	0	Sister-in-law
9.12	Do Thu Khoa					0	0	Siblings
9.13	Nguyen Thi Hong Quang					0	0	Sister-in-law
9.14	Do Huu Anh Nguyet					0	0	Sister
9.15	Le Van Hung					0	0	Brother-in-law

No.	Full name	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No., date of issue, place of issue	Contact address	Number of shares owned at the end of the period	Ownership ratio at the end of the period (%)	Notes
9.16	Do Huu Anh Nga					0	0	Sister
9.17	Nguyen Dang Khoa					0	0	Brother-in-law
9.18	Do Huu Truong Giang					0	0	Young sibling
9.19	Luu Duc Binh					0	0	Brother-in-law
9.20	Do Huu Truong An					0	0	Young sibling
9.21	Pham Thanh Binh					0	0	Brother-in-law
9.22	Aviation Ground Services Company Limited		Chief Accountant	4201671132, Date of issue: December 30, 2015, Place of issue: Department of Planning and Investment of Khanh Hoa Province	Cam Ranh International Airport, Bac Cam Ranh Ward, Khanh Hoa Province	0	0	Related Organization
10	Nguyen Thi Hien		Corporate Governance Officer			0	0	
10.1	Nguyen Ba Nguyen					0	0	Husband
10.2	Nguyen Hoang					0	0	Child

No.	Full name	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No., date of issue, place of issue	Contact address	Number of shares owned at the end of the period	Ownership ratio at the end of the period (%)	Notes
	Quan							
10.3	Nguyen Minh Chau					0	0	Child
10.4	Nguyen Van Hung					0	0	Father
10.5	Hoang Thi Oanh					0	0	Mother
10.6	Nguyen Quang Huong					0	0	Young brother
10.7	Vu Thi Hong Linh					0	0	Sister-in-law
10.8	Nguyen Thi Thu Huong					0	0	Young sister
10.9	Tran Manh Truong					0	0	Brother-in-law
10.10	Nguyen Ba Trung					0	0	Father-in-law (husband's side)
10.11	Tran Thi Huong					0	0	Mother-in-law (husband's side)

No.	Full name	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No., date of issue, place of issue	Contact address	Number of shares owned at the end of the period	Ownership ratio at the end of the period (%)	Notes
11	Nguyen Dinh Viet		Chief Accountant			0	0	Dismissed on April 01/ 2026
11.1	Nguyen Dinh Buu					0	0	Father
11.2	Nguyen Thi Tien					0	0	Mother
11.3	Nguyen Thi Dung					0	0	Mother-in-law (wife's side)
11.4	Thai Nguyen Hoai Thanh					0	0	Wife
11.5	Nguyen Dinh Nhat Minh					0	0	Child
11.6	Nguyen Dinh Anh Quan					0	0	Child
11.7	Nguyen Thi Chau Diem					0	0	Siblings

No.	Full name	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No., date of issue, place of issue	Contact address	Number of shares owned at the end of the period	Ownership ratio at the end of the period (%)	Notes
12	Nguyen Manh Tung		Chief Accountant			0	0	Appointed on April 24/2026
12.1	Vu Bao Ngoc					0	0	Wife
12.2	Nguyen Van Dung					0	0	Father
12.3	Doan Thi Luong					0	0	Mother
12.4	Nguyen Thi Thuy					0	0	Sister
12.5	Nguyen Tuan Anh					0	0	Brother-in-law
12.6	Vu Kim Tuong					0	0	Father-in-law (wife's side)
12.7	Cu Thi Lan Tho					0	0	Mother-in-law (wife's side)

No.	Full name	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No., date of issue, place of issue	Contact address	Number of shares owned at the end of the period	Ownership ratio at the end of the period (%)	Notes
12.8	Hoang Huy Investment Services Joint Stock Company			0200815578; Date of issue: June 13, 2025; Place of issue: Department of Finance of Hai Phong City	116 Nguyen Duc Canh Building, Le Chan Ward, Hai Phong City	0	0	Related Organization
13	Pham Thi Hue		Member of the Board of Supervisors			0	0	Election on April 24/ 2026
13.1	Pham Nguyen Tan					0	0	Father
13.2	Duong Thi Dao					0	0	Mother
13.3	Pham Nguyen Cuong					0	0	Siblings
13.4	Ngo Thi Thuy Hanh					0	0	Sister-in-law
13.5	Phan Thanh Tung					0	0	Father-in-law (husband's side)
13.6	Ngo Thi Hoa					0	0	Mother-in-law (husband's side)

No.	Full name	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No., date of issue, place of issue	Contact address	Number of shares owned at the end of the period	Ownership ratio at the end of the period (%)	Notes
								d's side
13.7	Phan Viet Cuong					0	0	Husband
13.8	Phan Trung Kien					0	0	Child
14	Tran Thi Thu Huong					0	0	Appointed on April 24/ 2026
14.1	Tran Anh Thuong					0	0	Father
14.2	Ta Thi Len					0	0	Mother
14.3	Tran Tuan Dat					0	0	Biological sibling
14.4	Vinafco Joint Stock Company		Member of the Supervisory Board	0105600685; Date of issue: February 12, 2001; Place of issue: Hanoi Department of Finance	Tu Khoat Hamlet, Thanh Tri Commune, Hanoi City	0	0	Related organization
14.5	Vinafco Sea Transport Joint Stock Company		Member of the Supervisory	0105275178; Date of issue: January 16, 2006; Place of issue: Hanoi Department of Finance	Tu Khoat Hamlet, Thanh Tri Commune, Hanoi City	0	0	Related organization

No.	Full name	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No., date of issue, place of issue	Contact address	Number of shares owned at the end of the period	Ownership ratio at the end of the period (%)	Notes
			Board					
14.6	VietAir Logistics Joint Stock Company		Chief Accountant	0314023199; Date of issue: September 21, 2016; Place of issue: Ho Chi Minh City Department of Finance	1st Floor, Hai Au Building, 39B Truong Son, Tan Son Nhat Ward, Ho Chi Minh City	0	0	Relationship with the organization