

No: 05 /BC-NCS

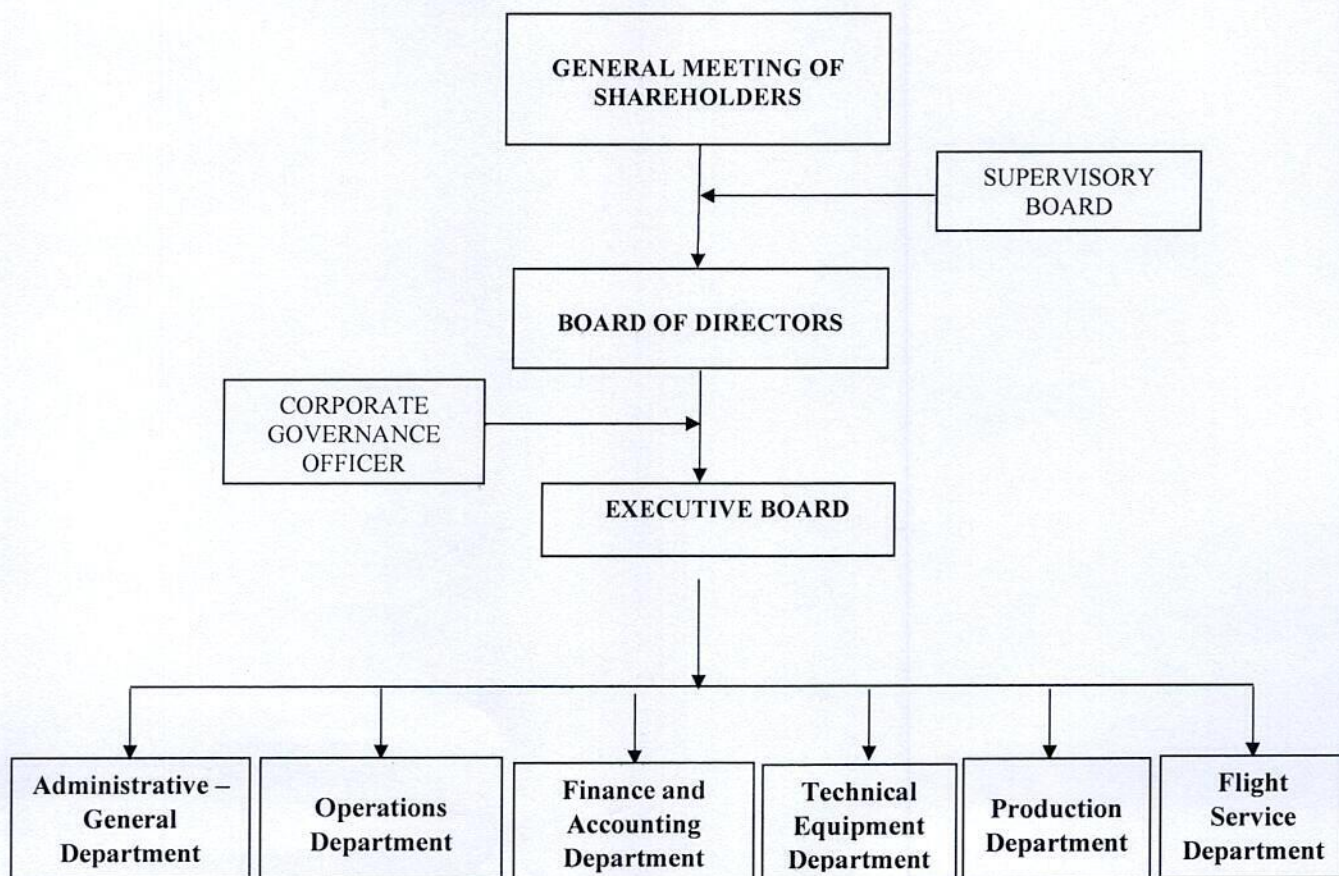
Ha Noi, Jan 28, 2026

SHORT VERSION

REPORT
Coporate Governance Situation in 2025

To: - State Securities Commission of Vietnam
- Ha Noi Stock Exchange

- Company name: Noibai Catering Services Joint Stock Company (abbrev: NCS).
- Adress: Noi Bai International Airport Phu Minh Commune, Soc Son district, Ha Noi, Vietnam
- Phone: 0243 884 0289 Fax: 0243 884 0199.
- Authorized capital: 179.490.980.000 VND.
- Stock code: NCS.
- Governance model, Organizational management structure.



- Regarding the implementation of internal audit functions: Not applicable.

I. Activities of the General Meeting of Shareholders:

Information on the General Meetings of Shareholders held in 2024:

No.	Resolution No.	Date	Title
1	No 04/NQ-DHDCD-NCS	24/4/2025	Resolution of the Annual General Meeting of Shareholders in 2025

II. Board of Directors:

1. Information on the Members of the Board of Directors (BOD):

No.	Member of the BOD	Position	Start/ end date as a Member of the BOD/Independent Board	
			Appointment date	Termination Date
1	Ngo Hong Minh	Chairman	24/4/2024	
2	Nguyen Van Dung	Member	29/6/2021	
3	Tran Viet Hai	Member	24/4/2024	
4	Nguyen Van Hung Cuong	Member	24/4/2024	

2. Meetings of the BOD:

No.	Board of Director member	Number of meetings attended	Attendance rate	Reason for absence from the meeting
1	Ngo Hong Minh	07/07	100%	
2	Nguyen Van Dung	07/07	100%	
3	Tran Viet Hai	07/07	100%	
4	Nguyen Van Hung Cuong	07/07	100%	

3. Oversight activities of the BOD over the Executive Board (EB):

The BOD effectively supervised the EB in managing the company's production and business activities. The EB successfully fulfilled its role in managing production and business operations in 2025, adhering to the orientations and directives set forth by the General Meeting of Shareholders and the BOD.

4. Activities of Subcommittees under the BOD (if any): None;

5. Resolutions/Decisions of the BOD:

No.	No. of Resolutions/Decision	Date	Content	Approval rate
A	Resolution			
1	01/NQ-NCS-HDQT	16/01/2025	Estimated performance results of the 2024 business and production plan; provisional allocation of	100%

No.	No. of Resolutions/Decision	Date	Content	Approval rate
			2025 business and production targets; 2025 credit limits; and approval of the 2024 corporate governance report	
2	02/NQ-NCS-HDQT	27/02/2025	Resolution on assigning personnel for overseas business trips.	100%
3	03/NQ-NCS-HDQT	04/03/2025	Approved transactions and contracts between the company and related parties	100%
4	04/NQ-NCS-HDQT	04/03/2025	Evaluating the results of the first two months 2025 and approving the monthly salary fund for 2024. Resolution on assigning personnel for overseas business trips.	100%
5	05/NQ-NCS-HDQT	04/03/2025	Resolution on the approval of the plan and content of the documents for the 2024 Annual General Meeting of Shareholders	100%
6	06/NQ-NCS-HDQT	28/03/2025	Resolution on the reappointment of the chief accountant	100%
7	07/NQ-NCS-HDQT	03/04/2025	Resolution on the approval of the program content and documents submitted to the Annual General Meeting of Shareholders in 2025.	100%
8	08/NQ-NCS-HDQT	18/04/2025	Resolution on assigning personnel for overseas business trips.	100%
9	09/NQ-NCS-HDQT	24/04/2025	Resolution on implementing the contents approved by the AGM	100%
10	10/NQ-NCS-HDQT	28/04/2025	Resolution on the reappointment of officials	100%

No.	No. of Resolutions/Decision	Date	Content	Approval rate
11	11/NQ-NCS-HDQT	26/05/2025	Resolution on assigning personnel for overseas business trips.	100%
12	12/NQ-NCS-HDQT	19/06/2025	Decision on recognizing the business operation results for the first 6 months of 2025; approving the results of selecting the auditing company to conduct the audit of the financial statements; approving the coordination regulation between the Party Committee, the Board of Directors, and the General Director.	100%
13	13/NQ-NCS-HDQT	9/7/2025	Resolution on the approval of the investment report, total estimate, and plan for selecting contractors for the package to invest in the refrigeration system for meal delivery trucks	100%
14	14/NQ-NCS-HDQT	18/7/2025	Resolution on the approval of amendments and supplements to the regulations on business assurance expenses	100%
15	15/NQ-NCS-HDQT	29/7/2025	Resolution on the appointment of officials	100%
16	16/NQ-NCS-HDQT	21/8/2025	The resolution records the business production results for 8 months and approves the issuance of regulations on the management and use of the salary and remuneration fund.	100%
17	17/NQ-NCS-HDQT	24/9/2025	The resolution approves the investment project for meal delivery trucks with refrigerated compartments	100%

No.	No. of Resolutions/Decision	Date	Content	Approval rate
18	18/NQ-NCS-HĐQT	09/10/2025	The resolution records the business production results for the first 9 months of the year; Approves amendments to the organizational model, amends, supplements, and issues the reward and commendation regulations; Amends and supplements the regulations on purchasing raw materials and selecting suppliers.	100%
19	19/NQ-NCS-HĐQT	13/11/2025	The resolution records the estimated business production results for 2025 and the oriented business production plan targets for 2026;	100%
B	Decisions			
1	01/QD-NCS-HDQT	20/01/2025	Approval of the credit limit for 2025.	
2	02/QD-NCS-HDQT	27/02/2025	Regarding the assignment of personnel for overseas business trips	
3	03/QD-NCS-HDQT	27/02/2025	Regarding the assignment of personnel for overseas business trips.	
4	04/QD-NCS-HDQT	04/03/2025	Regarding the assignment of personnel for overseas business trips	
5	05/QD-NCS-HDQT	28/03/2025	Regarding the reappointment of the Chief Accountant	
6	06/QD-NCS-HDQT	17/04/2025	Regarding the assignment of personnel for overseas business trips	
7	07/QD-NCS-HDQT	17/04/2025	Regarding the assignment of personnel for overseas business trips	
8	08/QD-NCS-HDQT	29/04/2025	Regarding the reappointment	

No.	No. of Resolutions/Decision	Date	Content	Approval rate
			of officials	
9	09/QĐ-NCS-HĐQT	26/05/2025	Regarding the assignment of personnel for overseas business trips	
10	10/QĐ-NCS-HĐQT	26/05/2025	Regarding the assignment of personnel for overseas business trips.	
11	11/QĐ-NCS-HĐQT	30/05/2025	Regarding the reward for typical advanced models	
12	12/QĐ-NCS-HĐQT	19/06/2025	Decision on the approval of the result of selecting the audit unit for the financial statements	
13	13/QĐ-NCS-HĐQT	4/7/2025	Regarding the establishment of an appraisal team for the investment package of the refrigeration system for meal delivery truck containers	
14	14/QĐ-NCS-HĐQT	14/7/2025	Regarding the approval of the investment report and the total investment for the refrigeration system for meal truck containers	
15	15/QĐ-NCS-HĐQT	14/7/2025	Regarding the approval of the detailed plan for the refrigeration system package for the food truck	
16	16/QĐ-NCS-HĐQT	18/7/2025	Regarding the issuance of the business guarantee payment regulation	
17	17/QĐ-NCS-HĐQT	21/7/2025	Regarding the assignment of personnel for overseas business trips	
18	18/QĐ-NCS-HĐQT	29/7/2025	Regarding the appointment of officials	
19	19/QĐ-NCS-HĐQT	22/8/2025	Regarding the issuance of regulations on the management and use of salary and remuneration	

No.	No. of Resolutions/Decision	Date	Content	Approval rate
			funds.	
20	20/QĐ-NCS-HĐQT	22/8/2025	Regarding the issuance of a detailed salary framework for monthly income by job title group	
21	21/QĐ-NCS-HĐQT	22/8/2025	Regarding the issuance of the salary scales and tables for the Executive Board and employees	
22	22/QĐ-NCS-HĐQT	22/8/2025	Regarding the issuance of monthly salary income levels according to positions and position groups	
23	23/QĐ-NCS-HĐQT	24/9/2025	Regarding the approval of the contractor selection plan for the investment package of meal delivery trucks with refrigerated compartments	
24	24/QĐ-NCS-HĐQT	24/9/2025	Regarding the establishment of the Project Appraisal Team and the results of the investment plan for refrigerated meal delivery vehicles	
25	25/QĐ-NCS-HĐQT	24/9/2025	Regarding the approval of the investment project for meal delivery trucks with refrigerated compartments	
26	26/QĐ-NCS-HĐQT	24/9/2025	Regarding the assignment of personnel for overseas business trips	
27	27/QĐ-NCS-HĐQT	24/9/2025	Regarding the assignment of personnel for overseas business trips	
28	28/QĐ-NCS-HĐQT	17/10/2025	Regarding the assignment of personnel for overseas business trips	
29	29/QĐ-NCS-HĐQT	09/10/2025	Regarding the Issuance of Regulations on Emulation and Commendation	

No.	No. of Resolutions/Decision	Date	Content	Approval rate
30	30/QĐ-NCS-HĐQT	28/11/2025	Regarding the commendation for achievements in the 2025 emulation activities	
31	31/QĐ-NCS-HĐQT	05/12/2025	Regarding the reappointment of officials	
32	32/QĐ-NCS-HĐQT	05/12/2025	Regarding the reappointment of officials	
33	33/QĐ-NCS-HĐQT	05/12/2025	Regarding the assignment of personnel for overseas business trips	
34	34/QĐ-NCS-HĐQT	12/12/2025	Regarding the amendment of the Investment Management Regulations	
35	35/QĐ-NCS-HĐQT	12/12/2025	Regarding the amendment of the financial management regulations	
36	36/QĐ-NCS-HĐQT	12/12/2025	Regarding the issuance of the organizational model and the functions and tasks of the departments in NCS	
37	37/QĐ-NCS-HĐQT	12/12/2025	Regarding the amendment of the Regulations on purchasing materials and selecting suppliers	

III. Supervisory board:

1. Information on Supervisory board:

No.	Member of Supervisory board	Position	Start/ end date as a member of Supervisory board	Professional qualification
1	Le Hoang Chinh	Chairperson	24/4/2024 (Appointment)	Bachelor
2	Nguyen The Thach	Member	24/4/2024 (Appointment)	Bachelor
3	Phan Thi Thuy Quyen	Member	15/6/2022 (Appointment)	Bachelor

2. Meetings of the Supervisory board:

No.	Member of Supervisory board	Number of meetings attended	Approval rate	Reason for absence from the meeting
1	Le Hoang Chinh	04/04	100%	
3	Phan Thi Thuy Quyen	04/04	100%	
5	Nguyen The Thach	04/04	100%	

3. Supervisory Activities of the Supervisory Board over the Board of Directors, Executive Board, and Shareholders:

Based on the authority and responsibilities of the Supervisory Board as stipulated in the Law on Enterprises, the Charter of Noibai Catering Services Joint Stock Company (NCS), and the 2025 Operational Plan of the Supervisory Board:

- In coordination with the Board of Directors and the Executive Board, meetings have been organized in compliance with the regulations and within the authorized scope to direct the Company's production and business activities;

- Ensure strict implementation of the Resolutions of the General Meeting of Shareholders (GMS) for 2024 and 2025, with no unresolved items left unaddressed;

- Supervise the Executive Board's compliance with reporting regimes to ensure timely information provision for shareholders and state authorities to stay informed about the Company's operations;

- Closely coordinate with the Board of Directors and the Executive Board in addressing the Company's recommendations, ensuring adherence to laws and the Company's regulations;

- Organize and effectively implement the contents of the Board of Directors' Resolutions and Decisions; comply with legal regulations, the Charter, and the Company's rules in the management and operational activities of the Company;

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

During the period, the relationship and coordination between the Supervisory Board, the BOD, the Chief Executive Officer (CEO), and shareholders were well-maintained. The Supervisory Board strictly adhered to its functions, duties, and powers as stipulated in the Company's Charter and consistently collaborated closely with the BOD and the CEO in performing its responsibilities. The CEO and functional departments facilitated and coordinated effectively with the Supervisory Board in all activities.

5. Other activities of the Supervisory Board:

- Monitored the BOD and CEO in managing and operating the Company's activities, as well as the implementation of resolutions from the 2024 and 2025 AGM and resolutions and decisions of the BOD;

- Supervised compliance with State regulations, the Company's Charter, and internal regulations to safeguard the legitimate interests of the enterprise, employees,

and shareholders; monitored the implementation of recommendations made by inspection, auditing, and supervisory bodies;

- Reviewed the legality, systematic consistency, and rationality in the organization of accounting, statistical work, and financial reporting of the company;

- Evaluated the adequacy, legality, and accuracy of reports on business operations and reviewed financial statements;

- Oversaw the execution of business and investment plans for the year 2025;

- The Supervisory Board or its representatives fully participated in meetings of the BOD convened during the period.;

IV. Executive Board:

No.	Member of Executive Board	Date of birth	Professional qualification	Appointment/Termination date of Executive Committee members
1	Nguyen Van Dung	20/11/1974	Master	From 01/7/2021 (Appointment)
2	Pham Xuan Thang	12/01/1970	Master	From 02/02/2023 (Appointment)

V. Chief accountant:

Member of Executive Board	Date of birth	Professional qualification	Appointment/Termination date
Chu Khanh Linh	14/4/1970	Master of Economics	From 01/4/2025 (Appointment)

VI. Corporate Governance Training:

Training courses on corporate governance that members of the Board of Directors, members of the Supervisory Board, the CEO (General Director), other management personnel, and the Company Secretary have attended in accordance with corporate governance regulations: None:

- The person in charge of administration and the company secretary participated in the company management training course and disclosed information on June 27, 2025, organized by the Hanoi Stock Exchange (HNX).

VII. List of Related Parties of the Public Company and Transactions Between the Company's Related Parties and the Company itself:

1. *List of the company's related parties:* Appendix 01;
2. *Transactions between the company and its related parties; or transactions between the company and major shareholders, insiders, or persons related to the insiders:* Appendix 02;
3. *Transactions between the company's insiders, related persons of the insiders, and subsidiaries or companies controlled by the company:* None;

4. Transactions between the company and other parties:

- Transactions between the company and another company where members of the BOD, Supervisory Board, General Director (CEO), or other management personnel have served or are serving as founding members, members of the BOD, or operational General Director (CEO) within the past three (03) years (up to the date of report preparation): Appendix 03;

- Transactions between the company and other companies in which related persons of members of the Board of Directors, members of the Supervisory Board, the Director (General Director), and other managers serve as members of the Board of Directors or as the General Director: None;

- Other transactions of the Company (if any) that may bring material or immaterial benefits to members of the Board of Directors, members of the Supervisory Board, the Director (General Director), and other managers: None;

VIII. Transactions of Shares by Insiders and Related Persons of Insiders:

1. *List of Insiders and Related Persons of Insiders:* Appendix 04;

2. *Transactions of Insiders and Related Persons Regarding the Company's Shares:* None;

IX. Other Matters to Note: None;

Recipients:

- As above;
- Archive: VT;

**ON BEHALF OF THE BOARD OF
DIRECTORS**

CHAIRMAN

Ngo Hong Minh

Appendix 01: List of Related Parties of the Company

(Attached with Report No. /BC-NCS dated January ,2026)

No.	Name of Organization/ Individual	Securities trading accounts (if available)	Position at the company (if available)	Start date as a Related party	End date as a Related party	Reason	Relationship with the company
1	2	3	4	7	8	9	10
1.	Ngo Hong Minh	No	Chairman of the Board of Directors	24/4/2024		Appointment	Chairman of the Board of Directors
2.	Nguyen Thi Suu (Birth mother)	No	No	24/4/2024			
3.	To Kieu Oanh (Wife)	No	No	24/4/2024			
4.	Ngo Kieu Trang (Daughter)	No	No	24/4/2024			
5.	Ngo Quoc Khanh (Son)	No	No	24/4/2024			
6.	Ngo Hong Quang (Younger brother)	No	No	24/4/2024			
7.	Ngo Hong Van (Younger sister)	No	No	24/4/2024			
8.	Tran Thi Lan (Sister-in-law)	No	No	24/4/2024			
9.	Do Trong Nguyen (Brother-in-law)	No	No	24/4/2024			
10.	Nguyen Van Dung	No	Member of the Board of Directors and CEO	01/7/2023		Appointment	Member of the Board of Directors and CEO
11.	Nguyen Van Trinh (Birth father)	No	No	01/7/2023			
12.	Tran Thi My (Birth mother)	No	No	01/7/2023			
13.	Nguyen Van Chiem (Father-in-law)	No	No	01/7/2023			
14.	Nguyen Hoang Ha	No	No	01/7/2023			

No.	Name of Organization/ Individual	Securities trading accounts (if available)	Position at the company (if available)	Start date as a Related party	End date as a Related party	Reason	Relationship with the company
1	2	3	4	7	8	9	10
	(Wife)						
15.	Nguyen Hoang Minh Quang (Child)	No	No	01/7/2023			
16.	Nguyen Hoang Tue Chau (Child)	No	No	01/7/2023			
17.	Nguyen Thi Thuy Anh (Elder sister)	No	No	01/7/2023			
18.	Nguyen Thi Tuyet (Elder sister)	No	No	01/7/2023			
19.	Nguyen Van Chung (Em)	No	No	01/7/2023			
20.	Nguyen Quoc Trung (Brother-in-law)	No	No	01/7/2023			
21.	Nguyen Anh Tuan (Brother-in-law)	No	No	01/7/2023			
22.	Le Thi Ninh (Sister-in-law)	No	No	01/7/2023			
23.	Tran Viet Hai	No	Member of the Board of Directors	24/4/2024		Appoin tment	Member of the Board of Directors
24.	Nguyen Thi Nhu Mai (Wife)	No	No	24/4/2024			
25.	Tran Viet Phuong (Son)	No	No	24/4/2024			
26.	Tran Ngoc Linh (Daughter)	No	No	24/4/2024			
27.	Tran Quoc Hung (Elder Brother)	No	No	24/4/2024			
28.	Pham Thi Huong (Sister-in-law)	No	No	24/4/2024			
29.	Tran Viet Cuong (Elder Brother)	No	No	24/4/2024			

No.	Name of Organization/ Individual	Securities trading accounts (if available)	Position at the company (if available)	Start date as a Related party	End date as a Related party	Reason	Relationship with the company
1	2	3	4	7	8	9	10
30.	Nguyen Thi Them (Sister-in-law)	No	No	24/4/2024			
31.	Tran Viet Hung (Elder Brother)	No	No	24/4/2024			
32.	Le Thi Hanh (Sister-in-law)	No	No	24/4/2024			
33.	Nguyen Van Hung Cuong	No	Member of the Board of Directors	24/4/2024		Appoin tment	Member of the Board of Directors
34.	Nguyen Van Phuong (Birth father)	No	No	24/4/2024			
35.	Nguyen Thi Hai (Birth mother)	No	No	24/4/2024			
36.	Lu Ba Thanh (Father-in-law)	No	No	24/4/2024			
37.	Pham Thi Kim Sang (Mother-in-law)	No	No	24/4/2024			
38.	Lu Phuong Thao (Wife)	No	No	24/4/2024			
39.	Nguyen Bao Chau (Child)	No	No	24/4/2024			
40.	Nguyen Bao Khanh (Child)	No	No	24/4/2024			
41.	Nguyen Thi Bach Tuyet (Younger sister)	No	No	24/4/2024			
42.	Nguyen Van Tan (Younger brother)	No	No	24/4/2024			
43.	Nguyen Van Anh Tuan (Elder brother)	No	No	24/4/2024			
44.	Nguyen Thi Bach Lien (Younger sister)	No	No	24/4/2024			

No.	Name of Organization/ Individual	Securities trading accounts (if available)	Position at the company (if available)	Start date as a Related party	End date as a Related party	Reason	Relationship with the company
1	2	3	4	7	8	9	10
45.	Truong Kim Long (Brother-in-law)	No	No	24/4/2024			
46.	Le Thi Thanh (Sister-in-law)	No	No	24/4/2024			
47.	Le Thi Hue (Sister- in-law)	No	No	24/4/2024			
48.	Le Hoang Chinh	No	Head of the Supervisor y Board	24/4/2024		Appoin tment	Head of the Supervisory Board
49.	Nguyen Nguyet Lan (Birth mother)	No	No	24/4/2024			
50.	Nguyen Thu Hien (Mother-in-law)	No	No	24/4/2024			
51.	Le Quynh Hoa (Wife)	No	No	24/4/2024			
52.	Le Hoang Bao Linh (Child)	No	No	24/4/2024			
53.	Le Thai Duong (son- in-law)	No	No	24/4/2024			
54.	Le Hoang Bao Khanh (Child)	No	No	24/4/2024			
55.	Nguyen Cao Quyen	No	No	24/4/2024			
56.	Nguyen The Thach	No	Member of the Supervisor y Board	24/4/2024		Appoin tment	Member of the Supervisory Board
57.	Nguyen The Vu (older brother)	No	No	24/4/2024			

No.	Name of Organization/ Individual	Securities trading accounts (if available)	Position at the company (if available)	Start date as a Related party	End date as a Related party	Reason	Relationship with the company
1	2	3	4	7	8	9	10
58.	Nguyen The Thang (older brother)	No	No	24/4/2024			
59.	Nguyen The Thiep (Elder Brother)	No	No	24/4/2024			
60.	Nguyen Thi Huong (Younger sister)	No	No	24/4/2024			
61.	Nguyen Thi Huong Giang (Younger sister)	No	No	24/4/2024			
62.	Phan Thi Thu Hang (Wife)	No	No	24/4/2024			
63.	Nguyen Phan Bao Ngoc (Child)	No	No	24/4/2024			
64.	Nguyen Phan Bao Anh (Child)	No	No	24/4/2024			
65.	Phan Thi Thuy Quyen	No	Member of the Supervisory Board & Head of HR Dep.	15/6/2022		Appoin tment	Member of the Supervisory Board & Head of HR Dep.
66.	Nguyen Thi Quy (Birth mother)	No	No	15/6/2022			
67.	Pham Manh Hung (Husband)	No	No	15/6/2022			
68.	Pham Khanh Nhi (Child)	No	No	15/6/2022			
69.	Pham Bao Van (Child)	No	No	15/6/2022			

No.	Name of Organization/ Individual	Securities trading accounts (if available)	Position at the company (if available)	Start date as a Related party	End date as a Related party	Reason	Relationship with the company
1	2	3	4	7	8	9	10
70.	Pham Quynh Dan (Child)	No	No	15/6/2022			
71.	Phan Quoc Hoan (Elder Brother)	No	No	15/6/2022			
72.	Phan Thanh Toan (Elder Brother)	No	No	15/6/2022			
73.	Phan Anh Hung (Elder Brother)	No	No	15/6/2022			
74.	Nguyen Thi Thanh Tam (Sister-in-law)	No	No	15/6/2022			
75.	Le Thi Ngoc Phu (Sister-in-law)	No	No	15/6/2022			
76.	Nguyen Thi Thanh Tinh (Sister-in-law)	No	No	15/6/2022			
77.	Pham Xuan Thang	No	Deputy General Director	02/02/2023		Appoin tment	Deputy General Director.
78.	Phạm Kỳ Tá (Bố đẻ)	No	No	01/4/2022			
79.	Nguyễn Thị Lan Phương (Mẹ đẻ)	No	No	01/4/2022			
80.	Phạm Xuân Tùng (Con trai)	No	No	01/4/2022			
81.	Phạm Nguyễn Hà Khanh (Con gái)	No	No	01/4/2022			
82.	Phạm Song Hà (Anh trai)	No	No	01/4/2022			

No.	Name of Organization/ Individual	Securities trading accounts (if available)	Position at the company (if available)	Start date as a Related party	End date as a Related party	Reason	Relationship with the company
1	2	3	4	7	8	9	10
83.	Chu Khanh Linh	No	Chief accountant	01/4/2022		Appointment	Chief accountant & Head of Finance Dept.
84.	Nguyen Thi Vien (Birth mother)	No	No	01/4/2022			
85.	Vu Hong Van (Wife)	No	No	01/4/2022			
86.	Chu Nhat Minh (Con)	No	No	01/4/2022			
87.	Chu Thuy Duong (Child)	No	No	01/4/2022			
88.	Chu Mai Lan (Younger sister)	No	No	01/4/2022			
89.	Chu Thu Huong (Younger sister)	No	No	01/4/2022			
90.	Chu Thu Huyen (Younger sister)	No	No	01/4/2022			
91.	Le Phu Lam (Brother-in-law)	No	No	01/4/2022			
92.	Vu Le Ha (Brother-in-law)	No	No	01/4/2022			
93.	Nguyen Thanh Hung (Brother-in-law)	No	No	01/4/2022			
94.	Phi Thi Thu Anh	No	Corporate Governance Officer and Company	01/3/2023		Appointment	Corporate Governance Officer and Company Secretary

No.	Name of Organization/ Individual	Securities trading accounts (if available)	Position at the company (if available)	Start date as a Related party	End date as a Related party	Reason	Relationship with the company
1	2	3	4	7	8	9	10
			Secretary				
95.	Tran Quang Doai (Husband)	No	No	01/3/2023			
96.	Tran Minh Nhu (Child)	No	No	01/3/2023			
97.	Tran Quang Phuc (Child)	No	No	01/3/2023			
98.	Phi Thi Thu Oanh (Younger sister)	No	No	01/3/2023			
99.	Nguyen Thanh Cong (Brother-in-law)	No	No	01/3/2023			
100.	Vietnam Airlines JSC						Parent company
101.	Dang Ngoc Hoa			10/8/2020		Elected as Chairman of the BOD of VNA	
102.	Le Hong Ha			01/01/2021		Appointed as CEO of VNA	
103.	Southern Airports Services JSC						Major shareholder

**Appendix 02. Transactions between the company and its related parties; or
between the company and major shareholders, insiders, or related parties of
insiders**

(Attached with Report No. /BC-NCS dated January, 2026)

No	Name of Organization/ Individual	Relationship with the company	Transa ction time with the compa ny	Resolution/ Decision No. of the AGM/BOD... approved (if any, specify the date of issuance)	Content, Quantity, Total Transaction Value	Note
1	2	3	6	7	8	9
1.	Vietnam Airlines corporation– Joint Stock Company (JSC) and its subsidiaries	Parent company, major shareholders, and related parties	Year 2025	05/NQ-NCS- DHD CD on 24/4/2024; 04/NQ-NCS- HDQT on 24/4/2025; 03/NQ-NCS- HDQT on 04/03/2025.	- Contracts for the provision of meals, beverages, and services. Total contract the year 2025 value: 527,3 billion VND; - Contracts for goods and services: employee transport vehicle rental; courier services; vehicle maintenance and fuel support services;. Total contract value: 3,92 billion VND.	

Appendix 03. Transactions between the company and a company where members of the Board of Directors, members of the Supervisory Board, the CEO, and other managers have been or are currently founders, members of the Board of Directors, or CEOs in the past three (03) years (as of the report date)

(Attached with Report No. /BC-NCS dated January 2026)

No	Name of Organization/ Individual	Relationship with the company	Representative	Position at the listed company	Position at the related party	Content, Quantity, Total Transaction Value	Note
1	2	3	4	5	7	8	9
1	Southern Airports Services JSC	Major Shareholders;	Nguyen Van Hung Cuong	Member of the BOD	Chief Executive Officer (CEO)	Nonair product supply contract: 15,1 million dong	

Appendix 04. List of Insiders and Related Parties of Insiders

(Attached with Report No. /BC-NCS dated January 2026)

No	Name	Securities Trading Account	Position at the company (if any)	Shares owned at period-end.	Shareholding percentage at period-end	Note
1	2	3	4	7	8	9
1.	Ngo Hong Minh	No	Chairman of the BOD	0	0	
2.	Nguyen Thi Suu (Birth mother)	No	No	0	0	
3.	To Kieu Oanh (Wife)	No	No	0	0	
4.	Ngo Kieu Trang (Daughter)	No	No	0	0	
5.	Ngo Quoc Khanh (Son)	No	No	0	0	
6.	Ngo Hong Quang (Younger brother)	No	No	0	0	
7.	Ngo Hong Van (Younger sister)	No	No	0	0	
8.	Tran Thi Lan (Sister-in-law)	No	No	0	0	
9.	Do Trong Nguyen (Brother-in-law)	No	No	0	0	
10.	Nguyen Van Dung	No	Member of the BOD and CEO	0	0	
11.	Nguyen Van Trinh (Birth father)	No	No	0	0	
12.	Tran Thi My (Birth mother)	No	No	0	0	
13.	Nguyen Van Chiem (Father-in-law)	No	No	0	0	
14.	Nguyen Hoang Ha (Wife)	No	No	0	0	
15.	Nguyen Hoang Minh Quang (Con)	No	No	0	0	
16.	Nguyen Hoang Tue Chau (Child)	No	No	0	0	

No	Name	Securities Trading Account	Position at the company (if any)	Shares owned at period-end.	Shareholding percentage at period-end	Note
1	2	3	4	7	8	9
17.	Nguyen Thi Thuy Anh (Elder sister)	No	No	0	0	
18.	Nguyen Thi Tuyet (Elder sister)	No	No	0	0	
19.	Nguyen Van Chung (Brother)	No	No	0	0	
20.	Nguyen Quoc Trung (Brother-in-law)	No	No	0	0	
21.	Nguyen Anh Tuan (Brother-in-law)	No	No	0	0	
22.	Le Thi Ninh (Sister-in-law)	No	No	0	0	
23.	Tran Viet Hai	No	Member of the BOD	0	0	
24.	Nguyen Thi Nhu Mai (Wife)	No	No	0	0	
25.	Tran Viet Phuong (Son)	No	No	0	0	
26.	Tran Ngoc Linh (Daughter)	No	No	0	0	
27.	Tran Quoc Hung (Elder Brother)	No	No	0	0	
28.	Pham Thi Huong (Sister-in-law)	No	No	0	0	
29.	Tran Viet Cuong (Elder Brother)	No	No	0	0	
30.	Nguyen Thi Them (Sister-in-law)	No	No	0	0	
31.	Tran Viet Hung (Elder Brother)	No	No	0	0	
32.	Le Thi Hanh (Sister-in-law)	No	No	0	0	
33.	Nguyen Van Hung Cuong	No	Member of the BOD	0	0	

No	Name	Securities Trading Account	Position at the company (if any)	Shares owned at period-end.	Shareholding percentage at period-end	Note
1	2	3	4	7	8	9
34.	Nguyen Van Phuong (Father)	No	No	0	0	
35.	Nguyen Thi Hai (Mother)	No	No	0	0	
36.	Lu Ba Thanh (Father-in-law)	No	No	0	0	
37.	Pham Thi Kim Sang (Mother-in-law)	No	No	0	0	
38.	Lu Phuong Thao (Wife)	No	No	0	0	
39.	Nguyen Bao Chau (Child)	No	No	0	0	
40.	Nguyen Bao Khanh (Child)	No	No	0	0	
41.	Nguyen Thi Bach Tuyet (Sister)	No	No	0	0	
42.	Nguyen Van Tan (Brother)	No	No	0	0	
43.	Nguyen Van Anh Tuan (Brother)	No	No	0	0	
44.	Nguyen Thi Bach Lien (Younger sister)	No	No	0	0	
45.	Truong Kim Long (Brother-in-law)	No	No	0	0	
46.	Le Thi Thanh (Sister-in-law)	No	No	0	0	
47.	Le Thi Hue (Sister-in-law)	No	No	0	0	
48.	Le Hoang Chinh	No	Head of the Supervisory Board	0	0	
49.	Nguyen Nguyet Lan (Birth mother)	No	No	0	0	
50.	Nguyen Thu Hien (Mother-in-law)	No	No	0	0	
51.	Le Quynh Hoa (Wife)	No	No	0	0	

No	Name	Securities Trading Account	Position at the company (if any)	Shares owned at period-end.	Shareholding percentage at period-end	Note
1	2	3	4	7	8	9
52.	Le Hoang Bao Linh (Daughter)	No	No	0	0	
53.	Le Thai Duong (son-in-law)	No	No	0	0	
54.	Le Hoang Bao Khanh (Daughter)	No	No	0	0	
55.	Nguyen Cao Quyen (son-in-law)	No	No	0	0	
56.	Nguyen The Thach	No	Member of the Supervisory Board	0	0	
57.	Nguyen The Thanh (Birth father)	No	No	0	0	
58.	Nguyen The Vu (Elder Brother)	No	No	0	0	
59.	Nguyen The Thang (Elder Brother)	No	No	0	0	
60.	Nguyen The Thiep (Elder Brother)	No	No	0	0	
61.	Nguyen Thi Huong (Younger sister)	No	No	0	0	
62.	Nguyen Thi Huong Giang (Younger sister)	No	No	0	0	
63.	Phan Thi Thu Hang (Wife)	No	No	0	0	
64.	Nguyen Phan Bao Ngoc (Child)	No	No	0	0	
65.	Nguyen Phan Bao Anh (Child)	No	No	0	0	
66.	Phan Thi Thuy Quyen	No	Member of the Supervisory Board & Head of HR Dep.	0	0	
67.	Nguyen Thi Quy (Birth mother)	No	No	0	0	
68.	Pham Manh Hung (Husband)	No	No	0	0	

No	Name	Securities Trading Account	Position at the company (if any)	Shares owned at period-end.	Shareholding percentage at period-end	Note
1	2	3	4	7	8	9
69.	Pham Khanh Nhi (Child)	No	No	0	0	
70.	Pham Bao Van (Child)	No	No	0	0	
71.	Pham Quynh Dan (Child)	No	No	0	0	
72.	Phan Quoc Hoan (Elder Brother)	No	No	0	0	
73.	Phan Thanh Toan (Elder Brother)	No	No	0	0	
74.	Phan Anh Hung (Elder Brother)	No	No	0	0	
75.	Nguyen Thi Thanh Tam (Sister-in-law)	No	No	0	0	
76.	Le Thi Ngoc Phu (Sister-in-law)	No	No	0	0	
77.	Nguyen Thi Thanh Tinh (Sister-in-law)	No	No	0	0	
78.	Pham Xuan Thang	No	Deputy General Director	0	0	
79.	Pham Ky Ta (Father)	No	No	0	0	
80.	Nguyen Thi Lan Phuong (Mother)	No	No	0	0	
81.	Pham Xuan Tung (Son)	No	No	0	0	
82.	Pham Nguyen Ha Khanh (Daughter)	No	No	0	0	
83.	Pham Song Ha (Brother)	No	No	0	0	
84.	Chu Khanh Linh	No	Chief accountant & Head of Finance Dept.	0	0	
85.	Nguyen Thi Vien (Birth mother)	No	No	0	0	
86.	Vu Hong Van (Wife)	No	No	0	0	
87.	Chu Nhat Minh (Child)	No	No	0	0	

No	Name	Securities Trading Account	Position at the company (if any)	Shares owned at period-end.	Shareholding percentage at period-end	Note
1	2	3	4	7	8	9
88.	Chu Thuy Duong (Child)	No	No	0	0	
89.	Chu Mai Lan (Younger sister)	No	No	0	0	
90.	Chu Thu Huong (Younger sister)	No	No	0	0	
91.	Chu Thu Huyen (Younger sister)	No	No	0	0	
92.	Le Phu Lam (Brother-in-law)	No	No	0	0	
93.	Vu Le Ha (Brother-in-law)	No	No	0	0	
94.	Nguyen Thanh Hung (Brother-in-law)	No	No	0	0	
95.	Phi Thi Thu Anh	No	Corporate Governance Officer and Company Secretary	0	0	
96.	Tran Quang Doai (Husband)	No	No	5.076	0,02%	
97.	Tran Minh Nhu (Child)	No	No	0	0	
98.	Tran Quang Phuc (Child)	No	No	0	0	
99.	Phi Thi Thu Oanh (Younger sister)	No	No	0	0	
00.	Nguyen Thanh Cong (Brother-in-law)	No	No	0	0	

