

AGENDA
OF ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025

- **Time:** 14:00, Friday, May 30, 2025
- **Type of Meeting:** Virtual - Online Meeting
- **Venue:** Galaxy Innovation Hub, High-Tech Park, D1 Street, Tan Phu District, Thu Duc City, Ho Chi Minh City, Viet Nam

Time Schedule	Contents
00:00 – 14:00	Shareholders register online to attend the General Meeting at the website: https://vietjet.daihoicodong.online/
14:00	Inauguration of AGSM
14:05 – 14:30	<ol style="list-style-type: none">1. Flag salutation2. Report on quorum and Delegate check results3. Statement of reason and introduction of Delegates4. Opening Ceremony Speech by the Chairwoman of the Board of Directors (“BOD”)5. Submit to the General Meeting of Shareholders for approval:<ol style="list-style-type: none">a. The Chairpersonb. The Secretaryc. The Vote Counting Committeed. Agenda of the AGMe. Operating and Voting Regulations at the General Meeting of Shareholders6. Announcement of vote counting results

14:30 – 16:00	<ol style="list-style-type: none">1. The Board of Directors, the Board of Management report to the General Meeting of Shareholders, including:<ol style="list-style-type: none">a. Report of the Board of Directors in 2024 and the plan for 2025;b. Report of the Board of Management on Business Activities in 2024 and the business plan for 2025;c. Report of the Audit Committee in 2024;d. Report of Audited Financial Statements for 2024 (Separate and Consolidated);e. Proposal to approve the above reports;f. Proposal on profit distribution plan;g. Proposal to choose Audited company in 2025;h. Proposal on the total remuneration and budget for the Board of Directors in 2025;i. Proposal on the supplement the business lines of the Companyj. Proposal on the change members of the Board of Directors for the term 2022 – 2027 and the establishment of the Founding Council;k. Proposal on the election of additional members of the Board of Directors for the term 2022 – 2027;l. On approval for the other contents to be submitted at General Meeting of Shareholders.2. The General Meeting conducts discussion3. The General Meeting votes to approve the Reports and Proposals4. The General Meeting approves the vote counting minutes5. The General Meeting takes a break & the Vote Counting Committee conducts the counting of votes
16:00 – 17:00	<ol style="list-style-type: none">1. Speech of the distinguished guests2. The Board of Directors announces the draft Meeting Minutes & Resolution of the General Meeting of Shareholders; submitting to the General Meeting of Shareholders for approval;3. Announcement of vote counting results of the Meeting Minutes.
17:00	Closing Announcement

Ho Chi Minh City, May, 2025

**REGULATIONS
ON ORGANIZATION OF THE GENERAL MEETING OF SHAREHOLDERS**

Article 1. Scopes and applicable objects

1. This Regulations prescribes the rules on:
 - a. Organizing the General Meeting of Shareholders (annual or ad hoc) virtually (online) or in person method of Vietjet Aviation Joint Stock Company.
 - b. Conducting voting and casting ballots electronically applies to:
 - i. Virtual General Meeting of Shareholders, in person General Meeting of Shareholders;
 - ii. Collecting Shareholders' opinions in written form.
 - c. Working scheme at the General Meeting of Shareholders (specified in Appendix 1 of this Regulations).
2. This Regulations is applied to all Shareholders of Vietjet.

Article 2. Legal foundations

1. The Law on Securities No. 54/2019/QH14 dated November 26, 2019.
2. The Law on Enterprises No. 59/2020/QH14 dated Jun 17, 2020.
3. Decree 155/2020/ND-CP dated December 31, 2020, Elaboration of some articles of The Law on Securities.
4. The Circular 116/2020/TT-BTC by the Ministry of Finance dated December 31, 2020, guidelines for implementation of some articles on administration of public companies in The Government's Decree No. 155/2020/ND-CP dated December 31, 2020 elaborating some articles of The Law on Securities.
5. The current Charter of Vietjet.

Article 3. Interpretation and abbreviations

1. Interpretation:

In this Regulations, the following terms shall be interpreted and understood as follows:

- a. The **“General Meeting”** or **“Meeting”** means a special meeting where the General Meeting of Shareholders of the Company organized in accordance with the applicable laws and the Charter. Such meeting can be organized virtually or in-person upon a decision of the Board of Directors.
- b. The **“Charter”** means the current Charter of Vietjet.
- c. **“Delegate”** means a person who attends the General Meeting as a Shareholder or a representative of a Shareholder.
- d. **“Virtual General Meeting of Shareholders”** or **“Virtual General Meeting”** is a type of General Meeting of Shareholders organized by using electronic means to connect and transmit images and sounds via the internet, allowing Delegates from different locations to attend, observe discuss and vote on the meeting’s issues.
- e. **“Digital device”** means a device that can create, generate, send, receive, store, share, display, or process digital information, including computer, smartphones, tablets, laptops, etc.
- f. **“Traditional voting method”** means a way of voting where Delegate casts his votes by, elect through ballot papers distributed directly at the Meeting.
- g. **“Distance voting”** means a way of voting where Delegate cast his votes by sending their votes via mail/fax/email or other means stipulated in the Rules of voting passed by the General Meeting of Shareholders at the Meeting.
- h. **“Submitting ballot papers via traditional means”** means a way of voting when Shareholder sends the casted ballot to Vietjet by post, fax or email.
- i. **“Electronic Voting”** means a way of voting when Delegate votes on the contents of the meeting online/directly through the Online System or the form in which Shareholders respond/vote and send the answered opinion form (for the form of collecting Shareholders' opinions in writing) to Vietjet through the Online System.
- j. **“Electronic Election”** means a way of election when Delegates elect members of the Board of Directors through the online System.
- k. **“Questionnaire Survey”** means a method of collecting Shareholder’s votes conducted by the BOD without organizing the General Meeting, in compliance with the Law on Enterprises and the Charter. Result of Questionnaire Survey will be applied to ratify a resolution of the General Meeting of Shareholders.
- l. **“Online System”** or **“System”** means a collection of technical infrastructure used for organizing and holding the General Meeting selected by the BOD in order to provide Delegates tools to exercise their right of attending the Virtual General Meeting, voting, electing through their Digital devices.
- m. **“System Opening Time”** means the time when the System starts its operation for Delegates to access, read documents of the Meeting and register to attend the Virtual General Meeting, vote, and/or elect electronically.
- n. **“Registration to attend the Virtual Meeting”** means the completion of registration process and log-in to the System by Delegates for attending the Virtual General Meeting

in accordance with this Regulations and/or other meeting instructions.

- o. **“Account”** includes the username/login number and password provided uniquely to each Delegate by Vietjet.
- p. **“One-time password (OTP)”** means the password/code that the System messaged to the mobile phone number/email of the Delegate provided according to this Regulations in order for Delegate to give his confirmation when attending the Virtual General Meeting, voting, electing electronically.
- q. **“Online identification” or “key”**: means a method of identifying personal information of Delegates online through digital devices. With this method of identification, the Delegate Checking Board will use the identification technology to collect, check, compare personal information to ensure that the user is eligible to attend the Virtual General Meeting as a Delegate.
- r. **“Cumulative Voting”** means a method of voting to elect members of the Board of Directors specified in clause 3, Article 148 of the Enterprise Law and Article 23.2.(c) of the current Vietjet’s Charter. Delegate performs Cumulative Voting when choosing candidates within the number of votes belong to them.
- s. **“Equal Cumulative Voting”** means a Cumulative Voting in which Delegate equally divide their votes among candidates.
- t. **“All Cumulative Voting”** means a Cumulative Voting in which Delegate cashes all their votes into one candidate.
- u. **“Distributed Voting”** means a Cumulative Voting in which Delegate shall specify the number of their votes given to each candidate.
- v. **“Force Majeure”** means events that occur beyond the control of the convenor, the chairperson of the Meeting, and cannot be foreseen and remedied despite the application of necessary and tolerable measures.
- w. **“Last date of registration”** means a working day fixed by Vietjet or by the Viet Nam Securities Depository and Clearing Corporation according to Vietjet's authorization in order to determine the List of shareholders who have the right to attend the Meeting.
- x. **“Main venue”** means the place where the Chairperson attends and chairs the General Meeting of Shareholders.

2. Abbreviations:

- a. **The “Company” or “Vietjet”**: Vietjet Aviation Joint Stock Company.
- b. **GMS**: The General Meeting of Shareholders of Vietjet.
- c. **BOD**: Board of Directors of Vietjet.
- d. **VSDC**: Viet Nam Securities Depository and Clearing Corporation.

Article 4. Holding a Virtual General Meeting, Electronic Voting, and Electronic Election

- 1. Basing on practical situations, the BOD may decide to:

- a. Organize the Virtual General Meeting of Shareholders, In-person General Meeting of Shareholders or a mixed between them;
 - b. Conduct Electronic Voting, Electronic Election at the General Meeting;
 - c. Solicit Shareholders' opinions in written form in accordance with the Charter, and implement the collection of Electronic Voting from Shareholders.
2. The BOD establishes the Organizing Committee for the General Meeting in order to carrying out the procedures and tasks stipulated in this Regulations when organizing the General Meeting, collecting Electronic Voting, Electronic Election.
 3. The Virtual General Meeting of Shareholders has the same legal validity as the in-person meeting of the General Meeting of Shareholders. Voting, and balloting by electronic methods has the same legal validity as voting, balloting, and sending the casted ballot for solicitation of Shareholders' opinions by the traditional method.
 4. The BOD/GMS' Organization Committee is responsible for issuing necessary guidance for the organization of the Virtual General Meeting, collection of Electronic Voting, Electronic Election.
 5. Sending of invitations/meeting notices and related documents to organize the Virtual General Meeting; or conducting a Questionnaire Survey by mail, fax, email, or other means shall be guaranteed and to ensure that Shareholders receive information and documents; and simultaneously publishing them on the website of Vietjet.
 6. Basing on actual situation and conditions, when decided to organize Virtual General Meeting, The GMS assigns the BOD to select a provider to provide the System services for supporting the organization of the Meeting, sending notification to Shareholders, and collecting Electronic Voting, Electronic Election.
 7. Rules for Electronic Voting, Electronic Election:
 - a. Notwithstanding the way of holding the General Meeting (virtually or in-person), and/or the ways of solicitation of Shareholders' opinions in written form; basing on the capability of the System and actual condition, the BOD shall decide to apply the suitable method of voting such as electronic, traditional, remote, or other voting method permitted by law; or a combination of these.
 - b. In case election of members of the BOD, the election can be conducted at the Virtual General Meeting and can be done through Electronic Voting, cannot be limited at the in-person General Meeting and the Traditional voting method, Distance voting.

Article 5. Conditions for organizing the Virtual General Meeting and implementation of Electronic Voting, Electronic Election.

1. The number of Delegates attending the Meeting meets the ratio specified in Vietjet's Charter.
2. The System is required to meet these following conditions:
 - a. The transmission line at the main location must be continuous and stable. If there is an interruption at the main location, the Organizing Committee of the meeting must summarize the progress of the part which is interrupted.

- b. The sound, light, power, digital devices, and other equipment at the main location have to meet the Meeting's requirements.
- c. Information security, confidentiality of Accounts shall be kept confidential. Electronic data of the Virtual General Meeting, voting and election programs and other information must be kept confidential, and can be fully extracted from the System for generating the Minutes.

Article 6. The sequence, procedures to hold Virtual General Meeting and cast Electronic Voting, Electronic Election

Holding a Virtual General Meeting shall follow the same procedures of holding an in-person General Meeting as prescribed in the Charter, this Regulations, and applicable laws, including but not limited to finalizing the List of Shareholders; sending the meeting invitation notice and meeting agenda and documents; registering Shareholders/registering authorization to attend the meeting; electing the Chairperson of the Meeting, approving the agenda and contents of the Meeting and appointing Secretary, electing the Ballot Checking Board; discussing and voting; making and approving the Minutes and Resolutions of the GMS; disclosing relevant information, etc.

Article 7. Conditions for attendance, authorization to attend the Virtual Shareholders' General Meeting, and authorization to cast Electronic Voting, Electronic Election

1. All shareholders listed in the List of Shareholders identified by VSDC on the last date of registration in accordance with Vietjet's notice (the List of Shareholder) shall have the right to attend and cast their votes to the General Meeting of Vietjet, send their ballots in a Questionnaire Survey for ratifying resolutions of the GMS in accordance with this Regulations.
2. Shareholders can directly attend or authorize their proxy to attend the Virtual General Meeting and cast votes.
3. Authorization to attend the Virtual General Meeting and to cast votes shall follow the following requirements:
 - a. With individual Shareholder:

Individual Shareholder owning less than one percent (01%) of the total number of outstanding ordinary shares: They may authorize entirely or partly of their right to one (01) individual to attend the Meeting.

Individual Shareholder owning from one percent (01%) of the total number of ordinary shares: They may authorize entirely or partly of their right to up to three (03) other individuals to attend the Meeting.
 - b. Organization Shareholder owning at least ten percent (10%) of the total number of outstanding ordinary shares: They may authorize entirely or partly or their right to up to three (03) proxies to attend the General Meeting. Organization Shareholder owning less than ten percent (10%) of the total number of outstanding ordinary shares, they may authorize their right to only one (01) proxy.
 - c. The Power of Attorney shall clearly indicate the number of authorized shares and the number of authorized votes of proxy.

- d. The Power of Attorney shall clearly identify the personal information of each proxy, including full name, identification number, business code, mobile phone number, email address. This information is requisite for proxy to receive OTP, and other information to log in to the System to attend the Meeting and cast the votes.
- e. The validity of authorization: the power of attorney is valid only if meeting all the following conditions:
 - i. When the Shareholder fully fills in the information according to the authorization form of Vietjet notified to the Shareholder or published on Vietjet's website.
 - ii. Fully executed with signatures, full names, seals (if any) by both the principal and the proxy. Digital signatures can be accepted if comply with the law.
 - iii. Vietjet receives the printed original of the Power of Attorney within the period of time specified. Organization Shareholders, Foreign Shareholders may send a scanned copy of this document in advance and send the printed original later.
 - iv. In case Shareholders only authorize to cast their votes, the Power of Attorney shall be sent to the Meeting Organization Committee/Vietjet before the closing time of voting.
- f. When the authorization is valid in accordance with this sub-article 7.3 the proxy will be provided with log-in information via their mobile phone number or email to attend the Virtual General Meeting.
- g. Cancellation/termination of authorization: Shareholders shall send to Vietjet an official letter clearly requests to cancel/terminate the authorization mentioned. This cancellation/termination is only effective when Vietjet receives the cancellation/termination letter before the starting time of the General Meeting; or 01 day before the closing date of solicitation in case of collecting shareholder's opinions in written form.
- h. Votes casted by proxy shall be valid. Shareholders are only allowed to cast their remaining votes on issues that have not been from the time Vietjet receives the cancellation/termination letter. Vietjet is exempt from updating the cancellation/termination to the System if it affects voting rights of other Shareholders.
- i. Proxy who is authorized by more than one Shareholder can cast their votes in one of following forms (i) unifying casting all the votes he represents for into one vote; (ii) flexibly voting according to the authorization of each Shareholder.

Article 8. Providing information and log-in method to attend the Virtual General Meeting and casting vote electronically

1. Delegates shall receive an online meeting invitation/Questionnaire Survey to collect shareholder's opinions which includes instructions and a links to register to attend the Virtual General Meeting, voting electronically as well as accessing to the documents of the Meeting.
2. Delegate who registered to attend the Virtual General Meeting / received ballots for soliciting opinion can login to the System and cast their votes by fill up the following registered information

when accessing to the link provided:

- a. Full name of Delegate;
- b. Mobile telephone number;
- c. Ownership registration number (*Identity Code/Citizen identification Number; Business code; Foreign investor code and/or other documents as prescribed by VSDC*);
- d. Email address (if any).

(These required information can be varied at the time of convening the General Meeting/ soliciting Shareholders' opinion in writing, and will be notified to Shareholders).

3. The System shall send to the mobile phone or email of Delegate an OTP and/or other login information after successful registration. Delegates fill in OTP/given information to start attending the Meeting and voting electronically.
4. Shareholders who did not register their phone number or email to VSDC/The Meeting Organization Board will not be able to attend the Virtual General Meeting, but still have the right to attend the General Meeting in person (if the General Meeting is held online partly), voting by traditional method, by distance method or by sending the casted ballot to Vietjet through traditional method.
5. In case Shareholders want to make a new registration/change their phone number or email, or change identification information that is different from the registered information, they have to contact the Depository Member where they opened their account in order to update information before the last date of registration as prescribed by VSDC, or contact the Meeting Organization Board to update, or update by eye method before attending the Virtual Meeting or voting. Vietjet shall not be responsible for updating Shareholders' information to VSDC and shall not be responsible for Shareholders' failure to timely update their personal information which causes failures in sending information/instruction to Shareholders so they cannot attend the Virtual General Meeting.

Article 9. Method of recording Delegates who attend the Virtual General Meeting

1. Delegate will be recognized by the System as attending the Virtual General Meeting when they successfully access the System. Delegate attending ratio recorded by the System shall be the basis for determining the condition to organize the Meeting.
2. Attending the Virtual General Meeting, voting, and electing online through the System are legally equitable to attending, voting, electing at the in-person Meeting. Electronic Voting, Electronic Election results shall be valid and will be applied to ratify the resolution of GMS. Delegate is responsible for their voting result.
3. The System shall open to record the Delegates' registration to attend the Virtual General Meeting sixty (60) minutes sooner than the scheduled opening time of the Meeting or another longer period of time notified by Vietjet to Shareholders.
4. With the Virtual General Meeting, the Quorum is the number of Delegates registered to attend the Meeting through the System according to the registration method specified in Article 8 of this Regulation. With the Combined General Meeting, the Quorum is the aggregate number of

Delegates registered to attend the Meeting through the System and the Delegates registered to attend the Meeting in-person. In case all the Delegates attending the meeting in person register to vote, elect electronically as guided by the Meeting Organization Board, the Quorum shall the number of Delegates registered in the System.

Article 10. Method of voting, electing electronically

1. Electronic Voting:

- a. Delegates shall select one in three options of voting “approve,” “disapprove”, “no opinion” for each issue to be voted.
- b. Delegates then confirm their vote so that the System then records the results.

2. Electronic Election:

- a. Delegates choose the type of cumulative voting to conduct their election for the candidates of the Board of Directors. Accordingly, Delegates conduct their election by clicking on the voting forms that appeared.
 - i. In case choosing **Distributed Voting**, Delegate inputs the number of votes they wish to cast to each candidate on the Election Ballot within their total number of votes. Delegate may input a total number of votes which is lower than the number of votes they have.
 - ii. In case Delegate chooses to vote by cumulative voting in the type of “**Equal Cumulative Voting**,” the System shall automatically fill in the preset number of votes corresponding to the candidates.
 - iii. In case Delegate chooses “**All Cumulative Voting**”, Delegate selects 01 candidate then the System will automatically fill in all the preset votes for the selected candidate.
 - iv. In case there is changes made to the support function of the System, Delegate shall conduct their election according to the guidance/instruction stipulated in the Voting Regulations which complies with the principles and forms of election as stipulated in the Charter.
- b. Delegates then confirm their vote, election so that the System could record the results.

3. Additional rules when voting, electing electronically:

- a. Voting, electing electronically can only be conducted after Delegate complete his registration to attend the Virtual General Meeting.

In case of soliciting shareholders’ opinions in written form, Delegate can cast their ballot after successfully logging in the System.
- b. Delegate votes on the issues discussed at the Meeting during the opening time of the System notified.
- c. In case Delegate did not vote on all the discussion issues, the issues that have not been voted on shall be considered as no opinion. In the case of solicitation of Shareholders’ opinions in writing, this case is considered as Delegate did not participate in voting.

- d. When the System is available, the Delegate can change their votes, the form of voting during the voting period, cancel ballots (but cannot cancel the voting results). At that time, the System only records the last voting and balloting.
- e. In case the connection between Delegate device and the System is interrupted before the end of voting or electing and they did not complete their voting or electing, content that has been confirmed by Delegate shall be recognized by the System, recorded and counted when counting votes. In case Delegate reconnects to the System before the end of voting, electing section, Delegate may continue to vote and/or elect on the issues which have not yet been done.

Article 11. Duration of Electronic Voting, Electronic Election

- 1. The duration of time for Electronic Voting, Electronic Election shall comply with the direct notice of the Chairperson of the General Meeting or in accordance with the regulations stipulated in documents of the Meeting.
- 2. The duration time for Electronic Voting in the case of collecting shareholders' opinions in written form shall comply with the notice in the ballot or document sent to Shareholders.
- 3. When the duration of Electronic Voting, Electronic Election ended, the System will not record any further voting, election results.

Article 12. Method of counting ballots

- 1. When Delegate casts their votes in the form of Electronic Voting, the votes recorded on the System will be classified into affirmative votes, negative votes, and abstentions; and the System will output the vote counting minutes for the issues that Delegates voted on.
- 2. When Delegate conducts an Electronic Election, the System will record their conduct and then output an election minute reflecting the election result on each candidate.
- 3. In case Delegate conducts Electronic Voting in a Questionnaire Survey, the voting results will be kept confidential until the time of counting. The System will send the login code and password to the members of the Board of Directors/other members of the Vote Counting Committee to log in and output voting results. The BOD may establish other principles and methods when conducting Electronic Voting in a Questionnaire Survey unless such principles, method could ensure the confidentiality of voting results as prescribed.

The organization of vote counting and the making of minutes of the vote counting shall be conducted under the witness and supervision of the Audit Committee or of Shareholders who do not hold managerial positions at Vietjet.

Article 13. Announcement of ballot counting results, election results

- 1. Based on the minutes of vote counting recorded as prescribed in Article 12 of this Regulation, the Vote Counting Committee will check, summarize, and report to the Chairperson the results of the vote counting of each issue according to the contents of the agenda of the General Meeting, election results for each candidate. The results of the vote counting, and election

results will be announced by the Chairperson right before the closing of the General Meeting.

2. In the case of conducting Questionnaire Survey, the Minutes of Vote Counting and Resolution will be posted on Vietjet's website within 24 hours from the time the General Meeting of Shareholders approves the Minutes of Vote Counting and Resolution.

Article 14. The required rate of approval to ratify a decision of the General Meeting of Shareholders

1. The required rate of approval to ratify a decision at the Virtual General Meeting of Shareholders on each discussed issue is similar to the required rate of approval to ratify a decision at the in-person General Meeting of Shareholders as specified in the Charter.
2. Required rate of approval to ratify a decision of the General Meeting of Shareholders when conducting Questionnaire Survey shall comply with the provisions of the Charter.

Article 15. Venue, Meeting Minutes and Resolutions of the General Meeting of Shareholders

1. The venue of the Virtual General Meeting of Shareholders is the location where the Chairperson of the General Meeting presented to control the Meeting. This location must be in Vietnam.
2. The minutes of the meeting and resolution of the Virtual General Meeting of Shareholders are made and ratified in the same way as the minutes of the meeting and the resolution of the in-person General Meeting of Shareholders stipulated in the Charter.
3. The vote counting minutes and the Resolution of the General Meeting of Shareholders when conducting a Questionnaire Survey and voting electronically shall have the same contents as stipulated in the Charter.

Article 16. Rights and obligations of Delegates when attending the Virtual General Meeting and conducting Electronic Voting, Electronic Election.

In addition to the rights and obligations stipulated in the Charter, Delegates shall have the following rights and obligations:

1. Prepare and use appropriate devices with stable internet connection to continuously attend the Virtual General Meeting of Shareholders; conduct Electronic Voting, Electronic Election when required.
2. Secure login information, OTP, and other identifiers (if any) to ensure that only Delegate have the right to attend the Virtual General Meeting of Shareholders, the right to conduct voting and/or election. All voting and election results are considered the final decision of Delegate.
3. Immediately notify Vietjet when any lost, stolen, revealed, or suspension of exposure happened to login information, OTP, and other identifiers. VietJet will lock the reported Account to protect the System and the Virtual General Meeting. Delegate shall be responsible for all damages, losses and other risks occurring before Vietjet receives the Delegate's notice.
4. Register identification information such as ID/Passport number, establishment/operation/business

registration number, mobile phone number, email address and give timely feedback to any questions from Vietjet so that for the Meeting Organization Board could correctly send the meeting invitation, Questionnaire Survey, related documents and/or instructions so that Delegate could attend the Virtual Meeting, conduct Electronic Voting, Electronic Election. Delegate shall be responsible for accuracy of the provision of identification information.

5. Follow the guidance in the documents of the Meeting Organizing Committee when conducting Electronic Voting, Electronic Election.
6. Give consent to allow Vietjet to provide Delegates' personal data to a third party which are providing services to support the organization of the Virtual General Meeting of Shareholders and conduct Electronic Voting, Electronic Election.

Article 17. Discussion at the Virtual General Meeting of Shareholders

1. Principles:
 - a. The discussion is conducted within the period of time specified by the Chairperson and within the scope of discussion stated in the agenda of the Virtual General Meeting of Shareholders.
 - b. Only Delegates are allowed to participate in the discussion.
 - c. Delegates are allowed to directly deliver their opinions and contributions to the General Meeting of Shareholders through their digital devices connected to the System or through other opinion receiving systems.
 - d. The Secretariat of the General Meeting shall arrange the discussion collected from Delegates and forward them to the Chairperson.
2. Responding to Delegates' concerns:
 - a. Based on the concerns raised by the Delegate, the Chairperson of the General Meeting or a member appointed by the Chairperson shall clarify such concerns.
 - b. In case of time constraint, questions that have not been answered at the General Meeting will be answered later.

Article 18. Force majeure events

1. Force Majeure related the organization of Virtual General Meeting of Shareholders shall be the events happened outside the reasonable control of the Chairperson (disruptions happened to one or several Delegates shall not be counted) causing a disruption to the Meeting, such as: natural disaster, fire, power outage or disruption of internet connection, technical problems at the venue where the Chairperson administers the General Meeting, requests or directives of the Government and other competent State agencies.
2. In case Force Majeure happened and lasted over sixty (60) minutes, the Chairperson will announce the suspension of the General Meeting. Voting results which have been recorded to the System before suspension will be valid and will be notified to Delegates decided by the Chairperson. Issues that have not been voted on or do not meet the conditions to ratify will be

discussed in the nearest Meeting or collected Shareholders' opinions in a Questionnaire Survey.

3. In case of Force Majeure happened when collecting Shareholders' opinions in a Questionnaire Survey, Delegates shall re-login to the System to continue voting during the voting period or follow instructions provided in the meeting documents.

Article 19. Keep records of the Virtual General Meeting of Shareholders and the results of Electronic Voting, Electronic Election

The Company shall keep all relevant recording and documents collected from the General Meeting of Shareholders, Electronic Voting, Electronic Election in accordance with applicable laws and current regulations of Vietjet.

Article 20. Implementation

1. This Regulation takes effect from the date of ratification by the General Meeting of Shareholders.
2. Issues regarding the organization of the Virtual General Meeting of Shareholders, Electronic Voting, and Electronic Election which have not been mentioned in this Regulation, shall be implemented in accordance with relevant provisions of applicable laws, the Charter, Internal regulations, and other guidance documents of Vietjet.
3. Assign the Board of Directors to implement the followings:
 - a. Coordinating with the Board of Management to implement this Regulation and informing such implementation to Shareholders.
 - b. Coordinating with the Board of Management in promulgating specific and detailed guidance to implement this Regulation if necessary.
 - c. Make required amendment, supplement to this Regulation so that the organization of the General Meeting of Shareholders could harmonize with the actual conditions of Vietjet, or changes of applicable laws.
 - d. Choosing the System service provider as well as technology systems, to support the organization of Virtual General Meeting of Shareholders, conducting of Electronic Voting, Electronic Election.
4. All Vietjet Shareholders, Members of the Board of Directors, Board of Management, Departments, and employees of Vietjet are responsible for the implementation of this Regulation.

**ON BEHALF OF THE BOARD OF DIRECTORS
AUTHORIZED BY CHAIRWOMAN
VICE CHAIRMAN**

NGUYEN ANH TUAN

APPENDIX
WORKING REGULATIONS AT ANNUAL GENERAL MEETING OF
SHAREHOLDERS ORGANIZED ONLINE

(Issued together with the Regulation on Organization of the General Meeting of Shareholders)

CHAPTER I
GENERAL RULES

Article 1. Scope of application

1. Appendix on working regulations at the General Meeting of Shareholders is applied for the organization and administration of the virtual Annual General Meeting of Shareholders conducted online (“AGM”) of the Vietjet Aviation Joint Stock Company (“**Appendix**”).
2. This Appendix specifies the rights and obligations of Shareholders, representatives of Shareholders and parties attending the AGM, conditions, and procedures for conducting the AGM and voting on approval within the competence of the AGM.

Article 2. Implementation principles

1. Create favorable conditions for the successful implementation of the AGM, in accordance with the provisions of the Charter, the applicable laws and ensure the legitimate rights and interests of all Shareholders of the Company.
2. Ensure the principles of publicity and transparency.

CHAPTER II
RIGHTS AND OBLIGATIONS OF PARTICIPANTS

Article 3. Conditions for Shareholders to attend the AGM

1. Individual shareholders, authorized representatives of organization shareholders named in the List of Shareholders shall have the right to directly attend the AGM or authorize in writing to other person (Proxy) to attend the AGM in accordance with the provisions of this Appendix and the applicable laws, with details as stipulated in Section 2 of this Article.

Article 4. Rights and obligations of Shareholders when attending the AGM

1. Rights of Shareholders, authorized representatives of Shareholders when attending the General Meeting:
 - a. To discuss and vote on all issues which are under the authority of the AGM in accordance with the provisions of the Law on Enterprises, other relevant applicable laws and the Company's Charter;
 - b. To be informed by the Meeting Organization Committee about the agenda and schedule of the AGM.
2. Obligations of Shareholders, authorized representatives of Shareholders when attending the AGM:

- a. Shareholders or authorized representatives attending the AGM must comply with the process and procedures for registration to attend the Virtual AGM as prescribed in the Regulations on Organization of the General Meeting of Shareholders.
 - b. Shareholders are responsible for keeping confidential the account information provided to register to attend the Virtual AGM. The Online System will grant the right to attend and vote for individuals who register to attend the meeting according to the process and procedures for identifying Shareholders.
 - c. Shareholders are obliged to equip themselves with equipment and transmission lines to access the Online System. The Company is not responsible if Shareholders cannot successfully register to attend the Virtual AGM due to their conditions.
 - d. Shareholders are obliged to provide valid personal information of Shareholders or their proxy to attend the AGM before the deadline announced in the invitation to attend the AGM. The Company is not responsible for the event that a Shareholder cannot successfully register to attend due to not providing complete and valid personal information.
 - e. Shareholders are only allowed to officially attend and vote at the AGM after successfully completing the registration procedures according to the Appendix and Regulations on Organization of the General Meeting of Shareholders.
3. The person authorized to attend the AGM may not re-authorize a third party.
 4. During the time of the AGM, Shareholders and their representatives must strictly abide by this Regulation, comply with the instructions and control of the Chairperson, respect the working results of the AGM, behave civilly, politely, not causing disorder. Including but not limited to:
 - Formal clothes;
 - Register to speak at the AGM according to regulations, comply with the time of speech and the content of the speech within the Agenda of the AGM;
 - Speak and vote in accordance with the instructions of the Organizing Committee of the AGM and comply with the direction of the Chairperson;
 - There must be no acts of obstructing or disrupting order so that the meeting cannot be conducted in a fair and lawful manner;
 - Not to interfere with the normal course of the AGM;
 - Comply with the executive authority of the Chairperson;
 - Strictly abide by the regulations and respect the working results at the AGM.
 5. Shareholders and authorized representatives attending the AGM must strictly abide by this Appendix. If violations, depending on the degree of severity, the Chairperson may decide to apply a restriction measure on such Delegate according to the provisions of applicable laws and the Charter.
 6. Shareholders can leave the AGM and cast their votes before the voting time of the AGM. In case a shareholder leaves the meeting without casting a vote, it is considered that the Shareholder has not given any opinion to all issues on the agenda of the Meeting.

Article 5. The Presidium of the AGM, the Chairman and the Secretariat of the AGM

1. The Presidium of the AGM is nominated by the Board of Directors and approved by the AGM. The Chairman is the person who presides over the AGM. The Chairman takes the role of the Chairperson at the AGM. In the absence of the Chairman or shall there be any case(s) in which the Chairman is incapable of carrying out its rights and obligations hereunder, then the Chairman shall sub-delegate its right and obligations to the Vice Chairman of the Board of Directors to chair the AGM. If neither the Chairman nor the Vice Chairman of the Board of Directors are present within forty-five (45) minutes after the starting time as scheduled, the other present members of the Board of Directors will elect one of them to be the Chairperson if he wishes to take over or, if only one member of the Board of Directors is present, this member shall act as the Chairperson if he or she wishes to take over. In other cases, the person signing to convene the AGM controls the AGM to elect the Chairperson. The person with the highest number of votes shall be appointed as the Chairperson of the AGM.
2. The Chairperson's decision on the order, procedures or events arising outside the Agenda of the AGM shall immediately take effect and be implemented.
3. The Chairperson implement the necessary work to conduct the AGM in a valid and orderly manner and to ensure that the results of the AGM reflect the expectations of the majority of attending Shareholders.
4. The Chairperson, without consulting the GMS, may at any time delay the AGM to another time (in accordance with the provisions of the Law on Enterprises and the Company's Charter) and at another location as determined by the Chairperson if it is found that:
 - a. Attendees are not able to get a convenient seat at the AGM venue;
 - b. The meeting place is no longer eligible to conduct the AGM;
 - c. There are people attending the AGM who obstruct or disrupt order, and threaten to make the AGM not conducted smoothly; or
 - d. The delay is necessary for the work of the AGM to proceed properly.
5. The Chairperson has the right to not answer or only record the opinions of Shareholders if the contents of contributions and recommendations are outside the content of the AGM's opinion.
6. The Chairperson has the right to interrupt the statements of shareholders and other participants when there is a long, unfocused speech or the time limit is over or the opinion is outside the Agenda of the AGM, the duplicate opinions.
7. Have the right to request the online meeting technical support service provider to disconnect those who show signs of disturbance, do not comply with the Chairperson's executive authority, and prevent the normal course of the AGM.
8. The Secretariat of the AGM is nominated by the Board of Directors and approved by the General Meeting of Shareholders at the meeting.
9. The Secretariat performs the supporting tasks as assigned by the Chairperson, including:
 - a. To fully and honestly record the contents of the meeting;
 - b. Assist the Presidium in publishing the draft Minutes and Resolutions of the AGM and the notice of the Presidium to the Shareholders upon request;
 - c. Receive questions and opinions of Shareholders.

Article 6. Rights and obligations of the shareholder status examination board

1. The Board of Examination of Shareholders' eligibility to attend the AGM (hereinafter referred to as "the Board of Examination of Shareholders' eligibility"), appointed by the Organizing Committee of the General Meeting, has the following functions and duties:
 - a. Check the eligibility to register/ attend the meeting of Shareholders and their authorized representatives according to the process and procedures detailed in the Regulation on Organization of the AGM and this Appendix;
 - b. Through the Online System to distribute/issue to Shareholders or their authorized representatives Voting votes and documents of the AGM;
 - c. Summarize and/or extract the inspection results and report to the AGM on the results of the examination of the eligibility of Shareholders to attend the AGM.
2. The Board of Examination of Shareholders' eligibility has the right to set up an assistance department to complete the tasks of the Board.
3. If the person registering to attend the meeting is not fully qualified to attend the General Meeting, the Board of Examination of Shareholders' eligibility has the right to refuse that person's right to attend the meeting.

Article 7. Rights and obligations of the Vote Counting Committee

1. The Vote Counting Committee has at least three (03) members, including one (01) Head and two (02) members proposed by the Chairperson and approved by the AGM.
2. The Vote Counting Committee is responsible for guiding the election, voting and counting of votes, calculating and excluding relevant Shareholders who do not have the right to vote (if any) for each voting issue.
3. The Head of the Vote Counting Committee shall report to AGM on the results of the vote counting.
4. The Vote Counting Committee has the right to establish an assisting section to fulfill its tasks.
5. The Vote Counting Committee is responsible for the accuracy and truthfulness of the announced vote counting results.
6. The Vote Counting Committee is responsible for keeping, preserving and handing over all the minutes of vote counting to the Board of Directors of the Company right after the end of the AGM.

CHAPTER III FORM TO CONDUCT AGM

Article 8. Conditions for conducting the AGM

1. The AGM is conducted when there are valid online registration of Shareholders representing more than fifty percent (50%) of the total number of votes according to the list of Shareholders issued by the Viet Nam Securities Depository and Clearing Corporation ("VSDC") confirms closing the list of Shareholders attending the AGM. If the minimum number of delegates required at the AGM

- is not present within sixty (60) minutes after the scheduled meeting, or if during the AGM, the number of delegates present is less than the minimum, the meeting is not eligible to proceed.
2. In case the AGM fails to meet the conditions prescribed above, the convening and conducting of the next AGM will be conducted in accordance with the provisions of the Company's Charter and the Law on Enterprises.

Article 9. Approval of decisions of the AGM

1. Except for the issues mentioned in Clause 2 of this Article, the issues at the meeting are approved by the AGM when the number of Shareholders represents more than fifty percent (50%) of the total votes of all shareholders. Shareholders attending and voting at the meeting approved;
2. Issues must be approved by Shareholders representing from sixty-five percent (65%) of the total number of votes or more of all Shareholders attending and voting at the meeting, specifically as follows:
 - a. Class of Shares and total number of Shares of each class;
 - b. Amending and supplementing the Charter;
 - c. Change of the company's business lines;
 - d. Change of the organizational and management structure of the Company;
 - e. Investment or sale of assets with a value equal to or greater than fifty percent (50%) of the total assets written in the Company's latest financial statements;
 - f. Reorganization and dissolution of the Company;
 - g. Transactions with Related Persons in accordance with the Charter and the law.
3. Voting to elect members of the Board of Directors is carried out by cumulative voting method, prescribed in Regulations on Organization of the General Meeting of Shareholders.

Article 10. Ballots

1. Ballots are issued by the Online System to Shareholders or their authorized representatives attending the Meeting. Ballots are recorded with code, full name, signature of Shareholders or authorized representatives of Shareholders and other technical factors to help count votes accurately and conveniently.
2. Voting power of a ballot is determined by the number of shares with voting rights that such Shareholder owns.

Article 11. Voting to ratify decisions of the GMS at the AGM

1. Voting on issues at the Virtual AGM shall be conducted online.
2. Electronic Voting: Shareholders can vote and/or elect when the Online System allows, as specified in this Appendix and the Regulation on Organization of the General Meeting of Shareholders.
3. Voting, election results will be announced by the Chairperson before the end of the AGM.

Article 12. Expressing opinions at the General Meeting

Shareholders or Proxies attending the Meeting wish to express their opinions must register in advance according to the instructions on the Online System. Through the Online System, Shareholders need to clearly state their questions or their opinions. Shareholders or authorized representatives of Shareholders delivery their opinions when invited by the Chairperson. When giving a speech, the content of the speech should be concise and consistent with the content being discussed at the AGM and its Agenda. The speaking time shall not exceed five (05) minutes. If this time limit is exceeded, the Chairperson of the AGM may request Shareholders to send questions and recommendations to the Organizing Committee. The Secretariat of the AGM must record and the Board of Directors within its competence will reply in writing to Shareholders within five (05) working days from the time of receipt of Shareholders' recommendations. Shareholders do not repeat the opinions expressed by other Shareholders. Only opinions expressed in accordance with the Agenda of the AGM will be recorded in the Minutes of the AGM.

Article 13. Minutes of the AGM

1. The contents and progress of the AGM shall be recorded in the Minutes. Such Minutes shall include all the contents with subject to the current regulations in terms of enterprise law. The Chairperson of the and the Secretary of the AGM are responsible for the accuracy and truthfulness of the Minutes of the AGM.
2. In the case(s) when the Chairperson, the Secretary of the AGM refuse to sign the meeting of minute then such Minute still remain its full validity if it is signed by other members of the Board of Directors participating in the minutes, provided that it has all the contents with subject to the current regulations in connection with the enterprise law. The aforementioned Minutes specify the reasons for not signing the Minutes of the Chairperson and the Secretary. Upon the occurrence of the said event, any personnel signing in this Minute shall be responsible for the accuracy and truthfulness of the Minutes of the AGM.
3. Minutes of the AGM must be announced at the AGM and approved by the AGM before the closing of the AGM.
4. Minutes of the AGM, Minutes of examination of Shareholders' eligibility, Minutes of vote counting and other documents recording progress and results of the AGM must be archived by the Company.
5. Minutes of the AGM must be posted on the website of the Company within fifteen (15) days from the closing date of the AGM.
6. Minutes of the AGM are the basis for making the Resolution of the GMS.

Article 14. Resolutions of the General Assembly

Based on the results at the AGM, the Chairperson prepares the Resolution of the AGM on the issues approved by the AGM. Resolutions of the AGM must be read at the AGM for Shareholders to vote for approval and must be posted on the website of the Company within fifteen (15) days from the closing date of the AGM.

Article 15. Terms of implementation

1. This Appendix includes three (03) chapters and fifteen (15) Articles and is approved by the AGM at the Meeting.
2. This Appendix may be amended and supplemented upon proposals of the Board of Directors and must be voted on and approved by the GMS.
3. This Appendix takes effect immediately after it is approved by the GMS.

Ho Chi Minh City, May 09, 2025

REPORT OF BOARD OF DIRECTORS

I. EVALUATION OF OPERATIONS IN 2024:

1. Evaluation of the Economy in 2024 and Outlook for 2025:

The year 2024 marks a return to stability for the global economy following the post-Covid turbulence and geopolitical conflicts. Global GDP growth reached 3.2%, with the Asia-Pacific region leading at a growth rate of 5%. Global inflation eased slightly, allowing monetary policies to gradually shift toward a neutral stance. In Vietnam, the economy recorded many positive signals, with annual GDP growth reaching 7.09%, surpassing expectations and leading the region. Vietnam continues to be an attractive destination for FDI inflows. The global aviation industry officially recovered in 2024, with total passenger numbers reaching nearly 5 billion - surpassing pre-pandemic levels. The Asia-Pacific region recorded the strongest growth, with passenger traffic up by 15.6%. In Vietnam, both the domestic and international markets flourished. Total passenger numbers reached 109 million, an increase of 4% compared to the previous year, nearing the peak level of 2019. International arrivals to Vietnam exceeded 41 million, up 27%, providing a recovery boost for airlines.

Vietjet rose to lead the market share, becoming one of the two airlines with the largest market share in Vietnam. With a strategy of expanding its international flight network, developing ancillary services, and investing in a modern fleet, Vietjet is affirming its position as the leading private airline in terms of market share and continues to expand its influence in the international market.

Entering 2025, the global aviation industry continues to recover strongly with an impressive growth. Both international and domestic travel demand are rising significantly, especially in markets such as the Asia-Pacific, Middle East, and North America. Jet fuel prices are trending downward due to stable supply and easing geopolitical tensions, helping airlines improve their profit margins. At the same time, global supply chains previously disrupted by the pandemic and international tensions are gradually recovering, creating favorable conditions for aircraft operations, technical maintenance, and the deployment of new fleets. Overall, 2025 marks the beginning of a more sustainable and efficient growth phase for the aviation industry.

2. Operational Performance in 2024:

Following the operational direction in 2024, approval of the 2024 Annual General Meeting of Shareholders' Resolution outlined the strategic business orientation, under the agile management of BOM, along with the continuous efforts and determination of the entire staff, as well as the support and backing from shareholders and investors, Vietjet has become the airline with the largest passenger transport volume in Vietnam and recorded its highest revenue to date. The airline recorded a 121.4% increase in air transport revenue and a 109.9% increase in net revenue compared to the 2024 AGM plan. Pre-tax profit from air transport and consolidated profit increased by 210.3% and 168.6%, respectively, compared to the 2024 AGM plan. Based on the 2024 business performance, BOD continues to set a target of 20% growth in profit before tax.

Criteria	2024 Actual	2024 Plan	% 2024 Actual / 2024 Plan	2025 Plan	% 2025 Plan vs 2024 Actual
Separate Revenue (billion VND)	71,731	59,066	121.4%	81,409	113.5%
Consolidated Revenue (billion VND)	72,045	65,566	109.9%	81,674	113.4%
Separate Pre-tax Profit (billion VND)	1,748	831	210.3%	2,040	116.7%
Consolidated Pre-tax Profit (billion VND)	1,823	1,081	168.6%	2,200	120.7%
Debt/Equity Ratio	2.03	2.04	99.5%	2.20	108.4%

Commercial Operations: Vietjet transported 25.9 million passengers, accounting for nearly 49% of the total passenger volume among Vietnamese airlines. This achievement was driven by its continuously expanding flight network, which includes 44 domestic routes and 101 international routes, bringing the total to 145 routes across its entire network. Vietjet has maintained its position as a pioneering airline expanding globally, bringing the image of Vietjet aircraft to an increasing number of destinations. The airline has not only consistently launched new routes to traditional markets such as Japan, South Korea, Taiwan, and Southeast Asia, but has also established a presence in new, high-potential markets like India, Australia, China, and Kazakhstan. In the context of Vietnam’s deepening global integration, Vietjet’s successful expansion into international markets has elevated the Vietnamese corporate brand on the global stage. This has helped strengthen Vietnam’s connectivity with countries both within and beyond the region, contributing to the promotion of tourism, trade, and investment, truly fulfilling the role of an “aviation ambassador.”

Flight Operations: Vietjet has continuously invested in a fleet of next-generation aircraft that are modern, safe, and environmentally friendly. As of December 31, 2024, Vietjet’s fleet comprised 112 aircraft, including wide-body Airbus A330 and aircraft operated by Vietjet Thailand. The airline achieved an average seat load factor of 84% and a technical reliability rate of 99.72%. The total cargo volume transported reached 81,500 tons, representing a 73% increase compared to the same period last year. Additionally, passengers flying with Vietjet enjoyed greater convenience with online check-in services available at 18 airports across the country. To reduce costs and optimize operational efficiency, Vietjet standardized and implemented synchronized turn around time (TAT) procedures at both domestic and international airports. This initiative saved 5–7 minutes per flight, allowing for 30–45 additional minutes at the end of the day for aircraft maintenance and to accommodate additional flight scheduling.

Digital transformation: Vietjet is the first airline in Vietnam to implement SkyBreathe®, an advanced platform that uses artificial intelligence (AI) and big data algorithms to analyze flight data and optimize fuel usage. The system collects and consolidates information from multiple sources such as aircraft data and fuel reports into a single unified platform. The SkyBreathe® 360° platform enables Vietjet to identify fuel-saving opportunities and provides specific

recommendations for each department, from pilots to flight operations managers. This fosters team coordination, enhances operational efficiency, and promotes a green operating culture.

Sustainable development: With the successful operation of its first two flights using sustainable aviation fuel (SAF) refueled in Vietnam, Vietjet has reaffirmed its commitment to sustainable development. This initiative complements the airline's ongoing research and development efforts aimed at reducing emissions, promoting green transformation, and working toward the Government's Net Zero 2030 goal. Vietjet has partnered with reputable international organizations to implement the supply and use of SAF, as well as electronic equipment and aviation technical services, across its entire modern fleet. On October 17, 2024, Vietjet became a pioneer by operating its first SAF-powered flight, using sustainable aviation fuel provided by Petrolimex Aviation, achieving an 80% reduction in carbon emissions.

Expanding the skies, spreading Vietjet's wings, and carrying the red flag of the Fatherland to new lands is Vietjet's mission, a steadfast determination shared by every Vietjet employee. The airline aspires to bring passengers new and enriching experiences, turning the dream of flying higher and further into reality for people around the world. In doing so, Vietjet contributes to promoting trade, cultural exchange, tourism, and the economic development of nations.

3. Evaluation of the performance of BOD members:

- BOD members continued to carry out their responsibilities in accordance with their functions and duties as defined in the Company's Charter, the Internal Corporate Governance Regulations, and the BOD's Operational Regulations. These duties were performed with full compliance, appropriateness, and effectiveness in line with the Company's operational context.
- The BOD conducted a self-assessment of its performance in 2024. Evaluation criteria and assessment templates were clearly communicated to all BOD members. Based on a results-oriented approach and the flexible application of best practices, each BOD member, the committees, and the entire BOD fulfilled their duties comprehensively and in a timely manner. The overall performance evaluation of the BOD was based on leadership capabilities and the combination of knowledge, experience, and the diverse characteristics of its members.
- The evaluation of the BOD performance was conducted with the participation of all BOD members and the BOD Office. The results were recorded, consolidated, and shared with all members. Each BOD member fulfilled their responsibilities and duties in accordance with their assigned roles, the Company's Charter, legal regulations, and Vietjet's internal policies to ensure the overall effectiveness of the BOD's operations.
- In 2024, the BOD operated in full compliance with legal regulations and the Company's Charter, overcoming challenges and contributing to the achievement of the goals set by the AGM. Responsibilities and authorities of the BOD in areas such as governance, risk management, compliance, audit and strategic oversight, human resources, and compensation were carried out rigorously. The evaluation results recognized that BOD members successfully fulfilled their duties, demonstrating initiative and active engagement in executing their responsibilities and obligations.

4. BOD's oversight of the BOM:

- In 2024, BOD fully and effectively fulfilled its role in providing strategic direction and overseeing the activities of BOM, in accordance with the Company's Charter, Corporate Governance Regulations, and other relevant provisions. Specifically, the BOD:
 - o Directed the successful organization of the AGM 2024;

- Oversaw the implementation of Resolutions issued by the AGM and the BOD;
 - Monitored the execution of the 2024 business plan by the BOM;
 - Timely directed to complete disclosure of information in compliance with regulations;
 - Provided timely and appropriate guidance and direction at specific moments to help the BOM manage business operations effectively.
- Overall, throughout the past year, the Company strictly complied with applicable laws and its internal regulations. The BOM effectively managed business operations with a high sense of responsibility toward all stakeholders.

5. Activities of Committees under the BOD

The Committees serve as advisory units for BOD, with responsibilities for strategic planning for the BOM and monitoring the implementation of those strategies. The Committees held regular meetings with the BOD to report their work results directly. Each Committee Chairperson and its members actively and proactively fulfilled their responsibilities, making practical contributions to corporate governance and the overall development of the Company.

5.1 Aviation Safety and Security Committee

- The Aviation Safety and Security Committee is accountable to the BOD for ensuring aviation safety and security. The committee has coordinated with relevant departments to monitor and implement regulations outlined in the Company's Safety Management System (SMS) and Aviation Safety and Security Program.
- The Aviation Safety and Security Committee has consistently monitored periodic reports and assessments on aviation safety and security, making continuous efforts to ensure compliance with the highest international safety standards. Vietjet has been recognized by AirlineRatings, a prestigious global organization specializing in airline service and safety evaluations, as one of the world's safest low-cost carriers.

5.2 Strategy and Investment Committee

- The Strategy and Investment Committee is accountable to the BOD and serves as the focal point for strategic direction and investment planning. The committee has closely coordinated with relevant departments and divisions to develop the business plan submitted to the General Meeting of Shareholders. It also directed and approved investment transactions, including financial investments and fleet development investments, to ensure the execution of the business plan and the growth of the aviation–tourism ecosystem, while optimizing cash flow.
- The Strategy and Investment Committee carries out strategic investment planning to guide aircraft fleet planning, arrange funding sources, increase the proportion of asset ownership, and reduce cash flow pressure related to aircraft leasing and maintenance costs.

5.3 Organization and Human Resource Committee

- The Organization and Human Resources Committee is accountable to the Board of Directors for matters related to the Company's organizational structure and human resources. This includes, but is not limited to, reviewing and adjusting issues such as organizational structure and compensation to align with the Company's development

6. Evaluation of Independent Members and their activities:

6.1 Independent Members' Evaluation of the BOD:

- Attended all meetings of the BOD and its affiliated committees, participating in discussions and approvals of matters raised during both online and in-person meetings.
- In accordance with the BOD's operational plan, all activities carried out in 2024 were aligned with the Resolutions of the AGM and complied with the Company's Charter, governance regulations, and corporate governance criteria.
- All BOD members demonstrated a high level of responsibility and professionalism, with clearly defined roles in safeguarding the Company's interests and exercising caution in fulfilling their duties.
- The BOD proposed many timely and effective solutions to help the BOM overcome challenges in company operations, ensuring strong oversight and control to uphold the Company's strict adherence to legal compliance.
- The BOD successfully led and managed the Company to achieve its 2024 growth and profit targets, fulfilled its obligations to the State budget, delivered strong returns to shareholders, and ensured stable income for employees. The BOD also collaborated with the Executive Board to implement sustainable corporate culture initiatives. Through effective and innovative methods, the BOD played a key role in building sustainable values for the Company's long-term development strategy.
- Reviewed the Company's audited financial statements, provided expert opinions, and received full explanations from relevant departments as required.

6.2 Independent Members' Activities:

- Collaborated with other members of the BOD to review and approve the issuance of internal regulations related to the organization, governance, and operational activities of Vietjet within the authority of the BOD.
- Provided opinions and suggestions on Vietjet's annual development directions.
- Contribute to significant decisions of the company, particularly in evaluating the executive performance of the company, setting remuneration levels for executives and BOD members, reviewing financial reports, and resolving internal conflicts.
- Supervised, assessed, and offered recommendations regarding the management activities of the BOD and the BOM. Delivered analyses, evaluations, and counterarguments on the ideas, strategies, plans, and implementation measures of the BOD and BOM to ensure a multi-dimensional perspective.

II. ACTION PLAN AND STRATEGIC DIRECTION FOR 2025:

According to forecasts by the International Air Transport Association (IATA), global airline revenue in 2025 is expected to exceed USD 1 trillion for the first time, with global passenger volume reaching a record 5.2 billion. The Asia-Pacific region alone is projected to achieve double-digit growth in both demand and capacity, leading the world. These figures reflect a positive development trend in global aviation, especially as the need for connectivity to support economic growth, trade, and cultural exchange between nations continues to rise.

Facing both opportunities and challenges in 2025, the BOD has outlined the following strategic business directions:

- Build a strong and sustainable multinational aviation group.

- Expand the international flight network, focusing on high-growth markets.
- Strengthen fleet restructuring and invest in fuel-efficient aircraft models.
- Accelerate digital transformation to enhance passenger experience and optimize operational costs.
- Develop an integrated ecosystem of aviation, logistics, and ground services to generate diversified revenue streams.
- Proactively manage legal, financial, and operational risks in an increasingly uncertain environment.

The BOD is committed to continuing its close collaboration with the BOM, maintaining a steadfast focus on sustainable development, accelerating digital transformation, expanding the international flight network, enhancing service quality, and optimizing operational efficiency - so that Vietjet not only becomes a sustainably growing multinational aviation group, but also a dynamic, innovative, and globally integrated symbol of Vietnam. We sincerely thank our valued shareholders for their trust and support, and we look forward to continuing to receive your invaluable encouragement on the journey ahead.

BOD Chairwoman

[signed]

NGUYEN THI PHUONG THAO

Ho Chi Minh City, May 09, 2025

BOARD OF MANAGEMENT REPORT**I. BUSINESS REPORT OF VIETJET****1. Aviation market 2024 and outlook for 2025:**

The economic situation in 2024 has stabilized, with the unemployment rate lower than the average in OECD countries, and the inflation rate has decreased. In 2024, the demand for air travel not only increased but also marked an impressive growth milestone in history. The global aviation market grew strongly with the highest number of passengers transported, approximately 4.9 billion passengers, an increase of 10.4% compared to 2023 and surpassing by 4% compared to 2019 (pre-Covid). Asia-Pacific is the leading market in terms of passenger traffic growth globally, reaching 15.6% and is forecast to continue to maintain high growth in the coming years.

In the first period of 2024, high fuel prices lead to an increase in fuel costs for airlines because fuel costs account for 39.5% of total operating costs. The sharp increase in the VND/USD exchange rate affected the operating costs of airlines (aircraft charter-purchase, international flight operating prices,...) due to having to pay in foreign currencies (mainly USD), leading to an increase in costs for airlines. Vietnam's aviation market is affected by the shortage of aircraft recalled by engine manufacturers for inspection and repair, besides, engine and aircraft leasing prices increased by approximately 40-50%, and the price of spare parts and materials increased by 10-13% compared to the period of 2019.

It is forecasted that the aviation market 2025 will continue to increase approximate 8%, the number of passengers will exceed from 5 billion pax/year to 5.2 billion pax/year. Many Airlines continue to increase their fleet in operation (adding new aircraft and AOG released to operate) and increasing load factor for both markets. It is forecasted that the number of passengers will continue to increase by 6% to 80 million passengers, of which the number of passengers to the domestic market will increase by 4% to ~36 million and the international market will increase by 10% to 44 million visitors per year.

In 2025, the global aviation industry continues its strong recovery momentum following the pandemic, with the number of passengers expected to reach approximately 5.2 billion, an increase of about 6% compared to 2024 and surpassing the pre-pandemic level in 2019 (around 4.8 billion). The International Civil Aviation Organization (ICAO) and the International Air Transport Association (IATA) both report a consistent growth trend across regions, with Asia-Pacific remaining the leading region, achieving over 10% passenger growth due to rising demand for tourism and trade.

A key factor supporting the industry is the stabilized decline in jet fuel (Jet A1) prices compared to 2024. According to IATA's report, the global average jet fuel price in Q1/2025 is 95 USD/barrel, down about 12% from the same period last year (108 USD/barrel), thanks to more stable oil supply and easing global inflationary pressures.

2. Business results in 2024:

Vietjet has courageously returned to the market, pioneering in the expansion of international routes, promoting the development of tourism, investment, and trade in the country and the region, and achieving great business results in 2024.

a. Commercial activities:

Entering 2024, Vietjet continues its strong growth and recovery with the goal of expanding international routes, especially to potential markets such as China, India, and Australia. With the strategy of promoting the expansion of the international flight network alongside maintaining a stable domestic flight network to explore new markets, Vietjet has strengthened the connection between Vietnam and

other countries within and outside the region, contributing to the promotion of tourism, trade and investment among the parties.

At the Farnborough International Airshow 2024, Vietjet and Airbus signed a contract for the purchase of 20 new-generation wide-body aircraft, the A330NEO (A330-900), with a total value of USD 7.4 billion. The addition of the modern, fuel-efficient A330NEO to Vietjet's fleet is part of the airline's sustainable development strategy, aligning with its ESG goals and commitment to achieving net-zero emissions by 2050. Passengers will soon enjoy longer-range flights with high standards of safety, comfort, and modern amenities. Vietjet's safe flights not only connect countries, peoples, and continents, but also contribute to global economic development, cultural exchange, and tourism promotion.

In 2024, Vietjet has safely operated 137.5 thousand flights, transporting 25.9 million passengers (excluding Vietjet Thailand), of which more than 9 million international passengers. In response to the strategy of expanding and developing the medium-range international routes, Vietjet has expanded its wide-body fleet to 07 Airbus A330 aircraft and received 10 new aircraft in the year, adding the total number of aircraft to 93 aircraft. In 2024, Vietjet will still maintain its focus on developing with 20 newly opened international and domestic routes in Vietnam, bringing the total number of routes to 145 routes, of which 101 are international routes and 44 domestic routes. Prominent routes include Ho Chi Minh City - Shanghai (China), Ho Chi Minh City - Vientiane (Laos), Hanoi - Siem Reap (Cambodia), Hanoi - Hong Kong (China), Phu Quoc - Busan (South Korea). As of December 31, 2024, Vietjet operates a total of 145 routes.

Outstanding Commercial activities:

- Upgrade Web/App in terms of features, user experience, meet the needs of fast product expansion and high interactivity with sales channels.
- Research and use AI flight schedule allocation software provided by Optifly, applied in November 2024.
- Connect the Sabre global distribution system, accepting and putting tickets on sale in December 2024.
- Comprehensively upgrade Skycare insurance products – free insurance products including Vietjet's tickets .
- SkyJoy: 14.5 million members, reaching 95% of the KPI.
- Implement of the "Excellent Service Quality Emulation Program in 2024 - 4Yoursmile 2024".
- Implement the Skypoint Accumulation/Redemption Function for prepaid duty-free orders.
- Implement the rebranding media campaign "Fly Around the World – Renew Yourself" – ESG.
- Communicate of new products: Selling foreign currency Vikki, SkyFi eSim, SM Green taxi, CS services: SkyPet, SkyKid (UM, YPTA), SkyMate (MAAS). Prebook Duty Free.

b. Operation – Technical activities:

To meet operational demands and optimize costs, Vietjet has continuously invested in a fleet of next-generation aircraft that are modern, safe, and environmentally friendly. As of December 31, 2024, Vietjet's fleet consisted of 112 aircraft, including wide-body Airbus A330 and aircraft operated by Vietjet Thailand. The airline achieved an average seat load factor of 84% and a technical reliability rate of 99.72%. The total cargo volume transported reached 81,500 tons, a 73% increase compared to the same period last year. Additionally, passengers flying with Vietjet enjoyed greater convenience with online check-in services available at 18 airports across the country. Vietjet also standardized and synchronized turnaround time (TAT) procedures at both domestic and international airports, saving 5–7 minutes per flight, which allowed for 30–45 additional minutes at the end of the day for aircraft maintenance and to accommodate additional flight scheduling.

Vietjet's Ground Service Operation Company (VJGS) operates effectively to improve the quality of ground service operation, reduce operating costs at Noi Bai International Airport. In 2024, VJGS has served more than 51 thousand flights, with 9.87 million passengers and more than 67 thousand tons of cargo. VJGS is the first base airport to meet the turnaround time (TAT) target for all types of aircraft in

Vietjet's operation, helping to maximize operating costs. VJGS has achieved the IATA Safety Audit for Ground Operations (ISAGO) certification for ground service providers.

Vietjet continues to fully apply advanced information technologies in aircraft maintenance and engineering management such as AMOS, Skywise and AIMS systems to manage technical processes and perform fully integrated and real-time aircraft maintenance in order to better meet customer expectations for service and quality. Vietjet maintains the full reliability of aircraft, engines and components; by implementing an approved maintenance program in an efficient and productive manner, Vietjet maximizes the readiness of aircraft for operation; at the same time, maintain the operation of the aircraft with the best technical reliability of 99.72% and maintain a good exterior of the aircraft. Vietjet fully applies AI technology to monitor aircraft status, preventive maintenance and effectively control maintenance costs.

Outstanding Technical and Maintenance activities in 2024:

- Carry out periodic maintenance upgrades C Check for A321/A320 and A Check for A330 at Vien Chang New Base (Laos).
- Fully apply eTechLog, Mobile AMOS, Skywise Core to improve the efficiency of aircraft management and maintenance. The first airline in the region to implement the Electronic Technical Log.
- Implement the Miss Airbus program, actively overcoming cabin failures, cleaning the interior and exterior of aircraft to improve the image of the aircraft and increase service quality.
- Vietjet Aviation Academy has been approved by CAAV to proactively upgrade aircraft maintenance engineers to level B.

c. Safety, Security, and Quality Assurance activities:

Throughout the years, Vietjet is proud to be a leader in applying flight data analysis systems and actively cooperating with Airbus in implementing the Safety Management System (SMS) to meet aviation safety regulations and standards in accordance with ICAO regulations. aviation authorities, associations and alliances that Vietjet joins as a member to minimize potential risks to ensure the prevention of incidents in flight operations. Vietjet still ensures to maintain the ISO:27001 information security system and the results of the certification renewal assessment are highly appreciated by IATA. Vietjet has also effectively applied the CORUSON system in quality safety management, electronic document management to improve the efficiency of safety reporting and risk management. In addition, safety, security, and quality assurance efforts not only focus on compliance with operational regulations but also ensure the monitoring of service quality and operational metrics such as turnaround time (TAT) and on-time performance (OTP), among others.

Towards the goals of emission reduction, green transformation and ESG sustainable development, Vietjet is a pioneer in research, development and sustainable use of sustainable fuels (SAF). Vietjet has cooperated with prestigious international partners to carry out activities of supplying and using SAF and electronic equipment and aviation technical services for the entire modern fleet of the airline. Vietjet pioneered the first flight on October 17, 2024 using sustainable aviation fuel SAF provided by Petrolimex Aviation, reducing carbon emissions by 80%.

Outstanding SSQA activities in 2024:

- Maintain the prestigious IOSA certification, the highest recognition for Operational Safety in aviation, with the exceptional audit result.
- Elevate our safety benchmarks by achieving the ISAGO certification for Ground Handling Services.
- Achieve savings of \$6,760,896 (equivalent to 5,905 tons of fuel saved), complying with international standards and regulations set by ICAO and IATA about reducing CO2.
- Implement the "Paperless Cockpit" initiative helps reduce hundreds of tons of printed paper annually, resulting in significant cost savings of billions of VND, minimize document handover efforts, reduces storage space requirements, decreases CO2 emissions, and contributes to environmental protection.

- Ensure strict supervision of operations on new routes and ACMI wet leasing, fully complying with the regulatory requirements of the Authorities and International Standards.
- Utilize the international technologies in animation enable Vietjet to conduct investigation, training more effectively.
- Continue to maintain and supplement the new scope for Vietjet AMO's base & line maintenance - C02 check tại VTE, A330 10day check tại CXR
- Enhance the maintenance capability of the organization through training and authorization assessments for maintenance personnel.
- Continue to supplement the capability for the workshop/Part fabrication of Vietjet AMO - brake shop, electric shop, carpet and curtain fabrication for certain configurations of A320/A330 aircraft

d. Training and development of human resources

With the strategy and vision of building and developing international standard aviation human resources, Vietjet Aviation Academy (VJAA) has become a training partner of the International Air Transport Association (IATA). In 2024, VJAA has trained more than 124 thousand trainees with 9,944 courses; training 106,508 hours, issuing 8,320 certificates. VJAA has opened external training courses and achieved revenue of more than 60 billion, exceeding 157% of the plan. Vietjet continues to expand and upgrade the form of online training, which is considered effective, time-saving, and cost-saving. In 2024, VJAA will continue to operate efficiently and safely 03 SIM chambers to meet the needs of Vietjet's trainees and pilots. Continue to implement Phase 2 of the Vietjet Aviation Technology Center Project.

The total Vietjet headcount as of December 31, 2024 is 6,541 employees, an increase of 14.17% compared to 2023, including 916 flight crews and 2,099 cabin crews. The proportion of foreign employee accounts for more than 10% of the total number of headcount at Vietjet, and flight crews alone has more than 55% of foreigners. This is a team of flight crews, cabin crews and experienced experts in various fields, participating in working, cooperating and learning in the Vietjet environment, creating a diversity of nationalities and cultures, as well as human resources that are focused on development to share and develop knowledge, skills and experience, contributing positively to the rapid and sustainable development of the Company.

e. Application of Technology and digital transformation:

Vietjet has applied AI to the recruitment and evaluation of flight crews and cabin crews, deploys AIChatbot internally, automatically answer questions, deploy AI to schedule the flights by issuing OptiFly. In addition, throughout 2024, Vietjet will constantly deploy and apply technology to the entire operating system of Commercial, Operation, and Back Office:

- Paperless: 100% internal processes are implemented on BASE, online propose and approval.
- Add the payment methods through QR Pay, Alipay, Apple Pay, Samsung Pay, MPGS-HDBank.
- Implement SkyJoy and Duty Free point integration.
- Implement SAP for Mobile approval flows.
- Develop B2B web for agencies.
- Apply shared Cloud AWS within the Group, saving 10% of costs.
- Integrate of HDBank, HDI, HSSS, Movi
- Implement of API Gateway
- Integrate of Laos Airlines code share
- AMOS: completion of data cleanup and 100% using AMOS mobile.
- Implement of Amelia DCS at all domestic terminals.
- Implement of Lost&Found Happy Return system
- Integrate of Vikki, eSIM, Taxi Xanh, eVisa.

In parallel with the deployment of many applications, Vietjet is the first airline in Vietnam to apply SkyBreathe®, an advanced platform that uses artificial intelligence (AI) and big data algorithms to analyze flight data, optimize fuel saving. The system collects and aggregates information from multiple sources such as aircraft data and fuel reports into a single platform. The SkyBreathe® 360° platform helps Vietjet identify fuel saving opportunities, make specific recommendations for each department, from flight crews to flight operation management, promote team coordination and improve performance and

green operation culture. According to OpenAirlines, SkyBreathe® is not only a user-friendly interface but also a detailed analysis. It can help Vietjet reduce fuel consumption by up to 2% and emissions into the environment by more than 96 thousand tons of CO₂ per year. Vietjet continuously improves service quality, brings the best experience to customers, continues to launch the feature of automatically sending flight itinerary to passengers via Zalo and WhatsApp applications. Customers will always receive important flight notifications, schedule changes, flight status updates and other information quickly and accurately.

f. Vietjet Thailand Activities (VZ):

In 2024, Vietjet Thailand, with a fleet of 18 aircraft, operated 35 routes, including 11 domestic and 24 international destinations. The airline expanded its network with new routes to India, Okinawa (OKA), and Sapporo (CTS). Additionally, Vietjet Thailand developed various ancillary services such as additional carry-on baggage options, the Sky Cafe brand, and new features like live chat customer support in Thai, English, and Chinese. In 2024, Vietjet Thailand also actively participated in and organized community events, including the “Fly Green Charity Run 2024,” which attracted over 1,500 participants to support the Chaipattana Foundation in planting 100,000 trees by the end of the year.

Embracing the global digital transformation trend, Vietjet Thailand implemented e-tickets, e-invoices, and AI applications across various areas while maintaining strong financial stability. The airline plans to continue focusing on expansion and innovation, with key goals including enhancing online services, applying AI in more areas, developing its CRM system, and preparing for an IPO.

In 2025, Vietjet Thailand has wet-leased several aircraft to support domestic routes within Thailand. Alongside its international expansion plans, the airline is also preparing for the introduction of Boeing B737-8 aircraft, which is expected to be delivered in mid-2025. These strategic moves reflect Vietjet Thailand’s commitment to expanding its network and strengthening connectivity across key markets.

3. Business Result 2024 (audited) và Action Plan 2025:

Content	Actual 2024	Actual 2023	% Increase 2024 vs 2023	KPI 2024	% Actual vs KPI 2024	KPI 2025	% KPI 2025 vs Actual 2024
Fleet	94	87	8,0%	95	98,9%	101	107,4%
Aircraft Operated	73,8	72,2	2,2%	75,1	98%	80,6	109,2%
Operational flights	137.539	132.942	3,5%	141.998	96,9%	144.565	105,1%
Passenger (million)	25,9	25,3	2,3%	27,4	94,4%	28	109,4%
RPK (mil Km)	46.637	38.566	20,9%	50.848	91,7%	57.327	122,9%
Average Load Factor	84%	87%	-3,3%	87%	96,7%	0,88	104,5%
Air Transport Revenue (billion vnd)	71.731	53.691	33,6%	59.066	121,4%	81.409	113,5%
Net Revenue (billion vnd)	72.045	58.341	23,5%	65.566	109,9%	81.674	113,4%
Company Profit before tax (billion vnd)	1.748	471	271,1%	831	210,3%	2.040	116,7%
Profit before tax (billion vnd)	1.823	606	200,7%	1.081	168,6%	2.200	120,7%
Loan/Equity	2,03	2,02	0,5%	2,04	99,5%	2,20	108,4%

Vietjet business performance report in 2024 recorded standalone revenue of VND 71.7 trillion and consolidated revenue of VND 72 trillion, representing year-over-year increases of 33.6% and 23.5%, respectively, compared to 2023. Pre-tax profit from air transportation and consolidated pre-tax profit reached VND 1,748 billion and VND 1,823 billion, respectively. In Q4 2024, Vietjet posted air transportation revenue of VND 19.776 trillion and post-tax profit of VND 167 billion, growing by 36% and 247% year-over-year, respectively. In terms of consolidated results for Q4 2024, Vietjet achieved revenue of VND 19.797 trillion and post-tax profit of over VND 21.4 billion, marking year-over-year growth of 36% and 8%, respectively.

As of December 31, 2024, Vietjet's total assets reached nearly VND 99.315 trillion. The debt-to-equity ratio stood at 2.03 times, and the liquidity ratio was 1.58 times, remaining within the safe threshold for the aviation industry as Vietjet proactively increased investment in its aircraft fleet. The company's financial indicators and profitability ratios remain strong relative to the general interest rate environment of the economy, demonstrating Vietjet's stable internal operations and sound financial health. These results reflect a solid recovery following the most challenging period for the aviation industry. Cash balance, bank deposits, and cash equivalents exceeded VND 4.558 trillion. Combined with available working capital credit lines, these ensure the company's ability to meet its financial obligations. In 2024, Vietjet contributed more than VND 7.5 trillion in direct and indirect taxes and fees.

In its 2025 business plan, Vietjet aims to sustain growth momentum through a strategy of expanding its global flight network, enhancing its modern fleet, adopting fuel-efficient technologies, and optimizing operational efficiency. Amid a downward trend in jet fuel prices and a strong recovery in air travel demand, Vietjet is well-positioned to improve profit margins, enhance service quality, and grow its international market share. Committed to sustainable development, the airline will continue to strictly control costs, maintain stable financial resources, consider hedging policies, and flexibly adapt to geopolitical fluctuations, exchange rate volatility, and intensifying regional competition.

4. Awards:

Vietjet received many prestigious awards in 2024:

- "Best Low-cost Airline in Southeast Asia" and "Best Finance Management - Aviation – Vietnam" awarded by International Finance magazine.
- "The Best Ultra Low-Cost Airline", "the Best Low-Cost Airline Onboard Hospitality" and a perfect 7/7 safety rating by Airline Ratings.
- Asia's Leading Airline for Customer Experience" and "Asia's Leading Airline Rewards Programme" at the World Travel Awards 2024.
- Vietjet SkyJoy honored with the "Emerging Digital Solutions & Ecosystem" award at ASOCIO 2024.
- Top 500 Largest Enterprises in Southeast Asia
- Top 50 best listed companies in Vietnam 2024
- Top 50 Vietnam excellent brands 2024
- Top 50 corporate sustainability awards 2024
- Best companies to work for in Asia 2024
- Vietnam top 10 best workplaces 2024
- "Dream Company to Work For," "Best Corporate Social Responsibility Practices," and "Global Best Employer Brand" awards at the World HRD Congress.

5. Business targets in 2025

Overall, 2025 marks a period of stable and efficient growth, with global RPK (Revenue Passenger Kilometers) expected to rise by about 7–8%, and the industry's profitability reaching its highest level in the past five years. This forms a crucial foundation for airlines to continue expanding their route networks, investing in fleets, and enhancing service quality.

In 2025, continuing with the theme "A Whole New World, A Whole New Way", Vietjet will continue its journey of flying high and far, aiming to become a multinational aviation group, with a wide flight network throughout the region and the world, a brand loved and trusted by customers. The

Company's Executive Board shall report to the General Meeting of Shareholders specific plans and orientations as follows:

- Build a strong and sustainable multinational aviation group.
- Expand domestic and international flight networks, with a focus on routes to Europe and the United States.
- Streamline organizational structure, eliminate intermediaries, and enhance efficiency.
- Achieve 100% automation of processes, advance technology, and promote sustainable ESG development.
- Ensure absolute safety in line with aviation industry standards.
- Develop brand reputation and service quality.
- Foster innovation and strengthen research & development (R&D).

II. CONCLUSION

With the close attention and direction of the BOD and the drastic action of the BOM in the management and operation of production and business activities along with the continuous efforts of all employees, Vietjet is not complacent with the achieved performances, always sets higher goals and strives to achieve outstanding success. The results of 2024 are a solid foundation to conquer new heights on safe, cost-effective, fuel-efficient, and eco-friendly flights, providing passengers with the best services so that all passengers can feel the joy of flying with Vietjet. Vietjet understands that the application of AI and new technology solutions will be the way for the airline to become stronger and more successful.

CHIEF EXECUTIVE OFFICER

[Signed]

DINH VIET PHUONG

*Ho Chi Minh City, May 10, 2025***AUDIT COMMITTEE REPORT****To: Annual General Shareholders Meeting 2025**

- Pursuant to Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 17/06/2020 and came into effect on 01/01/2021;
- Pursuant to the Audit Committee's function and duties as stipulated in the Company's Charter and internal regulations of Vietjet Aviation Joint Stock Company;
- Pursuant to the operation of Vietjet Aviation Joint Stock Company, the report of the Board of Directors, the Board of Management and the results of the Audit Committee's activities in 2024.

The Audit Committee would like to present our report activities in 2024:

I. THE AUDIT COMMITTEE'S ORGANIZATIONAL STRUCTURE

The Audit Committee (AC) was established by Decision No. 24-21/QĐ-VJC-HĐQT dated 20/07/2021 as below details:

No.	Members	Position	Qualification
1.	Mr. Nguyen Anh Tuan	Chairman	Master of Economic, Master of Business Administrations
2.	Mr. Luu Duc Khanh	Member	Master of Business Administrations Master of Banking and Finance
3.	Mr. Chu Viet Cuong	Member	Master of Economic, Master of Business Administrations

II. THE AUDIT COMMITTEE'S MEETINGS AND ATTENDANCE OF MEMBERS

No.	Members	Number of meetings attended	Attendance rate	Reasons for absence
1.	Mr. Nguyen Anh Tuan	3/3	100%	
2.	Mr. Luu Duc Khanh	3/3	100%	
3.	Mr. Chu Viet Cuong	3/3	100%	

III. THE AUDIT COMMITTEE'S REMUNERATION AND OPERATING COSTS IN 2024

The AC's remuneration in 2024 are paid based on the BOD's Resolution.

The AC's operating costs in 2024 are in compliance with the Company internal regulations on corporate governance.

IV. THE AUDIT COMMITTEE'S SUPERVISORY RESULTS

The AC's supervisory results are reported as follows:

1. Monitoring compliances:

The AC supervises the BOD's activities through meetings, discussions, review policies and implementation of BOD resolutions; monitors BOM's operation to execute BOD resolutions.

During performing the supervisory duties, the AC has coordinated well with BOD and BOM, the BOM's members and related senior leaders.

1.1 Monitoring of BOD activities:

Strictly comply with Vietnamese laws, especially the Business Law 2020, the Securities Law 2019 and the decrees and circulars promulgating guidelines for the implementation of the law.

Strictly comply with the, the Company's Charter, the Regulation on organization and operation the Board of Directors, Resolutions of the AGSM, the Company internal regulations on corporate governance.

All issues under the authority of the Board of Directors are discussed openly and democratically in the meetings of the Board of Directors.

All resolutions and decisions of the Board of Directors are issued in accordance with the law the Company's Charter, corporate governance principles and are closely monitored during the implementation process.

Closely monitor the activities of the BOM through plans, budgets and KPI.

The members of the Board of Directors, especially the Chairwoman and the Chairman of the Audit Committee, regularly attend BOM Weekly Meeting to update all operations.

1.2 Monitoring of BOM activities:

BOM closely follows and strictly implements the BOD resolutions.

BOM strictly adheres to the management of the airline's operations in accordance with domestic laws and international standards on aviation.

In 2024, the Audit Committee did not record any unusual evidents in the corporate governance and administration of the Board of Management and the management positions of the Company.

1.3 Transactions with Related Persons

The Audit Committee reviews transactions with related persons under the approval authority of the Board of Directors or the AGSM and makes recommendations on transactions that require approval from the BOD or the AGSM, no conflicts of interest were detected in transactions with related parties.

2. Financial report 2024:

The AC has reviewed the quarter, semi-annual and annual financial statements of 2024 based on the independent auditor's audit reports. The 2024 financial statements have been prepared and presented in accordance with Vietnamese accounting standards (VAS) and current regulations, honestly reflecting the Company's financial, operation and business situation.

According to the audited Financial Reports:

- Total revenue: 72.045 billion
- Profit after tax: 1.404 billion
- EPS: 2.591

3. Internal control system and internal audit activities:

The internal control and risk management system is strictly established through regularly updated processes and regulations and periodic supervision of management, business and operational activities. In 2024, procedures and processes have been automated on software applications as BASE Office to help increase management and control efficiency.

Audit Committee regularly discusses with Internal Audit on a quarterly basis to review internal audit reports, focusing on recommendations and plans to overcome related risks and issues. Critical risks and controls, fraud risks, governance issues and other issues necessary or requested by the Executive Board and the Board of Directors;

4. Services provided by independent auditor:

The auditing company UHY (UHY Audit And Advisory Services Limited) conducted auditing 2024 financial statements and completed the task well, fully fulfilling obligations under the audit contract; complied with professional regulations and deadlines, ensured independence and objectivity.

V. COORDINATION ACTIVITIES BETWEEN THE AUDIT COMMITTEE AND THE BOARD OF DIRECTORS, BOARD OF MANAGEMENT

Throughout its activities, the Audit Committee has coordinated with and received support from the Board of Directors, Board of Management, and departments within the Company, has received documents and information as requested in a timely and complete manner.

The Audit Committee also regularly provides feedback to the Board of Directors and Board of Management on corporate governance and management.

Above mentioned is the Audit Committee's activity report for 2024. We respectfully submit it to the Annual General Shareholders' Meeting for consideration and approval.

The Audit Committee sincerely thanks the shareholders, Board of Directors, and Board of Management for their trust, support, and cooperation that allowed us to fulfill our duties. We wish the shareholders, members of the Board of Directors, and members of the Board of Management good health, success and happiness. We wish Vietjet Air continued growth and development.

**ON BEHALF OF THE AC
CHAIRMAN**

Recipients:

- BOD, BOM
- Archives: AC

[Signed]

Nguyen Anh Tuan

No: *611* /2025/UHY- BCKT

INDEPENDENT AUDITORS' REPORT

*On the consolidated financial statements of VietJet Aviation Joint Stock Company
For the year ended 31 December 2024*

**To: The Shareholders, the Board of Directors and the Board of Management
of VietJet Aviation Joint Stock Company**

We have audited the accompanying consolidated financial statements of VietJet Aviation Joint Stock Company ("the Company") and its subsidiaries (together referred to as the "Group"), prepared on 10 May 2025 and set out on pages 6 to pages 73, which comprise the consolidated balance sheet as at 31 December 2024, the consolidated income statement, the consolidated cash flow statement for the year then ended, and the accompanying notes to the consolidated financial statements.

Responsibility of the Board of Management

The Board of Management of the Company is responsible for the preparation and the true and fair presentation of these consolidated financial statements of the Group in accordance with Vietnamese Accounting Standards, the Vietnamese Corporate Accounting System and legal regulations related to the preparation and presentation of the consolidated financial statements, and for such internal control which the Board of Management determines is necessary to enable the preparation and presentation of the consolidated financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' responsibility

Our responsibility is to express an opinion on these consolidated financial statements based on our audit. We conducted our audit in accordance with Vietnamese Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the consolidated financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The audit procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the consolidated financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Group's preparation and presentation of the consolidated financial statements that give a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Board of Management, as well as evaluating the overall presentation of the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

INDEPENDENT AUDITORS' REPORT (CONTINUED)

Auditors' Opinion

In our opinion, the accompanying consolidated financial statements give a true and fair view, in all material respects of the financial position of the Group as at 31 December 2024, as well as the results of its consolidated financial performance and its consolidated cash flows for the year then ended in accordance with the Vietnamese Accounting Standards, the Vietnam Corporate Accounting System, and legal regulations related to the preparation and presentation of the consolidated financial statements.

Emphasis of Matter

We draw attention to Note 40 to the consolidated financial statements for the financial year ended 31 December 2024, which describes a commercial aircraft dispute between the Group and another entity.

Our opinion is not modified in respect of this matter.

Other Matter

The Consolidated financial statements of VietJet Aviation Joint Stock Company for the financial year ended 31 December 2023 were audited by another auditor and audit firm, who expressed an unqualified opinion on those consolidated financial statements as at 31 December 2023 in Audit Report No. HCM15416 dated 01 April 2024.



Trinh Thi Trang
Auditor
Auditor's Practicing Certificate
No 4061-2022-112-1



Le Quang Nghia
Deputy General Director
Auditor's Practicing Certificate
No 3660-2021-112-1
For and on behalf of
UHY Auditing and Consulting Co., Ltd
Ha Noi, 10 May 2025

**VIETJET AVIATION JOINT
STOCK COMPANY**

--- ☸ ---

No.: 01 - 25/VJC-HĐQT-TT

**SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness**

--- ☸ ---

Ho Chi Minh City, May 9, 2025

PROPOSAL

Re: Approval on the Reports

To: GENERAL SHAREHOLDERS MEETING (“GSM”)

Dear the GSM,

We have listened to the reports of the Board of Directors, the Board of Managements, the Audit Committee, and the Audited Financial Statements for the year 2024.

For the AGSM to consider and approve the stated above reports.

Respectfully proposed.

Recipient:

- *As above;*
- *Archived BOD.*

**ON BEHALF OF THE BOARD OF DIRECTORS
AUTHORIZED BY CHAIRWOMAN
VICE CHAIRMAN**

[Signed]

NGUYEN ANH TUAN

**VIETJET AVIATION JOINT
STOCK COMPANY**

--- ☸ ---

No.: 02 - 25/VJC-HĐQT-TT

**SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness**

--- ☸ ---

Ho Chi Minh City, May 9, 2025

PROPOSAL

V/v: Profit distribution plan

Dear: GENERAL MEETING OF SHAREHOLDERS

Pursuant to:

- *Enterprise Law No. 59/2020/QH14 promulgated by the National Assembly of the Socialist Republic of Vietnam on 17/06/2020 and related documents;*
- *Law on securities No. 54/2019/QH14 promulgated by the National Assembly of the Socialist Republic of Vietnam on 26/11/2019;*
- *Charter of Vietjet Aviation Joint Stock Company ("Company");*
- *The Company's 2024 audited business results.*

The Board of Directors ("BOD") would like to propose to the 2025 General Meeting of Shareholders ("AGM") to approve:

I. Report on the implementation

Pursuant to the Resolution of the AGM No. 01-24/VJC-ĐHĐCĐ-NQ dated April 26, 2024 approving the share issuance plan to pay dividends and the Resolution of the AGM No. 02-24/VJC-ĐHĐCĐ-NQ approving the temporary postponement of the share issuance plan to pay dividends in order to prioritize the private placement plan, Vietjet Aviation Joint Stock Company ("Vietjet") did not pay dividends in 2024. This decision aims to enhance liquidity by settling short-term debts and supplementing business capital, invest in a wide-body A330 fleet, prepare for market expansion into Europe and the United States, develop ground and in-flight services, improve service quality, and expand operational scale.

This is a crucial step to enhance competitiveness and build a solid foundation for Vietjet's safe, efficient, and sustainable development in the post-pandemic period.

II. Profit distribution plan

The Board of Directors would like to propose to the 2025 AGSM to authorize the Board of Directors, depending on the business situation and market conditions, to implement the 2025 Profit Distribution Plan with dividends in shares and (or) cash at a maximum rate of 20% from accumulated undistributed consolidated profits from most recent Company Audited financial report:

- Type of Share:	Common Shares
- Denomination:	VND 10,000/share
- Number of shares outstanding:	541,611,334 Shares
- Number of treasury shares:	0 Shares
- Number of shares of private placement: (Maximum issuance rate of 20%)	50,000,000 Shares
- Total number of outstanding shares after private placement:	591,611,334 shares
- Charter capital after new share issuance:	5,916,113,340,000 VND
- Number of share dividends: (20% share dividend issuance rate)	118,322,267 shares
- Total number of outstanding shares after share dividends:	709,933,601 shares
- Charter capital after share dividends:	7,099,336,010,000 VND

III. Proposals to the General Meeting of Shareholders in 2025 for approval the following contents:

1. Approve the 2025 Profit Distribution Plan.
2. Approve the authorization to the Board of Directors, depending on the operation, business situation and market conditions in 2025-2026, to decide all the matters related to the 2025 profit distribution plan, including the time, order of implementation of issuance plans and other related matters.
3. Approve the registration of supplemental charter capital with the competent authorities and the modification of the charter capital in the Company's charter corresponding to actual number of shares issued.
4. Approve supplemental securities registration at Vietnam Securities Depository and Clearing Corporation ("VSDC") and registration of change in company listing at Ho Chi Minh City Stock Exchange ("HSX") to record the entire number of newly issued shares under the above plans.
5. By authorizing the Board of Directors and/or the Legal Representative to perform tasks related to the issuance of shares, including but not limited to, the following tasks:
 - a. Carry out necessary procedures to implement the issuance plans, including the modification or supplement (when necessary) of the share issuance plan at the request of the Board of Directors, HSX and other relevant state agencies;
 - b. Carry out procedures and select an appropriate time to register the change in listing at HSX and register supplemental depository at VSDC on the actual number of shares issued under the above plans;
 - c. Make adjustments to business registration certificates; and amend relevant provisions in the Company's Charter after the completion of the share issuance to conform to the results of the issuance;
 - d. Other related works so that the Board of Directors can complete the issuance plan.

Respectfully propose to the General Meeting of Shareholders for approval of the above-mentioned contents.

Recipients:

- *As above;*
- *Archive: BOD.*

**ON BEHALF OF THE BOARD OF DIRECTORS
AUTHORIZED BY CHAIRWOMAN
VICE CHAIRMAN**

[Signed]

NGUYEN ANH TUAN


**VIETJET AVIATION JOINT
STOCK COMPANY**

---  ---

No.: 03 - 25/VJC-HĐQT-TT

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom – Happiness

---  ---

Ho Chi Minh City, May 9, 2025

PROPOSAL

Re: Authorization to the BOD in appointing independent auditing firm for 2025

Respectfully to: THE GENERAL MEETING OF SHAREHOLDERS

The Board of Directors (BOD) hereby would like to propose to the AGSM list of Auditing firms to audit financial statements 2025: KPMG Vietnam Company Limited (KPMG); Deloitte Vietnam Audit Company Limited (Deloitte); UHY Audit and Consultancy Company Limited (UHY); Ernst & Young Vietnam Company Limited (E&Y); AASC Auditing Firm Company Limited (AASC); Grant Thornton Vietnam Company Limited (GT).

The above companies are the top-tier Auditing firms and have been approved by the State Securities Commission of Vietnam to perform an audit for publicly-listed companies, BOD would like to seek for AGSM's approval on the AGSM's authorization to the BOD in appointing the Auditor for audited financial statements 2025 with one of above Audited company.

For AGSM's consideration & approval.

Respectfully proposed.

Recipients:

- *As above;*
- *Archive: BOD.*

**ON BEHALF OF THE BOARD OF DIRECTORS
AUTHORIZED BY CHAIRWOMAN
VICE CHAIRMAN**

[Signed]

NGUYEN ANH TUAN

**VIETJET AVIATION JOINT
STOCK COMPANY**

--- ๐๓๐๘ ---

No.: 04 - 25/VJC-HĐQT-TT

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom – Happiness

--- ๐๓๐๘ ---

Ho Chi Minh City, May 9, 2025

PROPOSAL

Re: Total remuneration and budget for the Board of Directors in 2025

To: THE GENERAL MEETING OF SHAREHOLDERS 2025

Based on the company's actual business operations, the Board of Directors ("BOD") hereby respectfully proposes to the AGM to approve on the remuneration, allowance and expenses for the BOD in the year of 2025 as follows:

- Remuneration, allowance and expenses for BOD in 2025:

Unit: VND

No.	Contents	Amount
1	The BOD's remuneration	5,000,000,000
2	The BOD's operating expenses	5,000,000,000
3	Social charity and community funds	5,000,000,000
Total		15,000,000,000

- The AGM authorizes the BOD's Chairwoman to decide on details of payment, and amount for each member of the BOD.

For the AGM's consideration and approval.

Respectfully propose.

Recipients:

- *As above;*
- *Archive: BOD.*

**ON BEHALF OF THE BOARD OF DIRECTORS
AUTHORIZED BY CHAIRWOMAN
VICE CHAIRMAN**

[Signed]

NGUYEN ANH TUAN

**VIETJET AVIATION JOINT
STOCK COMPANY**

--- ☸ ---

No.:05-25/VJC-HĐQT-TT

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom – Happiness

--- ☸ ---

Ho Chi Minh City, May 9, 2025

PROPOSAL

Re: Supplement the business lines of the Company

To: THE GENERAL MEETING OF SHAREHOLDERS

Pursuant to:

- *Law on Enterprises No. 59/2020/QH14 promulgated by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and related documents;*
- *Law on Securities No. 54/2019/QH14 promulgated by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;*
- *Decree No. 01/2021/NĐ-CP dated January 04, 2021 of the Government on enterprise registration;*
- *Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;*
- *Decision No. 27/2018/QĐ-TTg dated July 06, 2018 of the Prime Minister on promulgating Vietnam standard industrial classification;*
- *Charter of Vietjet Aviation Joint Stock Company;*

1. Propose to supplement the business lines of the Company

The Board of Directors (“BOD”) would like to propose to the General Meeting of Shareholders to approve the supplement of business lines for the Company as stated in the list attached to this Proposal.

2. Authorize the Board of Director

Authorize the Board of Director the right to write the details and/or exclusions on the supplemented business lines when carrying out the registration at the competent state agency on the basis that such details and/or exclusions will not cause any adversarial effect to the current business of the Company.

The Board of Directors proposes to the General Meeting of Shareholders to approve.

**ON BEHALF OF THE BOARD OF DIRECTORS
AUTHORIZED BY CHAIRWOMAN
VICE CHAIRMAN**

Recipients:

- *As above;*
- *Archive: BOD.*

[Signed]

NGUYEN ANH TUAN

THE LIST OF
Business lines proposed to supplement

No	Business lines need to be supplemented	Business Code
1.	Repair of machinery and equipment	3312
2.	Repair of electronic and optical equipment	3313
3.	Repair and maintenance of transport equipment, except motor vehicles, motorcycles and other motor vehicles	3315
4.	Service activities incidental to air transportation	5223
5.	Specialized design activities	7410
6.	Renting and leasing of other machinery, equipment and tangible goods without operator	7730

No.:06 - 25/VJC-HDQT-TT

Ho Chi Minh City, May 9, 2025

PROPOSAL

*V/v: Change of members of the Board of Directors for the term 2022 – 2027
and the establishment of the Founding Council*

Sincerely: GENERAL MEETING OF SHAREHOLDERS

Pursuant to the Law on Enterprises, the Company's Charter.

Pursuant to the decision of the Board of Directors on consolidating governance according to the streamlining of the apparatus and strengthening of full-time management, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval of the following contents:

1. The number of members of the Board of Directors for the term 2022-2027 is 6 members, full-time activities.
2. Establishment of the Founding Council consisting of members who are dedicated to contributing to the sustainable development of the company.
3. Due to objective conditions, some members of the Board of Directors are no longer eligible to participate regularly according to the new requirements, resign from the position of members of the Board of Directors to switch to the role of members of the Company's Founding Council, specifically as follows:
 - Mr. Donal Boylan
 - Mr. Luu Duc Khanh
 - Mr. Chu Viet Cuong
 - Mr. Nguyen Thanh Hung

During their tenure, the above-mentioned members of the Board of Directors have made significant contributions to planning development strategies, building advanced governance models, expanding international relations networks and affirming Vietjet's position in the regional and global arena.

4. The Founding Council will continue to accompany the Board of Directors in corporate governance to ensure sustainable development and maintain Vietjet's leading position in the new era, participate in the sustainable strategic orientation, improve comprehensive efficiency in all activities of the company, promote the development and expansion of the international market, build and maintain strategic relationships with domestic and foreign partners. The Founding Board will also always accompany the Board of Directors, making practical contributions to the strong and sustainable development of Vietjet Aviation Group in the next period.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval:

- The policy of adjusting the personnel structure of the Board of Directors.
- Acknowledging the transfer of roles of some members to the Founding Council.

Sincerely,

- Recipients:**
- *As above;*
 - *Archives: Board of Directors.*

**ON BEHALF OF THE BOARD DIRECTORS
AUTHORIZED BY CHAIRWOMAN
VICE CHAIRMAN**

[Signed]

NGUYEN ANH TUAN

No.: 07- 25/VJC-HDQT-TT

Ho Chi Minh City, May 9, 2025

PROPOSAL

Re: Election of additional members of the Board of Directors for the term 2022 – 2027

To: GENERAL MEETING OF SHAREHOLDERS

The Board of Directors submits to the General Meeting of Shareholders for approval the Election of additional members of the Board of Directors for the term 2022 – 2027 as follows:

- Number of members of the Board of Directors for the term 2022 – 2027: 9 people.
- The election of additional members of the Board of Directors for the term 2022 – 2027 is as follows:
 - Number of members of the Board of Directors need to be elected: 1 person
 - Term: 2022 – 2027
 - Maximum number of applicants: No restrictions
 - Criteria for candidates to join the Board of Directors (According to Clause 1, Article 155 of the Law on Enterprises 59/2020/QH14, Article 275 of Decree 155/2020/ND-CP and Point d, Clause 27.1, Article 27 of the Company's Charter)
- List of candidates for additional election to the Board of Directors for the term 2022 – 2027:
 - Mr. Philipp Rösler (*Attached CV*)

The Board of Directors respectfully submits.

Recipients:

- *As above;*
- *Archives: Board of Directors.*

ON BEHALF OF THE BOARD OF DIRECTORS
AUTHORIZED BY CHAIRWOMAN
VICE CHAIRMAN

[Signed]

NGUYEN ANH TUAN

Curriculum Vitae - Dr. Philipp Rösler

Personal Information

Field	Information
Name	Dr. Philipp Rösler
Nationality	German
Residence	Weizenacher 3b, 8126 Zumikon, Switzerland
Date of Birth	February 24, 1973, Khan Hung/Vietnam, today Soc Trang Province
Correspondence Language	English

Education and Academic Background

Year	Details
1993 - 1999	Medical Studies at Hanover Medical School
2002	Doctorate in Cardiothoracic Surgery
1992 – 2003	Military Service - Combat Medic Training, Stabsarzt Rank (Equivalent to Army Captain), German Bundeswehr

Political Career

	Position	Details
2011 - 2013	Vice Chancellor	Federal Republic of Germany
2011 - 2013	Federal Minister	Economics and Technology (BMW)
2009 - 2011	Federal Minister	Ministry of Health
2009	Deputy Prime Minister and Minister	Ministry of Economy, Labour and Transport of Lower Saxony
2011 - 2013	Chairman	Free Democratic Party (FDP)
2003 - 2009	Member of Parliament	State Parliament of Lower-Saxony

After his political career December 2013, Dr. Rösler left Germany to Switzerland and became the Managing Director of the World Economic Forum in Geneva until November 2017. After that he build-up the Cihang Charity Foundation in New York, USA until Mai 2018. Following that he founded his own consultancy Consessor AG in Zug Switzerland. Philipp Rösler is Honorary Consul for Vietnam in Switzerland since 2021 – present.

Board of Directors and Supervisory Board

Year	Position	Details
Oct 2024 - Present	Supervisory Director	GRAND METROPOLITAN HOTELS
Oct 2024 - Present	Board of Directors	M.G.N Property Investment Co. Ltd
Mar 2024 - Present	Board of Directors	CV Labs Zug
Jul 2023 - Present	Board of Directors	Bitcoin Suisse AG
Jul 2023 - Present	Vice Chairman of the Supervisory Board	Bosqar Invest, formerly Meritus Ulaganja(Mplus)
Jan 2023 - Present	Board of Directors	Lakestar Advisors GmbH
Jul 2021 - Present	Board of Directors	Long An Energy Corporation Company
Oct 2021 - Present	Board of Directors	Hyperion FinTech AG
Jul 2020 - Present	Founder and CEO	Consessor Ag
Jul 2019 - Present	Board of Directors	Pure Holding AG
Mar 2019 - Present	Vice Chair, Board of Directors	Constructor University Bremen gGmbH

Aviation related remarks:

FYI: Sail Glider License since 1991, Motor Glider License 2014, both are ICAO Licenses.

Private Pilot License Single Engine Piston (SEP) as an EASA License, Ultralight Sport Pilot License as a National License in Germany since 2017.

Private Pilot License for Helicopters, ICAO PPL – H in training.

September 2023 – January 2025 independent board directors of the board of directors of Vietravel Airlines VU.

I am also advising the CEO of SR Technics which is a MRO (Maintenance Repair Organization in Aviation) business in Switzerland. cuz

Currently, I have a project with HAECO which is a MRO business in Hong Kong planning a MRO facility in Vietnam.

Place, Date: *Zürich, Switzerland*

Signature: 