

NOTICE OF CHANGE IN PERSONNEL

To: - HANOI STOCK EXCHANGE
- STATE SECURITIES COMMISSION

- Pursuant to Decision No. 08-2026/HDQT-QD dated 03 August 2026 of the Board of Directors regarding the dismissal of the Chief Executive Officer cum Legal Representative of Southern Airports Services Joint Stock Company (SASCO).
- Pursuant to Decision No. 09-2026/HDQT-QD dated 03 August 2026 of the Board of Directors regarding the appointment of the Chief Executive Officer cum Legal Representative of Southern Airports Services Joint Stock Company (SASCO);

Southern Airports Services Joint Stock Company (SASCO) hereby announces the change in the Company's Chief Executive Officer cum Legal Representative personnel as follows:

1. **Appointment:**

- **Mr. DU' KIM THĂNG**
- Position before appointment: Director of Con Dao Airport – Branch of Airports Corporation of Vietnam – JSC.
- Appointed position: **Chief Executive Officer cum Legal Representative of Southern Airports Services Joint Stock Company.**
- Term of office : 05 years.
- Effective date : 01 August 2026.

2. **Dismissal/Resignation:**

- **Mr. NGUYỄN VĂN HÙNG CƯỜNG**
- Position before dismissal: Chief Executive Officer cum Legal Representative of Southern Airports Services Joint Stock Company.
- Position no longer held: Chief Executive Officer cum Legal Representative of Southern Airports Services Joint Stock Company and Insider of the company.
- Reason for dismissal: To undertake a new work assignment in accordance with the assignment and personnel reassignment by Airports Corporation of Vietnam - JSC (ACV)
- Effective date: 01 August 2026.

This information is disclosed on SASCO's website on 03 August 2026 at www.sasco.com.vn.

LEGAL REPRESENTATIVE



Nguyễn Văn Hùng Cường

Attachments:

- Decision No. 08-2026;
- Decision No. 09-2026.

DECISION

Regarding “Appointment of the Chief Executive Officer cum Legal Representative
of Southern Airports Services Joint Stock Company”

THE BOARD OF DIRECTORS SOUTHERN AIRPORTS SERVICES JOINT STOCK COMPANY

Pursuant to:

- *The Charter of Organization and Operation of Southern Airports Services Joint Stock Company ("the Company/ SASCO");*
- *The Internal Corporate Governance Regulations of SASCO;*
- *Resolution No. 21-2021/NQ-HDQT dated 15 October 2021 of the Board of Directors promulgating the Regulations on appointment, reappointment, resignation, dismissal, rotation, reassignment, secondment, and management personnel of Southern Airports Services Joint Stock Company;*
- *Proposal No. 112-2026/SASCO-HDQT dated 31 July 2026 of the Chairman of the Board of Directors regarding the dismissal of Mr. Nguyễn Văn Hùng Cường from the position of Chief Executive Officer and the appointment of Mr. Dư Kim Thăng as Chief Executive Officer of SASCO;*
- *Official Letter No. 272-CV/DU-SASCO dated July 31, 2026, issued by the SASCO's Party Committee regarding solicitation of feedback on personnel affairs;*
- *Minutes of the Board of Directors' Meeting No. 53-BB/SASCO-HDQT/2026 dated 03 August 2026.*



DECIDES

Article 1. To appoint:

Mr. DƯ KIM THĂNG

Date of birth: 15 April 1972

Nationality: Vietnamese

ID No.: 031072017131

Date of issue: 13 January 2022

Place of issue: Police Department for Administrative Management of Social Order.

Address: 25/37/6 Cuu Long, Tan Son Hoa Ward, Ho Chi Minh City.

To the position of: **Chief Executive Officer cum Legal Representative of Southern Airports Services Joint Stock Company.**

Term of office: From 01 August 2026 to 31 July 2031 (05 years).

Article 2. Implementation provisions

- 2.1. The change of the Legal Representative of SASCO shall not result in any change to the contents of the Charter of Organization and Operation of SASCO.
- 2.2. The Legal Representative of the Company is assigned, on the basis of this Decision of the Board of Directors, to carry out the procedures for registration of

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the change of the Legal Representative and to make information disclosure in accordance with the applicable laws.

- 2.3. The Board of Directors, the Board of Management, Heads of units/ departments and Mr. Dư Kim Thăng shall be responsible for implementing this Decision.

ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN



NGUYỄN HẠNH

Recipients:

- BOD, SB members;
- Board of Management, Heads of units/departments;
- Archived at: Administration Office



HCMC, 03 August 2026.

DECISION

Regarding “Dismissal of the Chief Executive Officer cum Legal Representative
of Southern Airports Services Joint Stock Company”

THE BOARD OF DIRECTORS SOUTHERN AIRPORTS SERVICES JOINT STOCK COMPANY

Pursuant to:

- The Charter of Organization and Operation of Southern Airports Services Joint Stock Company ("the Company/ SASCO");
- The Internal Corporate Governance Regulations of SASCO;
- Resolution No. 21-2021/NQ-HDQT dated 15 October 2021 of the Board of Directors promulgating the Regulations on appointment, reappointment, resignation, dismissal, rotation, reassignment, secondment, and management personnel of Southern Airports Services Joint Stock Company;
- Proposal No. 112-2026/SASCO-HDQT dated 31 July 2026 of the Chairman of the Board of Directors regarding the dismissal of Mr. Nguyễn Văn Hùng Cường from the position of Chief Executive Officer and the appointment of Mr. Dư Kim Thắng as Chief Executive Officer of SASCO;
- Official Letter No. 272-CV/DU-SASCO dated July 31, 2026, issued by the SASCO's Party Committee regarding solicitation of feedback on personnel affairs;
- Minutes of the Board of Directors' Meeting No. 53-BB/SASCO-HDQT/2026 dated 03 August 2026.

DECIDES

Article 1. To dismiss the position of Chief Executive Officer cum Legal Representative of Southern Airports Services Joint Stock Company, effective from 01 August 2026, of:

Mr. NGUYỄN VĂN HÙNG CƯỜNG

Date of birth: 10 July 1968 Nationality: Vietnamese

ID No.: 079068006666 Date of issue: 24 November 2021

Place of issue: Police Department for Administrative Management of Social Order.

Address: Apartment 305 – Block R, Ngo Gia Tu Apartment Building, Vuon Lai Ward, Ho Chi Minh City.

Article 2. Implementation Provisions

- 2.1. Mr. Nguyễn Văn Hùng Cường shall be responsible for handing over the work, documents, records and other relevant matters (if any) to his successor; coordinating in handling matters arising during the handover process; and carrying out the procedures for the change of the Chief Executive Officer - Legal Representative of SASCO at the competent State authorities in accordance with the provisions of law and the Company's internal regulations.



- 2.2. The Board of Directors, the Board of Management, Heads of units/ departments and Mr. Nguyễn Văn Hùng Cường shall be responsible for implementing this Decision.

ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN



NGUYỄN HẠNH

Recipients:

- BOD, SB members;
- Board of Management, Heads of units/departments;
- Archived at: Administration Office, HR Department, Legal & Compliance Department.

