VIETNAM AIRLINES JSC

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 02 /NQ-DHDCD

Hanoi, June 28, 2026

RESOLUTION

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF VIETNAM AIRLINES JSC

Pursuant to Law on Enterprises dated June 17, 2020;

Pursuant to Law on Securities dated November 26, 2019;

Pursuant to Charter of Vietnam Airlines JSC (hereinafter referred to as "Vietnam Airlines");

Pursuant to Regulation of organization of 2026 Annual General Meeting of Shareholders, as duly adopted by the General Meeting of Shareholders (hereinafter referred to as "the GMS") on June 28, 2026;

Pursuant to Proposal No. .../TTr-TCTHK-HDQT dated .../6/2025 of the Board of Management (hereinafter referred to as "the BOM") regarding the submission and approval of the documents to be presented at the 2026 Annual GMS;

Pursuant to Minutes of the 2026 Annual GMS, as duly adopted by GMS on June 28, 2026.

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

OF VIETNAM AIRLINES JSC

RESOLUTES:

Article 1. Regarding the 2026 business and development investment plan:

1. Approval of some principal indicators for the 2026 business plan of Parent Company - Vietnam Airlines as follows:

No.	Indicators	Unit	2026 (P)	2026 (P)/2025 %
2.	Revenue tonne kilometre (RTK)	Billion ton.km	5.55	112.3%
3.	Revenue of Parent company	VND Billion	115,045	117.3%
4.	Pre-tax profit of Parent company	VND Billion	101	1.9%

2. Approving Vietnam Airlines' 2026 investment plan with a total investment budget of VND 5,228.7 billion: Focus on implementing key investment

projects, prioritizing the acceleration of wide-body aircraft fleet investment projects and projects at Long Thanh International Airport, Gia Binh International Airport, and other important projects.

3. .

4. The General Meeting authorizes the Board of Directors to consider and adjust the production and business plan in 2026 based on the actual situation and business management requirements, in order to ensure the optimization of resource efficiency and flexible adaptation to unpredictable fluctuations of the world economy; report the results to the General Meeting of Shareholders at the next meeting..

Article 2. Regarding Financial Statement and profit distribution plan

1. Approval of the 2025 Audited Separate Financial Statements and Audited Consolidated Financial Statements, as audited by an independent auditing firm, with key indicators as follows:

Unit: VND billion

Indicator	Parent Company	Consolidated
I. Balance sheet (as of 31 December, 2025)		
A. Total assets	**61,543**	**73,175**
1. Current assets	21,118	32,051
2. Long-term assets	40,425	41,124
B. Total Liabilities & Equity	**61,543**	**73,175**
1. Liabilites	52,748	66,445
2. Owners’ Equity	8,795	6,730
In which:		
- Owners’ equity	31,115	31,115
- Retained profit/(Accumulated loss)	(24,320)	(26,686)
II. Income statement 2025		
1.Total revenue and other income	**98,059**	**123,016**
In which: operating & financial revenue	97,882	122,722
2. Total expenses	**92,632**	**115,690**
In which: operating & financial expense	92,631	115,650
3. Profit/ (Loss) from Associates		842
4. Net operating profit/ (Loss)	**5,251**	**7,914**
5. Accounting profit/ (Loss) before tax	**5,427**	**8,168**
- Current income tax expense		533
- Deferred income tax expense/		28

Indicator	Parent Company	Consolidated
6. Net profit/ (Loss) after corporate income	**5,427**	**7,607**
Attributable to:		
- Net profit/ (Loss) - Parent company		7,204
- Net profit/ (Loss) - Non-controlling interest		403

In the event that tax authorities or other competent regulatory bodies, following inspection or audit, require adjustments to the figures related to the income statement or financial statements for the fiscal year 2025, the GMS hereby authorizes the BOM to revise the relevant indicators in accordance with their conclusions and the applicable laws.

2. Approval of the retention of profits for the fiscal year 2025, with no distribution, in order to concentrate resources on financial recovery, ensure cash flow stability, and enhance the operation capacity in the upcoming period.

Article 3. Approval of the BOM's Report on governance activities and performance of the BOM and its members *(Details as set out in Proposal No. 1156/TTr-TCTHK-HDQT dated June 26, 2026 of the BOM).*

Article 4. Approval of Report of the Board of Controllers on Vietnam Airlines's business performance, performance of the BOM, President & CEO; Self-assessment Report of the Board of Controllers and its member for the year of 2025 *(Details as set out in Proposal No. 1156/TTr-TCTHK-HDQT dated June 26, 2026 of the BOM).*

Article 5. Regarding Report on salary and remuneration for 2025 actual and 2026 plan applicable to members of the BOM and the Board of Controllers:

1. Approval of the results of the implementation of the 2025 salary and remuneration fund for members of the BOM and the Board of Controllers in the total amount of VND **10,496.1 million**, including:

- Salary fund: VND 7,295.7 million
- Remuneration fund: VND 3,200.4 million

2. Approval of the 2026 planned salary and remuneration for members of the BOM and the Board of Controllers in the amount of **VND 9,120 million**, including:

- Salary fund: VND 5,976 million
- Remuneration fund: VND 3,144 million

3. The GMS authorizes the BOM to allocate the 2026 salary and remuneration for members of the BOM and the Board of Controllers. In the event of any change in the number of members of the BOM and the Board of Controllers, as well as their actual working duration in the course of the year, the allocation shall be adjusted accordingly to reflect such changes.

Article 6. Approval of Report on the Implementation Results of Vietnam Airlines's Restructuring Plan for the period of 2021-2025 *(Details as set out in Proposal No. 1156/TTr-TCTHK-HDQT dated June 26, 2026 of the BOM).*

Approval of Report on the Implementation Results of the Share Offering to Existing Shareholders in order to increase Vietnam Airlines's charter capital in 2025 *(Details as set out in Proposal No. 1156/TTr-TCTHK-HDQT dated June 26, 2026 of the BOM).*

Article 7. Approval of the amendment and supplements to Vietnam Airlines's Charter as detailed in Appendix I attached hereto.

Article 8. Approval of the amendments and supplements of Regulation on operation of the BOM *(Details as set out in Proposal No. 1156/TTr-TCTHK-HDQT dated June 26, 2026 of the BOM).*

Article 9. Approval of the amendments and supplements of Internal Regulation on Vietnam Airlines's administration *(Details as set out in Proposal No. 1156/TTr-TCTHK-HDQT dated June 26, 2026 of the BOM).*

Article 10. Regard Personnel Consolidation Plan for the BOM and the Board of Controllers:

1. Approval of the re-election of Mr. Dinh Viet Tung (Citizen Identification No. 014074000003) as a member of the BOM of Vietnam Airlines for a 5-year-term commencing from December 15, 2026.

2. Approval of the re-election of Mr. Truong Van Phuoc (Citizen Identification No. 045059005450) as a independent member of the BOM of Vietnam Airlines for a 5-year-term commencing from December 15, 2026.

3. Approval of the re-election of Mrs. Nguyen Thi Hong Loan (Citizen Identification No.022179005335) as a member of the Board of Controllers of Vietnam Airlines for a 5-year-term commencing from December 15, 2026.

Article 11. Execution Provision

1. This Resolution was duly adopted by the 2026 Annual GMS of Vietnam Airlines with 100% of votes of all attending and voting the shareholders.

2. This Resolution shall take effect as from June 28, 2026.

3. The BOM, the Board of Controllers, the Board of Directors, Directors of Departments and Units, and all shareholders of Vietnam Airlines shall be responsible for the implementation of this Resolution and for organizing its execution in accordance with their respective functions, duties, and authorities, in strict compliance with applicable laws and the Vietnam Airlines's Charter./.

Recipients:
- As stated in Article 11;
- MOF;
- SSC, HOSE, VSDC;
- Archive: VT, VPTCT.

FOR AND ON BEHALF OF THE GMS
CHAIRMAN OF THE BOM

(signed and sealed)

Dang Ngoc Hoa