

MINUTES

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS SAIGON TRAFFIC CONSTRUCTION JOINT STOCK COMPANY

- Name of company: Saigon Traffic Construction Joint Stock Company
- Address: 476 Huynh Tan Phat, Tan Thuan Ward, Ho Chi Minh City
- Enterprise Registration Certificate No. 0300460907 issued by the the Ho Chi Minh City Department of Planning and Investment, initially registered on 26 August 2010 and amended for the 14th time on 26 August 2025.

Today, at 08:30 on April 22, 2026, at Thien Hong ARC EN CIEL Hotel, No. 52-56 Tan Da, Cho Lon Ward, HCMC, Saigon Traffic Construction Joint Stock Company held the 2026 Annual General Meeting of Shareholders (AGM).

MEETING CONTENT:

1. Opening:

The opening ceremony includes:

- Declaration of reasons and introduction of delegates;
- Introducing the personnel as members of the Delegate Eligibility Verification Committee for the 2026 AGM, including:

Delegate Eligibility Verification Committee (consisting of 02 persons):

- Mr. Tran Manh Hoai Bac - Head of Organization - Administration Department
Department - Head of Committee
- Ms. Phan Hoang Minh Hoc - Deputy Head of Organization - Administration
Department - Member

2. Report on the results of shareholder eligibility verification for the Meeting

Mr. Tran Manh Hoai Bac – Head of the Delegate Eligibility Verification Committee – reported the results of shareholder eligibility verification for the meeting, specifically: As of 08:30, the total number of shareholders present and authorized to attend is 27 shareholders, corresponding to 26,376,451 shares with voting rights and representing 92.5497% of the total shares with voting rights of the Company. Based on this result, the 2026 Annual General Meeting of Shareholders is eligible to proceed in accordance with the Company's Charter.

3. Approval of the Working Regulations at the Meeting

Ms. Do Thi Thuy Linh presented and moderated the Meeting in approving the Working Regulations at the Meeting (*attached document*).

With 100% of votes in favor, the entire Meeting approved the Working Regulations at the Meeting (voting by Voting Ballot).

4. Approval of the Chairperson, Secretary, and Vote Counting Committee personnel

- Chairperson personnel:

Ms. Do Thi Thuy Linh introduced Mr. Hoang Ngoc Hung – Chairman of the Board of Directors (BOD) – as the Chairperson of the meeting and introduced the members of the Presiding Committee (consisting of 3 persons) as follows:

1. Mr. Hoang Ngoc Hung - Chairman of the BOD - Chairperson
2. Mr. Hoang Anh Giao - Member of the BOD and General Director - Member
3. Mr. Nguyen Minh Duc - Head of the Board of Supervisors - Member

The General Meeting of Shareholders approved the personnel of the Presiding Committee personnel with a 100% approval rate (voting by Voting Ballot).

– Secretary personnel: Ms. Do Thi Thuy Linh

Mr. Hoang Ngoc Hung, Chairman of the BOD and Chairperson of the meeting, designated Ms. Do Thi Thuy Linh – Head of the Legal - Salary Department – as the secretary of the meeting.

– Vote Counting Committee personnel:

Vote Counting Committee (consisting of 05 persons):

1. Mr. Pham Manh Hung – Head of Committee
2. Ms. Phan Thi Tu Trinh – Member
3. Mr. Nguyen Thai Hoa – Member
4. Mr. Luu Dinh Hoi – Member
5. Mr. Nguyen Truong Son – Member

The AGM approved the Vote Counting Committee personnel with a 100% approval rate (voting by Voting Ballot).

5. Approval of the Meeting Agenda

Mr. Nguyen Minh Duc presented and moderated the Meeting in approving the Meeting Agenda (attached document).

With 100% of votes in favor, the entire Meeting approved the Meeting Agenda (voting by Voting Ballot).

6. Report on business production and operation results in 2025 and business plan for 2026

Mr. Hoang Anh Giao presented the Report on business production and operation results in 2025 and business plan for 2026 (attached document).

7. Report on the activities of the Board of Directors in 2025 and the 2025 Corporate Governance Report

Mr. Hoang Ngoc Hung presented the Report on the activities of the Board of Directors in 2025 and the 2025 Corporate Governance Report (attached document) with the following financial indicators:

▪ 2025 Business results:

Unit: VND billion

No.	Indicators	Plan 2025	Actual 2025	Completion percentage (%)
		(1)	(2)	(3)=(2)/(1)

1	Revenue	1,010.000	2,471.863	244.74%
2	Profit (after tax)	23.806	45.601	191.55%
3	Dividend (%)	7.0%	12.0%	171.43%

(Note: According to the 2025 audited financial statements)

(*) Projected dividend for 2025

▪ **2026 Business plan:**

Unit: VND billion

No.	Indicators	Plan 2025	Plan 2026	2026 Plan / 2025 Plan percentage (%)
	(1)	(2)	(3)	(4)=(3)/(2)
1	Revenue	1,010.000	1,111.000	110.00%
2	Profit after tax	23.806	26.281	110.40%
3	Dividend (% x Charter Capital)	7.0%	7.7%	110.00%

Note: Profit After Tax has deducted the Science and Technology Development Fund.

8. Report on the activities of the Board of Supervisors in 2025

Mr. Nguyen Minh Duc presented the Report on the activities of the Board of Supervisors in 2025 (attached document).

9. Approval of the Proposal for amendment and supplementation of the Charter on Organization and Operation

Mr. Nguyen Minh Duc presented the Proposal for amendment and supplementation of the Charter on Organization and Operation (attached document).

10. Proposal for amendment and supplementation of the Regulations on the organization and operation of the Company's Board of Directors.

Mr. Nguyen Minh Duc presented the Proposal for amendment and supplementation of the Regulations on the organization and operation of the Company's Board of Directors (attached document).

11. Approval of the Proposal on the audited summary financial statements for 2025

Ms. Phan Thi Tu Trinh presented the Proposal to approve the 2025 audited financial statements, including separate financial statements, office financial statements, and consolidated financial statements (attached document).

12. Approval of the Proposal on the distribution of profits for 2025

Mr. Hoang Anh Giao presented the Proposal on the distribution of profits for 2025 (attached document), with the main contents as follows:

1) 2025 profit distribution implementation:

❖ **2025 performance results:**

Unit: VND

No.	Indicators	According to the 2025 audited financial	According to the 2025 audited financial
-----	------------	---	---

		statements (parent company - separate financial statements)	statements (consolidated financial statements)
1	Profit before tax	53,963,241,283	58,733,415,859
2	Current corporate income tax	10,559,092,658	11,513,127,573
3	Profit after tax	41,785,251,625	45,601,391,286

❖ **The 2025 profit is distributed as follows:**

Unit: VND

No.	Indicators	Amount
I	Profit before tax, not yet allocated to the science and technology fund	53,963,241,283
II	Allocation to the science and technology fund (3% of Profit before tax)	1,618,897,000
III	Profit before tax after Science and Technology Development Fund allocation	52,344,344,283
IV	Profit after tax according to the Independent Auditor (to be distributed)	41,785,251,625
1	Profit sharing for associated capital contributors according to the signed economic contract (If any)	
2	Offset prior years' losses, no longer deductible from profit before tax as regulated.	
3	Allocation to the enterprise development fund	
4	Allocation to the reward and welfare fund (18.15% of profit after tax)	7,585,534,825
4a	Reward and Welfare Fund for employees (75% of Reward and Welfare Fund)	5,689,151,119
	<i>Reward Fund</i>	<i>3,501,200,000</i>
	<i>Welfare Fund</i>	<i>2,187,951,119</i>
4b	Management reward fund (25% of Reward and Welfare Fund) (*) Of which, the Member of the Board of Supervisors Reward Fund: 522,362,976 VND	1,896,383,706
5	Remaining profit used for cash dividend payment at 12% of charter capital	34,199,716,800

(*) The reward fund for managers is distributed to the Company's managers, Deputy General Directors, Chief Accountant, and Supervisory Board.

The General Director is responsible for balancing/adjusting between the Reward Fund and the Welfare Fund. The balance of the Reward and Welfare Fund is used for subsequent years; the General Director is delegated to ensure proper use.

2) Dividend payment time:

Within 6 months from the date of approval by the General Meeting of Shareholders. Payment may be made in one or more installments. Authorize the General Director to decide all matters related to the 2025 dividend payment.

13. Approval of the Proposal on the profit distribution plan for 2026

Mr. Hoang Anh Giao presented the Proposal on the profit distribution plan for 2026 (attached document), with the main contents as follows:

1. 2026 Profit distribution plan:

Unit: VND

No.	Criteria	Amount
I	Profit before tax, not yet allocated to the science and technology fund	34,220,338,000
II	Allocation to the science and technology fund (4% x taxable income)	1,368,814,000
III	The profit after tax is distributed as follows:	26,281,219,280
1	Profit sharing for associated capital contributors according to the signed economic contract (If any)	0
2	Offset prior years' losses, no longer deductible from profit before tax as regulated.	0
3	Allocation to the enterprise development fund	0
4	Allocation to the reward and welfare fund (16.5% of distributable profit after tax)	4,336,401,000
a	<i>Reward and Welfare Fund for employees - 75% of Reward and Welfare Fund</i>	
b	<i>Management reward fund - 25% of Reward and Welfare Fund</i>	
5	Remaining profit used for dividend payment at 7.7% of charter capital	21,944,818,280

The company is allocated a welfare and reward fund for 2026; of which: Reward and welfare fund for employees accounts for 75%, and the management reward fund accounts for 25%. The management reward fund accounts for is distributed to: The Company's managers, Deputy General Directors, Chief Accountant, and the Board of Supervisors.

2. Depending on actual conditions, the Board of Management may propose adjustments to certain 2026 financial plan indicators as appropriate.

3. In the event that 2026 Profit After Tax exceeds the plan (after deducting the reward and welfare fund), the Company is proposed to allocate a development

investment fund (maximum allocation rate of 30% of the 2026 Profit After Tax) while still ensuring a dividend payment rate of 7.7% of the Charter capital in 2026.

The General Director is responsible for balancing/adjusting between the Reward Fund and the Welfare Fund. The balance of the Reward and Welfare Fund is used for subsequent years; the General Director is authorized to ensure proper use.

To promptly care for the lives of employees, depending on the actual annual business performance, the Company may temporarily allocate reward and welfare funds, provided that the dividend payout targets assigned by the General Meeting of Shareholders each year are ensured.

4. Science and Technology Development Fund: Depending on the Company's financial situation, the General Director is authorized to take initiative in balancing the reversal of the science and technology development fund of previous years in accordance with regulations.

14. Proposal on the remuneration and expenses for the Board of Directors (BOD), Board of Supervisors (BOS), and the person in charge of corporate governance cum Board of Directors' Secretary in 2026:

Mr. Hoang Anh Giao presented the Proposal on the remuneration and expenses for the Board of Directors, Board of Supervisors, and the person in charge of corporate governance cum Board of Directors' Secretary for 2026 (*attached document*) with some main contents as follows:

1. The operating expenses of the Board of Directors and the Board of Supervisors for the year 2026 shall be: 1,474,000,000 VND (One billion, four hundred seventy-four million VND).

2. Remuneration for the year 2026:

Unit: VND/year

No.	Content	Quantity	Remuneration
1.	Board of Directors	05	534,000,000
2.	Supervisory Board	03	630,000,000
3.	Corporate Governance Officer cum Board Secretary	01	55,200,000
Total		09	1.219.200.000 (*)

Specifically, the estimated number of personnel and remuneration paid to members of the Board of Directors, Board of Supervisors, and the person in charge of corporate governance cum Board of Directors' Secretary are as follows:

- Non-executive Chairman of the BOD (01 person): 15,700,000 VND/month/person.
- Non-executive Member of the BOD (04 persons): 7,200,000 VND/month/person.
- Full-time Head of the Board of Supervisors (01 person): 42,300,000 VND/month/person.
- Member of the Supervisory Board (02 persons): 5,100,000 VND/month/person.
- The person in charge of corporate governance cum Board of Directors' Secretary (01 person): 4,600,000 VND/month/person.

(*) This remuneration expense will vary depending on the number of personnel and the number of working months of the members of the Board of Directors and the Board of Supervisors.

15. Approval of the The Proposal on the selection of an auditing company for the 2026 fiscal year

Mr. Nguyen Minh Duc presented the The Proposal on the selection of an auditing company for the 2026 fiscal year (*Proposal attached*) with the following key contents:

1. The auditing company selection process is conducted by the Board of Supervisors

The Board of Supervisors has established the following criteria for selecting an independent auditing company:

- Is a reputable independent auditing firm permitted to perform audits for large-scale public companies, ensuring compliance with the regulations in Article 6 of Circular 183/2013/TT-BTC dated 04 December 2013 of the Ministry of Finance regarding Independent Auditing of Public Interest Entities;

- Is a firm permitted to perform audits for public interest entities in 2026 according to Decision No. 3830/QĐ-BTC dated 14 November 2025 of the Ministry of Finance;

- Has a reasonable audit fee, suitable to the content, scope, and progress of the audit as requested by the Company.

2. Proposal of the Supervisory Board

Based on the above criteria, the Board of Supervisors respectfully submits to the General Meeting of Shareholders as follows:

2.1. The General Meeting of Shareholders approves the list of auditing companies to select a company to perform the audit of the Company's financial statements in the fiscal year 2026, including:

- NVA Auditing Company Limited;

- UHY Auditing and Consulting Company Limited;

- Southern Auditing and Accounting Financial Consulting Services Company Limited (AASCs)

2.2. The General Meeting of Shareholders authorizes the Board of Directors to decide on selecting one of the auditing companies in the above list to audit the Company's financial statements for the fiscal year 2026.

16. Approval of the Proposal on the election of members to the Board of Directors and the Board of Supervisors for the 2026 - 2031 term

Mr. Hoang Anh Giao presented and moderated the General Meeting in approving the Proposal on the election of members to the Board of Directors and the Board of Supervisors for the 2026 - 2031 term, in which the number of members of the Board of Directors for the 2026 – 2031 term is 5 and the number of members of the Board of Supervisors for the 2026 – 2031 term is 3 (*attached document*).

17. Approval of the Regulations on nomination and self-nomination for election as members of the Board of Directors and Board of Supervisors for the 2026 – 2031 term

Mr. Hoang Anh Giao presented and moderated the General Meeting in approving the Regulations on nomination and self-nomination for election as members of the Board of Directors and Board of Supervisors for the 2026 – 2031 term (*attached document*).

With 100% of the votes in favor (voting by ballot), the entire Meeting approved the Regulations on nomination and self-nomination for election as members of the Board of Directors and Board of Supervisors for the 2026 – 2031 term.

18. Approval of the Proposal on the list of candidates for members of the Board of Directors and members of the Board of Supervisors for the 2026 – 2031 term

Mr. Hoang Ngoc Hung presented and moderated the General Meeting in approving the Proposal on the list of candidates for members of the Board of Directors and members of the Board of Supervisors for the 2026 – 2031 term.

- Regarding candidates for the Board of Directors:

The list of candidates for members of the Board of Directors for the 2026 – 2031 term (in alphabetical order A, B, C) includes:

- Hoang Ngoc Hung
- Hoang Anh Giao
- Nguyen Danh Thu
- Vo Anh Tu
- Thai Thi Thu Thanh

- Regarding candidates for the Board of Supervisors:

The list of candidates for members of the Board of Supervisors for the 2026 – 2031 term (in alphabetical order A, B, C) includes:

- Nguyen Ngoc Duy
- Nguyen Minh Duc
- Bui Thong Nhat

With 100% of the votes in favor (voting by ballot), the General Meeting of Shareholders approved the Proposal on the list of candidates for members of the Board of Directors and members of the Board of Supervisors for the 2026 – 2031 term as stated above.

19. Approval of the Election Rules for members of the Board of Directors and Board of Supervisors for the 2026 – 2031 term

Mr. Pham Manh Hung presented and **Mr. Hoang Ngoc Hung** moderated the General Meeting in approving the Election Rules for members of the Board of Directors and Board of Supervisors for the 2026 – 2031 term (*attached document*).

With 100% of the votes in favor (voting by ballot), the General Meeting of Shareholders approved the Election Rules for members of the Board of Directors and Board of Supervisors for the 2026 – 2031 term.

20. Discussion

Shareholders agreed with the content of the Reports and Proposals presented by the Company.

21. Update on the report of shareholder eligibility verification for attending the Meeting (2nd round)

Mr. Tran Manh Hoai Bac – Head of the Delegate Eligibility Verification Committee updated the report on shareholder eligibility verification for attending the Meeting, specifically: As of 09:30, the total number of shareholders attending and authorized to attend is 31 shareholders, representing 27,979,877 shares with voting rights, accounting for 98.1758% of total shares with voting rights of the Company.

22. Proceed to vote using Voting Card.

Mr. Pham Manh Hung – Head of the Vote Counting Committee instructed shareholders to vote using Voting Card.

23. Announcing results of the vote by card on the contents of the reports and proposals.

Mr. Pham Manh Hung – Head of the Vote Counting Committee announced the results of the voting by card of the shareholders, specifically as follows:

– **Report on production and business results for 2025 and business plan for 2026:**

+ Voting results:

Voting opinions	Number of voting shares	Percentage of Total Attending Shares
a. Valid Collected Voting Cards	27,876,151 shares	99.6293%
- Approve	27,876,151 shares	99.6293%
- Disapprove	0 shares	0%
- Abstain	0 shares	0%
b. Invalid Collected Voting Cards	3 shares	0.0000%
c. Uncollected Voting Cards	103,723 shares	0.3707%
Total	27,979,877 shares	100.0000%

– **Report on the activities of the Board of Directors in 2025 and Report on Corporate Governance for 2025:**

+ Voting results:

Voting opinions	Number of voting shares	Percentage of Total Attending Shares
a. Valid Collected Voting Cards	27,876,151 shares	99.6293%
- Approve	27,876,151 shares	99.6293%
- Disapprove	0 shares	0%
- Abstain	0 shares	0%
b. Invalid Collected Voting Cards	3 shares	0.0000%
c. Uncollected Voting Cards	103,723 shares	0.3707%
Total	27,979,877 shares	100.0000%

– **Report on the activities of the Board of Supervisors in 2025:**

+ Voting results:

Voting opinions	Number of voting shares	Percentage of Total Attending Shares
a. Valid Collected Voting Cards	27,876,151 shares	99.6293%
- Approve	27,876,151 shares	99.6293%
- Disapprove	0 shares	0%
- Abstain	0 shares	0%
b. Invalid Collected Voting Cards	3 shares	0.0000%
c. Uncollected Voting Cards	103,723 shares	0.3707%

Voting opinions	Number of voting shares	Percentage of Total Attending Shares
Total	27,979,877 shares	100.0000%

– **Approval of the Proposal for amendment and supplementation of the Charter on Organization and Operation:**

+ Voting results:

Voting opinions	Number of voting shares	Percentage of Total Attending Shares
a. Valid Collected Voting Cards	27,876,151 shares	99.6293%
- Approve	27,876,151 shares	99.6293%
- Disapprove	0 shares	0%
- Abstain	0 shares	0%
b. Invalid Collected Voting Cards	3 shares	0.0000%
c. Uncollected Voting Cards	103,723 shares	0.3707%
Total	27,979,877 shares	100.0000%

– **Approval of the Proposal for amendment and supplementation of the Regulations on the organization and operation of the Company's Board of Directors:**

+ Voting results:

Voting opinions	Number of voting shares	Percentage of Total Attending Shares
a. Valid Collected Voting Cards	27,876,151 shares	99.6293%
- Approve	27,876,151 shares	99.6293%
- Disapprove	0 shares	0%
- Abstain	0 shares	0%
b. Invalid Collected Voting Cards	3 shares	0.0000%
c. Uncollected Voting Cards	103,723 shares	0.3707%
Total	27,979,877 shares	100.0000%

– **Approval of the Proposal regarding the 2025 audited financial statements:**

+ Voting results:

Voting opinions	Number of voting shares	Percentage of Total Attending Shares
a. Valid Collected Voting Cards	27,876,151 shares	99.6293%
- Approve	27,876,151 shares	99.6293%
- Disapprove	0 shares	0%

Voting opinions	Number of voting shares	Percentage of Total Attending Shares
- Abstain	0 shares	0%
b. Invalid Collected Voting Cards	3 shares	0.0000%
c. Uncollected Voting Cards	103,723 shares	0.3707%
Total	27,979,877 shares	100.0000%

– **Approval of the Proposal on the profit distribution for 2025.**

Voting Opinion	Number of voting shares	Percentage of Total Attending Shares
a. Valid Collected Voting Cards	27,876,151 shares	99.6293%
- Approve	27,876,151 shares	99.6293%
- Disapprove	0 shares	0%
- Abstain	0 shares	0%
b. Invalid Collected Voting Cards	3 shares	0.0000%
c. Uncollected Voting Cards	103,723 shares	0.3707%
Total	27,979,877 shares	100.0000%

– **Approval of the Proposal on the profit distribution plan for 2026:**

+ Voting results:

Voting Opinion	Number of voting shares	Percentage of Total Attending Shares
a. Valid Collected Voting Cards	27,876,151 shares	99.6293%
- Approve	27,876,151 shares	99.6293%
- Disapprove	0 shares	0%
- Abstain	0 shares	0%
b. Invalid Collected Voting Cards	3 shares	0.0000%
c. Uncollected Voting Cards	103,723 shares	0.3707%
Total	27,979,877 shares	100.0000%

– **Proposal on the remuneration and expenses for the Board of Directors, Board of Supervisors, and the person in charge of corporate governance cum Board of Directors' Secretary for 2026:**

+ Voting results:

Voting Opinion	Number of voting shares	Percentage of Total Attending Shares
a. Valid Collected Voting Cards	27,876,151 shares	99.6293%

Voting Opinion	Number of voting shares	Percentage of Total Attending Shares
- Approve	27,876,151 shares	99.6293%
- Disapprove	0 shares	0%
- Abstain	0 shares	0%
b. Invalid Collected Voting Cards	3 shares	0.0000%
c. Uncollected Voting Cards	103,723 shares	0.3707%
Total	27,979,877 shares	100.0000%

- Proposal on Proposal on the selection of an auditing company for the 2026 fiscal year:

+ Voting results:

Voting Opinion	Number of voting shares	Percentage of Total Attending Shares
a. Valid Collected Voting Cards	27,876,151 shares	99.6293%
- Approve	27,876,151 shares	99.6293%
- Disapprove	0 shares	0%
- Abstain	0 shares	0%
b. Invalid Collected Voting Cards	3 shares	0.0000%
c. Uncollected Voting Cards	103,723 shares	0.3707%
Total	27,979,877 shares	100.0000%

- Approval of the Proposal on the election of members to the Board of Directors and the Board of Supervisors for the 2026 - 2031 term:

+ Voting results:

Voting Opinion	Number of voting shares	Percentage of Total Attending Shares
a. Valid Collected Voting Cards	27,876,151 shares	99.6293%
- Approve	27,876,151 shares	99.6293%
- Disapprove	0 shares	0%
- Abstain	0 shares	0%
b. Invalid Collected Voting Cards	3 shares	0.0000%
c. Uncollected Voting Cards	103,723 shares	0.3707%
Total	27,979,877 shares	100.0000%

24. Matters approved

No.	Voting matter	Approval rate	Conclusion
1	Report on production and business results for 2025 and business plan for 2026	99.6293%	Approved
2	Report on the activities of the Board of Directors in 2025 and Report on corporate governance in 2025	99.6293%	Approved
3	Report on the activities of the Board of Supervisors in 2025	99.6293%	Approved
4	Approval of the Proposal for amendment and supplementation of the Charter on Organization and Operation	99.6293%	Approved
5	Approval of the Proposal for amendment and supplementation of the Regulations on the organization and operation of the Company's Board of Directors	99.6293%	Approved
6	Approval of the Proposal on the audited financial statements for 2025	99.6293%	Approved
7	Approval of the Proposal on the profit distribution for 2025	99.6293%	Approved
8	Approval of the Proposal on the profit distribution plan for 2026	99.6293%	Approved
9	Proposal on the remuneration and expenses for the Board of Directors, Board of Supervisors, and the person in charge of corporate governance cum Board of Directors' Secretary for 2026	99.6293%	Approved
10	The Proposal on the selection of an auditing company for the 2026 fiscal year	99.6293%	Approved
11	Proposal on the election of members to the Board of Directors and the Board of Supervisors for the 2026 - 2031 term	99.6293%	Approved

25. Proceeding with the election of members of the Board of Directors and Board of Supervisors for the 2026 – 2031 term

26. Announcement of election results for members of the Board of Directors and Board of Supervisors for the 2026 – 2031 term

Mr. Pham Manh Hung – Head of the Vote Counting Committee announced the election results for members of the Board of Directors and Board of Supervisors for the 2026 – 2031 term, specifically as follows:

❖ *Election results for the Board of Directors:*

No.	Candidate	Number of votes	Rate	Result
1	Hoang Anh Giao	31,761,226	113.5145%	Elected
2	Thai Thi Thu Thanh	31,319,686	111.9365%	Elected
3	Hoang Ngoc Hung	26,192,127	93.6106%	Elected
4	Vo Anh Tu	26,192,127	93.6106%	Elected
5	Nguyen Danh Thu	24,019,300	85.8449%	Elected

❖ **Election results for the Board of Supervisors:**

No.	Candidate	Number of votes	Rate	Result
1	Nguyen Minh Duc	31,381,335	112.1568%	Elected
2	Nguyen Ngoc Duy	27,933,966	99.8359%	Elected
3	Bui Thong Nhat	24,416,868	87.2658%	Elected

27. Announcement of election results for the Chairman of the Board of Directors and the Head of the Board of Supervisors

The Board of Directors for the 2026 – 2031 term has convened and announced Mr. Hoang Ngoc Hung as the non-executive Chairman of the Board of Directors.

The Board of Supervisors for the 2026 – 2031 term has convened and announced Mr. Nguyen Minh Duc as the Head of the Board of Supervisors.

28. Approval of the Minutes and Resolution of the 2026 Annual General Meeting of Shareholders

Ms. Do Thi Thuy Linh presented the Minutes and Resolution of the 2026 Annual General Meeting of Shareholders, and Mr. Hoang Ngoc Hung moderated the General Meeting in approving the Minutes and Resolution of the 2026 Annual General Meeting.

With 100% of the votes in favor (voting by ballot), the entire Meeting approved the Minutes of the 2026 Annual General Meeting of Shareholders.

With 100% of the votes in favor (voting by ballot), the entire Meeting approved the Resolution of the 2026 Annual General Meeting of Shareholders.

The 2026 Annual General Meeting of Shareholders of Saigon Traffic Construction Joint Stock Company concluded at 11:30 on the same day.

SECRETARY

Do Thi Thuy Linh

**ON BEHALF OF THE
CHAIRPERSON**



Hoang Ngoc Hung



**SAIGON TRAFFIC CONSTRUCTION
JOINT STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

AGENDA

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS SAIGON TRAFFIC CONSTRUCTION JOINT STOCK COMPANY

Time: 8:00 – 11:00, Wednesday, April 22, 2026

Venue: Thien Hong ARC EN CIEL Hotel, 52-56 Tan Da, Cho Lon Ward, Ho Chi Minh City

Expected time	Content
07:30 - 08:00	Welcoming delegates and shareholders
08:00 - 08:10	Declaration of reasons and introduction of delegates
08:10 - 08:15	Introducing the Shareholder Eligibility Verification Committee and report on the results of shareholder eligibility verification
08:15 - 08:30	Approval of the Working Regulations and Rules of Voting at the General Meeting
	Approval of the list of the Chairperson, Secretary, and Vote Counting Committee.
	Approval of the Agenda.
08:30 - 08:45	Report on business production and operation results in 2025, orientation and solutions for the 2026 business production plan.
08:45 - 08:55	Report on the activities of the Board of Directors in 2025
	Report on corporate governance in 2025.
08:55 - 09:10	Report on the activities of the Board of Supervisors in 2025.
09:10 - 09:35	Approving the Proposal on the amendment and supplementation of the Charter on organization and operation.
	Proposal on the amendment and supplementation of the Regulation on organization and operation of the Company's Board of Directors.
	Audited summary financial statements for 2025.
	Approving the Proposal on the distribution of profits for 2025.
	Approving the Proposal on the profit distribution plan for 2026.
	Approving the Proposal on the remuneration and expenses for the Board of Directors, Board of Supervisors, and the person in charge

Expected time	Content
	of corporate governance cum Board of Directors' Secretary for 2026.
	Approving the Proposal on the selection of an auditing company for the 2026 fiscal year.
09:35 - 10:00	Approving the Proposal on the election of members to the Board of Directors and the Board of Supervisors for the 2026 - 2031 term.
	Approving the Regulations on nomination and self-nomination of members for the Board of Directors and Board of Supervisors.
	Approving the list of candidates for the Board of Directors and Board of Supervisors.
	Approving the regulations for the election of members for the Board of Directors and Board of Supervisors.
10:00 - 10:30	Discussion, voting, and election.
10:30 - 11:00	Tea break.
11:00 - 11:20	Announcing election and voting results.
11:20 - 11:30	Approving the Minutes and Resolution of the 2026 Annual General Meeting of Shareholders.
	Announcement of the Closing of the General Meeting.

(The agenda may be adjusted/changed at the official General Meeting of Shareholders held on **April 22, 2026***

WORKING REGULATIONS
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
SAIGON TRAFFIC CONSTRUCTION JOINT STOCK COMPANY

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*
- *The Law on Securities No. 54/2019/QH14 dated November 26, 2019, and accompanying sub-law documents;*
- *Decree No. 155/2020/NĐ-CP detailing the implementation of a number of articles of the Law on Securities, approved on December 31, 2020;*
- *Charter on Organization and Operation of Saigon Traffic Construction Joint Stock Company*
- *Internal Regulations on Corporate Governance of Saigon Traffic Construction Joint Stock Company*

To ensure the 2026 Annual General Meeting of Shareholders of Saigon Traffic Construction Joint Stock Company is held successfully, the Board of Directors establishes these regulations, principles of work, conduct, and voting at the meeting for the General Meeting of Shareholders to approve as follows:

1. PURPOSE

- To ensure the sequence, principles of conduct, and voting at the Annual General Meeting of Shareholders of Saigon Traffic Construction Joint Stock Company are carried out in accordance with regulations and achieve successful outcomes.
- The Resolutions of the General Meeting of Shareholders reflect the unified will of the General Meeting of Shareholders, meeting the expectations and interests of shareholders and complying with the law.

2. SUBJECTS AND SCOPE

- Subjects of application: All shareholders, authorized representatives of shareholders holding shares of Saigon Traffic Construction Joint Stock Company,

and guests attending the Annual General Meeting of Shareholders of Saigon Traffic Construction Joint Stock Company shall comply with and abide by the provisions of these Regulations, the Company's Charter, and current laws.

- Scope of application: These Regulations are used for the organization of the 2026 Annual General Meeting of Shareholders of Saigon Traffic Construction Joint Stock Company.

3. INTERPRETATION OF TERMS/ABBREVIATIONS

- Company : Saigon Traffic Construction Joint Stock Company
- BOD : Board of Directors
- BOS : Board of Supervisors
- OC : Organizing Committee
- GMS : General Meeting of Shareholders
- Delegate : Shareholder, representative (authorized person)
- General Meeting : General Meeting of Shareholders

4. CONTENT OF THE REGULATIONS

4.1 Conditions for convening the General Meeting of Shareholders

- The General Meeting of Shareholders shall be conducted when shareholders representing more than 50% of the total voting shares attend.

- In the event that the first meeting does not meet the requirements for conduction as stipulated in Clause 1, Article 23 of the Company's Charter, the notice for the second meeting shall be sent within 30 days from the intended date of the first meeting. The second meeting of the General Meeting of Shareholders shall be conducted when shareholders representing at least 33% of the total voting shares attend.

- In the event that the second meeting does not meet the requirements for conduction as stipulated in Clause 2, Article 23 of the Company's Charter, the notice for the third meeting shall be sent within 20 days from the intended date of the second meeting. The third meeting of the General Meeting of Shareholders shall be conducted regardless of the total number of voting shares of the attending

shareholders.

4.2 Conditions for shareholders to attend the General Meeting

Shareholders with voting rights of the Company according to the list finalized on March 23, 2026, are entitled to attend the General Meeting; they may attend in person or authorize their representatives to attend. In cases where there is more than one authorized representative as prescribed by law, the number of shares for each representative must be specifically determined.

4.3 Guests at the General Meeting

- Includes management titles of the Company, guests, and members of the Organizing Committee who are not shareholders of the Company but are invited to attend the General Meeting.
- Guests shall not speak at the General Meeting (unless invited by the Chairperson, or registered in advance with the Organizing Committee and approved by the Chairperson).

4.4 Delegates attending the General Meeting must comply with the following regulations:

- Be punctual, wear professional and appropriate attire, and comply with security checks (if any), identity documents, etc., as required by the Organizing Committee.
- Receive documents and materials serving the General Meeting at the reception desk before the General Meeting hall.
- Delegates arriving late have the right to register immediately and subsequently participate and vote at the General Meeting. The Chairperson is not responsible for pausing the General Meeting for late delegates to register; voting results for matters concluded before their arrival shall remain unaffected.
- Keep mobile phones in silent mode or turned off; step outside to conduct conversations if necessary.
- Do not smoke and maintain order in the meeting room.
- Comply with the regulations of the Organizing Committee and the Chairperson presiding over the General Meeting.



- In case any delegate does not comply with the inspection regulations or the aforementioned measures and rules, the Chairperson, after careful consideration, may refuse or expel said delegate from the General Meeting venue to ensure the meeting proceeds normally according to the planned program.

4.5 Chairperson and Presiding Committee

- The Presiding Committee consists of the Chairperson and Members.

- The Chairman of the Board of Directors shall act as the Chairperson or authorize another Board of Directors' member to act as the Chairperson of the General Meeting of Shareholders convened by the Board of Directors;

- In the event that the Chairperson is absent or temporarily unable to work, the remaining members of the Board of Directors shall elect one of them to act as the Chairperson by majority vote. If no one can be elected, the Head of the Board of Supervisors shall preside over the election of the Chairperson of the General Meeting of Shareholders among the attendees, and the person with the highest number of votes shall serve as the Chairperson;

- In other cases, the person signing the notice of the General Meeting of Shareholders shall preside over the election of the Chairperson of the meeting, and the person with the highest number of votes shall be appointed as the Chairperson of the meeting.

- The Chairperson has the right to implement necessary measures to conduct the meeting in a reasonable and orderly manner, in accordance with the approved program and reflecting the wishes of the majority of attendees.

- The Chairperson has the right to adjourn the General Meeting of Shareholders that has reached the required quorum for a period of no more than 03 working days from the intended opening date, and may only adjourn the meeting or change the venue as prescribed in Clause 8, Article 146 of the Law on Enterprises.

- Duties of the Presiding Committee:

- Preside over the activities of the General Meeting of Shareholders of the Company in accordance with the program approved by the General Meeting of Shareholders;

- Guide the delegates and the General Meeting in discussing the contents included in the program;
 - Present drafts and conclude necessary matters for the General Meeting to vote on;
 - Address matters requested by the General Meeting;
 - Resolve issues arising during the General Meeting.
- Working principles of the Presiding Committee: The Presiding Committee works on a collective, democratic centralism principle, and makes decisions by majority vote.

4.6 Secretary of the General Meeting

- The Chairperson shall appoint one or more persons to act as Secretary of the meeting.
- Duties and powers:
- Record the proceedings of the General Meeting fully and accurately;
 - Receive registration ballots for speeches from delegates;
 - Prepare the Meeting Minutes and draft the Resolution of the General Meeting of Shareholders;
 - Assist the Chairperson in disclosing information related to the General Meeting of Shareholders and notifying Shareholders in accordance with the provisions of law and the Company's Charter.
 - Perform other duties as requested by the Chairperson.

4.7 Vote Counting Committee

- The General Meeting of Shareholders shall elect one or more persons to the Vote Counting Committee upon the proposal of the Chairperson. Candidates running for or nominated (during the election) may not participate in the Vote Counting Committee.
- Duties of the Vote Counting Committee:
- Disseminate the principles, regulations, and instructions on how to conduct

voting and elections.

- Review and report to the General Meeting cases of violation of voting and election regulations or complaints regarding voting and election results;
- Count and record Voting Cards and Election Ballots, prepare the vote counting minutes, announce results, and transfer the minutes to the Chairperson.

4.8 Delegate Eligibility Verification Committee

- The Delegate Eligibility Verification Committee consists of 02 persons, including 01 Head and 01 member, introduced to the General Meeting by the Chairperson.

- Duties of the Delegate Eligibility Verification Committee:

- Verify the status of shareholders and authorized representatives of shareholders attending the meeting.
- The Head of the Delegate Eligibility Verification Committee shall report to the General Meeting of Shareholders the status of attending shareholders. If the meeting has the required number of shareholders and authorized representatives with voting rights representing over 50% of total voting shares, the General Meeting of Shareholders of the Company shall be held.

4.9 Speaking at the General Meeting

- Delegates attending the General Meeting wishing to express their opinions must obtain permission from the Chairperson. Delegates shall speak concisely and focus on the key contents to be discussed, in line with the program content approved by the General Meeting, or submit opinions in writing to the Secretary for synthesis and reporting to the Chairperson.

- The Chairperson of the General Meeting shall arrange for delegates to speak in the order of registration and simultaneously address shareholders' queries at the General Meeting or record them for a written response later.

4.10 Voting to approve matters at the General Meeting

4.10.1 Principles

- All matters in the agenda and content of the General Meeting must be

discussed and voted upon publicly by the General Meeting of Shareholders.

- The Voting Card, Voting Ballot, and Election Ballot are printed and stamped with the Company seal by the Company and sent directly to the delegates at the General Meeting (enclosed with the AGM attendee document package). The Voting Card, Voting Ballot, and Election Ballot shall clearly state the delegate's ID code, full name, number of owned shares, and authorized voting shares.

- The Chairperson proposes the voting methods for each matter in the agenda for the General Meeting to approve.

- The voting methods are as follows:

o Voting by raising the Voting Ballot: this method is used to approve matters such as: the Agenda of the General Meeting; the Working Regulations at the General Meeting; the Chairperson of the meeting; the Vote Counting Committee; approval of the Meeting Minutes, the Resolution of the General Meeting, the list of candidates for the Board of Directors and Board of Supervisors; Regulations on nomination and self-nomination for members of the Board of Directors and Board of Supervisors for the 2026-2031 term; Election rules for members of the Board of Directors and Board of Supervisors, and other matters at the General Meeting (If any);

o Voting by filling out the Voting Card: this method is used to approve matters: Report on the results of production and business activities in 2025, orientations and solutions for the 2026 production and business plan; Report on the Board of Directors' activities in 2025; Report on the Board of Supervisors's activities in 2025; Proposal on amending and supplementing the Charter on Organization and Operation; Proposal on amending and supplementing the Regulation on the organization and operation of the Company's Board of Directors; Audited summary financial statements for 2025; Proposal on the profit distribution for 2025; Proposal on the profit distribution plan for 2026; Proposal

on the remuneration and expenses for members of the Board of Directors, members of the Board of Supervisors, and the person in charge of corporate governance cum Secretary of the Board of Directors in 2026; Proposal on selecting the auditing company for the 2026 fiscal year; Proposal on electing members of the Board of Directors and members of the Board of Supervisors for the 2026 – 2031 term.

4.10.2 Voting method

- Delegates cast their votes to Approve, Disapprove, or Abstain on a matter brought to a vote at the General Meeting by raising the Voting Ballot or filling in the options on the Voting Card corresponding to the items required to be voted on as prescribed in Section 4.10.1.

- When voting by raising the Voting Ballot, the front of the Voting Ballot must be held high, facing the Chairperson. If a delegate raises their Voting Ballot more than one (01) time when voting to Approve, Disapprove, or Abstain on an issue, it shall be considered an invalid vote. For voting by raising the Voting Ballot, a member of the Delegate Eligibility Verification Committee/Vote Counting Committee shall record the delegate code and the corresponding number of voting shares for each shareholder who votes to Approve, Disapprove, Abstain, or whose vote is Invalid.

- When voting by filling out the Voting Card, for each item, the delegate selects one of three options: “Approve”, “Disapprove”, “Abstain” printed on the Voting Card by marking an “X” or “✓” in the chosen box. After completing all voting items of the General Meeting, the delegate shall deposit the Voting Card into the sealed ballot box at the General Meeting as instructed by the Vote Counting Committee. The Voting Ballot must bear the signature and full name of the delegate.

4.10.3 Validity of the Voting Card

➤ **A valid Voting Ballot** is a ballot following the pre-printed template issued by the Organizing Committee of the General Meeting, bearing the red stamp of the

Company, free of erasure, alteration, tearing, damage, etc., with no content written other than what is prescribed for this card, and it must bear the signature of the delegate, followed by their full hand-written name.

On the Voting Card, the voting content (Report, Proposal) is valid when the delegate selects one (01) out of the three (03) voting checkboxes.

➤ **An invalid Voting Ballot:**

- Contains additional content written on the Voting Card;
- A Voting Card that does not follow the pre-printed template issued by the Organizing Committee, a card without the Company's red stamp, or one that has been erased, altered, or contains content other than what is prescribed for the Voting Card, or a card without the delegate's signature or full name shall result in all voting contents on that Voting Card being invalid.

4.10.4 Voting rules

Each 01 (one) common share corresponds to one voting right. Each attending delegate representing one or more voting rights shall be issued a Voting Card and a Voting Ballot.

- At the date of finalizing the list of shareholders (March 23, 2026), the total number of shares with voting rights of the Company is: 28,499,764 shares, equivalent to 28,499,764 voting rights.
- Matters requiring a vote at the General Meeting shall only be approved if approved by shareholders holding over 50% of the total voting shares of all attending shareholders. In particular, for certain voting issues stipulated in Clause 1, Article 25 of the Company's Charter, approval from at least 65% of the total voting shares of all attending shareholders is required.
- Note:
 - Shareholders/authorized representatives with related interests do not have the right to vote on contracts and transactions with a value of 35% or more (of the total asset value of the Company recorded in the most recent financial statement); these contracts or transactions shall only be approved when shareholders/authorized representatives holding 65% of the total remaining

voting shares agree (according to Clause 4, Article 167, Law on Enterprises 2020).

- A shareholder/authorized representative of a shareholder owning 51% or more of the total shares with voting rights, or a related person of that shareholder, does not have the right to vote on contracts and transactions with a value greater than 10% (of the total asset value of the Company recorded in the most recent financial statement) between the Company and that shareholder (according to Point b, Clause 3 and Clause 4, Article 167 of the Law on Enterprises 2020).

4.10.5 Recording voting/election results

- At the General Meeting, the General Meeting of Shareholders shall approve the Vote Counting Committee.
- The Vote Counting Committee is responsible for collecting the voting cards and election ballots.
- The Vote Counting Committee shall count the number of votes to approve, disapprove, and abstain for each item and be responsible for recording, summarizing, and reporting the voting results at the AGM.

4.11 Election of the Board of Directors and Board of Supervisors

The election of members of the Board of Directors and members of the Board of Supervisors must be carried out in accordance with the Regulations on nomination and self-nomination; the Election rules for members of the Board of Directors and members of the Board of Supervisors, and be approved by the General Meeting of Shareholders through a vote at the meeting.

4.12 Minutes and Resolution of the General Meeting of Shareholders

All contents at the General Meeting of Shareholders must be recorded by the Meeting Secretary in the Minutes of the General Meeting of Shareholders. The Minutes of the General Meeting of Shareholders must be read and approved before the closing of the General Meeting.

5. Implemented

- All delegates, representatives, and invited guests attending the General

Working Regulations for the 2026 Annual General Meeting of Shareholders

Meeting are responsible for strictly complying with the provisions specified in these Regulations, the Company's current regulations, rules, and management statutes, as well as relevant legal provisions.

- The convener of the General Meeting of Shareholders has the right to:
 - Require all meeting attendees to undergo security checks or other security measures;
 - Request the competent authority to maintain order at the meeting; expel those who do not comply with the direction of the Chairperson, deliberately disturb the order, impede the normal progress of the meeting, or do not comply with the security checks requirements from the General Meeting of Shareholders.
- Contents not detailed in these regulations shall be consistently applied in accordance with the provisions of the Company's Charter, the Law on Enterprises 2020, and current legal documents of the State.

These regulations take effect immediately after being approved by vote at the General Meeting of Shareholders of the Company.

Recipients:

- The General Meeting of Shareholders;
- Members of the Board of Directors, Board of General Directors, Board of Supervisors;
- Archived: Administration Dept, Secretary.

ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRPERSON



Hoàng Ngọc Hưng
HOANG NGOC HUNG

Ho Chi Minh City, March 31, 2026

**REGULATIONS ON NOMINATION AND SELF-NOMINATION
MEMBER OF THE BOARD OF DIRECTORS, BOARD OF
SUPERVISORS
SAIGON TRAFFIC CONSTRUCTION JOINT STOCK COMPANY
2026 – 2031 TERM**

I. Pursuant to:

- *Law on Enterprises No. 59/2020/QH14 approved by the National Assembly on June 17, 2020 (“Law on Enterprises”);*
- *Law on Securities No. 54/2019/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019 (“Law on Securities”);*
- *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 (“Decree 155/2020/ND-CP”);*
- *Charter on Organization and Operation of Saigon Traffic Construction Joint Stock Company (“Charter”);*
- *Internal Regulations on Corporate Governance of Saigon Traffic Construction Joint Stock Company (“Regulations on Corporate Governance”);*
- *The actual situation of the Company.*

II. OBJECTIVE:

- Ensure the principles of publicity, fairness, and democracy;
- Create favorable conditions for the organization of the 2026 Annual General Meeting of Shareholders of Saigon Traffic Construction Joint Stock Company.

III. CONTENT OF THE REGULATIONS

1. Nomination and self-nomination for Member of the Board of Directors:

- **Number of members of the Board of Directors to be elected:** 05 members
- **Term:** 2026 – 2031 Term



▪ **Conditions for nomination and self-nomination for election as a Member of the Board of Directors, (in accordance with the provisions of Clause 2, Article 29 of the Company's Charter and Clause 2, Article 115 of the Law on Enterprises):**

Shareholders holding common shares with voting rights have the right to pool their voting rights to nominate candidates for the Board of Directors. A shareholder or group of shareholders holding a total of voting shares:

- From 5% to less than 10% shall be entitled to nominate one (01) candidate;
- From 10% to less than 30% shall be entitled to nominate a maximum of two (02) candidates;
- From 30% to less than 40% shall be entitled to nominate a maximum of three (03) candidates;
- From 40% to less than 50% shall be entitled to nominate a maximum of four (04) candidates;
- From 50% to less than 60% shall be entitled to nominate a maximum of five (05) candidates;
- From 60% to less than 70% shall be entitled to nominate a maximum of six (06) candidates;
- From 70% to less than 80% shall be entitled to nominate a maximum of seven (07) candidates;
- From 80% or more shall be entitled to nominate a maximum of eight (08) candidates.

In the event that the number of candidates for the Board of Directors through nomination and self-nomination is insufficient, the incumbent Board of Directors may nominate additional candidates or organize nominations in accordance with the mechanism stipulated by the Company in the Regulations on Corporate Governance. The procedure for the incumbent Board of Directors to introduce candidates for the Board of Directors must be clearly disclosed and approved by the General Meeting of Shareholders prior to the nomination and election process in accordance with the provisions of law.

▪ **Criteria and conditions for Member of the Board of Directors (in accordance with Article 30 of the Company Charter, Clause 1 Article 155 of the 2020 Law on Enterprises, Article 275 of Decree 155/2020/NĐ-CP and amending and supplementary documents):**

- Possess full civil act capacity, and are not among the subjects specified in Clause 2 Article 17 of the Law on Enterprises;

- Possess professional qualifications and experience in the Company's business management or in the field, industry, or profession of the Company, and it is not mandatory to be a shareholder of the Company;

- Be in good health, possess good moral qualities, honesty, and integrity, and have a sense of compliance with the law.

- A member of the Board of Directors of a public company may only simultaneously serve as a member of the Board of Directors or Member Council at a maximum of 05 other companies.

2. Nomination and self-nomination for Member of the Board of Supervisors:

▪ **Number of members of the Board of Supervisors to be elected:** 03 members

▪ **Term:** 2026 – 2031 Term

▪ **Number of candidates:** Unlimited

▪ **Conditions for nomination and self-nomination for Member of the Board of Supervisors (in accordance with Article 39 of the Company Charter and Clause 2 Article 115 of the Law on Enterprises):**

Shareholders holding common shares with voting rights have the right to pool their voting rights to nominate candidates for the Board of Supervisors. A shareholder or group of shareholders holding a total of voting shares:

- From 5% to less than 10% shall be entitled to nominate one (01) candidate;

- From 10% to less than 30% shall be entitled to nominate a maximum of two (02) candidates;

- From 30% to less than 40% shall be entitled to nominate a maximum of three (03) candidates;

- From 40% to less than 50% shall be entitled to nominate a maximum of four (04) candidates;

- From 50% or more shall be entitled to nominate a maximum of five (05) candidates.

In the event that the number of candidates for the Board of Supervisors through nomination and self-nomination is insufficient, the incumbent Board of Supervisors may nominate additional candidates or organize nominations in accordance with the mechanism stipulated by the Company in the Regulations on Corporate Governance. The mechanism for the incumbent Board of Supervisors to introduce candidates for the Board of Supervisors must be clearly disclosed and

approved by the General Meeting of Shareholders prior to the nomination and election process in accordance with the provisions of law.

▪ **Criteria and conditions for Member of the Board of Supervisors (In accordance with Article 40 of the Company Charter, Article 169 of the 2020 Law on Enterprises, Article 286 of Decree 155/2020/NĐ-CP and amending and supplementary documents):**

- Possess full civil act capacity, and are not among the subjects specified in Clause 2 Article 17 of the Law on Enterprises;

- Must not be a person having family relations with a member of the Board of Directors, the General Director, and other managers;

- Must not be a manager of the Company; it is not mandatory to be a shareholder or an employee of the Company;

- A supervisor of a listed joint stock company, or a company in which the State holds more than 50% of charter capital, must be an auditor or an accountant;

- Other criteria and conditions in accordance with relevant laws.

- Must not work in the accounting or finance department of the Company;

- Must not be a member or employee of an auditing company approved to audit the financial statements of the Company in the 03 immediately preceding years.

- Have been trained in one of the majors in economics, finance, accounting, auditing, law, business administration, or a major relevant to the Company's business operations.

- The Head of the Board of Supervisors must possess a university degree or higher in one of the majors in economics, finance, accounting, auditing, law, business administration, or a major relevant to the Company's business operations.

IV. DOSSIER FOR PARTICIPATING IN SELF-NOMINATION, NOMINATION

1. A dossier for participating in self-nomination or nomination includes:

▪ Nomination or self-nomination form (following the Company's template);

▪ Curriculum vitae completed by the candidate (following the Company's template);

▪ Valid notarized copies of the candidate's following documents: ID Card/ Citizen Identification Card/Passport, household registration or temporary residence record, degrees and certificates of Qualification.

2. Deadline for submission of the Dossier for participating in nomination and self-nomination:

The dossier for participating in nomination and self-nomination shall be sent to the Company **before 15:00 on April 10, 2026**, to the following address:

Saigon Traffic Construction Joint Stock Company

- Address: 476 Huynh Tan Phat, Tan Thuan Ward, Ho Chi Minh City
- Fax: (028) 38 558.649 or scan and send via email: ctgtsg@gmail.com
- Recipient: Mr. Tran Manh Hoai Bac – Head of Administrative and Organizational Department

In case of nomination/self-nomination on the date of the meeting, the nominating/candidating shareholder/group of shareholders must notify and provide the dossier to the Company **immediately before the opening of the General Meeting of Shareholders** for the Company to consider.

3. Only dossiers for nomination, self-nomination that meet the eligibility criteria for nomination, self-nomination and candidates who meet the conditions and criteria of a member of the Board of Directors or Board of Supervisors will be included in the list of candidates to be announced at the General Meeting of Shareholders.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



HOANG NGOC HUNG



Ho Chi Minh City, March 31 , 2026

ELECTION RULES
MEMBER OF THE BOARD OF DIRECTORS, BOARD OF
SUPERVISORS
SAIGON TRAFFIC CONSTRUCTION JOINT STOCK COMPANY
2026 – 2031 TERM

Pursuan to:

- *Law on Enterprises No. 59/2020/QH14 approved by the National Assembly on June 17, 2020 (“Law on Enterprises”);*
- *Law on Securities No. 54/2019/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019 (“Law on Securities”);*
- *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;*
- *Charter on organization and operation of Sai Gon Traffic Construction Joint Stock Company (“Charter”);*
- *Internal Regulations on Governance Regulations of Sai Gon Traffic Construction Joint Stock Company (“Internal Governance Regulations”).*

The 2026 Annual General Meeting of Shareholders of Sai Gon Traffic Construction Joint Stock Company shall conduct the election of Members of the Board of Directors and Board of Supervisors for the 2026 – 2031 term according to the following provisions:

1. Election principles:

- Ensure compliance with the law, the Company Charter, and the Internal Governance Regulations;
- Ensure the principles of openness and democracy and protect the legitimate rights and interests of all shareholders;
- Conduct open elections by means of direct balloting.

2. Eligibility to participate in the election:

Shareholders holding shares with voting rights or authorized representatives of shareholders holding shares with voting rights (hereinafter referred to as



“Delegates”) as listed in the Company's shareholder register as of March 23, 2026, present at the 2026 Annual General Meeting of Shareholders.

3. Quantity and term of Members of the Board of Directors and Board of Supervisors:

- Number of members of the Board of Directors to be elected: 05 members
- Number of members of the Board of Supervisors to be elected: 03 members
- Term of Member of the Board of Directors and Board of Supervisors: 2026 – 2031 term.

4. Method of election:

- The list of candidates for the Board of Directors and Board of Supervisors is formed based on the following principle: Based on the nomination and self-nomination dossiers of shareholders, select candidates for the Board of Directors and Board of Supervisors who meet the standards stipulated in the Regulations on nomination and self-nomination for election to the Board of Directors and Board of Supervisors, the Company Charter, and the candidate list must be approved by the General Meeting of Shareholders.

- In case the number of candidates for the Board of Directors and Board of Supervisors approved through nomination and self-nomination is still insufficient, the incumbent Board of Directors and Board of Supervisors may nominate additional candidates or organize nominations according to the mechanism prescribed by the Company in the Internal Governance Regulations. The nomination mechanism or the method by which the incumbent Board of Directors and Board of Supervisors nominates candidates for the Board of Directors and Board of Supervisors must be clearly announced and must be approved by the General Meeting of Shareholders prior to conducting the election.

- The election of Members of the Board of Directors and Board of Supervisors shall be conducted by cumulative voting as prescribed in Clause 3, Article 25 of the Company's Charter. Accordingly, each delegate has a total number of votes corresponding to the total number of shares owned (including shares owned personally and shares represented by authorization) multiplied by the number of members to be elected to the Board of Directors and Board of Supervisors, and the delegate has the right to allocate all or part of their total votes to one or more candidates.

- Specifically:

Board of Directors

Total votes per delegate = Total shares owned by delegate x 5

Board of Supervisors

Total votes per delegate = Total shares owned by delegate x 3

- Each delegate shall only be permitted to select a **maximum of 05 candidates** from among the candidates for the Board of Directors and a **maximum of 03 candidates** from among the candidates for the Board of Supervisors.

- When receiving the ballots, delegates must check the information recorded on the ballot; if any errors are found, they must notify the Vote Counting Committee immediately.

- In the event an additional candidate arises on the day of the Meeting, the delegate may contact the Vote Counting Committee to request a new ballot and must return the old one (before depositing it into the ballot box).

5. Procedures and form of conducting the election

5.1 Form of ballot

- Each delegate is provided with one ballot for the Board of Directors and one ballot for the Board of Supervisors.

- The Board of Directors ballot is printed on pink paper and the Board of Supervisors ballot is printed on blue paper, both stamped with the Company's official seal.

- Delegates shall vote for a number of candidates up to the number of members to be elected;
- If choosing to allocate the entire total of votes to one candidate or divide the entire total of votes equally among candidates, the delegate shall mark the box "Distribute votes equally" for the respective candidates.
- If choosing to allocate an unequal number of votes to individual candidates, the delegate shall record the exact number of votes in the "Number of votes" box for the respective candidates.

Note:

460907
CÔNG TY
PHÂN
HẠNG GIAO THƯƠNG
HÀNG
HỒ CHÍ MINH

In cases where a delegate has marked the box "Distribute votes equally" and simultaneously recorded a number in the "Number of votes" box, the results will be based on the number of votes in the "Number of votes" box.

- Ballots shall be deposited into the ballot box that has been sealed before the vote counting begins.

- Valid ballots: ballots following the printed template issued by the organizing committee, bearing the official red seal of the Company, without erasures, scraping, alterations, or containing any content other than what is specified for the ballot.

- The following ballots shall be considered invalid:

+ Recording additional content on the ballot;

+ Ballots not following the printed template issued by the organizing committee, ballots lacking the official red seal of the Company, or ballots containing erasures, scraping, alterations, or writing additional content beyond what is stipulated for the ballot;

+ The number of candidates for whom the delegate has voted exceeds the required number of members;

+ Ballots where the total number of votes cast for candidates by the delegates exceeds the total number of permitted votes;

+ Lack of signature and full name of the participating delegate.

- Once voting is concluded, the vote counting shall be carried out under the supervision of the Vote Counting Committee and shareholder representatives (if necessary).

- The Vote Counting Committee is responsible for preparing the vote-counting minutes, announcing the results, and, in coordination with the Chairperson, resolving any queries or complaints from shareholders (If any).

- After counting, ballots shall be stored in accordance with regulations and opened at the request of the Company's General Meeting of Shareholders.

- If a delegate makes an error when filling out the Board of Directors or Board of Supervisors ballot and has not yet deposited it into the ballot box, the delegate may contact the Vote Counting Committee to exchange it for a new ballot.

5.2 Cases considered as non-participation in the election:

For delegates who are present at the Meeting but do not submit a ballot, their votes shall be considered as non-participation in the election.

5.3 Vote Counting Committee, voting principles, and vote counting

a. Vote Counting Committee:

The Vote Counting Committee is nominated by the Chairperson and approved by the General Meeting of Shareholders (members of the Vote Counting Committee must not be people listed in the nominations for the Board of Directors or Board of Supervisors) and has the responsibility to:

- Submit the Election Rules for approval by the General Meeting of Shareholders;
- Provide instructions on voting methods and organize the election;
- Conduct the vote counting;
- Announce the election results before the General Meeting of Shareholders.

b. Voting and vote-counting principles:

- The Vote Counting Committee shall inspect the ballot box before voting commences, under the observation of the delegates;

- Delegates shall publicly cast their ballots into the ballot box;

- The voting period shall begin when the Chairperson or the Head of the Vote Counting Committee announces the start of voting and concludes when no further delegates remain to deposit ballots, or upon the expiration of the voting duration announced by the Chairperson/Head of the Vote Counting Committee, whichever comes first;

- Vote counting shall commence immediately following the conclusion of voting;

- Upon completion of vote counting, the Vote Counting Committee shall prepare the vote-counting report and it shall be announced by the Head of the Vote Counting Committee before the General Meeting of Shareholders.

6. Principles for election to the Board of Directors and Board of Supervisors:

6.1. Successful candidates for the Board of Directors or the Board of Supervisors shall be determined based on the number of votes, ranked from



highest to lowest, starting with the candidate receiving the most votes until the required number of members is met, in accordance with Clause 3 of these Rules.

6.2. In the event two or more candidates receive an equal number of votes for the final position on the Board of Directors or Board of Supervisors, a re-vote shall be conducted among the candidates tied for the position to select the winner, in which case the winner is the candidate who receives a higher number of votes.

In the event that a re-vote still results in an equal number of votes, priority shall be given to the individual owning a higher number of shares in Sai Gon Traffic Construction Joint Stock Company. If these candidates hold an equal number of shares, other criteria such as: qualification, performance, length of service, etc., shall be used for selection.

6.3. If the first round of voting does not yield the required number of members, voting shall continue until the required number is attained.

7. Complaints regarding the election and vote counting

Any complaints regarding the election and vote counting shall be resolved by the Chairperson of the meeting and recorded in the minutes of the 2026 Annual General Meeting of Shareholders.

8. Enforcement

- These Election Rules shall be read publicly before the General Meeting of Shareholders and voted upon by shareholders prior to the election.

- If approved by the General Meeting of Shareholders with a Percentage of over 50% of the total voting rights of all shareholders in attendance, these Rules shall take effect as a mandatory obligation for all shareholders./.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRPERSON



nhl

HOANG NGOC HUNG

REPORT

Business Performance in 2025 and Business Plan for 2026 of Saigon Traffic Construction Joint Stock Company (For the 2026 Annual General Meeting of Shareholders)

Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders of Saigon Traffic Construction Joint Stock Company No. 01/2025/NQ-ĐHĐCĐ-CTGTSG dated April 25, 2025;

Pursuant to the implementation of the 2025 business performance tasks of Saigon Traffic Construction Joint Stock Company;

Saigon Traffic Construction Joint Stock Company hereby reports its business performance in 2025 and Business Plan for 2026 as follows:

A. BUSINESS PERFORMANCE IN 2025:

I. Results of business performance in 2025:

1. Estimated implementation results of financial and business performance targets:

Based on revenue targets and financial performance results of the Company in 2025 as follows:

Unit: billion VND

No.	Percentage	2025 Plan	2025 Actual (Estimated)	Completion Percentage (%)
(1)	(2)	(3)	(4)	(5)=(4)/(3)
1	Revenue	1,010.000	2,471.863	244.74%
2	Profit (after tax)	23.806	45.601	191.55%
3	Dividend (% x Charter Capital)	7.0%	12.0%	171.43%

(Note: According to the 2025 audited consolidated financial statements)

(*) Expected 2025 dividend to be presented to the General Meeting of Shareholders

2. Analysis and assessment of production and business performance and achieved results:

In 2025, the Company exerted efforts to exceed the set targets. Specifically as follows:

2.1. Regarding financial targets:

a. Revenue:

The leadership and employees of the Company made their best efforts in production and business to successfully fulfill the assigned tasks. The revenue achieved in 2025 was 2,471.8 billion VND, reaching 244.74% compared to the plan assigned by the General Meeting of Shareholders for 2025.

b. Profit after tax: The construction business had to offer deep discounts to win bids in a highly competitive market, where contractors heavily discounted bid packages; scarce and constantly fluctuating material costs increased input expenses (stone, sand). However, the Company made efforts to increase construction business revenue, received additional funding from the Project Owner for road maintenance management contracts, and proactively cut costs to achieve a profit of 45.601 billion VND, reaching 191.55% compared to the 2025 plan. The profit-to-revenue ratio achieved in 2025 was 1.84%.

c. Tax and state budget contributions: The Company fulfilled its obligations to the state budget according to regulations.

2.2 General comments and assessment:

a. Field of road traffic infrastructure management and maintenance services:

*** Achievements:**

The Company proactively and effectively managed and maintained road traffic infrastructure according to signed contracts, fulfilling the volumes assigned by the Project Owner. In 2025, the Company received additional funding from the Project Owner in Ho Chi Minh City and the former Binh Duong province area, which significantly increased revenue in this sector.

Patrolling, patching potholes, and ensuring traffic safety were performed well by the Company. Along with investing in modern machinery and equipment, tailored to the city's traffic conditions, the Company ensured roads remained clean and tidy while maintaining environmental hygiene.

*** Regarding difficulties and limitations:**

The Company pre-financed the construction volume of variation orders to ensure timely traffic safety, but the Project Owner made late payments, extending the Company's capital recovery period; transportation costs for materials were paid by the Project Owner at a rate much lower than reality, which affected the Company's profit target.

Certain maintenance and repair tasks are paid by the Project Owner based on basic construction unit prices that do not align with actual costs.

b. Field of construction business:

*** Achievements:**

The Government continued to promote public investment disbursement, creating favorable conditions for revenue growth in construction business during the year.

The Company participated in bidding and signed many high-value construction business contracts. Construction was carried out ensuring progress and quality, earning high evaluations from Project Owners.

The Company participated in bidding for many cold in-place recycling pavement projects, helping to exploit available machinery resources.

Additionally, divisions made efforts in the settlement and finalization work to record large revenue values during the year.

*** Regarding difficulties and limitations:**

Supply materials were scarce, and material prices increased significantly (stone, sand, hot-mix asphalt), leading to a lack of supplies for the implementation of certain projects.

Many projects faced land clearance issues that prevented implementation, or had to be halted, resulting in passivity and failure to meet progress expectations in some projects.

Resolution 198/2025/QH15 was passed by the National Assembly on May 17, 2025, concerning specific mechanisms and policies for private sector economic development, which prevents the Company from directly participating in bidding for projects funded by the state budget valued at under 20 billion VND, causing a decrease in revenue.

c. Field of construction materials production and business:

*** Achievements:**

The production of hot asphalt concrete and asphalt emulsion continued to help the Company proactively meet internal needs, even during times of market material scarcity.

The production of construction materials contributed to the quality and timely completion of the City's key projects and prompt supply for routine repairs and road traffic safety assurance within the scope of public utility products and services.

Additionally, the Company increased external sales of construction materials, contributing to revenue and profit in this sector exceeding the 2025 plan.

*** Regarding difficulties and limitations:**

Input material costs like sand and stone fluctuated continuously upwards, creating significant difficulties for production; hot asphalt concrete transportation costs increased while transportation fees paid by the project owner were low; fierce competition in the hot asphalt concrete market reduced revenue in this sector significantly.

The hot asphalt concrete production line invested by the company a long time ago uses outdated technology and carries high production costs, making production inefficient and reducing the business's competitiveness. In Q4 2025, the Company invested in a new asphalt production line, expected to be operational from early 2026.

d. Investment activities:

*** Achievements:**

The Company continued to accelerate investment in machinery and equipment for construction purposes to enhance production capacity, implement mechanization measures in production to meet the needs of environmental sanitation, street cleaning, improvement of urban aesthetics, and ensure traffic and occupational safety.

In 2025, the Company completed the investment of 17 pieces of machinery and equipment, contributing to increased mechanization to promptly serve the Company's construction projects.

Completed the project "Investment in a 240 tph hot asphalt concrete production line to replace the old line" and it is currently undergoing testing for operation.

Continuing to implement investments for W150F and W200F road milling machines; road marking machines, road line removal machines; and investing in tractor heads, trucks, asphalt pavers, etc., to serve production and business.

II. Labor and salary management:

1. Labor management:

The Company has always prioritized improving the material and spiritual life of its employees. It implements all policies, performs mandatory social insurance, health insurance, and unemployment insurance contributions for employees fully and in a timely manner in accordance with State regulations.

2. Legal affairs and occupational safety:

The Company places special emphasis on ensuring occupational safety for employees, providing proper and full protective gear, and providing compensation for harmful conditions to laborers. Furthermore, the company purchased personal accident insurance for all employees.

The Company frequently conducts health and safety inspections at construction units.

Maintenance of security, order, and fire prevention at the Company's offices and warehouses was carried out effectively, with no incidents occurring in 2025.

B. PRODUCTION AND BUSINESS DIRECTIONS FOR 2026:

I. Assessment of the 2026 situation:

1. Advantages:

- The year 2026 brings many advantages and opportunities for the company. Ho Chi Minh City continues to implement its breakthrough programs and development tasks up to 2030, with a vision to 2045; the Government continues to push for public investment disbursement; the implementation of Resolution 98/2023/QH15 regarding the pilot of specific mechanisms and policies for the development of Ho Chi Minh City; and infrastructure development capital is diverse and distributed among many Project Owners.

- Over the past few years, the Company has continued to implement construction projects ensuring progress, quality, and urban aesthetics, earning high appreciation from Project Owners and increasingly enhancing the Company's reputation in the market of Ho Chi Minh City and neighboring provinces. This serves as an advantage helping the company seek more construction work in 2026 and subsequent years.

- The changes in administrative boundaries with the merger of the (former) Binh Duong and (former) Ba Ria – Vung Tau provinces into the City have helped expand the urban space, and increased demand for infrastructure connectivity opens up many opportunities for the company in bridge, road, and traffic infrastructure construction.

- Road traffic infrastructure management and maintenance service contracts for the 2025-2027 period will help the Company record revenue in 2026.

- Some carry-over contracts for business projects extending into 2026 will help the Company proactively execute work to recognize revenue in 2026.

2. Challenges:

Beside the aforementioned advantages, there are currently challenges that the Company has faced, is facing, and will encounter as follows:

- The world political situation is unstable, with significant volatility causing disruptions in global transport, reduced supply, and fluctuations in prices of materials such as oil and asphalt, leading to increased costs and reduced profits.

- Funding for road traffic infrastructure management and maintenance service contracts in 2026 has decreased due to: A reduction in the assigned capital value for 2026, stemming from a 10% saving for salary reform and 10% for social security as per Resolution No. 245/2025/QH15; and a reduction in the contract value of the former Thu Duc Center package due to the handover of assets to wards according to Decision No. 684/QĐ-SXD-BTKT dated February 13, 2026.

- The market is increasingly competitive, with contractors offering high discount rates on bids, causing significant difficulties for the Company in securing construction projects.

- Transportation costs for hot asphalt concrete have risen, and production plants are located at long distances from project sites, while the transportation costs paid by the Project Owner remain low.

II. Production and Business Direction for 2026:

Based on the production and business results achieved in 2025 and forecasts for 2026, Saigon Traffic Construction Joint Stock Company establishes the production and business direction for 2026 as follows:

1. Objectives:

- Complete the financial targets for 2026 as assigned by the General Meeting of Shareholders.

- Preserve and grow the enterprise's capital.

- Maintain the brand, ensure stability in production and business operations, and ensure sustainable development.

- Effectively utilize the Company's existing system of machinery and equipment. Invest in efficient projects.

- Care for and improve the quality of life for employees; implement policies and benefits for employees effectively, and ensure employee income.

2. Specific task implementation solutions:

a. Sector of road traffic infrastructure management and maintenance services:

- Complete, with guaranteed quality and schedule, the work volume for 2026 assigned by the Project Owner for road traffic infrastructure management and maintenance service contracts.

- Proactively connect with, approach, and participate in road maintenance, technical infrastructure construction, and drainage projects in Ho Chi Minh City and neighboring provinces.

- Strengthen patrolling and inspection of the road traffic system under the Company's management to ensure timely and accurate detection and reporting of incidents, and rapidly resolve incidents to ensure traffic safety. Focus on road surface cleaning and the modernization/mechanization of construction.

090
TY
HÀN
GIAO TH
GÒN
HỒ C

- Expedite the preparation of finalization documents and settlements to recover capital for the Company early and meet the Project Owner's disbursement schedule.
- Research and apply science, technology, and new materials in the management and maintenance of the road system to meet increasingly high requirements in the new era.

b. The project implementation for the business:

- Retain the Company's brand, focus on exploiting the market of Project Owners with non-budget capital, and entities investing in infrastructure in Ho Chi Minh City and neighboring provinces;
- Exploit the waterway project sector; continue to participate in bridge, lighting, and landscaping sectors, etc.
- Enhance the Company's capacity and experience to be ready to participate in large-scale, complex investment projects.
 - Strengthen marketing and brand-building activities.
 - Research and develop appropriate financial management mechanisms to support and improve business efficiency for individual divisions and the Company as a whole.
 - Promote the role and responsibility of heads of subordinate units in searching for and implementing construction projects.
 - Participate in bidding and construction for electrical, telecommunications, and water supply projects to increase experience and capability in these fields.
 - Accelerate progress, ensure construction quality, and focus on the acceptance, settlement, and finalization of completed work volume to recognize revenue and recover capital.
 - Organize a conference to deploy production and business tasks for 2026 and sign agreements on production and business targets for 2026.

c. Construction materials business:

- Effectively carry out production and supply of asphalt concrete and asphalt emulsion to serve internal construction work.
- Production units to intensify efforts to find more markets and partners; allocate competent personnel for management and marketing.
- Effectively exploit the newly invested asphalt concrete production plant with a capacity of 320 tph; focus on ensuring and improving product quality; build a reasonable cost structure to increase competitiveness.

d. Trading and operating the machinery and equipment system:

- Perform effective management and maintenance of the machinery and equipment system.
- Coordinate machinery and equipment to ensure the Company's production and business needs are met. Simultaneously, expand the market for external rentals.
- Exploit existing machinery and equipment most efficiently.

e. Regarding labor, salary, and human resource development:

- Strive to care for and improve employee income, and effectively implement policies and benefits for employees.
- Research and build policies to attract high-quality human resources and training plans for on-site staff to be ready to assume all projects according to the

Company's needs, not just for 2026 but in the long term, especially project managers.

- Organize training classes to improve personnel qualifications and build a high-quality workforce.

f. Occupational safety and security/order:

- Ensure safety for employees, and provide adequate and proper protective gear according to regulations. Regularly organize occupational health and safety inspections at the construction sites of the performing units.

- Ensure traffic safety by fully arranging barricades, warning signs, traffic guides, etc., throughout the construction process.

- Ensure order, security, and fire prevention at the Company's offices and warehouses, preventing any security breaches, fires, or explosions.

g. Regarding machinery and equipment investment:

- Focus on investing in machinery and equipment for construction to enhance production capacity and implement mechanization measures to meet environmental sanitation, street cleaning, traffic safety, and urban aesthetics needs, contributing to increased revenue and capital preservation, etc.

- Expedite the investment of high-tech machinery and equipment such as the new W150F and W200F milling machines to put them into operation soon.

- Regularly review the machinery and equipment system, liquidate heavy-damaged equipment that has fully depreciated or is inefficient, while studying new investments in specialized machinery and equipment for construction to enhance capacity and expand business markets (excavators, road rollers, asphalt pavers, trucks, road marking machines, etc.)

3. Financial and revenue targets for 2026:

Unit: billion VND

No.	Percentage	2025 Plan	2026 Plan	2026 Plan / 2025 Plan Percentage (%)
	(1)	(2)	(3)	(4)=(3)/(2)
1	Revenue	1,010.000	1,111.000	110.00%
2	Profit (after tax)	23.806	26.281	110.40%
3	Dividend (% x Charter Capital)	7.0%	7.7%	110.00%

(Note: Profit after tax has been deducted for the Science and Technology Fund)

Explanation of targets:

- For the revenue target of 1,111.00 billion VND in 2026, it is based on the capital scale and the socio-economic forecast for 2026. Specifically:

- + For the sector of road traffic infrastructure management and maintenance services: In 2026, the company will execute contracts for the 2025-2027 period with a value lower than in 2025; revenue for this sector will decrease due to the Ho Chi Minh City People's Committee's policy on decentralizing some routes to ward and

commune management; the 10% saving policy for salary reform and 10% for social security as per Resolution No. 245/2025/QH15; and increased input material costs and high transportation costs while the Project Owner's payments remain lower.

+ In the business projects sector: The market is highly competitive, with contractors offering high discount rates on bids, making it increasingly difficult to find construction projects. Many projects face land clearance obstacles and material shortages (sand, stone, etc.), making it difficult to commence construction or causing slow progress. However, the Company will strive to complete the planned objectives.

+ For the construction materials business sector: Currently, the construction materials business market faces competition from many manufacturers, and input material prices (oil, asphalt, sand, stone, etc.) fluctuate on an upward trend due to world political instability. In addition to producing construction materials for internal construction, the Company is stepping up external sales to increase revenue from this sector.

- Regarding the profit-after-tax target for 2026: Built according to production and business forecasts for 2026. The Company aims for an estimated profit after tax of 26.281 billion VND for 2026.

- Regarding dividend payout: Depending on the 2026 business results, Saigon Traffic Construction Joint Stock Company will strive to ensure the dividend payout ratio is not lower than 7.7% of the Company's charter capital.

The above are the production and business results for 2025 and the production and business direction for 2026 of Saigon Traffic Construction Joint Stock Company.

Sincerely./.

Recipients:

- Board of Directors;
- General Director;
- Board of Supervisors;
- Departments;
- Archive: Admin Office.



GENERAL DIRECTOR

Hoang Anh Giao

REPORT

ACTIVITIES OF THE BOARD OF DIRECTORS SAIGON TRAFFIC CONSTRUCTION JOINT STOCK COMPANY YEAR 2025

Executing the Charter on organization and operation of Saigon Traffic Construction Joint Stock Company, and Resolution No. 01/2025/NQ-ĐHĐCĐ dated April 25, 2025, of the 2025 Annual General Meeting of Shareholders (GMS), the Board of Directors (BOD) of Saigon Traffic Construction Joint Stock Company hereby reports to the GMS on the activities of the BOD in 2025 as follows:

I. Regarding personnel:

The Board of Directors of Saigon Traffic Construction Joint Stock Company for the 2021 – 2026 term consists of 05 members:

1. Mr. Hoang Ngoc Hung – representative of 4,560,000 shares, accounting for 16% of the company's Charter capital; currently holding the position of Chairman of the Board of Directors.

2. Mr. Hoang Anh Giao – representative of 4,275,000 shares and holding 2,137 shares, accounting for 15.01% of the company's Charter capital; currently holding the position of Member of the Board of Directors.

3. Mr. Vo Anh Tu – representative of 4,275,000 shares and holding 22,087 shares, accounting for 15.08% of the company's Charter capital; currently holding the position of Member of the Board of Directors.

4. Mr. Tran Thanh Hung holding 510,048 shares, equivalent to 1.79% of the Charter capital; holding the position of Member of the Board of Directors.

5. Mr. Nguyen Danh Thu, holding 203 shares, equivalent to 0.001% of the Charter capital; holding the position of Member of the Board of Directors.

II. Regarding the implementation of duties:

1. Regarding the company's business results in 2025:

After the 2025 Annual General Meeting of Shareholders of Saigon Traffic Construction Joint Stock Company approved Resolution No. 01/2025/NQ-ĐHĐCĐ dated April 25, 2025, which included the 2025 business plan and assigned the Board of Directors to implement the Resolution, the Board of Directors defined the strategy and objectives for business development and assigned the General Director to manage and implement them. Over the past year, the Board of Directors performed its supervisory function effectively to ensure the results achieved from the General Director's management adhered to the set objectives, orientation, and plans. At the same time, the Board of Directors took initiative in resolving practical obstacles and difficulties in a timely manner.

In 2025, Ho Chi Minh City still faced many difficulties, the economy recovered slowly, and additionally, the global political situation remained unstable, causing severe recession and global economic crisis, potentially having long-term impacts on the domestic economy.

However, under the guidance and direction of the Board of Directors, and with the efforts of the Board of Management and employees, the Company implemented its 2025 business tasks effectively, ensuring all set annual targets for revenue, profit, and dividend payout ratio. The revenue targets and the results of the Company's 2025 financial indicators achieved are as follows:

Unit: billion VND

No.	Target	2025 Plan	2025 Actual (estimated)	Completion Percentage (%)
(1)	(2)	(3)	(4)	(5)=(4)/(3)
1	Revenue	1,010.000	2,471.863	244.74%
2	Profit (after tax)	23.806	45.601	191.55%
3	Dividend (% x Charter capital)	7.0%	12.0%	171.43%

(Note: Based on 2025 audited consolidated financial statements)

() Expected 2025 dividends submitted to the GMS*

2. Regarding the activities of the Board of Directors:

The Board of Directors complied with the powers and obligations as prescribed by Law on Enterprises No. 59/2020/QH14, passed by the National Assembly of The Socialist Republic of Vietnam on June 17, 2020, and the Charter on organization and operation of Saigon Traffic Construction Joint Stock Company.

Board of Directors' members are assigned specific areas to review matters within the BOD's authority to issue Resolutions and Decisions, while simultaneously supervising, directing, and urging the company to implement the Resolutions and Decisions of the BOD within their assigned sectors.

In 2025, the Company's Board of Directors maintained regular and extraordinary meetings to deliberate, exchange, unify, and timely provide direction in managing the Company's business operations at specific times and stages. The organization of the BOD's meetings was ensured to be carried out in accordance with the Company Charter and the Law on Enterprises.

The Board of Directors organized **05** meetings to deliberate, discuss, and vote on issues related to the Company's operations. Additionally, the BOD held various meetings in the form of written votes from BOD members to direct and orient important and urgent issues.

The Company's Board of Directors issued **37** Resolutions with 100% consensus from the Board of Directors' members (*appendix attached*).

3. Regarding the remuneration of the Board of Directors and Board of Supervisors

3.1 In 2025, the Company implemented remuneration payments for members of the Board of Directors and the Board of Supervisors as follows:

Unit: VND

No.	Name	Position	Resolution of the 2024 Annual General Meeting of Shareholders	Remuneration Implemented	Note
I	Board of Directors' Remuneration:		534,000,000	534,000,000	
1	Hoang Ngoc Hung	Chairman of the Board of Directors	188,400,000	188,400,000	
2	Hoang Anh Giao	Member of the Board of Directors	86,400,000	86,400,000	
3	Vo Anh Tu	Member of the Board of Directors	86,400,000	86,400,000	
4	Tran Thanh Hung	Member of the Board of Directors	86,400,000	86,400,000	
5	Nguyen Danh Thu	Member of the Board of Directors	86,400,000	86,400,000	
II	Board of Supervisors remuneration:		630,000,000	630,000,000	
6	Nguyen Minh Duc	Head of the Board of Supervisors	507,600,000	507,600,000	
7	Nguyen Ngoc Duy	Member of the Board of Supervisors	61,200,000	61,200,000	
8	Bui Thong Nhat	Member of the Board of Supervisors	61,200,000	61,200,000	
III	Remuneration of Person in charge of corporate governance cum Secretary of the BOD:		55,200,000	55,200,000	
9	Do Thi Thuy Linh	Person in charge of corporate governance cum Secretary of the BOD	55,200,000	55,200,000	
	Total:		1,219,200,000	1,219,200,000	

The above remuneration level was implemented in accordance with the 2025 Annual General Meeting of Shareholders Resolution No. 01/2025/NQ-DHĐCĐ dated April 25, 2025; the Board of Directors reports this to the esteemed shareholders.

3.2 Operating expenses of the Company's Board of Directors in 2025:

No.	Content	Plan	Actual
1	Operating expenses of the Company's Board of Directors	1,340,055,000	1,118,048,705

4. Regarding the Board of Directors' supervision of the Board of Management's activities:

In 2025, under the direction of the Board of Directors, the Board of Management successfully performed assigned duties. Through Board of Directors' meetings, the General Director reported on the business performance and proposed suitable solutions and policies to the Board of Directors to resolve the company's difficulties and obstacles. The General Director also developed business and investment plans and ensured the effectiveness of the Company's operations.

Overall, the Board of Directors has effectively implemented the Resolution of the 2025 Annual General Meeting of Shareholders, exercising its authority and duties in accordance with the Company's Charter and the Law on Enterprises.

III. Direction and plan of the Board of Directors for 2026:

Objectives:

- Accomplish the 2026 financial targets assigned by the General Meeting of Shareholders.

- Preserve and develop the company's capital.

- Perform well on signed contracts with partners. Ensure stability in production, business operations, and sustainable development.

- Efficiently exploit the Company's existing machinery and equipment system.

- Caring for and improving the quality of life for employees; effectively implementing policies and regimes for employees.

Summary of 2026 revenue and financial targets:

Unit: billion VND

No.	Target	2025 Plan	2026 Plan	2026 Plan / 2025 Plan Percentage (%)
	(1)	(2)	(3)	(4)=(3)/(2)
1	Revenue	1,010.000	1,111.000	110.00%
2	Profit (after tax)	23.806	26.281	110.40%
3	Dividend (% x Charter Capital)	7.0%	7.7%	110.00%

(Note: Profit after tax has deducted the science and technology fund)

IV. Report on transactions

Report on transactions between the company, the Company's subsidiaries, or companies controlled by the public company (holding over 50% or more of Charter capital) with members of the Board of Directors and affiliated persons of those members: None

The above is the report on the activities of the Company's Board of Directors in 2025, respectfully submitted to the General Meeting of Shareholders for review and comments.

Respectfully./.

Recipients:

- General Meeting of Shareholders
- Board of Directors, Board of Supervisors
- Board of Management
- Archived: Organization and Administration Department, Legal Consulting Department

**ON BEHALF OF THE BOARD
OF DIRECTORS
CHAIRMAN**



[Handwritten signature]
Hoang Ngoc Hung

.460
NG
PH
NH G
IG
H

Appendix

**LIST OF RESOLUTIONS OF THE BOARD OF DIRECTORS
SAIGON TRAFFIC CONSTRUCTION JOINT STOCK COMPANY
YEAR 2025**

No.	Content	Resolution No.	Date	Note
1	Resolution on approving the extraordinary bonus fund for management personnel and the Head of the Board of Supervisors of Saigon Traffic Construction Joint Stock Company.	01/NQ- HDQT-CTGTSG	January 10, 2025	
2	Resolution on approving the source plan and temporary disbursement of bonuses for the Company's management team in 2024.	02/NQ- HDQT-CTGTSG	January 10, 2025	
3	Resolution on approving the policy to implement the project "Investing in a 240 tons/hour hot mix asphalt concrete production line to replace the old one" Location: D1 Subdivision, Phuoc Tan Ward, Bien Hoa City, Dong Nai Province.	03/ NQ- HDQT-CTGTSG	January 14, 2025	
4	Resolution on approving the estimated costs of bidding packages for the investment preparation phase and the contractor selection plan for the investment preparation phase of the project "Investing in a 240 tons/hour hot mix asphalt concrete production line to replace the old one" Location: D1 Subdivision, Phuoc Tan Ward, Bien Hoa City, Dong Nai Province.	04/ NQ- HDQT-CTGTSG	January 14, 2025	
5	Resolution on approving the policy for terminating the project ""Relocate the hot asphalt concrete plant and the emulsion plant of Saigon Traffic Construction Joint Stock Company from Thai Binh Hamlet, Long Binh Ward, District 9, Ho Chi Minh City, to the D1 Subdivision, Phuoc Tan Ward, Bien Hoa City, Dong Nai Province" and conduct acceptance and finalization of payments for the performed items, quantities, and works.	05/ NQ- HDQT-CTGTSG	January 14, 2025	

6	Resolution on approving the Feasibility Study Report of the project “Investing in a 240 tons/hour hot mix asphalt concrete production line to replace the old one” Location: D1 Subdivision, Phuoc Tan Ward, Bien Hoa City, Dong Nai Province.	06/ NQ- HDQT-CTGTSG	February 14, 2025	
7	Resolution on approving the cost estimates of bidding packages and the plan for selecting contractors for the detailed design and construction cost estimation phase. Project: “Investing in a 240 tons/hour hot mix asphalt concrete production line to replace the old one” at location: D1 Subdivision, Phuoc Tan Ward, Bien Hoa City, Dong Nai Province.	07/ NQ- HDQT-CTGTSG	February 14, 2025	
8	Resolution on organizing the 2025 Annual General Meeting of Shareholders.	08/ NQ- HDQT-CTGTSG	March 03, 2025	
9	Resolution on approving the contents submitted to the 2025 Annual General Meeting of Shareholders.	09/ NQ- HDQT-CTGTSG	March 24, 2025	
10	Resolution on approving the salary of the General Director, Deputy General Director and Chief Accountant.	10/NQ-HDQT-CTGTSG	March 24, 2025	
11	Resolution on approving the adjustment and supplementation of the Regulations on Evaluating Salary Increases and Salary Reclassification according to job titles for employees of the Regulations on Salary, Bonus, Salary Increase, and Salary Reclassification of the Company.	11/NQ-HDQT-CTGTSG	April 10, 2025	
12	Resolution on approving the line of credit agreements in 2024-2025.	12/NQ-HDQT-CTGTSG	April 29, 2025	
13	Resolution on approving the detailed construction design - cost estimation and plan for selecting contractors for the phase after detailed construction design of the Project “Investing in a 240 tons/hour hot mix asphalt concrete production line to replace the old one” at location: D1 Subdivision, Phuoc Tan Ward, Bien Hoa City, Dong Nai Province.	13/NQ-HDQT-CTGTSG	April 29, 2025	
14	Resolution on approving the adjustment of cost estimates for the detailed	14/NQ-HDQT-CTGTSG	April 29, 2025	

	construction design and construction cost estimation phase and approving the cost estimates for the bidding packages for the phase after detailed construction design of the Project “Investing in a 240 tons/hour hot mix asphalt concrete production line to replace the old one” at location: D1 Subdivision, Phuoc Tan Ward, Bien Hoa City, Dong Nai Province.			
15	Resolution on approving the Working Program of the Board of Directors for 2025.	15/NQ-HĐQT-CTGTSG	May 16, 2025	
16	Resolution on approving the finalization and distribution of bonuses for Executives, Board of Supervisors and Company Managers in 2024.	16/NQ-HĐQT-CTGTSG	May 16, 2025	
17	Resolution on the cash dividend payment for shareholders for the year 2024.	17/NQ-HĐQT-CTGTSG	May 20, 2025	
18	Resolution regarding the approval of re-signing the line of credit agreements for the year 2025 with the Joint Stock Commercial Bank for Investment and Development of Vietnam - Ho Chi Minh City branch.	18/NQ-HĐQT-CTGTSG	May 23, 2025	
19	Resolution regarding the approval of signing credit contracts for 2025 with the Vietnam International Commercial Joint Stock Bank - District 10 branch.	19/NQ-HĐQT-CTGTSG	May 23, 2025	
20	Resolution regarding the approval of re-signing credit contracts for 2025 with the Military Commercial Joint Stock Bank – North Sai Gon Branch.	20/NQ-HĐQT-CTGTSG	May 23, 2025	
21	Resolution regarding the approval of signing credit contracts for 2025 with the Vietnam Technological and Commercial Joint Stock Bank - Saigon Branch.	21/NQ-HĐQT-CTGTSG	May 23, 2025	
22	Resolution on selecting the auditing company for 2025.	22/NQ-HĐQT-CTGTSG	May 23, 2025	
23	Resolution on approving the signing of a business cooperation agreement with affiliated persons.	23/NQ-HĐQT-CTGTSG	May 23, 2025	
24	Resolution approving the supplementation of the Company's Internal Spending Regulations.	24/NQ-HĐQT-CTGTSG	July 17, 2025	

25	Resolution on the personnel of Traffic Construction Number 1 Company Limited.	25/NQ-HĐQT-CTGTSG	July 31, 2025	
26	Resolution on the approval of the credit facility plan for Traffic Construction Number 1 Company Limited at the Military Commercial Joint Stock Bank – North Sai Gon Branch.	26/NQ-HĐQT-CTGTSG	August 08, 2025	
27	Resolution on approving the Company to borrow capital from the Joint Stock Commercial Bank for Investment and Development of Vietnam.	27/NQ-HĐQT-CTGTSG	August 25, 2025	
28	Resolution on approving the Company to borrow capital from the Military Commercial Joint Stock Bank – North Sai Gon Branch.	28/NQ-HĐQT-CTGTSG	August 25, 2025	
29	Resolution on approving the policy implementation for “Investment in purchasing 01 road milling machine with a drum width of 1.5m”.	29/NQ-HĐQT-CTGTSG	September 29, 2025	
30	Resolution on approving the increase of the Charter capital of Traffic Construction Number 1 Company Limited.	30/NQ-HĐQT-CTGTSG	September 30, 2025	
31	Resolution on approving the adjustment, supplementation, and issuance of the Company's organizational structure regulation.	31/NQ-HĐQT-CTGTSG	October 08, 2025	
32	Resolution on approving the techno-economic report and contractor selection plan for the project “Investment in purchasing 01 road milling machine with a drum width of 1.5m”.	32/NQ-HĐQT-CTGTSG	October 15, 2025	
33	Resolution on approving the cost estimates for the bidding packages of the project “Investment in purchasing 01 road milling machine with a drum width of 1.5m”.	33/NQ-HĐQT-CTGTSG	October 15, 2025	
34	Resolution on approving the issuance of the Regulation on the Organisational Structure of the Traffic Construction Number 1 Company Limited.	34/NQ-HĐQT-CTGTSG	November 06, 2025	
35	Resolution on approving the signing of a credit contract and an asset mortgage contract with affiliated persons.	35/NQ-HĐQT-CTGTSG	November 07, 2025	

36	Resolution on approving the establishment and approving the Charter of the Traffic Construction Number 2 Company Limited.	36/NQ-HĐQT-CTGTSG	November 18, 2025	
37	Resolution on approving the adjustment of the salary system pursuant to Decree 293/2025/ND-CP dated November 10, 2025, of the Government, based on the proposal of the Company's General Director in Proposal No. 35/TTr-CTGTSG dated December 22, 2025.	37/NQ-HĐQT-CTGTSG	December 31, 2025	



REPORT
ON CORPORATE GOVERNANCE
SAIGON TRAFFIC CONSTRUCTION JOINT STOCK COMPANY
COMPANY
THE YEAR 2025

To: - **The State Securities Commission**
- **The Stock Exchange**

- Name of company: Saigon Traffic Construction Joint Stock Company
- Address of head office: 476 Huynh Tan Phat, Tan Thuan Ward, Ho Chi Minh City
- Telephone: (028) 38558649 Fax: (028) 38558649 Email:
- Charter capital: VND 284,997,640,000 (Two hundred eighty-four billion, nine hundred ninety-seven million, six hundred forty thousand Vietnamese Dong).
- Stock symbol: GTS
- Governance model:
 - + General Meeting of Shareholders, Board of Directors, Board of Supervisors and General Director.
- The implementation of internal audit: Not yet implemented.

I. Activities of the General Meeting of Shareholders

Information on meetings, resolutions and decisions of the General Meeting of Shareholders (including the resolutions of the General Meeting of Shareholders approved in the form of written comments):

No.	Resolution/Decision No.	Date	Content
01	01/2025/NQ-ĐHĐCĐ	April 25, 2025	Annual General Meeting of Shareholders: Approval of the Report on Business Performance in 2024, along with the orientations and solutions for implementing the business plan in 2025. - Approval of the Report on the Activities of the Board of Directors (BOD) in 2024. Report on Corporate Governance in 2024. - Approval of the Report on the Activities of the Board of Supervisors in 2024. - Approval of the Audited Financial Statements in 2024. - Approval of the Proposal on Profit Distribution in 2024. - Approval of the Proposal on the Profit Distribution Plan in 2025.

			<ul style="list-style-type: none"> - Approval of the Proposal regarding the remuneration policy for members of the Board of Directors and the Board of Supervisors. - Approval of the Proposal on selecting an auditing firm for the financial statements of the next fiscal year.
--	--	--	--

II. Board of Directors (Semi-annual/ annual report):

1. Information about the members of the Board of Directors (BOD):

No.	Board of Directors' members/	Position (<i>Independent members of the BOD, Non-executive members of the BOD</i>)	The date becoming/ceasing to be a member of the BOD/Independent members of the BOD	
			Date of appointment	Date of appointment
01	Mr. Hoang Ngoc Hung	Chairman of the BOD	April 20, 2024	
02	Mr. Hoang Anh Giao	Executive member of the BOD, General Director of the Company	May 05, 2021	
03	Mr. Vo Anh Tu	Executive member of the BOD, Deputy General Director of the Company	May 05, 2021	
04	Mr. Tran Thanh Hung	Non-executive member of the BOD	May 05, 2021	
05	Mr. Nguyen Danh Thu	Non-executive member of the BOD	May 05, 2021	

2. Meetings of the Board of Directors:

No.	Board of Director' member	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
01	Mr. Hoang Ngoc Hung	05/05	100%	
02	Mr. Hoang Anh Giao	05/05	100%	
03	Mr. Vo Anh Tu	05/05	100%	
04	Mr. Tran Thanh Hung	05/05	100%	
05	Mr. Nguyen Danh Thu	05/05	100%	

3. Supervising the Board of Management by the Board of Directors:

- The Board of Directors supervised the Board of Management in implementing the Resolutions and Decisions issued by the BOD;
- The Board of Directors convened **05** meetings to discuss, deliberate, and vote on issues related to the Company's operations. Additionally, the BOD conducted several meetings in the form of written comments to guide and direct important and urgent issues.
- The Company's Board of Directors issued 37 Resolutions, all of which were unanimously approved 100% by all Board of Directors' members regarding the contents.

4. *Activities of the Board of Directors' subcommittees (If any): None*

5. *Resolutions/Decisions of the Board of Directors (Semi-annual/annual report):*

** Resolution of the Board of Directors:*

No.	Content	Resolution No.	Date
1	Resolution on approving the extraordinary bonus fund for management personnel and the Head of the Board of Supervisors of Saigon Traffic Construction Joint Stock Company.	01/NQ- HÐQT-CTGTSG	January 10, 2025
2	Resolution on approving the source plan and temporary disbursement of bonuses for the Company's management team in 2024.	02/NQ- HÐQT-CTGTSG	January 10, 2025
3	Resolution on approving the policy to implement the project "Investing in a 240 tons/hour hot mix asphalt concrete production line to replace the old one" Location: D1 Subdivision, Phuoc Tan Ward, Bien Hoa City, Dong Nai Province.	03/ NQ- HÐQT-CTGTSG	January 14, 2025
4	Resolution on approving the estimated costs of bidding packages for the investment preparation phase and the contractor selection plan for the investment preparation phase of the project "Investing in a 240 tons/hour hot mix asphalt concrete production line to replace the old one" Location: D1 Subdivision, Phuoc Tan Ward, Bien Hoa City, Dong Nai Province.	04/ NQ- HÐQT-CTGTSG	January 14, 2025
5	Resolution on approving the policy for terminating the project ""Relocate the hot asphalt concrete plant and the emulsion plant of Saigon Traffic Construction Joint Stock Company from Thai Binh Hamlet, Long Binh Ward, District 9, Ho Chi Minh City, to the D1 Subdivision, Phuoc Tan Ward, Bien Hoa City, Dong Nai Province" and conduct acceptance and finalization of payments for the performed items, quantities, and works.	05/ NQ- HÐQT-CTGTSG	January 14, 2025
6	Resolution on approving the Feasibility Study Report of the project "Investing in a 240 tons/hour hot mix asphalt concrete production line to replace the old one" Location: D1 Subdivision, Phuoc Tan Ward, Bien Hoa City, Dong Nai Province.	06/ NQ- HÐQT-CTGTSG	February 14, 2025
7	Resolution on approving the cost estimates of bidding packages and the plan for selecting contractors for the detailed design and construction cost estimation phase. Project: "Investing in a 240 tons/hour hot mix asphalt concrete production line to replace the old one" at location: D1 Subdivision, Phuoc Tan Ward, Bien Hoa City, Dong Nai Province.	07/ NQ- HÐQT-CTGTSG	February 14, 2025
8	Resolution on organizing the 2025 Annual General Meeting of Shareholders.	08/ NQ- HÐQT-CTGTSG	March 03, 2025
9	Resolution on approving the contents submitted to the 2025 Annual General Meeting of Shareholders.	09/ NQ- HÐQT-CTGTSG	March 24, 2025

10	Resolution on approving the salary of the General Director, Deputy General Director and Chief Accountant.	10/NQ-HĐQT-CTGTSG	March 24, 2025
11	Resolution on approving the adjustment and supplementation of the Regulations on Evaluating Salary Increases and Salary Reclassification according to job titles for employees of the Regulations on Salary, Bonus, Salary Increase, and Salary Reclassification of the Company.	11/NQ-HĐQT-CTGTSG	April 10, 2025
12	Resolution on approving the line of credit agreements in 2024-2025.	12/NQ-HĐQT-CTGTSG	April 29, 2025
13	Resolution on approving the detailed construction design - cost estimation and plan for selecting contractors for the phase after detailed construction design of the Project "Investing in a 240 tons/hour hot mix asphalt concrete production line to replace the old one" at location: D1 Subdivision, Phuoc Tan Ward, Bien Hoa City, Dong Nai Province.	13/NQ-HĐQT-CTGTSG	April 29, 2025
14	Resolution on approving the adjustment of cost estimates for the detailed construction design and construction cost estimation phase and approving the cost estimates for the bidding packages for the phase after detailed construction design of the Project "Investing in a 240 tons/hour hot mix asphalt concrete production line to replace the old one" at location: D1 Subdivision, Phuoc Tan Ward, Bien Hoa City, Dong Nai Province.	14/NQ-HĐQT-CTGTSG	April 29, 2025
15	Resolution on approving the Working Program of the Board of Directors for 2025.	15/NQ-HĐQT-CTGTSG	May 16, 2025
16	Resolution on approving the finalization and distribution of bonuses for Executives, Board of Supervisors and Company Managers in 2024.	16/NQ-HĐQT-CTGTSG	May 16, 2025
17	Resolution on the cash dividend payment for shareholders for the year 2024.	17/NQ-HĐQT-CTGTSG	May 20, 2025
18	Resolution regarding the approval of re-signing the line of credit agreements for the year 2025 with the Joint Stock Commercial Bank for Investment and Development of Vietnam - Ho Chi Minh City branch.	18/NQ-HĐQT-CTGTSG	May 23, 2025
19	Resolution regarding the approval of signing credit contracts for 2025 with the Vietnam International Commercial Joint Stock Bank - District 10 branch.	19/NQ-HĐQT-CTGTSG	May 23, 2025
20	Resolution regarding the approval of re-signing credit contracts for 2025 with the Military Commercial Joint Stock Bank – North Sai Gon Branch.	20/NQ-HĐQT-CTGTSG	May 23, 2025
21	Resolution regarding the approval of signing credit contracts for 2025 with the Vietnam Technological and Commercial Joint Stock Bank - Saigon Branch.	21/NQ-HĐQT-CTGTSG	May 23, 2025
22	Resolution on selecting the auditing company for 2025.	22/NQ-HĐQT-CTGTSG	May 23, 2025

23	Resolution on approving the signing of a business cooperation agreement with affiliated persons.	23/NQ-HĐQT-CTGTSG	May 23, 2025
24	Resolution approving the supplementation of the Company's Internal Spending Regulations.	24/NQ-HĐQT-CTGTSG	July 17, 2025
25	Resolution on the personnel of Traffic Construction Number 1 Company Limited.	25/NQ-HĐQT-CTGTSG	July 31, 2025
26	Resolution on the approval of the credit facility plan for Traffic Construction Number 1 Company Limited at the Military Commercial Joint Stock Bank – North Sai Gon Branch.	26/NQ-HĐQT-CTGTSG	August 08, 2025
27	Resolution on approving the Company to borrow capital from the Joint Stock Commercial Bank for Investment and Development of Vietnam.	27/NQ-HĐQT-CTGTSG	August 25, 2025
28	Resolution on approving the Company to borrow capital from the Military Commercial Joint Stock Bank – North Sai Gon Branch.	28/NQ-HĐQT-CTGTSG	August 25, 2025
29	Resolution on approving the policy implementation for “Investment in purchasing 01 road milling machine with a drum width of 1.5m”.	29/NQ-HĐQT-CTGTSG	September 29, 2025
30	Resolution on approving the increase of the Charter capital of Traffic Construction Number 1 Company Limited.	30/NQ-HĐQT-CTGTSG	September 30, 2025
31	Resolution on approving the adjustment, supplementation, and issuance of the Company's organizational structure regulation.	31/NQ-HĐQT-CTGTSG	October 08, 2025
32	Resolution on approving the techno-economic report and contractor selection plan for the project “Investment in purchasing 01 road milling machine with a drum width of 1.5m”.	32/NQ-HĐQT-CTGTSG	October 15, 2025
33	Resolution on approving the cost estimates for the bidding packages of the project “Investment in purchasing 01 road milling machine with a drum width of 1.5m”.	33/NQ-HĐQT-CTGTSG	October 15, 2025
34	Resolution on approving the issuance of the Regulation on the Organisational Structure of the Traffic Construction Number 1 Company Limited.	34/NQ-HĐQT-CTGTSG	November 06, 2025
35	Resolution on approving the signing of a credit contract and an asset mortgage contract with affiliated persons.	35/NQ-HĐQT-CTGTSG	November 07, 2025
36	Resolution on approving the establishment and approving the Charter of the Traffic Construction Number 2 Company Limited.	36/NQ-HĐQT-CTGTSG	November 18, 2025
37	Resolution on approving the adjustment of the salary system pursuant to Decree 293/2025/ND-CP dated November 10, 2025, of the Government, based on the proposal of the Company's General Director in Proposal No. 35/TTr- CTGTSG dated December 22, 2025.	37/NQ-HĐQT-CTGTSG	December 31, 2025

*** Decisions of the Board of Directors:**

No.	Content	Decision No.	Date
1	Decision on approving the estimated costs of bidding packages for the investment preparation phase and the contractor selection plan for the investment preparation phase of the project "Investing in a 240 tons/hour hot mix asphalt concrete production line to replace the old one" Location: D1 Subdivision, Phuoc Tan Ward, Bien Hoa City, Dong Nai Province.	01/QĐ- HĐQT	January 14, 2025
2	Decision on approving the Feasibility Study Report of the project "Investing in a 240 tons/hour Hot Mix Asphalt production line to replace the old line" at Sub-area D1, Phuoc Tan Ward, Bien Hoa City, Dong Nai Province.	02/QĐ- HĐQT	February 14, 2025
3	Decision on approving the cost estimates of bidding packages and the plan for selecting contractors for the detailed design and construction cost estimation phase. Project: "Investing in a 240 tons/hour hot mix asphalt concrete production line to replace the old one" at location: D1 Subdivision, Phuoc Tan Ward, Bien Hoa City, Dong Nai Province	03/QĐ- HĐQT	February 14, 2025
4	Decision on amending and supplementing the Company's Regulations on Salary Payment, Bonus Payment, Salary Increase, and Salary Reclassification.	04/QĐ- HĐQT	April 10, 2025
5	Decision on approving the detailed construction design - cost estimation and plan for selecting contractors for the phase after detailed construction design of the Project "Investing in a 240 tons/hour hot mix asphalt concrete production line to replace the old one" at location: D1 Subdivision, Phuoc Tan Ward, Bien Hoa City, Dong Nai Province.	05/QĐ- HĐQT	April 29, 2025
06	Decision on approving the adjustment of cost estimates for the detailed construction design and construction cost estimation phase and approving the cost estimates for the bidding packages for the phase after detailed construction design of the Project "Investing in a 240 tons/hour hot mix asphalt concrete production line to replace the old one" at location: D1 Subdivision, Phuoc Tan Ward, Bien Hoa City, Dong Nai Province.	06/QĐ- HĐQT	April 29, 2025
07	Decision on amending, supplementing, and issuing the Internal Spending Regulation.	07/QĐ- HĐQT	July 17, 2025
08	Decision on the dismissal of the Director of the Traffic Construction Number 1 Company Limited.	08/QĐ- HĐQT	July 31, 2025
09	Decision on the appointment of the Director of the Traffic Construction Number 1 Company Limited.	09/QĐ- HĐQT	July 31, 2025

10	Decision on approving the credit facility plan for the Traffic Construction Number 1 Company Limited at the Military Commercial Joint Stock Bank – North Sai Gon Branch.	10/QĐ- HĐQT	August 08, 2025
11	Decision on increasing the Charter capital of the Traffic Construction Number 1 Company Limited.	11/QĐ- HĐQT	September 29, 2025
12	Decision on issuing the organizational structure regulation (amended and supplemented) of Saigon Traffic Construction Joint Stock Company.	12/QĐ- HĐQT	October 08, 2025
13	Decision on renaming the Project Management Board to Quality Management Department No. 2.	13/QĐ- HĐQT	October 08, 2025
14	Decision approving the technical and economic report and contractor selection plan for the Project “Investment in purchasing 01 milling machine with a drum width of 1.5m”.	14/QĐ- HĐQT	October 15, 2025
15	Decision approving the estimation for the bidding packages of the Project “Investment in purchasing 01 road milling machine with a drum width of 1.5m”.	15/QĐ- HĐQT	October 15, 2025
16	Decision on the reappointment of the Deputy General Director of the Company.	16/QĐ- HĐQT	October 28, 2025
17	Decision on issuing the organizational structure regulation of the Traffic Construction Number 1 Company Limited.	17/QĐ- HĐQT	October 28, 2025
18	Decision on issuing the Salary Scale System (amended).	18/QĐ- HĐQT	December 31, 2025

III. Board of Supervisors/ Audit Committee (Semi-annual/annual report):

1. Information about members of Board of Supervisors or Audit Committee

No.	Members of Board of Supervisors/Audit Committee	Position	The date becoming/ceasing to be the member of the Board of Supervisors/Audit Committee	Qualification
01	Mr. Nguyen Minh Duc	Head of the Board of Supervisors	May 05, 2021	Master of Economics
02	Mr. Bui Thong Nhat	Member of the Board of Supervisors	May 05, 2021	Bachelor of Accounting
03	Mr. Nguyen Ngoc Duy	Member of the Board of Supervisors	April 21, 2023	Bachelor of Accounting and Auditing

2. Meetings of the Board of Supervisors or Audit Committee:

No	Members of Board of Supervisors/ Audit Committee	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
01	Mr. Nguyen Minh Duc	02/02	100%	03/03	
02	Mr. Bui Thong Nhat	02/02	100%	03/03	
03	Mr. Nguyen Ngoc Duy	02/02	100%	03/03	

3. Supervising Board of Directors, Board of Management and shareholders by Board of Supervisors or Audit Committee:

In 2025, the Board of Supervisors implemented their activities in accordance with the 2025 operational plan of the Board of Supervisors, including: inspecting and supervising the Board of Directors and the General Director in managing and operating the Company to implement the Resolutions of the General Meeting of Shareholders; Monitoring and evaluating the legality, systematization, and honesty in accounting work, accounting books, financial statements, appendices, and related documents, business performance reports, management evaluation reports, and other reports prior to submission to the General Meeting of Shareholders or relevant state authorities.

4. The coordination among the Board of Supervisors/ Audit Committee, the Board of Management, Board of Directors and other managers:

- During its tenure, the Board of Supervisors received favourable conditions from the Board of Directors and the Board of Management to fulfill their duties.

- The Board of Supervisors maintained a cooperative and closely coordinated relationship with the Board of Directors, the General Director, and other managers, adhering to the principles of prioritizing the Company's interests, safeguarding the rights of all shareholders, and complying with legal regulations and the Company's Charter.

5. Other activities of the Board of Supervisors and Audit Committee (If any):

IV. Board of Management:

No.	Members of Board of Management	Date of birth	Qualification	Date of re-appointment / dismissal of members of the Board of Management /
01	Mr. Hoang Anh Giao General Director of the Company	January 28, 1971	Master of Economics, Civil Engineering (Bridge and Road)	September 01, 2021
02	Mr. Nguyen Hoang Thai Deputy General Director	May 26, 1962	Civil Engineering (Bridge and Road)	December 01, 2024
03	Mr. Vo Anh Tu Deputy General Director	September 23, 1975	Civil Engineering (Bridge and Road)	May 05, 2021
04	Mr. Vo Van Son Deputy General Director	December 12, 1973	Civil Engineering (Bridge and Road)	May 05, 2021
05	Mr. Phan Minh Hai Lang Deputy General Director	October 28, 1974	Bachelor of Business Administration	October 10, 2021

V. Chief Accountant

Name	Date of birth	Qualification	Date of re-appointment/ dismissal
Ms. Phan Thi Tu Trinh	November 07, 1974	Bachelor of Economics	May 05, 2021

VI. Training courses on corporate governance:

Training courses on corporate governance were involved by members of Board of Directors, the Board of Supervisors, Director (General Director), other managers and secretaries in accordance with regulations on corporate governance:

VII. The list of affiliated persons of the public company (Semi-annual/Annual report) and transactions of affiliated persons of the Company

1. The list of affiliated persons of the Company:

No.	Name of organization/individual	Securities trading account (If any)	Position at the Company (If any)	NSH No*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1	Hoang Ngoc Hung		Chairman of the BOD					Appointed	
1.2	Hoang Khang							Father	
1.3	Tong Thi Bich Loan							Mother	
1.4	Huynh Van Hue							Father – in – law	
1.5	Ta Hong Tuyet							Mother – in – law	
1.6	Huynh Huy Anh Thu							Wife	
1.7	Hoang Gia Thinh							Child	
1.8	Hoang Gia Minh							Child	
1.9	Hoang Thi Bich Ngoc							Older sister	
1.10	Pham Phu Thy							Brother-in-law	

2	Hoang Anh Giao		Member of the BOD, General Director					Appointed	
2.1	Hoang Dinh							Father	
2.2	Tran Thi Tuyet							Mother	
2.3	Nguyen Phuong Tam							Wife	
2.4	Hoang Uyen Nhi							Child	
2.5	Hoang Hung							Child	
2.6	Hoang Thuy Quynh							Older sister	
2.7	Hoang Cam Van							Younger sibling	
2.8	Nguyen Van Thong							Father – in – law	
2.9	Doan Thi Hieu							Mother – in – law	
3	Vo Anh Tu		Member of the BOD, Deputy General Director					Appointed	
3.1	Vo Huu Tap							Father	
3.2	Truong Thi Thanh Son							Mother	
3.3	Do Thi Thuy Tai							Wife	
3.4	Vo Hoang An							Child	
3.5	Vo Hoang My Khang							Child	
3.6	Vo Anh Tuan							Older brother	
3.7	Vo Thi Thanh Thuy							Older sister	

3.8	Nguyen Viet Nhan							Brother – in – law	
3.9	Tran Thi Nam Truc							Sister-in-law	
3.10	Do Van Hai							Father – in – law	
3.11	Nguyen Thi Hong							Mother – in – law	
4	Tran Thanh Hung		Member of the BOD					Appointed	
4.1	Tran Van Lich							Father	
4.2	Nguyen Thi Nhanh							Mother	
4.3	Tran Thanh Phu							Older brother	
4.4	Tran Thi Be Tham							Younger sibling	
4.5	Ha Dinh Chien							Father – in – law	
4.6	Vo Thi Anh Nguyet							Mother – in – law	
4.7	Ha Thi Bich Phuong							Sister-in-law	
4.8	Ha Dinh Luyen							Brother-in-law	
4.9	Ha Dinh Luan							Brother-in-law	
4.10	Tran Thu Ky							Child	
4.11	Ha Thi Tuyet Anh							Wife	
5	Nguyen Danh Thu		Member of the BOD					Appointed	
5.1	Bui Thi Ngoc Tram							Wife	
5.2	Nguyen Ha Tue Lam							Child	

02
 Y
 V
 THO
 N
 CHI

5.3	Nguyen Danh Phu							Child	
5.4	Nguyen Kim Ngan							Child	
5.5	Nguyen Danh Canh							Father	
5.6	Nguyen Thi Tam							Mother	
5.7	Nguyen Thi Thao							Older sister	
5.8	Nguyen Thi Ha Giang							Younger sibling	
5.9	Nguyen Danh Son							Younger sibling	
6	Nguyen Minh Duc		Head of the Board of Supervisors					Appointed	
6.1	Phan Thi Anh Tuyet							Mother	
6.2	Tran Thi Ngoc Ha							Wife	
6.3	Nguyen Ngoc Minh Thu							Child	
6.4	Nguyen Thi Ngoc Dung							Older sister	
6.5	Nguyen Thi Kieu Hanh							Older sister	
6.6	Nguyen Thi Minh Trang							Older sister	
6.7	Nguyen Minh Tri							Older brother	
6.8	Nguyen Thi My Phuong							Younger sibling	
6.9	Nguyen Xuan Quang							Younger sibling	

6.1 0	Tran Ngoc Cua							Father – in – law	
6.1 1	Ho Thi Thu Thuy							Mother – in – law	
6.1 2	Thai Thi Dung							Sister-in- law	
6.1 3	Le Hoang Man							Brother-in- law	
7	Bui Thong Nhat		Member of the Board of Supervisors					Appointed	
7.1	Le Thi Hai							Wife	
7.2	Bui The Hoi							Father	
7.3	Pham Thi Nga							Mother	
7.4	Le Tan Quang							Father – in – law	
7.5	Ngo Thi Nhien							Mother – in – law	
7.6	Bui Tuan Minh							Child	
7.7	Bui The Vinh							Child	
7.8	Bui The Vien							Older brother	
7.9	Bui The Chuc							Older brother	
7.1 0	Bui The Phan							Older brother	
7.1 1	Bui The Phong							Older brother	
7.1 2	Bui The Dinh							Older brother	
7.1 3	Bui Phung Hiep							Older brother	
8	Nguyen Ngoc Duy		Member of the Board of Supervisors					Appointed	
8.1	Nguyen Ngoc Phu							Father	
8.2	Tu Tam Nhut							Mother	
8.3	Bui Van Hong							Father-in- law	

8.4	Nguyen Thi Thuy							Mother-in-law	
8.5	Bui Thi Anh Thu							Wife	
8.6	Nguyen Gia Phuc							Child	
8.7	Nguyen Khanh Phuong							Child	
8.8	Nguyen Tam Anh							Younger sibling	
9	Nguyen Hoang Thai		Deputy General Director					Appointed	
9.1	Nguyen Thi Thanh Thuy							Wife	
9.2	Nguyen Hoang Dan Thanh							Child	
9.3	Nguyen Hoang Thang							Child	
9.4	Hoang Thi Nhan							Mother	
9.5	Nguyen Hoang An							Order Brother	
9.6	Nguyen Hoang Binh							Younger Sibling	
9.7	Nguyen Thi Hoang Yen							Younger Sibling	
9.8	Nguyen Hoang Hung							Younger Sibling	
9.9	Nguyen Hoang Dung							Younger Sibling	
10	Vo Van Son		Deputy General Director					Appointed	
10.1								Wife	

	Lai Thi Thanh Mai								
10.2	Vo Lai Thanh Vy							Child	
10.3	Vo Lai Phuong Uyen							Child	
10.4	Vo Xoay							Father	
10.5	Vo Thi Tuyen							Older sister	
10.6	Le Ngoc An							Brother – in – law	
10.7	Vo Thi Tau							Older sister	
10.8	Nguyen Ba Lam							Brother – in – law	
10.9	Vo Thi Nga							Older sister	
10.10	Nguyen Van Xe							Brother – in – law	
10.11	Vo Thi Oanh							Younger sibling	
10.12	Nguyen Cuu Thang							Brother – in – law	
10.13	Vo Van Hai							Younger sibling	
11	Phan Minh Hai Lang		Deputy General Director						
11.1	Phan Minh							Father	
11.2	Nguyen Thi Dinh							Mother	
11.3	Tran Thi Xuan Hong							Wife	
11.4	Phan Hai							Child	

	Hong Truc								
11.5	Phan Hai Mai Truc							Child	
11.6	Phan Huy							Older brother	
11.7	Nguyen Thi Tuong Vy							Sister-in-law	
11.8	Phan Giang Ngoc							Older sister	
11.9	Vo Dong Phong							Brother – in – law	
11.10	Phan Huy Long							Younger sibling	
11.11	Phan Ngoc Giang Ngan							Younger sibling	
11.12	Tran Quoc Bao							Brother – in – law	
11.13	Tran Van Duc							Father – in – law	
11.14	Vo Thi Long							Mother – in – law	
12	Phan Thi Tu Trinh		Chief Accountant						
12.1	Tran Buu Dat							Husband	
12.2	Tran Thanh Bach							Father-in-law	
12.3	Phan Thanh Hung							Father	
12.4	Doan Thi Lon							Mother	
12.5	Tran Thi Tuyet Uyen							Elder sister-in-law	
12.6	Phan Doan Thanh Quang							Younger Sibling	

12.7	Le Thi Kieu Loan							Younger sister-in-law	
12.8	Phan Trong Quynh							Younger Sibling	
12.9	Nguyen Thi Bang Chau							Younger sister-in-law	
13	Do Thi Thuy Linh		Person in charge of Corporate Governance, Company Secretary					Appointed	
13.1	Ly Thanh Nhon							Husband	
13.2	Do Van Ngoc							Father	
13.3	Le Thi Minh Chau							Mother	
13.4	Do Thuy Giang							Younger Sibling	
13.5	Ly Van Muoi							Father-in-law	
13.6	Ho Thi Cau							Mother-in-law	
13.7	Ly Hoang Chuong							Elder brother-in-law	
13.8	Ly Hoang Thanh Sang							Elder brother-in-law	
14	Lam Tan Kiet		Director of Road Enterprise 1					Major Shareholder	
14.1	Lam Van Tan							Father	
14.2	Pham Thi Dung							Mother	
14.3	Nguyen Nhat Duat							Father-in-law	
14.4	Ngo Thi Minh Tam							Mother-in-law	
14.5	Nguyen Nhat							Wife	

	Hong An								
14.6	Lam Nguyen Hoang Lan							Child	
14.7	Lam Tan Khang							Child	
14.8	Lam Tan Phat							Older Brother	
14.9	Lam Tan Huy							Older Brother	
14.10	Lam Tan Nha							Older Brother	
14.11	Lam Thi Bich Ngoc							Younger Sister	
15	Dang Quoc Tuan		Director of Hot Mix Asphalt Concrete Enterprise			May 05, 2021		Major Shareholder	
15.1	Dang Van Su							Father (Deceased)	
15.2	Nguyen Thi Ky							Mother	
15.3	Chau Van Tay							Father-in-law (Deceased)	
15.4	Nguyen Thi Tu							Mother-in-law	
15.5	Chau Thi Thanh Truc							Wife	
15.6	Dang Thanh Truc My							Child	
15.7	Dang Duy Anh							Child	
15.8	Dang Thi Ha							Older Sister	
15.9	Dang Van Duom							Older Brother	
15.10	Dang Thi Nhung							Older Sister	
15.11	Dang Thi Hong							Older Sister	

15.12	Dang Hoang Dieu							Older Brother	
15.13	Chau Nguyen Binh Phuong							Sister-in-law	
15.14	Chau Nguyen Anh Thu				46/35 Vuon Chuoi, Ward 4, District 3, HCMC			Sister-in-law	
16	Hochiminh city Finance and Investment state-owned Company	-	-	0300535140	67-73 Nguyen Du Street, Ben Nghe Ward, District 1, Ho Chi Minh City				Related organization
17	Traffic Construction Number 1 Company Limited				476 Huynh Tan Phat Street, Binh Thuan Ward, District 7, Ho Chi Minh City				Related organization

Note: NSH No.: ID card No./Passport No. (As for individuals) or Business Registration Certificate No., License on Operations or equivalent legal documents (As for organisations).

2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons.

Note: NSH No.: ID card No./Passport No. (As for individuals) or Business Registration Certificate No., License on operations or equivalent legal documents (As for organisations).

No	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
1	Traffic Construction Number 1 Company Limited	Subsidiary	0310994760 issued by the Ho Chi Minh City Department of Planning and Investment on July 18, 2011, amended for the 5th time on December 27, 2019.	476 Huynh Tan Phat, Binh Thuan Ward, District 7	January 2, 2025		- Equipment rental contract for bid package: Construction – execution of works under the project: Maintenance and upgrade of road clusters in Ward 1, 4, 5, District 3
2	Traffic Construction Number 1 Company Limited	Subsidiary	0310994760 issued by the Ho Chi Minh City Department of Planning and Investment on July 18, 2011, amended for the 5th time on December 27, 2019.	476 Huynh Tan Phat, Binh Thuan Ward, District 7	January 02, 2025		- Hot asphalt concrete sales contract for bid package: Construction – execution of works under the project: Maintenance and upgrade of road clusters in Ward 1, 4, 5, District 3

No	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
3	Traffic Construction Number 1 Company Limited	Subsidiary	0310994760 issued by the Ho Chi Minh City Department of Planning and Investment on July 18, 2011, amended for the 5th time on December 27, 2019.	476 Huynh Tan Phat, Binh Thuan Ward, District 7	January 02, 2025		- Equipment rental contract for bid package: Construction – execution of works under the project: Maintenance and upgrade of road clusters in Vo Thi Sau Ward, Ward 9, Ward 14, District 3
4	Traffic Construction Number 1 Company Limited	Subsidiary	0310994760 issued by the Ho Chi Minh City Department of Planning and Investment on July 18, 2011, amended for the 5th time on December 27, 2019.	476 Huynh Tan Phat, Binh Thuan Ward, District 7	January 2, 2025		- Hot asphalt concrete sales contract for bid package: Construction – execution of works under the project: Maintenance and upgrade of road clusters in Vo Thi Sau Ward, Ward 9, Ward 14, District 3

No	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
5	Traffic Construction Number 1 Company Limited	Subsidiary	0310994760 issued by the Ho Chi Minh City Department of Planning and Investment on July 18, 2011, amended for the 5th time on December 27, 2019.	476 Huynh Tan Phat, Binh Thuan Ward, District 7	May 9, 2025		- Equipment rental contract for bid package: Construction – execution of works under the project: Maintenance and repair of alley clusters in Ward 10
6	Traffic Construction Number 1 Company Limited	Subsidiary	0310994760 issued by the Ho Chi Minh City Department of Planning and Investment on July 18, 2011, amended for the 5th time on December 27, 2019.	476 Huynh Tan Phat, Binh Thuan Ward, District 7	May 15, 2025		- Equipment rental contract for bid package: Construction – execution of works under the project: Maintenance and repair of alley clusters in Ward 04
7	Traffic Construction Number 1 Company Limited	Subsidiary	0310994760 issued by the Ho Chi Minh City Department of Planning and Investment on July 18, 2011, amended for the 5th time on December 27, 2019.	476 Huynh Tan Phat, Binh Thuan Ward, District 7	May 19, 2025		- Equipment rental contract for bid package: Package No. 4: construction and installation under the project/procurement estimate: Road No. 9,

No	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
							Long Binh Ward
8	Traffic Construction Number 1 Company Limited	Subsidiary	0310994760 issued by the Ho Chi Minh City Department of Planning and Investment on July 18, 2011, amended for the 5th time on December 27, 2019.	476 Huynh Tan Phat, Binh Thuan Ward, District 7	May 19, 2025		- Sales contract for hot mix asphalt and emulsion: Package No. 4: construction and installation for the project/procurement estimate: Road No. 9, Long Binh Ward
9	Traffic Construction Number 1 Company Limited	Subsidiary	0310994760 issued by the Ho Chi Minh City Department of Planning and Investment on July 18, 2011, amended for the 5th time on December 27, 2019.	476 Huynh Tan Phat, Binh Thuan Ward, District 7	June 11, 2025		- Equipment rental contract for bid package: Construction + traffic assurance costs for Project: Upgrading and renovating alley 1528 Le Van Luong Street, Nhon Duc Commune
10	Traffic Construction Number 1 Company Limited	Subsidiary	0310994760 issued by the Ho Chi Minh City Department of Planning	476 Huynh Tan Phat, Binh Thuan	June 11, 2025		- Equipment rental contract for bid package: Construction + traffic

No	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
			and Investment on July 18, 2011, amended for the 5th time on December 27, 2019.	Ward, District 7			assurance costs for Project: Upgrading and renovating alley 1534 Le Van Luong Street, Nhon Duc Commune
11	Traffic Construction Number 1 Company Limited	Subsidiary	0310994760 issued by the Ho Chi Minh City Department of Planning and Investment on July 18, 2011, amended for the 5th time on December 27, 2019.	476 Huynh Tan Phat, Binh Thuan Ward, District 7	February 21, 2025		Supply contract for emulsion to repair damaged National Highway 51 road surfaces in Dong Nai & Ba Ria Vung Tau Provinces, valued at 132,000,000 VND
12	Lam Tan Kiet	Major Shareholder			June 26, 2025	Resolution No. 23/NQ-HĐQT-CTGTSG dated June 11, 2025, of the Company's Board of Directors regarding the approval of signing a business cooperation contract with	Business cooperation contract for implementing the hot mix asphalt production line project at Group 1, Tan Cang Hamlet, Phuoc Tan Ward, Bien Hoa City, Dong Nai Province

No	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
						affiliated persons	
13	Traffic Construction Number 1 Company Limited	Subsidiary	0310994760 issued by the Ho Chi Minh City Department of Planning and Investment on July 18, 2011, amended for the 7th time on August 11, 2025.	476 Huynh Tan Phat, Tan Thuan Ward, HCMC	August 4, 2025		- Equipment lease contract for the package: Construction and ensuring traffic safety for the implementation of the Project: Repair of Provincial Road 8 in the area of the roundabout intersection with Phan Van Khai Street
14	Traffic Construction Number 1 Company Limited	Subsidiary	0310994760 issued by the Ho Chi Minh City Department of Planning and Investment on July 18, 2011, amended for the 7th time on August 11, 2025.	476 Huynh Tan Phat, Tan Thuan Ward, HCMC	August 4, 2025		- Principal agreement for the purchase of asphalt concrete and emulsion for the package: Construction and ensuring traffic safety for the implementation of the Project: Repair of Provincial Road 8 in the area of the roundabout



No	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
							intersection with Phan Van Khai Street
15	Traffic Construction Number 1 Company Limited	Subsidiary	0310994760 issued by the Ho Chi Minh City Department of Planning and Investment on July 18, 2011, amended for the 7th time on August 11, 2025.	476 Huynh Tan Phat, Tan Thuan Ward, HCMC	August 4, 2025		- Equipment lease contract for the package: Construction and ensuring traffic safety for the implementation of the Project: Repair of the bridge deck and access roads to Cu Chi Overpass
16	Traffic Construction Number 1 Company Limited	Subsidiary	0310994760 issued by the Ho Chi Minh City Department of Planning and Investment on July 18, 2011, amended for the 7th time on August 11, 2025.	476 Huynh Tan Phat, Tan Thuan Ward, HCMC	August 4, 2025		- Master agreement for the purchase of asphalt concrete (BTN) and emulsion for the package: Construction and ensuring traffic safety for the implementation of the Project: Repair of the bridge deck and access roads to Cu Chi Overpass

No	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
17	Traffic Construction Number 1 Company Limited	Subsidiary	0310994760 issued by the Ho Chi Minh City Department of Planning and Investment on July 18, 2011, amended for the 7th time on August 11, 2025.	476 Huynh Tan Phat, Tan Thuan Ward, HCMC	August 20, 2025		- Equipment lease contract for the package: Construction and ensuring traffic safety for the implementation of the Project: Repair of National Highway 22, from Km22+090 to Km23+890 (Phan Van Khai Street), right side of the route
17	Traffic Construction Number 1 Company Limited	Subsidiary	0310994760 issued by the Ho Chi Minh City Department of Planning and Investment on July 18, 2011, amended for the 7th time on August 11, 2025.	476 Huynh Tan Phat, Tan Thuan Ward, HCMC	August 20, 2025		- Principal agreement for the purchase of asphalt concrete and emulsion for the package: Construction and ensuring traffic safety for the implementation of the Project: Repair of National Highway 22, from Km22+090 to



No	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
							Km23+890 (Phan Van Khai Street), right side of the route
18	Traffic Construction Number 1 Company Limited	Subsidiary	0310994760 issued by the Ho Chi Minh City Department of Planning and Investment on July 18, 2011, amended for the 7th time on August 11, 2025.	476 Huynh Tan Phat, Tan Thuan Ward, HCMC	November 28, 2025		- Equipment Lease Contract for the bid package: Construction and installation under the Project: Repair of National Highway 51, section from Km45+100 to Km45+250 (right side of the route); section from Km45+450 to Km46+600 (right side of the route)
19	Traffic Construction Number 1 Company Limited	Subsidiary	0310994760 issued by the Ho Chi Minh City Department of Planning and Investment on July 18, 2011, amended for the 8th time	476 Huynh Tan Phat, Tan Thuan Ward, HCMC	November 28, 2025		- Principal Contract for purchasing Asphalt Concrete and Emulsion for the bid package: Construction and installation under the

No	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
			on October 21, 2025.				Project: Repair of National Highway 51, section from Km45+100 to Km45+250 (right side of the route); section from Km45+450 to Km46+600 (right side of the route)
20	Traffic Construction Number 1 Company Limited	Subsidiary	0310994760 issued by the Ho Chi Minh City Department of Planning and Investment on July 18, 2011, amended for the 8th time on October 21, 2025.	476 Huynh Tan Phat, Tan Thuan Ward, HCMC	December 01, 2025		- Equipment Lease Contract for the Bid Package: Construction and traffic safety assurance serving the execution under the Project: Repair of Nguyen Huu Tho Street (2.2km section – Phase 1) (from Km1+650 to Km2+200).
21	Traffic Construction Number 1	Subsidiary	0310994760 issued by the Ho Chi Minh City	476 Huynh Tan Phat,	December 01, 2025		- Principal Contract for purchasing Asphalt

No	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
	Company Limited		Department of Planning and Investment on July 18, 2011, amended for the 8th time on October 21, 2025.	Tan Thuan Ward, HCMC			Concrete and Emulsion for the Bid Package: Construction and traffic safety assurance serving the execution under the Project: Repair of Nguyen Huu Tho Street (2.2km section – Phase 1) (from Km1+650 to Km2+200).
22	Traffic Construction Number 1 Company Limited	Subsidiary	0310994760 issued by the Ho Chi Minh City Department of Planning and Investment on July 18, 2011, amended for the 8th time on October 21, 2025.	476 Huynh Tan Phat, Tan Thuan Ward, HCMC	December 03, 2025		- Equipment Lease Contract for the Bid Package: Construction and traffic safety assurance serving the execution under the Project: Repair of National Highway 22 from Km23+890 to Km25+370 (Phan Van Khai Street),

No	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
							right side of the route.
23	Traffic Construction Number 1 Company Limited	Subsidiary	0310994760 issued by the Ho Chi Minh City Department of Planning and Investment on July 18, 2011, amended for the 8th time on October 21, 2025.	476 Huynh Tan Phat, Tan Thuan Ward, HCMC	December 03, 2025		- Principal Contract for purchasing Asphalt Concrete and Emulsion for the Bid Package: Construction and traffic safety assurance serving the execution under the Project: Repair of National Highway 22 from Km23+890 to Km25+370 (Phan Van Khai Street), right side of the route.
24	Traffic Construction Number 1 Company Limited	Subsidiary	0310994760 issued by the Ho Chi Minh City Department of Planning and Investment on July 18, 2011, amended for the 8th time	476 Huynh Tan Phat, Tan Thuan Ward, HCMC	December 03, 2025		- Equipment Rental Contract for Bid Package: Construction and traffic safety assurance serving the execution under the Project: Repair of

No	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
			on October 21, 2025.				National Highway 22 from Km11+403 to Km13+020 (Phan Van Khai Street), left side of the route.
25	Traffic Construction Number 1 Company Limited	Subsidiary	0310994760 issued by the Ho Chi Minh City Department of Planning and Investment on July 18, 2011, amended for the 8th time on October 21, 2025.	476 Huynh Tan Phat, Tan Thuan Ward, HCMC	December 03, 2025		- Principal Contract for purchasing asphalt concrete and emulsion for Bid Package: Construction and traffic safety assurance serving the execution under the Project: Repair of National Highway 22 from Km11+403 to Km13+020 (Phan Van Khai Street), left side of the route.
26	Traffic Construction Number 1 Company Limited	Subsidiary	0310994760 issued by the Ho Chi Minh City Department of Planning	476 Huynh Tan Phat, Tan Thuan	December 03, 2025		- Equipment Rental Contract for Bid Package: Construction and traffic

No	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
			and Investment on July 18, 2011, amended for the 8th time on October 21, 2025.	Ward, HCMC			safety assurance serving the execution under the Project: Repair of Tam Tan Road, section from Km0+000 (Provincial Road 8) to Km1+350 (TL14 culvert).
27	Traffic Construction Number 1 Company Limited	Subsidiary	0310994760 issued by the Ho Chi Minh City Department of Planning and Investment on July 18, 2011, amended for the 8th time on October 21, 2025.	476 Huynh Tan Phat, Tan Thuan Ward, HCMC	December 03, 2025		- Principal Contract for purchasing asphalt concrete and emulsion for Bid Package: Construction and traffic safety assurance serving the execution under the Project: Repair of Tam Tan Road, section from Km0+000 (Provincial Road 8) to Km1+350 (TL14 culvert)

No	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
28	Traffic Construction Number 1 Company Limited	Subsidiary	0310994760 issued by the Ho Chi Minh City Department of Planning and Investment on July 18, 2011, amended for the 8th time on October 21, 2025.	476 Huynh Tan Phat, Tan Thuan Ward, HCMC	December 10, 2025		- Equipment Rental Contract for Bid Package: Construction and traffic safety assurance serving the execution under the Project: Repair of National Highway 1 section from Nong Lam University to Street No. 12, right side (from Km1880+200 to Km1882+650).
29	Traffic Construction Number 1 Company Limited	Subsidiary	0310994760 issued by the Ho Chi Minh City Department of Planning and Investment on July 18, 2011, amended for the 8th time on October 21, 2025.	476 Huynh Tan Phat, Tan Thuan Ward, HCMC	December 10, 2025		- Principal Contract for purchasing asphalt concrete and emulsion for Bid Package: Construction and traffic safety assurance serving the execution under the Project: Repair of National Highway 1

No	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
							section from Nong Lam University to Street No. 12, right side (from Km1880+200 to Km1882+650).
30	Traffic Construction Number 1 Company Limited	Subsidiary	0310994760 issued by the Ho Chi Minh City Department of Planning and Investment on July 18, 2011, amended for the 8th time on October 21, 2025.	476 Huynh Tan Phat, Tan Thuan Ward, HCMC	December 10, 2025		- Equipment Rental Contract for Bid Package: Construction and traffic safety assurance serving the execution under the Project: Repair of Tam Tan Road, section from Km1+350 (TL14 culvert) to Km2+800.
31	Traffic Construction Number 1 Company Limited	Subsidiary	0310994760 issued by the Ho Chi Minh City Department of Planning and Investment on July 18, 2011, amended for the 8th time	476 Huynh Tan Phat, Tan Thuan Ward, HCMC	December 10, 2025		- Principal Contract for purchasing asphalt concrete and emulsion for Bid Package: Construction and traffic safety assurance serving the

No	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
			on October 21, 2025.				execution under the Project: Repair of Tam Tan Road, section from Km1+350 (TL14 culvert) to Km2+800.
32	Traffic Construction Number 1 Company Limited	Subsidiary	0310994760 issued by the Ho Chi Minh City Department of Planning and Investment on July 18, 2011, amended for the 8th time on October 21, 2025.	476 Huynh Tan Phat, Tan Thuan Ward, HCMC	August 08, 2025		- Economic Contract for the purchase and sale of Hot Mix Asphalt Concrete and Bitumen Emulsion for package No. 4: construction and installation under Project Road No. 9, Long Binh Ward, valued at VND 513,195,000
33	Traffic Construction Number 1 Company Limited	Subsidiary	0310994760 issued by the Ho Chi Minh City Department of Planning and Investment on July 18, 2011, amended for	476 Huynh Tan Phat, Tan Thuan Ward, HCMC	September 17, 2025		- Economic Contract for the purchase and sale of Polymer Asphalt Concrete for the project repairing the bridge deck and access

No	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
			the 8th time on October 21, 2025.				roads to the Cu Chi Overpass, Value: VND 4,858,000,000
34	Traffic Construction Number 1 Company Limited	Subsidiary	0310994760 issued by the Ho Chi Minh City Department of Planning and Investment on July 18, 2011, amended for the 8th time on October 21, 2025.	476 Huynh Tan Phat, Tan Thuan Ward, HCMC	September 18, 2025		- Economic Contract for the purchase and sale of Polymer Asphalt Concrete for the project repairing the road surface of Provincial Road 8 in the area of the roundabout intersection with Phan Van Khai Street, valued at VND 3,349,500,000
35	Traffic Construction Number 1 Company Limited	Subsidiary	0310994760 issued by the Ho Chi Minh City Department of Planning and Investment on July 18, 2011, amended for the 8th time on October 21, 2025.	476 Huynh Tan Phat, Tan Thuan Ward, HCMC	October 24, 2025		- Economic Contract for the purchase and sale of Polymer Asphalt Concrete for the project repairing National Highway 22 from KM 22+090 to Km 23+890

No	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
							(Phan Van Khai Street), on the right side of the alignment, Tan An Hoi Commune, valued at VND 4,670,750,000
36	Traffic Construction Number 1 Company Limited	Subsidiary	0310994760 issued by the Ho Chi Minh City Department of Planning and Investment on July 18, 2011, amended for the 8th time on October 21, 2025.	476 Huynh Tan Phat, Tan Thuan Ward, HCMC	November 05, 2025		- Economic Contract for the purchase and sale of Asphalt Concrete and emulsion for the project replacing the traffic median strip on National Highway 22 from KM15+640 to Km20+300 (Phan Van Khai Street), in both directions of traffic, valued at VND 141,470,000

No	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
37	Traffic Construction Number 1 Company Limited	Subsidiary	0310994760 issued by the Ho Chi Minh City Department of Planning and Investment on July 18, 2011, amended for the 8th time on October 21, 2025.	476 Huynh Tan Phat, Tan Thuan Ward, HCMC	November 06, 2025		- Economic Contract for the purchase and sale of Asphalt Concrete for the project repairing damaged road surface structure in the area of the Saigon River Tunnel, the East Ventilation Tower, and ancillary works of the West Ventilation Tower, valued at VND 1,254,499,000
38	Traffic Construction Number 1 Company Limited	Subsidiary	0310994760 issued by the Ho Chi Minh City Department of Planning and Investment on July 18, 2011, amended for the 8th time on October 21, 2025.	476 Huynh Tan Phat, Tan Thuan Ward, HCMC	November 04, 2025		- Economic Contract for the purchase and sale of Asphalt Concrete, emulsion for the repair work of Provincial Road 15 from Km 16+255 to Km 17+490, with a total value of

No	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
							VND 1,863,113,000

3. Transactions between internal persons of the Company, affiliated persons of internal persons, and the Company's subsidiaries, companies in which the Company takes controlling power.

No.	Transaction executor	Relationship with internal person	Position at the listed Company	ID card No. /Passport No., date of issue, place of Issue	Address	Name of subsidiaries or companies which the Company control	Time of transaction	Content, quantity, total value of transaction	Note

4. Transactions between the Company and other objects

4.1. Transactions between the Company and the company that its members of Board of Directors, the Board of Supervisors, Director (General Director), and other managers have been or are currently founding members, or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting).

4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director (General Director) and other managers as a member of Board of Directors, Director (General Director or CEO).

4.3. Other transactions of the Company (if any) may bring material or non- material benefits for members of Board of Directors, members of the Board of Supervisors, Director (General Director) and other managers.

VIII. Share transactions of internal persons and their affiliated persons (Semi-annual/Annual report)

1. The list of internal persons and their affiliated persons


No	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1	Hoang Ngoc Hung		Chairman of the BOD			4,560,000	16%	Representative of HFIC's capital contribution
2	Hoang Anh Giao		Member of the BOD, General Director			2,137	0.008%	
						4,275,000	15%	Representative of HFIC's capital contribution
3	Vo Anh Tu		Member of the BOD, Deputy General Director			22,087	0.077%	
						4,275,000	15%	Representative of HFIC's capital contribution
4	Tran Thanh Hung		Member of the BOD			510,048	1.790%	
5	Nguyen Danh Thu		Member of the BOD			203	0.001%	
6	Nguyen Minh Duc		Head of the Board of Supervisors			4,478	0.016%	
7	Bui Thong Nhat		Member of the Board of Supervisors			101		
8	Nguyen Ngoc Duy		Member of the Board of Supervisors			855,000	3%	Representative of HFIC's capital contribution
9	Nguyen Hoang Thai		Deputy General Director			5,089	0.018%	
10	Vo Van Son		Deputy General Director			103,719	0.364%	

C.P.H.

10.1	Lai Thi Thanh Mai					1,933	0.007%	Wife
11	Phan Minh Hai Lang		Deputy General Director					
12	Phan Thi Tu Trinh		Chief Accountant			8,753	0.031%	
12.1	Tran Buu Dat					6,844	0.024%	Husband
13	Do Thi Thuy Linh		Person in charge of Corporate Governance			1,526	0.005%	
13.1	Ly Thanh Nhon					1,628	0.006%	Husband
14	Lam Tan Kiet		Major shareholders			3,941,246	13.83%	
15	Dang Quoc Tuan		Major shareholders			5,295,200	18.58%	

2. Transactions of internal persons and affiliated persons with shares of the company

No.	Transaction executor	Relationship with internal	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increasing, decreasing (buying, selling, converting, rewarding, etc.)
			Number of shares	Percentage	Number of shares	Percentage	

IX. Other significant issues: None 

Recipients:

- As above
- Board of Directors,
- Board of Supervisors
- Board of Management
- Archived: Board of Directors ,
- Administrative Organization
- Department

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



HOANG NGOC HUNG

REPORT OF THE BOARD OF SUPERVISORS
Regarding the inspection and supervision of operations in 2025
at Saigon Traffic Construction Joint Stock Company
(Presented to the 2026 Annual General Meeting of Shareholders)

- Pursuant to the Charter on Organization and Operation of Saigon Traffic Construction Joint Stock Company;
- Pursuant to the Regulations on the Operational of the Board of Supervisors issued with Decision No. 09/QĐ-BKS dated November 19, 2021 of the Board of Supervisors of Saigon Traffic Construction Joint Stock Company;
- Based on the 2025 office, separate and consolidated financial statements of Saigon Traffic Construction Joint Stock Company audited by Southern Auditing and Accounting Financial Consulting Services Co., LTD. (AASCs);

The Board of Supervisors reports to the 2025 Annual General Meeting of Shareholders on the results of the inspection and supervision of operations in 2025 (from January 01, 2025, to December 31, 2025) at Saigon Traffic Construction Joint Stock Company as follows:

1. Activities of the Board of Supervisors in 2025:

Regarding the personnel of the Board of Supervisors: The Board of Supervisors is currently operating with 03 members.

In 2025, the Board of Supervisors implemented the following tasks:

1.1. The Board of Supervisors maintained its operations well in accordance with the Charter and the Regulations on Operation of the Board of Supervisors: assigned members to attend all periodic meetings of the Board of Directors; representatives of the Board of Supervisors also attended periodic briefing meetings of the Board of Management and several other relevant meetings to grasp and supervise the governance and administration situation at the Company;

1.2. Implemented tasks in accordance with the 2025 operation plan of the Board of Supervisors, including: performing inspection and supervision of the Board of Directors and the General Director in the management and administration of the Company; supervising and evaluating the effectiveness and level of compliance with the Company's internal control regulations, reporting regulations, and other internal governance regulations; supervising the appraisal of the legality, systematic nature, and honesty in accounting work, accounting books, in the content of financial statements, related appendices and documents, business performance reports, management assessment reports, and other reports

before submission to the General Meeting of Shareholders or relevant state agencies;

1.3. Reviewed and audited the office financial statements, separate and consolidated quarterly financial statements of the Company, and the 2025 semi-annual and annual office financial statements, separate and consolidated financial statements audited by Southern Auditing and Accounting Financial Consulting Services Co., LTD. (AASCs);

1.4. Provided opinions on the drafting, development, adjustment, and supplementation of internal regulations and policies to align with changes in current legal regulations; performed several other tasks according to the functions and duties of the Board of Supervisors.

2. Summary of meetings and decisions of the Board of Supervisors:

In 2025, the Board of Supervisors conducted 02 meetings with the following content:

2.1. Deployment of the 2025 Operation Plan of the Board of Supervisors; assignment of tasks to members of the Board of Supervisors;

2.2. Approved reports on the analysis and assessment of the operational situation and the implementation of financial targets for the quarters, semi-annual, and full year of 2025;

2.3. Approved the documents and reports of the Board of Supervisors submitted to the 2026 Annual General Meeting of Shareholders;

3. Remuneration and operating expenses of the Board of Supervisors:

3.1. Remuneration of the Board of Supervisors in 2025:

The total remuneration of the Board of Supervisors during the year was 630,000,000 VND. The remuneration level was implemented according to Resolution No. 01/2025/NQ-GMS dated April 25, 2025, of the GMS, which includes:

No.	Name	Position	Total Remuneration (VND)	Note
1	Nguyen Minh Duc	Head of the Board	507,600,000	Full-time member
3	Nguyen Ngoc Duy	Member	61,200,000	Member
4	Bui Thong Nhat	Member	61,200,000	Member
	Total		630,000,000	

3.2. Expenses of the Board of Supervisors in 2025: complied with the internal expenditure regulations of the Company.

4. Results of supervision regarding the operational situation, implementation of accounting regimes, financial statements, and business results of the Company.

4.1. Appraisal results of the 2025 Financial Statements

Through review of the 2025 office financial statements, separate financial statements, and consolidated financial statements (collectively referred to as the “Financial Statements”) that have been audited, the Board of Supervisors provides the following opinion:

- The accounting system, applied accounting policies, and the presentation of the Company's 2025 Financial Statements are in accordance with the enterprise accounting regime issued under Circular No. 200/2014/TT-BTC and Circular No. 202/2014/TT-BTC dated December 22, 2014, of the Ministry of Finance and supplemental guiding Circulars; in accordance with the Vietnamese Accounting Standards (VAS) and guiding documents issued by the Ministry of Finance;

- Accounting policies and methods are applied consistently;

- The indicators on the Balance Sheet, Income Statement, and Cash Flow Statement are clearly explained with calculation bases and fully detailed figures in the Notes to the Financial Statements. Based on the inspection and cross-checking of figures in the detailed accounting books and explanations in the financial statements, it is shown that the indicators in the financial statements are determined reasonably and reflect the financial situation of the Company honestly. The Company's estimates and assumptions in the presentation of the financial statements are reasonable and prudent.

Through appraisal, the Board of Supervisors has not detected any material misstatements. The Board of Supervisors has no objections regarding the figures in the 2025 office financial statements, separate financial statements, and consolidated financial statements audited by AASCs.

Regarding the accounting system:

- Accounting system: books, vouchers, and financial statements are clear and timely; management of assets, materials, and liabilities is rigorous; provision for doubtful debts is made reasonably, fully, and in accordance with regulations; tax declaration and payment are carried out correctly according to regulations;

- The accounting apparatus is organized in accordance with regulations; the implementation of annual internal audit and inspection work in areas of finance, materials, labor-wages, and construction equipment is well organized to promptly rectify errors and improve the Company's management capacity;

- The Company has complied with the requirements for information disclosure regarding content and timelines;

Regarding the internal control system:

The internal control system at the Company includes regulations, rules, processes, etc., serving the management and administration of the Company to ensure compliance with legal regulations and protect the legitimate interests of shareholders. The system is an effective tool helping the Board of Management supervise activities within the Company, ensuring proper implementation of the

Company's internal rules and regulations, and timely providing necessary solutions to ensure all activities are safe and in accordance with the law.

4.2. Regarding the Company's production and business results

In 2025, the Company continued to organize and implement production and business activities in a context intertwined with advantages and numerous challenges due to increasingly fierce market competition, coupled with the scarcity of raw materials.... However, the Company overcame all difficulties and achieved notable results in meeting the 2025 financial targets assigned by the General Meeting of Shareholders.

Based on the planned targets assigned in Resolution No. 01/2025/NQ-ĐHĐCĐ dated April 25, 2025, the summary of results for 2025 is as follows:

No.	Indicator	2025 Plan assigned by GMS (Billion VND)	Actual		Completion rate	
			2025 (Billion VND)	2024 (Billion VND)	Compared to 2025 Plan	Compared to 2024 Actual
A	B	1	2	3	4=2/1	5=2/3
1	Total revenue	1,010.00	2,471.86	1,506.57	244.74%	164.07%
2	Total expenses	980.24	2,414.75	1,456.03	246.34%	165.84%
3	Profit before tax	29,76	57.11	50.54	191.93%	113.01%
4	Corporate Income Tax	5.95	11.51	10.12	193.45%	113.78%
5	Profit after tax	23.81	45.60	40.42	191.55%	112.81%
6	Profit after tax/Charter capital ratio	8.35%	16.00%	14.18%	191.55%	112.81%

(*) Source: 2025 consolidated financial statements audited.

Based on the above summary table of production and business results, it is observed that the Company has exceeded its assigned financial plan targets.

The year 2025 recorded a strong breakthrough in revenue and profit scale, far exceeding the targets assigned by the General Meeting of Shareholders in Resolution No. 01/2025/NQ-ĐHĐCĐ.

Total revenue reached 2,471.86 billion VND, completing 244.74% of the annual plan and representing a growth of 64.07% compared to 2024 results. This is an impressive growth rate, indicating that the Company has successfully expanded its market share and deployed large-scale projects. Profit After Tax reached 45.60 billion VND, achieving 191.55% of the plan. The ratio of Profit After Tax/Charter Capital increased sharply from 14.18% (in 2024) to 16.00% (in 2025).

These are outstanding achievements by the Company's leadership and employees in 2025.

4.3. Regarding general and administrative expenses

No.	Indicator	2025 Actual (Billion VND)	2024 Actual (Billion VND)	Increase (+) / Decrease (-) (Billion VND)	Rate (%)
01	Administrative staff expenses	38.41	35.08	3.33	9.49%
02	Administrative material expenses	1.82	1.28	0.54	41.70%
03	Contribution to the Science and Technology fund	1.62	-1.43	3.05	-213.30%
04	Office supply expenses	1.59	1.31	0.28	20.95%
05	Depreciation of fixed assets	2.70	2.71	-0.01	-0.40%
06	Taxes, fees, and charges	0.64	1.12	-0.49	-43.30%
07	Provision expenses	0.00	6.55	-6.55	-100.00%
08	Reversal of allowance for doubtful debts	-8.84	-18.68	9.84	-52.67%
09	Other cash expenses	18.17	7.18	10.99	153.02%
10	Outsourced service expenses	7.57	18.45	-10.88	-58.98%
	Total	63.68	53.60	10.08	18.80%

4.4. Regarding some financial targets

4.4.1. Situation of assets and source:

Based on the consolidated financial statements audited by AASCs, the situation of the Company's assets and sources as of December 31, 2025, is summarized as follows:

INDICATOR	As of December 31, 2025 (Billion VND)	As of December 31, 2024 (Billion VND)	Increase/Decrease (Billion VND)	Increase/Decrease rate
(A)	(1)	(2)	(3)=(1)-(2)	(4)=(3)/(2)
ASSETS				
A- CURRENT ASSETS	1,178.25	884.95	293.30	33.14%
I. Cash and cash equivalents	268.36	276.34	-7.98	-2.89%
II. Short-term financial investments	0.79	0.76	0.02	
III. Short-term trade receivables	756.81	484.70	272.11	56.14%
IV. Inventories	127.24	98.24	29.00	29.52%
V. Other current assets	25.06	24.91	0.15	0.60%
B. NON-CURRENT ASSETS	264.90	188.11	76.79	40.82%
I. Long-term receivables	3.37	5.90	-2.53	-42.90%
II. Fixed assets	172.02	175.23	-3.20	-1.83%
1. Tangible fixed assets	171.78	174.86	-3.08	-1.76%
2. Financial lease fixed assets	-	-		
3. Intangible fixed assets	0.25	0.37	-0.12	

INDICATOR	As of December 31, 2025 (Billion VND)	As of December 31, 2024 (Billion VND)	Increase/Decrease (Billion VND)	Increase/Decrease rate
(A)	(1)	(2)	(3)=(1)-(2)	(4)=(3)/(2)
III. Investment property	-	-		
IV. Long-term Construction in Progress	89.51	-	89.51	
V. Long-term financial investments	-	-		
VI. Other non-current assets	-	6.98	-6.98	-100.00%
TOTAL ASSETS	1,443.15	1,073.06	370.10	34.49%
SOURCES				
A. LIABILITIES	1,089.12	737.73	351.39	47.63%
I. Short-term liabilities	1,083.42	733.64	349.78	47.68%
II. Long-term liabilities	5.70	4.08	1.62	39.65%
B. OWNER'S EQUITY	354.03	335.33	18.70	5.58%
I. Owner's Equity	353.11	334.41	18.70	5.59%
II. Funding sources and other funds	0.92	0.92		
TOTAL SOURCES	1,443.15	1,073.06	370.10	34.49%

(*) Source: 2025 audited consolidated financial statements.

4.4.2. Some financial analysis indicators:

Indicator	As of December 31, 2025	As of December 31, 2024
1. Asset Structure and Capital Sources		
1.1. Asset Structure		
- Short-term Assets/Total Assets	81.64%	81.54%
- Long-term Assets/Total Assets	18.36%	18.46%
1.2. Capital Structure		
- Liabilities/Total Assets	75.47%	68.21%
- Owner's Equity/Total Assets	24.53%	31.79%
2. Solvency		
2.1. Current Ratio	1.09	1.21
2.2. Quick Ratio	0.97	0.77
3. Profitability		
3.1. Profit Margin on Revenue		
- Profit Before Tax/Net Revenue	2.32%	3.37%
- Profit After Tax/Net Revenue	1.85%	2.69%
3.2. Profit Margin on Total Assets		
- Profit Before Tax/Total Assets	3.96%	5.10%
- Profit After Tax/Total Assets	3.16%	4.08%
3.3. Profit After Tax/Owner's Equity	16.00%	14.18%

4.4.3. Debt situation:

No.	Indicator	As of December 31, 2025 (billion VND)	As of December 31, 2024 (billion VND)	Increase/Decrease (billion VND)	Increase/Decrease rate
1	Total receivables	760.18	490.60	269.58	70.76%
	In which				
	Trade receivables	687.98	369.13	318.85	196.48%
	Allowance for doubtful accounts	-56.33	-65.17	8.84	-11.37%
2	Total liabilities	1.089.12	737.73	351.39	52.02%
	Of which;				
	Trade Payables;	398.93	200.58	198.35	171.17%

Remarks:

- The Company's financial situation is generally healthy and stable; payment capability is safe; the Company's financial indicators are reasonable; Owner's equity is preserved.

- Regarding general and administrative expenses: During the year, administrative expenses recorded an increase of **18.80%** compared to the same period. The increase mainly occurred in items such as personnel expenses, other cash expenses, and contributions to the science and technology fund; conversely, the Company made efforts to optimize by sharply cutting outsourced service expenses and controlling bad debt provisions well. In general, the increase in administrative expenses is consistent with the Company's revenue growth trajectory for the year.

- Regarding Asset Structure

+ The Company's total assets as of December 31, 2025, reached 1,443.15 billion VND, an increase of 34.49% compared to the beginning of the year.

+ Current Assets (accounting for 81.64% of total assets): Growth mainly came from short-term trade receivables (an increase of 56.14%, corresponding to an increase of over 272 billion VND). Concentrating assets in receivables indicates that business scale is expanding but also implies potential cash flow risks.

+ Non-current assets: Long-term construction in progress increased by 89.51 billion VND, indicating that the Company is investing in long-term projects/works, which promises to generate future revenue.

- Regarding Capital Structure and Financial Leverage: Liabilities increased sharply by 47.63%, accounting for 75.47% of total capital (compared to 68.21% in 2024). This indicates that the Company is utilizing high financial leverage to finance its revenue scale growth. However, the high Debt/Total Assets ratio requires strict control over short-term debt repayment pressure.

- Regarding financial ratios and Liquidity

+ Liquidity: The current ratio decreased from 1.21 to 1.09, indicating that short-term payment pressure is increasing. However, the quick ratio improved significantly (from 0.77 to 0.97), indicating that the quality of current assets (excluding inventory) still ensures the ability to meet maturing debt obligations.

+ Return on Equity (ROE): The ROE index reached 16.00%, an increase compared to 2024 (14.18%). This is a bright spot showing that the profitability on shareholders' equity continues to be maintained and developed.

- Evaluation of the debt situation: Some debt fluctuations in 2025:

+ Trade receivables: Increased sharply by 196.48% (reaching 687.98 billion VND). Revenue growth accompanied by rapidly increasing customer debt is a signal that debt recovery risk management needs to be tightened.

+ Trade payables: Increased by 171.17% (reaching 398.93 billion VND). The Company has effectively utilized capital from suppliers to finance business activities; however, it is necessary to pay attention to timely payments to ensure the supply chain.

+ Provision for doubtful debts decreased by 11.37%, indicating that the processing and recovery of old debts are effective. The Company needs to continue to strengthen the management of trade receivables to avoid risks arising from having to resolve outstanding debts. Regarding the provision for bad debts already established, it is necessary to continue urging relevant departments responsible for contacting Investors and customers to carry out debt recovery, in order to recover capital and improve the Company's profit indicators.

4.5. Regarding investment: During the year, the Company invested in machinery, equipment, and vehicles for production and business with a total value of 15.45 billion VND. Besides that, the Company invested in 01 new hot asphalt concrete production plant with advanced technology which is currently in the trial operation stage, preparing for commissioning and putting into use.

5. Regarding transactions between the Company, its subsidiaries, companies which the Company controls 50% or more of charter capital, with members of the Board of Directors, the General Director, other executives and their affiliated persons; transactions between the Company and companies where members of the Board of Directors, the General Director, or other executives are founding members or enterprise managers within the 03 most recent years before the time of transaction: None

6. Supervision results regarding the Board of Directors and General Director

The Board of Directors and the Board of Management have exercised their rights and obligations correctly with a high sense of responsibility, for the legitimate interests of the Company and shareholders. The Board of Supervisors has not observed any irregularities in the governance and management activities of the Board of Directors, the General Director, and the executives.

6.1. Regarding the work of the Board of Directors:

- The Board of Directors has fulfilled its powers and obligations correctly in accordance with the Law on Enterprises and the Charter of organization and operation of the Company;

- The Board of Directors established a 2025 work program consistent with the goals and orientation resolved by the General Meeting of Shareholders to implement specific tasks.

- The Board of Directors performed its duties in accordance with the operating regulations. During the year, it held 05 meetings. Board of Directors meetings were conducted in accordance with the provisions of the Company's Charter. The content of the meetings fell within the duties and authority of the Board of Directors, working with a high spirit of responsibility. In addition, the Board of Directors also organized many meetings in the form of obtaining written opinions from Board of Directors' members to direct and orient important and urgent issues.

- During the year, the Board of Directors issued 37 Resolutions with high consensus of 100% of the opinions of Board of Directors' members; the resolutions and decisions of the Board of Directors were timely in directing in accordance with the Resolution of the General Meeting of Shareholders.

- Regularly supervise the Board of Management in implementing the General Meeting of Shareholders' Resolution and production and business activities.

6.2. Regarding the management work of the Board of Management:

- The Board of Management implemented tasks in a timely and flexible manner to achieve the best results according to the directions in the resolutions and decisions of the Board of Directors.

- Through Board of Directors meetings, the Board of Management promptly reported on the business situation and proposed appropriate solutions and policies to the Board of Directors to solve the Company's difficulties and obstacles. The Board of Management also developed business plans, investment plans, and ensured the Company's business activities achieved efficiency.

6.3. Implementation of the Resolutions of the 2025 General Meeting of Shareholders:

a. Implementation of financial targets: The Company completed and exceeded the plan for financial targets, ensuring the (expected) dividend payout level exactly as resolved by the General Meeting of Shareholders;

b. Implementation of profit distribution for 2024 and dividend payment to shareholders:

- Implemented cash dividend payments to shareholders; distributed profits and established funds for 2024 in accordance with the General Meeting of Shareholders' Resolution;

c. Selection of an audit firm for the 2025 fiscal year: signed a contract with Southern Auditing and Accounting Financial Consulting Services Co., LTD. (AASCs) to perform the audit and review of the Company's financial statements for the 2025 fiscal year;

7. Evaluation of coordination between the Board of Supervisors and the Board of Directors, General Director, and shareholders

During the working process, the Board of Supervisors was provided favorable conditions by the Board of Directors and the Board of Management to complete its tasks.

The Board of Supervisors maintained a close working relationship and coordination with the Board of Directors, General Director, and executives, based on the principle of acting in the interest of the Company, the shareholders as a whole, and in compliance with the laws and the Company's Charter.

8. Conclusion:

In 2025, the Board of Management implemented tasks in a timely and flexible manner to achieve the best results according to the directions in the resolutions and decisions of the General Meeting of Shareholders and the Board of Directors, overcame all difficulties and challenges, and exerted efforts to successfully complete all assigned targets and tasks, ensuring the life and income of employees.

As of December 31, 2025, the Company has exceeded the plan targets according to Resolution No. 01/2025/NQ-ĐHĐCĐ dated April 25, 2025, with the financial situation reflecting transparency and efficiency; and the results achieved show the all-out efforts of the Company's leadership and employees in completing assigned tasks well.

To ensure the completion of goals and tasks for the upcoming 2026, the Company needs to continue focusing on the following contents:

- Continue to focus on the timely commissioning and settlement of works already constructed on-site; for projects delayed due to site clearance issues, it is necessary to actively coordinate with the Investor to resolve difficulties so that construction can begin soon;
- Continue to perform well in debt recovery and processing;
- Continue to have practical solutions and policies to increase revenue, while simultaneously managing costs effectively to ensure the completion of the annual plan assigned by the General Meeting of Shareholders, contributing to enhancing competitiveness, sustainable development, and capital preservation;
- Push the business development trend, participate in bidding for traffic projects in the city and neighboring provinces; strengthen cooperation, joint ventures, and partnerships with reputable, capable, and experienced partners to develop production, as well as expand the market and new fields;

- Efficiently put into operation the hot asphalt concrete production plant and the emulsion plant invested in 2025; continue to focus on investment in modernizing machinery, equipment, and vehicles, focusing on specific activities to meet production and business needs, market demand, and strengthen competitiveness;

- Continue to promote scientific and technological research and application in the Company's main production and business fields such as technology innovation, product innovation, and rationalizing production to create conditions for the Company's sustainable development;

- Continue to study and build appropriate financial management mechanisms to support, select, and concentrate resources to deploy effective projects and enhance business efficiency for enterprises in particular and the entire Company in general;

- Continue to strictly manage production and business costs to save administrative expenses, implement synchronized solutions to reduce product costs: build construction organization measures, volume management, input material price management, etc. Besides that, it is necessary to strengthen updates on price fluctuations of main fuels and materials in production and business activities to analyze and assess impacts, timely develop appropriate production, business, and financial plans, and achieve high efficiency.

- Develop and implement human resource development policies to improve the competence and experience of site managers and construction engineers, thereby creating a competitive edge during the bidding process, staying ready to undertake all construction projects, and attracting high-expertise human resources, as well as streamlining the organizational structure to fit the new situation of the Company.

II. 2026 Operational Directions:

To effectively perform supervisory duties according to the Law on Enterprises and the Company's Charter, the Supervisory Board establishes its 2026 operational plan with key contents as follows:

- Supervise the compliance with legal regulations, the Company's Charter, and the implementation status of resolutions of the General Meeting of Shareholders and the Board of Directors;

- Continue to perform the duties of inspection and supervision of management and operational activities according to the functions and tasks stipulated in the Company's Charter and the Regulations on Operation of the Board of Supervisors;

- Supervise the implementation progress of the Company's production, business, and investment plans;

- Review and appraise quarterly, semi-annual, and full-year 2026 Financial Statements;

- Supervise the coordination between the Board of Directors, the Board of Management, and the Supervisory Board;
- Receive information, exchange with shareholders, and address issues at the request of shareholders;
- Other duties as prescribed by the Law on Enterprises and the Company's Charter.

The above is the report on the results of the inspection and supervision of the 2025 operational situation of the Supervisory Board.

The Supervisory Board sincerely thanks the Board of Directors, the Board of Management, and the professional departments for facilitating the Supervisory Board's completion of its assigned duties./.

Recipients;;

- Company shareholders;;
- Board of Directors' members;;
- Members of the Board of Supervisors;;
- Archived: Organization and Administration Department, the Board of Supervisors.;

**ON BEHALF OF THE
BOARD OF
SUPERVISORS;
HEAD OF THE BOARD;**



Nguyen Minh Duc

PROPOSAL

**Regarding the amendment and supplementation of the Charter on organization
and operation**

To: General Meeting of Shareholders

Pursuant to:

Law on Enterprises No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

Law on Securities No. 54/2019/QH14 approved by the National Assembly on November 26, 2019;

Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;

Decree No. 245/2025/NĐ-CP dated September 11, 2025 of the Government amending and supplementing a number of articles of Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;

Circular No. 116/2020/TT-BTC dated December 31, 2020 guiding a number of articles on corporate governance applicable to public companies;

Charter on organization and operation of Saigon Traffic Construction Joint Stock Company;

Resolution No. 04/NQ-HĐQT-CTGTSG dated March 23, 2026 of the Board of Directors of the Company on the approval of contents submitted to the 2026 Annual General Meeting of Shareholders

In order to amend and supplement in accordance with the provisions of current law and the actual situation at the enterprise; Now, the Board of Directors of the Company would like to submit to the General Meeting of Shareholders for approval the amendment of several contents in the Charter of Saigon Traffic Construction Joint Stock Company issued in conjunction with Decision No. 524/QĐ-CTGTSG dated November 19, 2021. Specifically as follows:

CURRENT CHARTER	DRAFT	NOTE
- Point a Clause 4 Article 2: The registered head office of the Company is: Address: 476 Huynh Tan Phat, Binh Thuan Ward, District 7.	Adjusted to: The registered head office of the Company is: Address: 476 Huynh Tan Phat, Tan Thuan Ward, HCMC.	According to the new administrative unit arrangement



<p>- Point d Clause 2 Article 30: Members of the Board of Directors of the Company may concurrently serve as members of the Board of Directors of other companies, but in no more than five (05) other companies.</p>	<p>Adjusted to: Members of the Board of Directors may <i>only concurrently serve as members of the Board of Directors or Members' Council at a maximum of 05 other companies.</i></p>	<p>Article 275 of Decree 245/2025/NĐ-CP</p>
<p>- Clause 1 Article 30: The total number of non-executive members of the Board of Directors must account for at least one-third (1/3) of the total number of members of the Board of Directors.</p>	<p>Adjusted to: <i>There is at least 01 non-executive member in the Board of Directors.</i></p>	<p>Article 276 of Decree 245/2025/NĐ-CP</p>
<p>- Point v Clause 2 Article 31: Organize training and coaching on corporate governance and necessary skills for members of the Board of Directors, General Director, and other managers of the Company.</p>	<p>Adjusted to: Organize training and coaching on corporate governance and necessary skills for members of the Board of Directors, General Director, <i>the person in charge of corporate governance</i>, and other managers of the Company.</p>	<p>Article 278 of Decree 245/2025/NĐ-CP</p>

Respectfully submit to the General Meeting of Shareholders for review and approval.

Respectfully./.

Recipients:

- As above
- Board of Supervisors
- Archived: Administrative Office, Board of Directors.

ON BEHALF OF THE BOARD OF DIRECTORS CHAIRMAN




Hoàng Ngọc Hưng

PROPOSAL

**Regarding the amendment and supplementation of the Regulations on the
Organization and Operation of the Board of Directors**

To: General Meeting of Shareholders

Pursuant to:

Law on Enterprises No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic Of Vietnam on June 17, 2020;

Law on Securities No. 54/2019/QH14 approved by the National Assembly on November 26, 2019;

Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;

Decree No. 245/2025/NĐ-CP dated September 11, 2025 of the Government amending and supplementing a number of articles of Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;

Circular No. 116/2020/TT-BTC dated December 31, 2020 guiding a number of articles on corporate governance applicable to public companies;

Charter on organization and operation of Saigon Traffic Construction Joint Stock Company;

Resolution No. 04/NQ-HĐQT-CTGTSG dated March 23, 2026 of the Company's Board of Directors regarding the approval of contents to be submitted to the 2026 Annual General Meeting of Shareholders


In order to amend and supplement in accordance with the provisions of current law and the practical situation at the enterprise; Now, the Board of Directors of the Company hereby respectfully submits to the General Meeting of Shareholders for approval the amendment of several contents in the Regulations on the Organization and Operation of the Board of Directors of Saigon Traffic Construction Joint Stock Company issued under Decision No. 12/QĐ-HĐQT-CTGTSG dated November 19, 2021 of the Board of Directors of Saigon Transportation Construction Corporation. Specifically:

CURRENT REGULATIONS	DRAFT	NOTE
- Point d, Article 6: A member of the Board of Directors of the Company may concurrently serve as a member of the Board of Directors of another company, but in no more than five	Adjusted to: Members of the Board of Directors may <i>only concurrently serve as members of the Board of Directors or Members' Council at</i>	Article 275 of Decree 245/2025/NĐ-CP



(05) other companies.	<i>a maximum of 05 other companies.</i>	
- Clause 2, Article 5: The total number of non-executive members of the Board of Directors must account for at least one-third (1/3) of the total number of members of the Board of Directors.	Adjusted to: <i>There is at least 01 non-executive member in the Board of Directors.</i>	Article 276 of Decree 245/2025/NĐ-CP
- Point t, Clause 2, Article 11: Organize training and capacity building on corporate governance and necessary skills for members of the Board of Directors, the General Director, and other managers of the Company.	Adjusted to: Organize training and capacity building on corporate governance and necessary skills for members of the Board of Directors, the General Director, <i>the Person in Charge of Corporate Governance</i> , and other managers of the Company.	Article 278 of Decree 245/2025/NĐ-CP

Respectfully submitted to the General Meeting of Shareholders for review and approval.

Sincerely././ 

Recipients:

- As above
- Board of Supervisors
- Archived: Administrative Office, Board of Directors.

**ON BEHALF OF THE BOARD
OF DIRECTORS
CHAIRMAN**




Hoang Ngoc Hung



PROPOSAL

**Re: Approval of the audited financial statements
for the period from January 1, 2025, to December 31, 2025**

**To: - The General Meeting of Shareholders of Saigon
Traffic Construction Joint Stock Company**

The financial statements for the period from January 1, 2025, to December 31, 2025, of Saigon Traffic Construction Joint Stock Company and subsidiaries have been audited by Southern Auditing and Accounting Financial Consulting Services Co., LTD. (AASCs). The company presents the auditor's opinion verbatim:

Auditor's opinion


Regarding the separate financial statements: “In our opinion, the separate financial statements give a true and fair view, in all material respects, the financial position of Sai Gon Traffic Construction Joint Stock Company at for the fiscal year ended as at 31/12/2025, of its operating results and cash flows for the fiscal year ended at the same time, in accordance with Vietnamese Accounting Standards, the Vietnamese Accounting System for Enterprise and the relevant statutory requirements applicable to financial reporting.”

Regarding the office financial statements: “In our opinion, the financial statements give a true and fair view, in all material respects, the financial position of Sai Gon Traffic Construction Joint Stock Company at for the fiscal year ended as at 31/12/2025, of its operating results and cash flows for the fiscal year ended at the same time, in accordance with Vietnamese Accounting Standards, the Vietnamese Accounting System for Enterprise and the relevant statutory requirements applicable to financial reporting.”

Regarding the consolidated financial statements: “In our opinion, the consolidated financials statements give a true and fair view, in all material respects, the financial position of Sai Gon Traffic Construction Joint Stock Company and the subsidiaries at for the fiscal year ended as at 31/12/2025, of its operating results and cash flows for the fiscal year ended at the same time, in accordance with Vietnamese Accounting Standards, the Vietnamese Accounting



System for Enterprise and the relevant statutory requirements applicable to financial reporting.”

We respectfully submit to the General Meeting of Shareholders for consideration and approval of the audited financial statements for the period from January 1, 2025, to December 31, 2025. 

Recipients:

- As above;
- Archived:
Administrative Office.

ON BEHALF OF THE BOARD OF DIRECTORS

Chairman



Hoàng Ngọc Hưng



No: **04** /TTr-HĐQT-CTGTSG

Ho Chi Minh City, March 23, 2026

PROPOSAL

Implementation of profit distribution in 2025

**To: The General Meeting of Shareholders of Saigon Traffic
Construction Joint Stock Company**

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, of the National Assembly of the Socialist Republic of Vietnam;;
- Pursuant to the Charter of Saigon Traffic Construction Joint Stock Company;
- Pursuant to Resolution No. 01/2025/NQ-ĐHĐCĐ-CTGTSG dated April 25, 2025, of the 2025 Annual General Meeting of Shareholders of Saigon Traffic Construction Joint Stock Company;
- Pursuant to Resolution No. 02/NQ-HĐQT-CTGTSG dated January 29, 2026, on approving the funding plan and provisional payment of bonuses for managers in 2025;
- Pursuant to the 2025 separate and consolidated financial statements audited by AASCs;
- Pursuant to Resolution No. 04/NQ-HĐQT-CTGTSG dated March 23, 2026 of the Board of Directors on approving the contents submitted to the 2026 Annual General Meeting of Shareholders,

The Board of Directors respectfully submits to the General Meeting of Shareholders the implementation of the 2025 profit distribution as follows:

I. Implementation of 2025 profit distribution:

1. Operating results in 2025:

Unit: VND

No.	Item	According to the 2025 audited financial statements (parent company - separate financial statements)	According to the 2025 audited financial statements (consolidated financial statements)
1	Profit before tax, not yet allocated to the science and technology fund	53,963,241,283	58,733,415,859



2	Current corporate income tax	10,559,092,658	11,513,127,573
3	Profit after tax	41,785,251,625	45,601,391,286

2. The 2025 profit is distributed as follows:

Unit: VND

No.	Item	Amount
I	Profit before tax, not yet allocated to the science and technology fund	53,963,241,283
II	Allocation to the science and technology fund (3% of taxable income)	1,618,897,000
III	Profit after tax according to independent audit (to be distributed)	52,344,344,283
1	Profit sharing for associated capital contributors according to the signed economic contract (If any)	41,785,251,625
2	Offset prior years' losses, no longer deductible from profit before tax as regulated.	
3	Allocation to the enterprise development fund	
4	Allocation to the reward and welfare fund (18.15% of profit after tax).	7,585,534,825
4a	Reward and welfare fund for employees (75% of the reward and welfare fund).	5,689,151,119
	<i>Reward fund.</i>	3,501,200,000
	<i>Welfare fund.</i>	2,187,951,119
4b	Management reward fund (25% of the reward and welfare fund). Of which, the Member of the Board of Supervisors Reward Fund: 522,362,976 VND.	1,896,383,706
5	The remaining profit is used to pay a 9% cash dividend on charter capital.	34,199,716,800

(*) The Management reward fund is distributed to the Company's Managers, Deputy General Directors, Chief Accountant, and the Board of Supervisors.

The General Director will be balanced/regulated between the two Reward Funds and the Welfare Fund. The remaining balance of the Reward and Welfare Funds will be used for subsequent years, and the General Director is authorized to decide on their appropriate use.

II. Payment time:

Within 6 months from the date of approval by the General Meeting of Shareholders. Payment can be made in one or several installments. Authorize the General Director to decide on all matters related to the payment of 2025 dividends.

The Board of Directors respectfully submits to the General Meeting of Shareholders for review, approval, and comments. *B*

ON BEHALF OF THE BOARD OF DIRECTORS

Recipients:

- As above;
- Archived: Administrative Office,
Board of Directors.

Chairman



Handwritten signature in blue ink

Hoang Ngoc Hung



No. 05 /TTr -HĐQT-CTGTSG

Ho Chi Minh City, March 23, 2026

PROPOSAL

Profit Distribution Plan for 2026

**To: The General Meeting of Shareholders of Saigon Traffic
Construction Joint Stock Company**

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, of the National Assembly of the Socialist Republic of Vietnam;
- Pursuant to the Charter of Saigon Traffic Construction Joint Stock Company;
- Pursuant to the Business Operation Plan for 2026;
- Pursuant to Resolution No. 04/NQ-HĐQT-CTGTSG dated March 23, 2026 of the Board of Directors on approving the contents to be submitted to the 2026 Annual General Meeting of Shareholders,

The Board of Directors respectfully submits to the General Meeting of Shareholders the Company's profit distribution plan for 2026 as follows:

1- The 2026 Profit Distribution Plan:

Unit: VND

No.	Item	Amount
I	Profit before tax, not yet allocated to the science and technology fund	34,220,338,000
II	Allocation to the science and technology fund (4% x taxable income)	1,368,814,000
III	Profit after tax distributed as follows:	26,281,219,280
1	Profit sharing for associated capital contributors according to the signed economic contract (If any)	0
2	Offset prior years' losses, no longer deductible from profit before tax as regulated.	0
3	Allocation to the enterprise development fund	0
4	Allocation to the reward and welfare fund	4,336,401,000
a	Reward and welfare fund for employees (75% of the reward and welfare fund)	

b	Management reward fund (25% of the reward and welfare fund)	
5	The remaining profit for dividend distribution is 7.7% of charter capital	21,944,818,280

The company is allocated a welfare and reward fund for 2026, of which: Reward and welfare fund for employees accounts for 75%, the management reward fund accounts for 25%. The management reward fund is distributed to: Company Managers, Deputy General Directors, Chief Accountant and the Board of Supervisors.

2- Depending on the actual situation, the Board of Management may propose adjustments to some financial plan targets for 2026 as appropriate.

3- In case the profit after tax in 2026 exceeds the plan (after allocating the reward and welfare fund), the Company is proposed to allocate a development investment fund (maximum allocation rate of 30% of the 2026 profit after tax) but still ensure a dividend payout ratio of 7.7% of charter capital in 2026.

The General Director will be balanced/regulated between the two Reward Funds and the Welfare Fund. The remaining balance of the Reward and Welfare Funds will be used for subsequent years, and the General Director is authorized to decide on their appropriate use.

In order to ensure the well-being of employees, depending on the actual business performance each year, the Company is allowed to temporarily allocate funds for reward and welfare, ensuring the dividend payout targets set annually by the General Meeting of Shareholders are met.

4- Science and Technology Fund: Based on the financial situation of the Company, the General Director is authorized to balance the fund by reallocating any outstanding balances from previous years in compliance with regulations.

The Board of Directors respectfully submits the above contents to the General Meeting of Shareholders for consideration and approval./.

ON BEHALF OF THE BOARD OF DIRECTORS

Recipients:

- As above;
- Archived: Administrative Office, Board of Directors.



Hoang Ngoc Hung

No.: 06 /TTr -HĐQT- CTGTSG

Ho Chi Minh City, March 23, 2026

PROPOSAL

Regarding the approval of the remuneration and expenses regime for members of the Board of Directors, Board of Supervisors, and Person in charge of Corporate Governance cum Secretary of the Board of Directors for the year 2026

To: The General Meeting of Shareholders of Saigon Traffic Construction Joint Stock Company

Pursuant to:

- The Law on Enterprise No. 59/2020/QH14, approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- The Charter on Organization and Operation of Saigon Traffic Construction Joint Stock Company, as approved by the General Meeting of Shareholders;
- Resolution No. 04/NQ-HĐQT-CTGTSG dated March 23, 2026 of the Company's Board of Directors on approving the contents to be submitted to the 2026 Annual General Meeting of Shareholders,

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the remuneration and expenses levels for 2026 for the Board of Directors (BOD), Board of Supervisors (BOS), and the Person in charge of Corporate Governance cum Secretary of the Board of Directors. Specifically, as follows:

1. The expenses for 2026 for the Board of Directors, Board of Supervisors: 1,474,000,000 VND (One billion four hundred and seventy-four million Vietnamese Dong).

2. The remuneration for 2026:

Unit: VND/year

No.	Content	Quantity	Remuneration
1.	Board of Directors	05	534,000,000

2.	Board of Supervisors	03	630,000,000
3.	Person in charge of Corporate Governance cum Secretary of the Board of Directors	01	55,200,000
Total		09	1,219,200,000 (*)

In which, the expected number of personnel and remuneration paid to members of the Board of Directors, Board of Supervisors, and Person in charge of Corporate Governance cum Secretary of the Board of Directors are as follows:

- Non-executive Chairman of the Board of Directors (01 person): 15,700,000 VND/month/person.
- Members of the Board of Directors (04 people): 7,200,000 VND/month/person.
- Full-time Head of the Board of Supervisors (01 person): 42,300,000 VND/month/person.
- Members of the Board of Supervisors (02 people): 5,100,000 VND/month/person.
- Person in charge of Corporate Governance cum Secretary of the Board of Directors (01 person): 4,600,000 VND/month/person.

(*) *This remuneration expense will vary depending on the number of personnel and the number of working months of the members of the Board of Directors and the Board of Supervisors.*

Respectfully submitted to the General Meeting of Shareholders for consideration and approval. /.

Recipients:

- As above;
- Archived: Administrative Office, Board of Directors.

ON BEHALF OF THE BOARD OF DIRECTORS

Chairman

Hoang Ngoc Hung

No.: 39/TTr-BKS

Ho Chi Minh City, March 23, 2026

PROPOSAL

Regarding the Selection of an auditing company

To: The General Meeting of Shareholders
Saigon Traffic Construction Joint Stock Company

Pursuant to the Charter on Organization and Operations of Saigon Traffic Construction Joint Stock Company;

Pursuant to the audit requirement for information disclosure purposes;

To conduct the audit of the Company's 2026 financial statements in accordance with legal regulations and the Company's Charter, the Board of Supervisors respectfully submits to the General Meeting of Shareholders the selection of an independent auditing company to audit the Company's financial statements for the fiscal year 2026 as follows:

1. The auditing company selection process is conducted by the Board of Supervisors

The Board of Supervisors has established the following criteria for selecting an independent auditing company:

- A reputable independent auditing company, permitted to conduct audits for large-scale public companies, ensuring sufficient qualifications as prescribed in Article 6 of Circular 183/2013/TT-BTC dated December 4, 2013 of the Ministry of Finance regarding Independent Auditing of Public Interest Entities;

- An entity authorized to audit public interest entities in 2026 according to Decision No. 3830/QĐ-BTC dated November 14, 2025, of the Ministry of Finance;

- Possessing reasonable audit fees, commensurate with the content, scope, and audit schedule requested by the Company.

2. Proposal of the Board of Supervisors

Based on the above criteria, the Board of Supervisors respectfully submits to the General Meeting of Shareholders as follows:

2.1. The General Meeting of Shareholders approves the list of auditing companies to select a company to perform the audit of the Company's financial statements in the fiscal year 2026, including:

- NVA Auditing Company Limited;
- UHY Auditing and Consulting Company Limited;



- Southern Auditing and Accounting Financial Consulting Services Company Limited (AASCs);

2.2. The General Meeting of Shareholders authorizes the Board of Directors to decide on selecting one of the auditing companies in the above list to audit the Company's financial statements for the fiscal year 2026./.

**ON BEHALF OF THE BOARD OF SUPERVISORS
HEAD OF THE BOARD**

Recipients:

- As above;
- Archived: Organization - Administration Department, the Board of Supervisors.



Nguyen Minh Duc



No.: 07 /TTr-HĐQT-CTGTSG

Ho Chi Minh City, March 23, 2026

**PROPOSAL TO THE 2026 ANNUAL GENERAL MEETING OF
SHAREHOLDERS**

**Re: ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS
MEMBERS OF THE BOARD OF SUPERVISORS**

**SAIGON TRAFFIC CONSTRUCTION JOINT STOCK COMPANY
2026 - 2031 TERM**

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Law on Securities No. 54/2019/QH14 approved by the National Assembly on November 26, 2019;
- Decree 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities;
- Charter on organization and operation of Saigon Traffic Construction Joint Stock Company;
- Resolution No. 04/NQ-HĐQT-CTGTSG dated March 23, 2026, of the Company's Board of Directors regarding the approval of contents to be submitted to the 2026 Annual General Meeting of Shareholders

As of now, the term of the Board of Directors and the Board of Supervisors of Saigon Traffic Construction Joint Stock Company expires in 2026;

The Board of Directors respectfully submit to the General Meeting of Shareholders for review and approval the election of members of the Board of Directors for the 2026-2031 term at the 2026 Annual General Meeting of Shareholders, specifically as follows:


- Number of members of the Board of Directors to be elected: 05 members.
- Term of the elected Board of Directors members: 2026-2031 term.
- Standards for candidates standing for election to the Board of Directors
(Pursuant to Clause 1, Article 155 of the Law on Enterprises 59/2020/QH14 and Article 275 of Decree 155/2020/ND-CP)
- Number of members of the Board of Supervisors to be elected: 03 members.
- Term of the elected Board of Supervisors members: 2026-2031 term.
- Standards for candidates standing for election to the Board of Supervisors
(Pursuant to Article 169 of the Law on Enterprises 59/2020/QH14 and Article 286 of Decree 155/2020/ND-CP)



Detailed information regarding the candidates has been provided to the shareholders at the Meeting; the Meeting is requested to proceed with the election procedures for members of the Board of Directors and the Board of Supervisors in accordance with the provisions of the Law on Enterprises, Law on Securities, Decree 155/2020/NĐ-CP, and the Company's Charter.

Other matters related to the election of the Board of Directors and the Board of Supervisors for the 2026–2031 term shall be applied in accordance with the Regulations on the election of the Board of Directors and the Board of Supervisors at the 2026 Annual General Meeting of Shareholders.

The Company's Board of Directors respectfully requests the General Meeting of Shareholders to review and approve the election of members of the Board of Directors and the Board of Supervisors as presented above.

Respectfully! 

ON BEHALF OF THE BOARD OF DIRECTORS

Recipients:

- As above;
- Archived: Administrative Office, Board of Directors.



Hoang Ngoc Hung

