

RESOLUTION

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

Pursuant to:

- Law on Securities No. 54/2019/QH14 issued by the National Assembly on November 26, 2019;
- Law on Enterprises No. 59/2020/QH14 issued by the National Assembly on June 17, 2020;
- Minutes and results of the 2026 Annual General Meeting of Shareholders dated April 22, 2026, of Saigon Traffic Construction Joint Stock Company.

RESOLVED

Article 1. Approval of the 2025 business performance report and the 2026 business plan of the Board of Management (*Document attached*).

Article 2. Approval of Report on the activities of the Board of Directors in 2025 (*Document attached*) with the following financial indicators:

▪ **2025 business results:**

Unit: Billion VND

No.	Item	2025 Plan	2025 Actual	Percentage (%) of completion
		(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: Based on the 2025 audited Financial Statements)

() projected 2025 dividend*

▪ **2026 Business Plan:**

Unit: Billion VND

No.	Item	2025 Plan	2026 Plan	Ratio 2026 Plan / 2025 Plan (%)
		(1)	(2)	(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%
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Note: Profit after tax has been appropriated to the Science and Technology Development Fund.

Article 3. Report on the activities of the Board of Supervisors in 2025 (*Document attached*).

Article 4. Approval of the Proposal on amending and supplementing the Charter on Organization and Operation of the Company (*Document attached*).

Article 5. Approval of the Proposal on amending and supplementing the Regulations on Organization and Operation of the Board of Directors of the Company (*Document attached*).

Article 6. Approval of the audited Financial Statements for 2025 (*Document attached*).

Article 7. Approval of the Proposal on the distribution of profits for 2025 (*Document attached*) with the following content:

1. 2025 profit distribution:

❖ 2025 performance results:

Unit: VND

No.	Item	According to the 2025 audited Financial Statements (Parent Company - Separate Financial Statements)	According to the 2025 Financial Statements (Consolidated)
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

❖ **2025 profit distribution as follows:**

Unit: VND

No.	Item	Amount
I	Profit before tax excluding Science and Technology Fund appropriation	53,963,241,283
II	Appropriation for Science and Technology Fund (3% of Profit before tax)	1,618,897,000
III	Profit before tax after Science and Technology Fund appropriation	52,344,344,283
IV	Profit after tax according to independent audit (to be distributed)	41,785,251,625
1	Profit distribution to associated capital contributors according to signed economic contracts (if any)	

No.	Item	Amount
2	Profit sharing for associated capital contributors according to the signed economic contract (If any)	
3	Offset prior years' losses, no longer deductible from profit before tax as regulated.	
4	Appropriation to Reward and Welfare Fund (18.15% of distributable Profit after tax)	7,585,534,825
4a	Reward and Welfare Fund for employees (75% of total Reward & Welfare fund)	5,689,151,119
	<i>Reward Fund</i>	3,501,200,000
	<i>Welfare Fund</i>	2,187,951,119
4b	Managerial Reward Fund (25% of total Reward & Welfare fund) (*) In which Board of Supervisors Reward Fund: 522,362,976 VND	1,896,383,706
5	The remaining profit shall be used for cash dividend payment at 12% of Charter Capital	34,199,716,800

(*) Managerial Reward Fund is distributed to Company Managers, Deputy General Directors, Chief Accountant, and Board of Supervisors.

The General Director is authorized to balance/allocate funds between the Reward Fund and the Welfare Fund. The remaining balances of the Reward and Welfare Funds shall be carried forward for use in subsequent years, and the General Director is tasked with ensuring their proper utilization for the intended purposes.

2. Dividend payment time:

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

Article 8. Approval of the Proposal on the 2026 profit distribution plan (Proposal attached) with the following content:

1. 2026 profit distribution plan:

Unit: VND

No.	Item	Amount
I	Profit before tax, not yet deducting the Science and Technology Development Fund	34,220,338,000
II	Allocation to the science and technology fund (4% x Taxable income)	1,368,814,000
III	Distribution of Profit After Tax is 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 the reward and welfare fund</i>	
b	<i>Management reward fund - 25% of the reward and welfare fund</i>	
5	The remaining profit for dividend payment is 7.7% of Charter Capital	21,944,818,280

The Company shall appropriate to the reward and welfare funds; in which: Reward and Welfare Fund for employees accounts for 75%, and Management Reward Fund accounts for 25%. The Management Reward Fund is distributed to: Company Managers, Deputy General Directors, Chief Accountant, and Board of Supervisors.

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

3. In the event that the 2026 profit after tax exceeds the plan (after appropriating the profit after tax to the reward and welfare funds), the Company is proposed to appropriate to the development and investment fund (maximum appropriation rate of 30% of 2026 profit after tax), while ensuring the 2026 dividend payment rate remains 7.7% of the charter capital.

The General Director is authorized to balance/allocate funds between the Reward Fund and the Welfare Fund. The remaining balances of the Reward and Welfare Funds shall be carried forward for use in subsequent years, and the General Director is tasked with ensuring their proper utilization for the intended purposes.

To provide timely care for the lives of employees, depending on the annual actual business situation, the Company may temporarily appropriate for reward and welfare expenses, provided that it guarantees the dividend payment target assigned annually by the General Meeting of Shareholders.

4. Science and Technology Fund: Depending on the Company's financial situation, authorizing the General Director to proactively balance the reversal of the science and technology fund of previous years in accordance with regulations.

Article 9. Approval of the Proposal on remuneration and operating expenses for the Board of Directors, Board of Supervisors, and the Person in charge of corporate governance cum Secretary of the Board of Directors in 2026, specifically 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	Number of persons	Remuneration level
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 the 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.
- Non-executive member of the Board of Directors (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 Board of Supervisors (02 persons): 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.*

Article 10. Approve the proposal on the selection of an auditing company for 2026 (Proposal attached) with some main contents as follows:

Approving 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);

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.

Article 11. Approval of the Proposal on the election of members of the Board of Directors and members of 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 05 members, and the number of members of the Board of Supervisors for the 2026 – 2031 term is 03 members (Document attached).

Article 12. Approval of the election results for members of the Board of Directors and members of the Board of Supervisors for the 2026 - 2031 term as follows:

List of members of the Board of Directors for the 2026 – 2031 term:

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

List of members of the Board of Supervisors for the 2026 – 2031 term:

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

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.

Article 13. Assigning the Board of Directors and the Board of Management of Saigon Traffic Construction Joint Stock Company to organize the implementation of the contents approved by the General Meeting of Shareholders in this Resolution and to proceed with necessary procedures to ensure compliance with the law.

The Board of Supervisors of Saigon Traffic Construction Joint Stock Company is responsible for monitoring the implementation of the Resolution of the General Meeting of Shareholders.

Article 14. This Resolution takes effect from the date of signing./.

Recipients:

- Company shareholders;
- Board of Directors,
Board of Supervisors,
Board of Management;
- Archived: General
Meeting file.

**ON BEHALF OF THE GENERAL MEETING OF
SHAREHOLDERS
SAIGON TRAFFIC CONSTRUCTION
JOINT STOCK COMPANY
CHAIRPERSON OF THE GENERAL MEETING**



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.

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- 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 (%)
	<i>(1)</i>	<i>(2)</i>	<i>(3)</i>	<i>(4)=(3)/(2)</i>
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**



Hoang Ngoc Hung

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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 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-DHĐCĐ 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-DHĐCĐ.

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**



Hoang Ngoc Hung

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
<p>- 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</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</i></p>	<p>Article 275 of Decree 245/2025/NĐ-CP</p>



(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././ *h*

Recipients:

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

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



h
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



Hoang Ngoc Hung



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.: 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

