

**SAIGON TRAFFIC  
CONSTRUCTION JOINT STOCK  
COMPANY**

No: 01/2025/NQ-ĐHĐCĐ

**THE SOCIALIST REPUBLIC OF  
VIETNAM**

**Independence - Freedom – Happiness**

*Ho Chi Minh City, April 25, 2025*

**RESOLUTION**

**2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
SAIGON TRAFFIC CONSTRUCTION JOINT STOCK COMPANY**

**Pursuant to:**

- *The Law on Securities No. 54/2019/QH14 was promulgated by the National Assembly on November 26, 2019;*
- *The Law on Enterprise No.59/2020/QH14 was promulgated by the National Assembly on June 17, 2020;*
- *The minutes and results of the 2025 Annual General Meeting of Shareholders of Saigon Traffic Construction Joint Stock Company on April 25, 2025.*

**RESOLVES**

**Article 1.** Approve the Report on production and business performance in 2024 and the production and business plan for 2025 of the Board of Management (Attached document).

**Article 2.** Approve the Report on the Activities of the Board of Directors in 2024 (Attached document) with the following financial targets:

▪ **2024 Production and Business Results:**

*Unit: billion VND*

No.	Target	2024 Plan	2024 Actual	Percentage of completion (%)
		(1)	(2)	(3)=(2)/(1)
1	Revenue	990.00	1,506.57	152.18%
2	Profit (after tax)	23.126	40.337	174.42%
3	Dividend (%)	6.8%	9.0%(*)	132.35%

*(Note: According to audited financial statements for 2024)*

*(\*) Expected dividend for 2024*

▪ **2025 Business Plan:**

*Unit: billion VND*

TT	Target	2024 Plan	2025 Plan	Percentage of 2025 Plan / 2024 Plan (%)
	(1)	(2)	(3)	(4)=(3)/(2)
1	Revenue	990.00	1,010.00	102%

2	Profit after tax	23.126	23.806	103%
3	Dividend (% x Charter Capital)	6.8%	7.0%	103%

*Note: Profit after tax, after allocation to the Science and Technology Fund.*

**Article 3.** Approve the Report on the Activities of the Board of Supervisors in 2024 (Attached document).

**Article 4.** Approve the Audited Financial Statements for 2024 (Attached document).

**Article 5.** Approve the Proposal on Profit Distribution for 2024 (Attached proposal) with the following contents:

**1. Implementation of 2024 profit distribution:**

❖ Operating results in 2024:

*Unit: VND*

No.	Item	According to the 2024 audited financial statements (parent company - separate financial statements)	According to the 2024 audited financial statements (consolidated financial statements)
1	Profit before tax	50,369,510,704	50,541,415,942
2	Current Corporate Income Tax	10,032,471,842	10,118,798,199
3	Profit after tax	40,337,038,862	40,422,617,743

❖ The 2024 profit is distributed as follows:

*Unit: VND*

No.	Item	Amount
I	Profit before tax, not yet allocated to the science and technology fund	51,927,330,704
II	Allocation to the science and technology fund (3% of profit before tax)	1,557,820,000
III	Profit after tax according to independent audit (to be distributed)	40,337,038,862
1	Profit sharing for associated capital contributors according to the signed economic contract (If any)	
2	Offset prior years' losses, no longer deductible from profit before tax as regulated.	
3	Allocation to the enterprise development fund	8,152,650,862
4	Allocation to the reward and welfare fund (16.2% of profit after tax).	6,534,600,000
4a	Reward and welfare fund for employees (75% of the reward and welfare fund).	4,900,950,000



No.	Item	Amount
	<i>Reward fund.</i>	2,529,340,000
	<i>Welfare fund.</i>	2,371,610,000
4b	Management reward fund (25% of the reward and welfare fund). Of which, the Member of the Board of Supervisors Reward Fund: 448,203,358 VND.	1,633,650,000
5	The remaining profit is used to pay a 9% cash dividend on charter capital.	25,649,788,000

(\*) 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.

## 2. Dividend 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 2024 dividends.

**Article 6.** Approve the Proposal on the Profit Distribution Plan for 2025 (Attached proposal) with the following contents:

### 1- The 2025 Profit Distribution Plan:

Unit: VND

No.	Item	Amount
I	Profit before tax, not yet allocated to the science and technology fund	30,678,461,000
II	Allocation to the science and technology fund (3% x taxable income)	920,354,000
III	Profit after tax distributed as follows:	23,806,485,800
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 (16.2% of profit after tax).	3,856,651,000
a	<i>Reward and welfare fund for employees (75% of the reward and welfare fund)</i>	

<i>b</i>	<i>Management reward fund (25% of the reward and welfare fund)</i>	
5	The remaining profit for dividend distribution is 7% of charter capital	19,949,834,800

The company is allocated a welfare and reward fund for 2025, which is 16.2% of the profit after tax in 2025; 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 2025 as appropriate.

3- In case the profit after tax in 2025 exceeds the plan (after allocating the reward and welfare fund of 16.2% of the profit after tax), the Company is proposed to allocate a development investment fund (maximum allocation rate of 30% of the 2025 profit after tax) but still ensure a dividend payout ratio of 7% of charter capital in 2025.

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.

**Article 7.** Approve the proposal on the remuneration regime for Members of the Board of Directors (BOD), Board of Supervisors (BOS), and the Person in charge of Corporate Governance cum Secretary of the Board of Directors in 2025, specifically as follows:

Unit: VND/year

No.	Content	Quantity	Remuneration
1.	Board of Directors	05	534,000,000
2.	Board of Supervisors	03	630,000,000
3.	Person in charge of Corporate Governance cum Secretary of the Board of Directors	01	55,200,000
<b>Total</b>		<b>09</b>	<b>1,219,200,000 (*)</b>

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



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

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

**Article 8.** Approve the proposal on the selection of an auditing company for 2025 (Attached proposal) 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 2025, 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 2025.

**Article 9.** Assigning the Board of Directors, the Board of Management of Saigon Traffic Construction Joint Stock Company to implement the contents approved by the General Meeting of Shareholders in this Resolution and carry out the necessary procedures to comply with legal regulations.

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

**Article 10.** This Resolution takes effect from the date of signing./.

**Recipients:**

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

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

   
**HOANG NGOC HUNG**

**REPORT**

**Business Performance in 2024 and Business Operation Plan  
for 2025 of Saigon Traffic Construction Joint Stock Company**  
*(Serving the 2025 Annual General Meeting of Shareholders)*

*- Pursuant to Resolution No. 01/2024/NQ-ĐHĐCĐ dated April 20, 2024 of the Annual General Meeting of Shareholders of Saigon Traffic Construction Joint Stock Company;*

*- Based on the 2024 performance of Saigon Traffic Construction Joint Stock Company;*

Saigon Traffic Construction Joint Stock Company reports on business performance in 2024 and the Business Operation Plan for 2025 as follows:

**A. BUSINESS PERFORMANCE IN 2024:**

**I. Production and Business Results in 2024:**

**1. Estimated results of financial and production-business targets:**

Based on revenue targets, the results of the Company's 2024 financial targets are as follows:

Unit: billion VND

No.	Target	2024 Plan	2024 Actual	Percentage of Completion (%)
		(1)	(2)	(3)=(2)/(1)
1	Revenue	990.00	1,506.57	152.18%
2	Profit (after tax)	23.126	40.337	174.42%
3	Dividend (%)	6.8%	9.0%(*)	132.35%

*(Note: According to the 2024 audited financial statements)*

*(\*) Expected dividend in 2024*

**2. Analysis and assessment of production and business activities and achieved results:**

In 2024, Vietnam's economy continued to recover; however, businesses faced numerous difficulties in their production and business activities. The scarcity of construction materials significantly impacted the construction industry nationwide, including Ho Chi Minh City. Nevertheless, the leadership and the Company's collective anticipated this situation and formulated solutions to strive for the successful completion of the planned targets. Specifically:



## **2.1. Provision of Road Traffic Infrastructure Management and Maintenance Services:**

### **\* Achievements:**

With the support and consensus of the Department of Transportation and Public Works and the Roads Management Center, the Company effectively implemented public service contracts in the field of regular road maintenance and traffic signal systems within the city. In 2024, due to additional funding from the investor for signed contracts, revenue in this area exceeded the plan (reaching 128% of the 2024 plan).

The Company performed well in patrolling, pothole repairing, and ensuring traffic safety. Along with paying attention to investing in modern machinery and equipment suitable for the characteristics of the city's traffic situation, it ensures that the roads are always clean and maintained in a good environment.

The Company participated in and won bids for public service packages in regular road maintenance and traffic signal systems, which are currently underway, along with an additional package for Thu Duc City in the 2025-2027 period. This ensures job stability and livelihoods for employees.

### **\* Difficulties and Limitations:**

The Company pre-financed for work outside of the contract to ensure timely road safety, but delayed payments from the investor extended the time needed for the Company's capital recovery;

The material transportation costs paid by the investor were significantly lower than the actual costs, affecting the Company's profit margins.

Ensuring traffic safety requires high standards and timely responses to adverse weather conditions, incidents, traffic congestion, or requests from Party A. Any incident or accident occurring during construction necessitates the Company's responsibility for resolution, compensation, and contract penalties.

## **2.2. The project implementation for the business sector:**

### **\* Achievements:**

The Company participated in bidding and signed numerous substantial production and business construction contracts, expanded the maintenance market to neighboring provinces, and enhanced the construction capacity of highways, bridges, and embankments. The Company flexibly implemented several projects, ensuring adherence to contract schedules, maintaining the Company's brand presence in Ho Chi Minh City, and receiving high praise from investors.

The company participated in bidding for and executed multiple cold in-place recycling projects, contributing to the utilization of the company's existing machinery and equipment resources.



### **\* Difficulties and Limitations:**

Business construction faces intense competition from numerous contractors. Large-scale, complex projects necessitate joint ventures and partnerships for bidding, resulting in high risks if partners are not thoroughly vetted.

Numerous projects encountered site clearance issues and design modifications, preventing construction commencement and prolonging contract durations.

Sand and stone materials for construction are scarce, investors require proof of origin documentation, and prices have surged, leading to construction delays on some projects to recognize revenue in 2024.

Some units within the company have not been proactive in seeking projects to fulfill their assigned 2024 revenue targets.

### **2.3. Construction materials production and business sector:**

#### **\* Achievements:**

The hot asphalt concrete and bitumen emulsion production segment continued to support the Company's ability to meet demands for the Company's construction projects, contributing to the on-time and quality completion of key city projects and supplying resources promptly for routine maintenance and traffic assurance activities within the realm of public utility product and service provision.

Moreover, the Company intensified external sales of construction materials, which further contributed to the revenue and profits from this sector.

#### **\* Difficulties and Limitations:**

The market for hot asphalt concrete production and supply faces intense competition from numerous rivals, resulting in a significant decline in revenue for this sector.

The escalating prices of input materials such as sand, stone, and asphalt have created substantial production challenges; hot asphalt concrete transportation costs have increased while investor-reimbursed transportation expenses remain low.

The company's hot asphalt concrete production line, employing outdated technology and incurring high production costs, yields low production efficiency, diminishing the company's competitiveness.

→Due to these difficulties and limitations, hot asphalt concrete and bitumen emulsion production primarily serves internal supply needs, resulting in low external sales volume.

### **2.4. Investment Activities:**

#### **\* Achievements:**

The Company continues to promote investment in machinery and equipment for construction to enhance production capacity, implement mechanization measures in production to meet environmental sanitation needs, clean streets, increase urban aesthetics, and ensure traffic safety, and occupational safety.



In 2024, the Company invested in 22 pieces of equipment and machinery with a total value of over 30.82 billion VND, contributing to increasing mechanization, timely serving construction projects, and increasing the Company's profits.

**\* Difficulties and Limitations:**

Due to limited capital, investments primarily focus on motorcycles as needed by units serving construction projects; investments in high-value, technologically advanced machinery and motorcycles remain limited.

The lack of forecasting for production and business activities in investment planning has necessitated the rental of machinery and motorcycles during peak maintenance periods.

**II. Labor and Salary:**

**1. Labor:**

The Company has consistently prioritized enhancing the material and spiritual well-being of employees. All policies and regulations are fully implemented, including timely and complete social insurance, health insurance, and unemployment insurance contributions, in accordance with state regulations. Concurrently, the Company conducts visits, provides hardship allowances, and renews labor contracts for eligible employees.

**2. Legal and Occupational Safety:**

The Company places significant emphasis on ensuring occupational safety for employees by providing comprehensive and compliant safety equipment and hazard pay to workers. Furthermore, the company has procured personal safety insurance for all employees.

The Company regularly conducts occupational health and safety inspections at construction sites.

Ensure the maintenance of order, security, and fire prevention at the company's offices and warehouses, performing effectively to prevent any incidents.

**B. PRODUCTION AND BUSINESS ORIENTATION FOR 2025:**

**I. Assessment of the 2025 Situation:**

**1. Advantages:**

2025 presents numerous advantages and opportunities for the Company:

- Ho Chi Minh City continues to implement Breakthrough Programs and development tasks towards 2030, with a vision to 2045; the policy to accelerate public investment disbursement from 2023; the implementation of Resolution 98/2023/QH15 on piloting specific mechanisms and policies for Ho Chi Minh City's development; diverse infrastructure development investment sources allocated to various investors.



- In recent years, the Company has continued to implement construction projects, ensuring progress, quality, and urban aesthetics, earning high praise from investors and enhancing the Company's prestige in Ho Chi Minh City and neighboring provinces. This advantage helps the company in securing more construction projects in 2025 and subsequent years.
- Securing contracts for road traffic infrastructure management and maintenance services for the 2025-2027 period ensures the Company's operational stability and employee well-being.
- The higher value of contracts carried over from 2024 into 2025 provides a basis for achieving the set targets.

## **2. Difficulties:**

Alongside these advantages, the Company continues to face challenges:

- Increasing market competition with the participation of diverse enterprises across all the Company's business sectors. Competitors offering substantial bid discounts pose challenges to the Company's bidding process.
- The scarcity of materials and the upward price fluctuations of input materials such as sand, stone, and bitumen create anticipated production difficulties; numerous projects encounter site clearance issues, design changes, and material shortages, impacting project progress and efficiency.

## **II. Production and business orientation in 2025:**

Based on the expected production and business results achieved in 2024 and the forecast for 2025, Saigon Traffic Construction Joint Stock Company establishes the production and business direction for 2025 as follows:

### **1. Objectives:**

- Accomplish the 2025 financial targets assigned by the General Meeting of Shareholders.
- Preserve and develop the enterprise's capital resources.
- Effectively execute contracts signed with partners. Ensure stability in production and business activities and sustainable development.
- Efficiently utilize the company's existing machinery and equipment system.
- Take care of and improve the quality of life for employees; effectively implement policies and regimes for employees.

### **2. Specific solutions to implement the tasks:**

#### **a. Provision of Road Traffic Infrastructure Management and Maintenance Services:**

- Objectives:



- Effectively implement signed contracts in the provision of road traffic infrastructure management and maintenance services, ensuring quality, progress, traffic safety, and occupational safety.

- Continue to expand into new markets.

- Mechanization, application of science, technology, new technologies, and new materials in the field of provision of road traffic infrastructure management and maintenance services.

- Solutions:

- Ensure quality, progress, traffic safety, and labor safety for the workload assigned by the investor of contracts for providing road traffic infrastructure management and maintenance services.

- Strengthen patrols and inspections of the road transport system in the area managed by the company, ensuring timely and accurate detection and reporting of incidents occurring on the road and promptly resolving incidents to ensure traffic safety. Focus on road surface cleaning, mechanization and modernization of construction, management, and maintenance in the field of road transport.

- Accelerate the preparation of completion dossiers and payment settlements in the field of providing road traffic infrastructure management and maintenance services to quickly recover the company's capital, meeting the investor's disbursement schedule. In addition, coordinate with the investor to adjust the estimate, supplement arising items and quantities so that payment settlement can be carried out promptly.

- Continue to expand the market to participate in management and maintenance work in localities outside of Ho Chi Minh City and on national highways and expressways;

- Adjust the internal unit price norms to suit the current state unit prices, norms, and the company's existing machinery, equipment, and personnel capacity in order to bring about the highest efficiency in production and business activities.

- Research and apply science, technology, and new materials in the management and maintenance of the road system to meet the increasing requirements of contracts and the development trends of modern cities.

**b. The project implementation for the business:**

- Objectives:

- Participate in effective projects, ensuring quality and progress and avoiding contract violations;

- Strive to achieve the revenue target for the project implementation for the business in 2025.

- Solutions:



- Increase participation in projects in the districts; Focus on exploiting the market of investors with non-budget capital, infrastructure investors in Ho Chi Minh City and neighboring provinces;

- Focus on exploiting the field of waterway construction; Participate in bidding for construction in the fields of bridges, lighting, electricity, telecommunications, water supply...

- Enhance the capacity and experience of the Company to be ready to participate in suitable PPP investment projects. Research solutions to participate in traffic infrastructure development projects in Ho Chi Minh City related to Resolution 98/2024/QH15 on piloting several specific mechanisms and policies for the development of Ho Chi Minh City.

- Research and develop appropriate financial management mechanisms to support and improve the business efficiency of the enterprises in particular and the whole Company in general.

- Promote the role and responsibility of individuals heading affiliated units in the work of seeking and implementing construction projects.

- Strengthen marketing and branding activities.

- Accelerate progress, ensure construction quality, focus on acceptance and settlement of completed construction volume to record revenue and recover capital.

#### **c. Construction materials business:**

- Objectives:

- Effectively carry out the production and supply of asphalt concrete and asphalt emulsion for internal construction works.

- Further improve product quality, reduce production costs, increase market competitiveness, and increase revenue.

- Solutions:

- Production units strengthen the search for more markets and partners; arrange competent management and marketing personnel; prioritize selling the Company's hot asphalt concrete externally to achieve planned revenue.

- Research and invest in the application of new technologies in asphalt concrete production, focusing on ensuring and improving product quality; Develop a reasonable cost structure to increase competitiveness.

- Accelerate the investment and construction progress of the new hot asphalt concrete production plant. Work with input material suppliers and transporters to establish a reasonable cost structure and increase competitiveness.

#### **d. Trading and operating the machinery and equipment system:**

- Objectives:

- Effectively serve the construction of the company's projects.

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



- **Solutions:**

- Properly implement the management and maintenance of the machinery and equipment system.
- Coordinate machinery and equipment to ensure the company's production and business needs. Simultaneously expand the external rental market.
- Exploit the existing machinery and equipment system in the most efficient way.

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

- Strive to care for and improve the income of employees and effectively implement policies and regimes for employees.
- Research and develop policies to attract highly qualified human resources and a plan to train on-site personnel to be ready to undertake all projects according to the Company's needs, not only in 2025 but also in the long term.
- Organize training courses to improve staff qualifications and recruit high-quality personnel.
- Review and streamline the apparatus to suit the new situation. Build a team of successor leaders and management workers.

**f. Traffic safety, labor safety, security, and order:**

- Ensure safety for employees, fully equip and properly implement labor protection equipment. Regularly organize occupational safety and hygiene inspections at the construction sites of the construction units.
- Ensure comprehensive traffic safety measures, including barricades, signage, and traffic controllers, are implemented throughout the construction process to mitigate potential incidents.
- Maintain order, security, and fire prevention measures within the company's offices and warehouses.

**g. Regarding machinery and equipment investment:**


- Prioritize investment in machinery and equipment for construction to enhance operational capacity, mechanize production, meet environmental sanitation and street cleaning requirements, ensure traffic safety and urban aesthetics, contribute to revenue growth, and preserve capital.
- Explore investments in modern, high-tech machinery and equipment for large-scale and complex construction projects.
- Regularly review the machinery and equipment system, liquidate severely damaged and fully depreciated equipment that is no longer efficient, and research new specialized machinery and equipment investments for construction to strengthen capacity and expand the business market.

### 3. Summary of revenue and financial targets for 2025:

Unit: billion VND

No.	Target	2024 Plan	2025 Plan	Percentage 2025 Plan / 2024 Plan (%)
	(1)	(2)	(3)	(4)=(3)/(2)
1	Revenue	990.00	1,010.00	102%
2	Profit after tax	23.126	23.806	103%
3	Dividend (% x Charter Capital)	6.8%	7.0%	103%

(Note: Profit after tax, after allocation to the Science and Technology Fund)

Above is the business performance of 2024 and the production and business plan for 2025 of Saigon Traffic Construction Joint Stock Company. 

Sincerely./.

#### Recipients:

- Board of Directors;
- Board of Management;
- Board of Supervisors;
- Departments;
- Archived: Administrative Office.

GENERAL DIRECTOR



Hoang Anh Giao



## **REPORT**

### **ACTIVITIES OF THE BOARD OF DIRECTORS SAIGON TRAFFIC CONSTRUCTION JOINT STOCK COMPANY YEAR 2024**

Pursuant to the Charter on Organization and Operation of Saigon Traffic Construction Joint Stock Company, Resolution No. 01/2024/NQ-ĐHĐCĐ dated April 20, 2024 of the General Meeting of Shareholders (GMS) for the year 2024, the Board of Directors (BOD) of Saigon Traffic Construction Joint Stock Company hereby reports to the General Meeting of Shareholders on the activities of the Board of Directors in 2024 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 – representing 4,560,000 shares, accounting for 16% of the company's charter capital; currently holds the position of Chairman of the Board of Directors of the company (according to Resolution No. 07/NQ-HĐQT-CTGTSG dated April 20, 2024 of the Board of Directors of the Company on the election of the non-executive Chairman of the Board of Directors).

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

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

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

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

#### **II. Regarding task implementation:**

##### *1. Regarding the company's production and business results in 2024:*

After the 2024 Annual General Meeting of Shareholders of Saigon Traffic Construction Joint Stock Company approved Resolution No. 01/2024/NQ-ĐHĐCĐ dated April 20, 2024, which included the 2024 production and business orientation and assigned the Board of Directors to organize the implementation of the Resolution, the Board of Directors has identified strategies and objectives for production and business development and assigned the General Director to operate and implement them. Over the past year, the Board of Directors has



performed well in their supervisory function to ensure that the results achieved from the General Director's operational work are in accordance with the set targets, orientations, and plans. At the same time, the Board of Directors has adopted policies to promptly resolve practical difficulties and obstacles.

In 2024, Ho Chi Minh City still faced many difficulties, the economy recovered slowly, in addition to the unstable global political situation causing a severe recession and global economic crisis, potentially having a long-term impact on the domestic economy.

However, under the direction and guidance of the Company's Board of Directors, the efforts of the Company's Board of Management and employees, the Company has successfully completed production and business tasks in 2024, ensuring the achievement of the year's targets for revenue, profit, and dividend payout ratio. The revenue targets and the results of implementing the Company's financial targets in 2024 are as follows:

Unit: billion VND

No.	Target	2024 Plan	2024 Actual	Percentage of completion (%)
		(1)	(2)	(3)=(2)/(1)
1	Revenue	990.00	1,506.57	152.18%
2	Profit (after tax)	23.126	40.337	174.42%
3	Dividend (%)	6.8%	9.0%(*)	132.35%

(Note: According to audited financial statements for 2024)

(\*) Expected dividend in 2024

## 2. Regarding the activities of the Board of Directors:

The Board of Directors has duly exercised their rights and fulfilled their obligations as prescribed in the Law on Enterprises No. 59/2020/QH14 approved 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;

The Board of Directors members are assigned specific fields to examine contents within the Board's authority, leading to Resolutions and Decisions, while simultaneously monitoring, directing, and urging the company to implement these Resolutions and Decisions within their designated fields.

In 2024, the Company's Board of Directors maintained regular and ad-hoc meetings to discuss, exchange ideas, reach consensus, and promptly provide guidance and direction in managing the Company's production and business activities at each point in time and stage. The organization of the Board of Directors' meetings ensures compliance with the Company's Charter and the Law on Enterprises.



The Board of Directors held 06 meetings to discuss and vote on matters related to the Company's operations. In addition, the Board of Directors also held numerous meetings in the form of written votes from Board members to provide direction on important and urgent matters.

The Company's Board of Directors issued 26 Resolutions with a high consensus of 100% agreement from the Board members (appendix attached).

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

3.1 In 2024, the Company paid remuneration to the members of the Board of Directors and the Board of Supervisors, specifically as follows:

Unit: VND

No.	Name	Position	Resolution of the 2024 Annual General Meeting of Shareholders	Actual Remuneration	Note
<b>I</b>	<b>Board of Directors' Remuneration:</b>		<b>412,020,000</b>	<b>412,020,000</b>	
1	Huynh Minh Anh	Chairman of The Board of Directors	44,677,500	44,677,500	From January 2024 to April 2024
2	Hoang Ngoc Hung	Chairman of The Board of Directors	100,222,500	100,222,500	From April 2024 to December 2024
3	Hoang Anh Giao	Board of Directors' members	66,780,000	66,780,000	
4	Vo Anh Tu	Board of Directors' members	66,780,000	66,780,000	
5	Tran Thanh Hung	Board of Directors' members	66,780,000	66,780,000	
6	Nguyen Danh Thu	Board of Directors' members	66,780,000	66,780,000	
<b>II</b>	<b>Remuneration of the Board of Supervisors:</b>		<b>483,840,000</b>	<b>483,840,000</b>	
7	Nguyễn Minh Đức	Head of the Board of Supervisors	390,600,000	390,600,000	
8	Nguyễn Ngọc Duy	Member of the Board of Supervisors	46,620,000	46,620,000	
9	Bùi Thống Nhất	Member of the Board of Supervisors	46,620,000	46,620,000	



III	<b>Remuneration for the Person in charge of Corporate Governance cum Secretary of the Board of Directors:</b>		<b>42,840,000</b>	<b>42,840,000</b>	
10	Do Thi Thuy Linh	Person in charge of Corporate Governance cum Secretary of the Board of Directors	42,840,000	42,840,000	
	<b>Total:</b>		<b>938,700,000</b>	<b>938,700,000</b>	

The above remuneration level was implemented according to Resolution No. 01/2024/NQ-ĐHĐCĐ of the Annual General Meeting of Shareholders on April 20, 2024. The Board of Directors respectfully reports this for the Shareholders' information.

### 3.2 Operating expenses of the Company's Board of Directors in 2024:

No.	Content	Plan	Actual
1	<b>Operating expenses of the Company's Board of Directors</b>	<b>1,340,055,000</b>	<b>1,314,762,883</b>

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

In 2024, under the direction of the Board of Directors, the Board of Management effectively performed their assigned tasks. Through Board of Directors meetings, the Board of Management reported on the unit's business performance and proposed solutions and policies to the Board of Directors to address the Company's challenges. The Board of Management also developed business plans, investment plans and ensured effective business operations.

Overall, the Company's Board of Directors effectively implemented the Resolution of the 2024 Annual General Meeting of Shareholders; performed the rights and responsibilities of the Board of Directors in accordance with the Company's Charter and the Law on Enterprise.

### **III. Orientation and plan of the Board of Directors for 2025:**

#### **Objectives:**

- Accomplish the 2025 financial targets assigned by the General Meeting of Shareholders.
- Preserve and develop the enterprise's capital resources.
- Effectively executing contracts signed with partners. Ensure stability in production, business activities, and sustainable development.



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

- Care for and improve the quality of life for employees; effectively implement policies and regimes for employees.

**Summary of revenue and financial targets for 2025:**

Unit: billion VND

No.	Target	2024 Plan	2025 Plan	Percentage of 2025 Plan / 2024 Plan (%)
	(1)	(2)	(3)	(4)=(3)/(2)
1	Revenue	990.00	1,010.00	102%
2	Profit after tax	23.126	23.806	103%
3	Dividend (% x Charter Capital)	6.8%	7.0%	103%

*(Note: Profit after tax, after allocation to the Science and Technology Fund)*

This is the report on the activities of the Company's Board of Directors in 2024, respectfully submitted to the General Meeting of Shareholders for review and comment.

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**



**STATISTICS TABLE OF BOARD OF DIRECTORS'  
RESOLUTIONS  
SAIGON TRAFFIC CONSTRUCTION JOINT STOCK COMPANY  
THE YEAR 2024**

No.	Content	Resolution No.	Date	Note
1	Approval of the plan for resources and a provisional bonus for the Company's management team for 2023.	01/NQ- HĐQT-CTGTSG	January 23, 2024	
2	Approval of rewarding the Head of the Board of Supervisors of Saigon Traffic Construction Joint Stock Company.	02/ NQ- HĐQT-CTGTSG	January 23, 2024	
3	Approval of organizing the 2024 Annual General Meeting of Shareholders.	03/ NQ- HĐQT-CTGTSG	March 01, 2024	
4	Approval of the contents to be presented at the 2024 Annual General Meeting of Shareholders.	04/ NQ- HĐQT-CTGTSG	March 26, 2024	
5	Approval of salaries for the General Director, Deputy General Directors, and Chief Accountant.	05/NQ-HĐQT-CTGTSG	March 26, 2024	
6	Approval of the dismissal of a Board of Directors member.	06/NQ-HĐQT-CTGTSG	April 10, 2024	
7	Election of a non-executive Chairman of the Board of Directors for the 2021-2026 term.	07/NQ-HĐQT-CTGTSG	April 20, 2024	
8	Approval of dividend payment for 2023 in cash to shareholders.	08/NQ-HĐQT-CTGTSG	May 09, 2024	
9	Approval of amendments and supplements to the Company's organizational regulations.	09/NQ-HĐQT-CTGTSG	May 09, 2024	
10	Approval of renaming functional departments.	10/NQ-HĐQT-CTGTSG	May 09, 2024	
11	Approval of the Board of Directors' work program for 2024.	11/NQ-HĐQT-CTGTSG	May 28, 2024	
12	Approval of finalization and distribution of bonuses for executives, members of Board of Supervisors, and Company managers for 2023.	12/NQ-HĐQT-CTGTSG	May 28, 2024	
13	Authorization to sign credit limit contracts with Joint Stock Commercial Bank for Investment and Development of Vietnam (BIDV) for 2024.	13/NQ-HĐQT-CTGTSG	July 04, 2024	





No.	Content	Resolution No.	Date	Note
14	Authorization to sign credit limit contracts with Vietnam Bank for Agriculture and Rural Development - Branch 5 for 2024.	14/NQ-HĐQT-CTGTSG	July 04, 2024	
15	Authorization to sign credit limit contracts with Military Commercial Joint Stock Bank Bank - North Sai Gon Branch for 2024.	15/NQ-HĐQT-CTGTSG	July 04, 2024	
16	Approval of amendments to the Company's pay scale.	16/NQ-HĐQT-CTGTSG	August 01, 2024	
17	Approval of amendments and supplements to the Training and Development Regulations; Recruitment Regulations, and the Regulations on Labor Recruitment, Conclusion, and Execution of Labor Contracts of the Company.	17/NQ-HĐQT-CTGTSG	August 01, 2024	
18	Approval of the merger of subsidiaries.	18/NQ-HĐQT-CTGTSG	August 01, 2024	
19	Approval of amendments and supplements to the Organizational Regulations and the Pay Scale System of Saigon Traffic Construction Joint Stock Company.	19/NQ-HĐQT-CTGTSG	September 05, 2024	
20	Approval of amendments and supplements to the Organizational Regulations and the Pay Scale System of Saigon Traffic Construction Joint Stock Company.	20/NQ-HĐQT-CTGTSG	September 09, 2024	
21	The resolution approves the handling of the settlement value of projects and services that were approved by the State during the transition period to the Joint Stock Company, which has been addressed in the converted financial statements.	21/NQ-HĐQT-CTGTSG	September 19, 2024	
22	Approval of the policy to participate in bidding, signing, and implementing contracts for the provision of public utility products and services in the fields of bridges and roads for the 2025-2027 period.	22/NQ-HĐQT-CTGTSG	September 23, 2024	
23	Approval for additional working capital loans from banks with existing credit limits.	23/NQ-HĐQT-CTGTSG	October 09, 2024	



No.	Content	Resolution No.	Date	Note
24	Approval of amendments and supplements to the Company's Regulations on Salary, Bonus, Salary Increases, and Salary Adjustments for Employees.	24/NQ-HĐQT-CTGTSG	October 29, 2024	
25	Approval of personnel for Traffic Construction Number 1 Company Limited	25/NQ-HĐQT-CTGTSG	October 29, 2024	
26	Approval of the policy to participate in bidding activities in Thu Duc City for the period from 2025 to 2027.	26/NQ-HĐQT-CTGTSG	December 24, 2024	





**REPORT ON CORPORATE GOVERNANCE**  
**SAIGON TRAFFIC CONSTRUCTION JOINT STOCK COMPANY**  
**THE YEAR 2024**

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

- Name of company: Saigon Traffic Construction Joint Stock Company
- Address of headoffice: 476 Huynh Tan Phat, Binh Thuan Ward, District 7, Ho Chi Minh City
- Telephone: (028) 38558649   Fax: (028) 38558649   Email:
- Charter capital: VND 284,997,640,000 (Two hundred eighty-four billion, nine hundred ninety-seven million, six hundred forty thousand Vietnamese Dong).
- Stock symbol: GTS
- Governance model:
- + General Meeting of Shareholders, Board of Directors, Board of Supervisors, and General Director.
- The implementation of internal audit: Not implemented.

**I. Activities of the General Meeting of Shareholders**

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

No.	Resolution/Decision No.	Date	Content
01	01/2024/NQ-ĐHĐCĐ	April 20, 2024	Annual General Meeting of Shareholders: <ul style="list-style-type: none"><li>- Approval of the Report on Business Performance in 2023, along with the orientations and solutions for implementing the business plan in 2024.</li><li>- Approval of the Report on the Activities of the Board of Directors (BOD) in 2023 and the Corporate Governance Report in 2023.</li><li>- Approval of the Report on the Activities of the Board of Supervisors in 2023.</li><li>- Approval of the Audited Financial Statements in 2023.</li><li>- Approval of the Proposal on Profit Distribution in 2023.</li><li>- Approval of the Proposal on the Profit Distribution Plan in 2024.</li></ul>



		<ul style="list-style-type: none"> <li>- Approval of the Proposal regarding the remuneration policy for members of the Board of Directors and the Board of Supervisors.</li> <li>- Approval of the Proposal on selecting an auditing firm for the financial statements of the next fiscal year.</li> <li>- Approval of the Proposal on the dismissal of a BOD member and the election of an additional BOD member for the 2021-2026 term.</li> </ul>
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## II. Board of Directors (Annual report):

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

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

### 2. Meetings of the Board of Directors:

No.	Board of Director' member	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
01	Mr. Huynh Minh Anh	01/06	25%	Dismissed from April 20, 2024
02	Mr. Hoang Ngoc Hung	05/06	75%	Appointed from April 20, 2024
02	Mr. Hoang Anh Giao	06/06	100%	
03	Mr. Vo Anh Tu	06/06	100%	
04	Mr. Tran Thanh Hung	06/06	100%	
05	Mr. Nguyen Danh Thu	06/06	100%	

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



- The Board of Directors (BOD) supervised the Board of Management in implementing the Resolutions and Decisions issued by the BOD.
- The BOD convened **6** meetings to discuss, deliberate, and vote on issues related to the Company's operations. Additionally, the BOD conducted several meetings in the form of written comments to guide and address significant and urgent issues.
- The BOD issued **26** Resolutions, all of which were unanimously approved (100%) by its members on their content.

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

**5. Resolutions/Decisions of the Board of Directors (Annual report):**

**\* Resolutions of the Board of Directors:**

No.	Content	Resolution No.	Date	Note
1	Approval of the plan for resources and provisional bonus for the Company's management team for 2023.	01/NQ- HDQT-CTGTSG	January 23, 2024	
2	Approval of rewarding the Head of the Board of Supervisors of Saigon Traffic Construction Joint Stock Company.	02/ NQ- HDQT-CTGTSG	January 23, 2024	
3	Approval of organizing the 2024 Annual General Meeting of Shareholders.	03/ NQ- HDQT-CTGTSG	March 01, 2024	
4	Approval of the contents to be presented at the 2024 Annual General Meeting of Shareholders.	04/ NQ- HDQT-CTGTSG	March 26, 2024	
5	Approval of salaries for the General Director, Deputy General Directors, and Chief Accountant.	05/NQ-HDQT-CTGTSG	March 26, 2024	
6	Approval of the dismissal of a Board of Directors member.	06/NQ-HDQT-CTGTSG	April 10, 2024	
7	Election of a non-executive Chairman of the Board of Directors for the 2021-2026 term.	07/NQ-HDQT-CTGTSG	April 20, 2024	
8	Approval of dividend payment for 2023 in cash to shareholders.	08/NQ-HDQT-CTGTSG	May 09, 2024	
9	Approval of amendments and supplements to the Company's organizational regulations.	09/NQ-HDQT-CTGTSG	May 09, 2024	
10	Approval of renaming functional	10/NQ-HDQT-	May 09,	



	departments.	CTGTSG	2024	
11	Approval of the Board of Directors' work program for 2024.	11/NQ-HĐQT-CTGTSG	May 28, 2024	
12	Approval of finalization and distribution of bonuses for executives, members of Board of Supervisors, and Company managers for 2023.	12/NQ-HĐQT-CTGTSG	May 28, 2024	
13	Authorization to sign credit limit contracts with Joint Stock Commercial Bank for Investment and Development of Vietnam (BIDV) for 2024.	13/NQ-HĐQT-CTGTSG	July 04, 2024	
14	Authorization to sign credit limit contracts with Vietnam Bank for Agriculture and Rural Development - Branch 5 for 2024.	14/NQ-HĐQT-CTGTSG	July 04, 2024	
15	Authorization to sign credit limit contracts with Military Commercial Joint Stock Bank Bank - North Sai Gon Branch for 2024.	15/NQ-HĐQT-CTGTSG	July 04, 2024	
16	Approval of amendments to the Company's pay scale.	16/NQ-HĐQT-CTGTSG	August 01, 2024	
17	Approval of amendments and supplements to the Training and Development Regulations; Recruitment Regulations, and the Regulations on Labor Recruitment, Conclusion, and Execution of Labor Contracts of the Company.	17/NQ-HĐQT-CTGTSG	August 01, 2024	
18	Approval of the merger of subsidiaries.	18/NQ-HĐQT-CTGTSG	August 01, 2024	
19	Approval of amendments and supplements to the Organizational Regulations and the Pay Scale System of Saigon Traffic Construction Joint Stock Company.	19/NQ-HĐQT-CTGTSG	September 05, 2024	
20	Approval of amendments and supplements to the Organizational Regulations and the Pay Scale System of Saigon Traffic Construction Joint Stock Company.	20/NQ-HĐQT-CTGTSG	September 09, 2024	

21	The resolution approves the handling of the settlement value of projects and services that were approved by the State during the transition period to the Joint Stock Company, which has been addressed in the converted financial statements.	21/NQ-HĐQT-CTGTSG	September 19, 2024	
22	Approval of the policy to participate in bidding, signing, and implementing contracts for the provision of public utility products and services in the fields of bridges and roads for the 2025-2027 period.	22/NQ-HĐQT-CTGTSG	September 23, 2024	
23	Approval for additional working capital loans from banks with existing credit limits.	23/NQ-HĐQT-CTGTSG	October 09, 2024	
24	Approval of amendments and supplements to the Company's Regulations on Salary, Bonus, Salary Increases, and Salary Adjustments for Employees.	24/NQ-HĐQT-CTGTSG	October 29, 2024	
25	Approval of personnel for Traffic Construction Number 1 Company Limited	25/NQ-HĐQT-CTGTSG	October 29, 2024	
26	Approval of the policy to participate in bidding activities in Thu Duc City for the period from 2025 to 2027.	26/NQ-HĐQT-CTGTSG	December 24, 2024	

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

No.	Content	Decision No.	Date
1	Decision on issuing the Organizational Regulations of the Company (amended and supplemented).	01/QĐ- HĐQT	May 09, 2024
2	Decision on renaming the Counting-house - Accounting - Statistics Department to Finance - Accounting - Statistics Department.	02/QĐ- HĐQT	May 09, 2024
3	Decision on renaming the Advisory - Legal Department to Legal - Payroll Department.	03/QĐ- HĐQT	May 09, 2024



4	Decision on issuing the updated and adjusted Pay Scale System.	04/QĐ- HĐQT	May 09, 2024
5	Decision on merging the subsidiaries.	05/QĐ- HĐQT	August 01, 2024
6	Decision on issuing the Regulations on Labor Recruitment, Conclusion, and Execution of Labor Contracts (amended and supplemented).	06/QĐ- HĐQT	August 01, 2024
7	Decision on issuing the Training and Development Regulations (amended and supplemented).	07/QĐ- HĐQT	August 01, 2024
8	Decision on adjusting the Pay Scale System of Saigon Traffic Construction Joint Stock Company.	08/QĐ- HĐQT	August 01, 2024
9	Decision on adjusting and supplementing the Organizational Regulations of Saigon Traffic Construction Joint Stock Company.	09/QĐ- HĐQT	September 05, 2024
10	Decision on issuing the adjusted Pay Scale System of Saigon Traffic Construction Joint Stock Company.	10/QĐ- HĐQT	September 05, 2024
11	Decision on re-appointing the Director of Traffic Construction Number 1 Company Limited.	11/QĐ- HĐQT	October 29, 2024
12	Decision on amending, supplementing, and issuing the Company's Regulations on Salary, Bonus, Salary Increase, and and Salary Adjustments.	12/QĐ- HĐQT	October 29, 2024
13	Decision on re-appointing the Deputy General Director of the Company.	13/QĐ- HĐQT	October 31, 2024

### **III. Board of Supervisors (Annual report):**

#### ***1. Information about members of Board of Supervisors***

No	Members of Board of Supervisors	Position	The date becoming/ceasing to be the member of the Board of Supervisors	Qualification
01	Mr. Nguyen Minh Duc	Head of the Board of Supervisors	May 05, 2021	Master of Economics
02	Mr. Bui Thong Nhat	Member of the Board of Supervisors	May 05, 2021	Bachelor of Accounting



03	Mr. Nguyen Ngoc Duy	Member of the Board of Supervisors	April 21, 2023	Bachelor of Accounting and Auditing
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## ***2. Meetings of Board of Supervisors***

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

## ***3. Supervising Board of Directors, Board of Management and shareholders by Board of Supervisors:***

In 2024, the Board of Supervisors implemented their activities in accordance with the 2024 operational plan of the Board of Supervisors, including: inspecting and supervising the Board of Directors and the General Director in managing and operating the Company to implement the Resolutions of the General Meeting of Shareholders; Monitoring and evaluating the legality, systematization, and honesty in accounting work, accounting books, financial reports, appendices, and related documents, business performance reports, management evaluation reports, and other reports prior to submission to the General Meeting of Shareholders or relevant state authorities.

## ***4. The coordination among the Board of Supervisors, the Board of Management, Board of Directors and other managers:***

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

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

## ***5. Other activities of the Board of Supervisors (if any):***

## **IV. Board of Management:**

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment / dismissal of members of the Board of Management /
01	Mr. Hoang Anh Giao General Director	January 28, 1971	Master of Economics, Civil Engineering (Bridge and Road)	September 01, 2021
02	Mr. Nguyen Hoang Thai Deputy General Director	May 26, 1962	Civil Engineering (Bridge and Road)	December 01, 2024



03	Mr. Vo Anh Tu Deputy General Director	September 23, 1975	Civil Engineering (Bridge and Road)	May 05, 2021
04	Mr. Vo Van Son Deputy General Director	December 12, 1973	Civil Engineering (Bridge and Road)	May 05, 2021
05	Mr. Phan Minh Hai Lang Deputy General Director	October 28, 1974	Bachelor of Business Administration	October 10, 2021

## V. Chief Accountant

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

## VI. Training courses on corporate governance:

Training courses on corporate governance were involved by members of Board of Directors, the Board of Supervisors, Director (General Director), other managers and secretaries in accordance with regulations on corporate governance: None

## VII. The list of affiliated persons of the public company (Annual report) and transactions of affiliated persons of the Company

### 1. The list of affiliated persons of the Company:

No	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1	<b>Hoang Ngoc Hung</b>	068C10668 9 021C60089 8	Chairman of the BOD					Appointed	
1.2	Hoang Khang							Father	
1.3	Tong Thi Bich Loan							Mother	
1.4	Huynh Van Hue							Father – in – law	
1.5	Ta Hong Tuyet							Mother – in – law	
1.6	Huynh Huy Anh Thu							Wife	
1.7	Hoang Gia Thinh							Child	

1.8	Hoang Gia Minh							Child	
1.9	Hoang Thi Bich Ngoc							Older sister	
1.10	Pham Phu Thy							Brother-in-law	
2	<b>Hoang Anh Giao</b>		Member of the BOD, General Director	001071010193 August 17, 2022				Appointed	
2.1	Hoang Dinh							Father	
2.2	Tran Thi Tuyet							Mother	
2.3	Nguyen Phuong Tam							Wife	
2.4	Hoang Uyen Nhi							Child	
2.5	Hoang Hung							Child	
2.6	Hoang Thuy Quynh							Older sister	
2.7	Hoang Cam Van							Younger sibling	
2.8	Nguyen Van Thong							Father – in – law	
2.9	Doan Thi Hieu							Mother – in – law	
3	<b>Vo Anh Tu</b>		Member of the BOD, Deputy General Director					Appointed	
3.1	Vo Huu Tap							Father	
3.2	Truong Thi Thanh Son							Mother	
3.3	Do Thi Thuy Tai							Wife	
3.4	Vo Hoang An							Child	
3.5	Vo Hoang My Khang							Child	
3.6	Vo Anh Tuan							Older brother	
3.7	Vo Thi Thanh Thuy							Older sister	
3.8	Nguyen Viet Nhan							Brother – in – law	
3.9	Tran Thi Nam Truc							Daughter – in – law	
3.1	Do Van Hai							Father –	



0								in – law	
3.1 1	Nguyen Thi Hong							Mother – in – law	
4	<b>Tran Thanh Hung</b>		Member of the BOD					Appoint ed	
4.1	Tran Van Lich							Father	
4.2	Nguyen Thi Nhanh							Mother	
4.3	Tran Thanh Phu							Older brother	
4.4	Tran Thi Be Tham							Younger sibling	
4.5	Ha Dinh Chien							Father – in – law	
4.6	Vo Thi Nguyet Anh							Mother – in – law	
4.7	Ha Thi Bich Phuong							Sister- in-law	
4.8	Ha Dinh Luyen							Brother- in-law	
4.9	Ha Dinh Luan							Brother- in-law	
4.1 0	Tran Thu Ky							Child	
4.1 1	Ha Thi Tuyet Anh							Wife	
5	<b>Nguyen Danh Thu</b>		Member of the BOD					Appoint ed	
5.1	Bui Thi Ngoc Tram							Wife	
5.2	Nguyen Ha Tue Lam							Child	
5.3	Nguyen Danh Phu							Child	
5.4	Nguyen Kim Ngan							Child	
5.5	Nguyen Danh Canh							Father	
5.6	Nguyen Thi Tam							Mother	
5.7	Nguyen Thi Thao							Older sister	
5.8	Nguyen Thi Ha Giang							Younger sibling	
5.9	Nguyen Danh Son							Younger sibling	
6	<b>Nguyen Minh Duc</b>		Head of the Board of Supervisors					Appoint ed	
6.1	Phan Thi Anh							Mother	

	Tuyet								
6.2	Tran Thi Ngoc Ha							Wife	
6.3	Nguyen Ngoc Minh Thu							Child	
6.4	Nguyen Thi Ngoc Dung							Older sister	
6.5	Nguyen Thi Kieu Hanh							Older sister	
6.6	Nguyen Thi Minh Trang							Older sister	
6.7	Nguyen Minh Tri							Older brother	
6.8	Nguyen Thi My Phuong							Younger sibling	
6.9	Nguyen Xuan Quang							Younger sibling	
6.10	Tran Ngoc Cua							Father – in – law	
6.11	Ho Thi Thu Thuy							Mother – in – law	
6.12	Thai Thi Dung							Sister-in-law	
6.13	Le Hoang Man							Brother-in-law	
7	<b>Bui Thong Nhat</b>		Member of the Board of Supervisors					Appointed	
7.1	Le Thi Hai							Wife	
7.2	Bui The Hoi							Father	
7.3	Pham Thi Nga							Mother	
7.4	Le Tan Quang							Father – in – law	
7.5	Ngo Thi Nhlen							Mother – in – law	
7.6	Bui Tuan Minh							Child	
7.7	Bui The Vinh							Child	
7.8	Bui The Vien							Older brother	
7.9	Bui The Chuc							Older brother	
7.10	Bui The Phan							Older brother	
7.11	Bui The Phong							Older brother	
7.12	Bui The Dinh							Older brother	
7.1	Bui Phung							Older	



3	Hiep							brother	
8	<b>Nguyen Ngoc Duy</b>		Member of the Board of Supervisors					Appointed	
8.1	Nguyen Ngoc Phu							Father	
8.2	Tu Tam Nhut							Mother	
8.3	Bui Van Hong							Father – in – law	
8.4	Nguyen Thi Thuy							Mother – in – law	
8.5	Bui Thi Anh Thu							Wife	
8.6	Nguyen Gia Phuc							Child	
8.7	Nguyen Khanh Phuong							Child	
8.8	Nguyen Tam Anh							Younger sibling	
9	<b>Nguyen Hoang Thai</b>		Deputy General Director					Appointed	
9.1	Nguyen Thi Thanh Thuy							Wife	
9.2	Nguyen Hoang Dan Thanh							Child	
9.3	Nguyen Hoang Thang							Child	
9.4	Hoang Thi Nhan							Mother	
9.5	Nguyen Hoang An							Older brother	
9.6	Nguyen Hoang Binh							Younger sibling	
9.7	Nguyen Thi Hoang Yen							Younger sibling	
9.8	Nguyen Hoang Hung							Younger sibling	
9.9	Nguyen Hoang Dung							Younger sibling	
10	<b>Vo Van Son</b>		Deputy General Director					Appointed	
10.1	Lai Thi Thanh Mai							Wife	
10.2	Vo Lai Thanh Vy							Child	
10.3	Vo Lai Phuong Uyen							Child	

10.4	Vo Xoay							Father	
10.5	Vo Thi Tuyen							Older sister	
10.6	Le Ngoc An							Brother – in – law	
10.7	Vo Thi Tau							Older sister	
10.8	Nguyen Ba Lam							Brother – in – law	
10.9	Vo Thi Nga							Older sister	
10.10	Nguyen Van Xe							Brother – in – law	
10.11	Vo Thi Oanh							Younger sibling	
10.12	Nguyen Cuu Thang							Brother – in – law	
10.13	Vo Van Hai							Younger sibling	
11	<b>Phan Minh Hai Lang</b>		Deputy General Director						
11.1	Phan Minh							Father	
11.2	Nguyen Thi Dinh							Mother	
11.3	Tran Thi Xuan Hong							Wife	
11.4	Phan Hai Hong Truc							Child	
11.5	Phan Hai Mai Truc							Child	
11.6	Phan Huy							Older brother	
11.7	Nguyen Thi Tuong Vy							Daughte r – in – law	
11.8	Phan Giang Ngoc							Older sister	
11.9	Vo Dong Phong							Brother – in – law	
11.10	Phan Huy Long							Younger sibling	
11.11	Phan Ngoc Giang Ngan							Younger sibling	
11.	Tran Quoc							Brother	



12	Bao							– in – law	
11. 13	Tran Van Duc							Father – in – law	
11. 14	Vo Thi Long							Mother – in – law	
12	<b>Phan Thi Tu Trinh</b>		Chief Accountant						
12. 1	Tran Buu Dat							Husban d	
12. 2	Tran Thanh Bach							Father – in – law	
12. 3	Phan Thanh Hung							Father	
12. 4	Doan Thi Lon							Mother	
12. 5	Tran Thi Tuyet Uyen							Daughte r – in – law	
12. 6	Phan Doan Thanh Quang							Younger sibling	
12. 7	Le Thi Kieu Loan							Daughte r – in – law	
12. 8	Phan Trong Quynh							Younger sibling	
12. 9	Nguyen Thi Bang Chau							Daughte r – in – law	
13	<b>Do Thi Thuy Linh</b>		Person in charge of Corporate Governanc e, Company Secretary					Appoint ed	
13. 1	Ly Thanh Nhon							Husban d	
13. 2	Do Van Ngoc							Father	
13. 3	Le Thi Minh Chau							Mother	
13. 4	Do Thuy Giang							Younger sibling	
13. 5	Ly Van Muoi							Father – in – law	
13. 6	Ho Thi Cau							Mother – in – law	
13. 7	Ly Hoang Chuong							Brother- in-law	
13. 8	Ly Hoang Thanh Sang							Brother- in-law	

14	Lam Tuan Kiet		Director of Road Enterprise 1					Major shareholder	
15	Dang Tuan Quoc		Director of Hot Asphalt Concrete Enterprise					Major shareholder	
16	Hochiminh city Finance and Investment state-owned Company (HFIC)	-	-	03005 35140	67-73 Nguyen Du Street, Ben Nghe Ward, District 1, Ho Chi Minh City				Related organization
17	Traffic Construction Number 1 Company Limited				476 Huynh Tan Phat Street, Binh Thuan Ward, District 7, Ho Chi Minh City				Related organization

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

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

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

No	Name of organization / individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders / Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
1	Traffic Construction Number 1 Company Limited	Subsidiary	03109 94760 issued by the Ho Chi	476 Huynh Tan Phat, Binh Thuan	October 07, 2024		- Equipment rental contract for the bid package: Construction and traffic management



No	Name of organization / individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders / Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
			Minh City Department of Planning and Investment on July 18, 2011, amended for the 5th time on December 27, 2019.	Ward, District 7			during construction for the project: Repair of National Route 22 (from Km22+890 to Km23+890), left side of the route.
2	Traffic Construction Number 1 Company Limited	Subsidiary	03109 94760 issued by the Ho Chi Minh City Department of Planning and Investment on July	476 Huynh Tan Phat, Binh Thuan Ward, District 7	October 07, 2024		- Purchase and sale contract of hot asphalt concrete and emulsion for the tender: Construction and traffic management during construction for the project: Repair of National Route 22 (from Km22+890 to Km23+890), left side of the route.

No	Name of organization / individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders / Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
			18, 2011, amended for the 5th time on December 27, 2019.				
3	Traffic Construction Number 1 Company Limited	Subsidiary	03109 94760 issued by the Ho Chi Minh City Department of Planning and Investment on July 18, 2011, amended for the 5th time on December 27, 2019.	476 Huynh Tan Phat, Binh Thuan Ward, District 7	October 24, 2024		- Equipment rental contract for the bid package: Construction and traffic management during construction for the project: Repair of National Route 22 (from Km25+370 to Km26+370), left side of the route.



No	Name of organization / individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders / Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
4	Traffic Construction Number 1 Company Limited	Subsidiary	03109 94760 issued by the Ho Chi Minh City Department of Planning and Investment on July 18, 2011, amended for the 5th time on December 27, 2019.	476 Huynh Tan Phat, Binh Thuan Ward, District 7	October 24, 2024		- Purchase and sale contract of hot asphalt concrete and emulsion for the tender: Construction and traffic management during construction for the project: Repair of National Route 22 (from Km25+370 to Km26+370), left side of the route.
5	Traffic Construction Number 1 Company Limited	Subsidiary	03109 94760 issued by the Ho Chi Minh City Department of Planning	476 Huynh Tan Phat, Binh Thuan Ward, District 7	November 18, 2024		- Equipment rental contract for the bid package: Construction and traffic safety management during the execution of the procurement plan: Repair of National Route 1, from Street 14 to

No	Name of organization / individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders / Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
			ng and Investment on July 18, 2011, amended for the 5th time on December 27, 2019.				the entrance of Linh Trung Export Processing Zone (Km1881+330 to Km1882+180), left-hand side.
6	Traffic Construction Number 1 Company Limited	Công ty con	03109 94760 issued by the Ho Chi Minh City Department of Planning and Investment on July 18, 2011, amended for the 5th	476 Huynh Tan Phat, Binh Thuan Ward, District 7	November 18, 2024		- Purchase and sale contract of hot asphalt concrete and emulsion for the tender: Construction and traffic safety management during the execution of the procurement plan: Repair of National Route 1, from Street 14 to the entrance of Linh Trung Export Processing Zone (Km1881+330 to Km1882+180), left-hand side.



No	Name of organization / individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders / Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
			time on December 27, 2019.				
7	Traffic Construction Number 1 Company Limited	Subsidiary	03109 94760 issued by the Ho Chi Minh City Department of Planning and Investment on July 18, 2011, amended for the 5th time on December 27, 2019.	476 Huynh Tan Phat, Binh Thuan Ward, District 7	December 06, 2024		- Equipment rental contract for the bid package: Construction and traffic safety management during the execution of the procurement plan: Repair of National Route 1 (from Km1890+319 to Km1891+849), right side of the route
8	Traffic Construction Number 1 Company Limited	Subsidiary	03109 94760 issued by the Ho	476 Huynh Tan Phat, Binh	December 06, 2024		- Purchase and sale contract of hot asphalt concrete and emulsion for the

No	Name of organization / individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders / Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
			Chi Minh City Department of Planning and Investment on July 18, 2011, amended for the 5th time on December 27, 2019.	Thuan Ward, District 7			tender: Construction and traffic safety management during the execution of the procurement plan: Repair of National Route 1 (from Km1890+319 đến Km1891+849), right side of the route
9	Traffic Construction Number 1 Company Limited	Subsidiary	03109 94760 issued by the Ho Chi Minh City Department of Planning and Investment on	476 Huynh Tan Phat, Binh Thuan Ward, District 7	November 15, 2024		Equipment rental contract for the bid package: Construction work belongs to the project: Repair of K15B Bridge Deck - Ben Nghe Port.



No	Name of organization / individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders / Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
			July 18, 2011, amended for the 5th time on December 27, 2019.				
10	Traffic Construction Number 1 Company Limited	Subsidiary	03109 94760 issued by the Ho Chi Minh City Department of Planning and Investment on July 18, 2011, amended for the 5th time on December 27,	476 Huynh Tan Phat, Binh Thuan Ward, District 7	October 02, 2024		Equipment rental contract for the bid package: Muong Ban Road, Lang Hamlet, Tan Chanh Commune, section from Mr. Luong Van Nang's house to Mieu Muong Ban

No	Name of organization / individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders / Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
			2019.				
11	Traffic Construction Number 1 Company Limited	Subsidiary	03109 94760 issued by the Ho Chi Minh City Department of Planning and Investment on July 18, 2011, amended for the 5th time on December 27, 2019.	476 Huynh Tan Phat, Binh Thuan Ward, District 7	October 02, 2024		Purchase and sale contract of hot asphalt concrete for the project: "Repair of roads and alleys to ensure traffic safety in District 12 (Cluster 2)" with a value of VND 728,000,000.

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

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

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

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

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

### **VIII. Share transactions of internal persons and their affiliated persons (Annual report)**

#### **1. The list of internal persons and their affiliated persons**

No	Name	Securities trading account (if any)	Position at the company (if any)	No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1	<b>Hoang Ngoc Hung</b>	068C106689 021C600898	Chairman of the BOD			4,560,000	16%	Representative of HFIC's capital contribution
2	Hoang Anh Giao		Member of the BOD, General Director			2,137	0.008%	
						4,275,000	15%	Representative of HFIC's capital contribution
3	Vo Anh Tu		Member of the BOD, Deputy General Director			22,087	0.077%	
						4,275,000	15%	Representative of HFIC's capital contribution
4	Tran		Member of			510,048	1.790%	

	Thanh Hung		the BOD					
5	Nguyen Danh Thu		Member of the BOD			203	0.001%	
6	Nguyen Minh Duc		Head of the Board of Supervisors			4,478	0.016%	
7	Bui Thong Nhat		Member of the Board of Supervisors			101		
8	Nguyen Ngoc Duy		Member of the Board of Supervisors			855,000	3%	Representative of HFIC's capital contribution
9	Nguyen Hoang Thai		Deputy General Director			5,089	0.018%	
10	Vo Van Son		Deputy General Director			103,719	0.364%	
10.1	Lai Thi Thanh Mai					1,933	0.007%	Wife
11	Phan Minh Hai Lang		Deputy General Director					
12	Phan Thi Tu Trinh		Chief Accountant			8,753	0.031%	
12.1	Tran Buu Dat					6,844	0.024%	Husband
13	Do Thi Thuy Linh		Person in charge of Corporate Governance			1,526	0.005%	
13.1	Ly Thanh Nhon					1,628	0.006%	Husband

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

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

**IX. Other significant issues:** None 

***Recipients:***

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

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



  
**HOANG NGOC HUNG**

No: 32/RP-BOS

*Ho Chi Minh City, March 24, 2025*

**BOARD OF SUPERVISORS REPORT**  
**On the inspection and supervision of operations in 2024**  
**at Saigon Traffic Construction Joint Stock Company**  
**(Presented to the 2025 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 2024 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 the 2024 operations (from January 1, 2024, to December 31, 2024) at Saigon Traffic Construction Joint Stock Company as follows:

**1. Activities of the Board of Supervisors in 2024:**

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

In 2024, the Board of Supervisors carried out the following tasks:

1.1. Members of the Board of Supervisors have maintained good operations in accordance with the regulations in the Charter and the Regulations on the Operational of the Board of Supervisors: Members have attended all periodic meetings of the Board of Directors; a representative of the Board of Supervisors also attended the periodic progress meetings of the Board of Management and other relevant meetings to grasp and supervise the management and administration of the company;

1.2. Implemented tasks in accordance with the 2024 operating plan of the Board of Supervisors, including: inspecting and supervising the Board of Directors and the General Director in managing and operating the Company; Monitoring and evaluating the effectiveness and compliance with internal control regulations, reporting regulations, and other internal management regulations of the Company; Supervising and appraising the legality, system, and honesty in accounting, accounting books, financial statement content, related appendices and documents, business performance reports, management evaluation reports, and other reports before submitting them to the General Meeting of Shareholders or relevant state agencies;



1.3. Reviewed and verified the quarterly office financial statements, separate financial statements, and consolidated financial statements at the Company, as well as the 2024 semi-annual and annual office financial statements, separate financial statements, and consolidated financial statements audited by Southern Auditing and Accounting Financial Consulting Services Co., LTD. (AASCs);

1.4. Contributing opinions to drafting, developing, adjusting, and supplementing internal regulations and rules to comply with changes in current legal regulations; Performing 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 2024, the Board of Supervisors held 02 meetings with the following contents:

2.1. Implementing the 2024 operating plan of the Board of Supervisors; Assigning tasks to Members of the Board of Supervisors;

2.2. Approving reports on the analysis and assessment of operating situations and the implementation of financial targets for each quarter, semi-annually, and for the entire year 2024;

2.3. Approving documents and reports of the Board of Supervisors to be submitted to the 2025 Annual General Meeting of Shareholders;

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

### **3.1. Remuneration of the Members of the Board of Supervisors in 2024:**

The total remuneration of the Board of Supervisors for the year is 483,840,000 VND, implemented according to Resolution No. 01/2024/NQ-ĐHĐCĐ dated April 20, 2024, of the General Meeting of Shareholders, including:

No.	Name	Position	Total remuneration (VND)	Note
1	Nguyen Minh Duc	Head of the Board	390,600,000	Full-time Member
3	Nguyen Ngoc Duy	Member	46,620,000	Member
4	Bui Thong Nhat	Member	46,620,000	Member
	<b>Total</b>		<b>483,840,000</b>	

**3.2. Expenses of the Board of Supervisors in 2024:** in compliance with the Company's internal spending regulations.

**4. Supervisory results regarding the operational situation, implementation of the accounting regime, financial reporting, and business performance of the Company.**

### **4.1. Results of the audit of the financial statements for 2024.**



After reviewing the audited office financial statements, separate and consolidated financial statements (hereinafter referred to as "Financial Statements") for 2024, the Board of Supervisors has the following opinions:

- The accounting system, applied accounting policies, and presentation of the Company's 2024 Financial Statements are in accordance with the corporate accounting regime issued pursuant to Circular No. 200/2014/TT-BTC and Circular No. 202/2014/TT-BTC dated December 22, 2014 of the Ministry of Finance and other supplemental guidance circulars; consistent with Vietnam Accounting Standards (VAS) and guiding documents issued by the Ministry of Finance;

- The accounting policies and methods have been applied consistently;

- The items on the Balance Sheet, Income Statement, and Cash Flow Statement are clearly explained with calculation basis and detailed data provided in the Notes to the Financial Statements. Based on the verification and comparison of figures in the detailed accounting books and explanations in the financial statements, it is evident that the items in the financial statements are reasonably determined and truthfully reflect the Company's financial situation. The Company's estimates and assumptions in presenting the financial statements are reasonable and prudent.

Through the audit, the Board of Supervisors has not detected any material misstatements. The Board of Supervisors has no objections to the figures in the audited office Financial Statements, separate and consolidated Financial Statements for 2024, audited by AASCs.

**Regarding the accounting system:**

- Accounting System: books, vouchers, and financial statements are clear and timely; asset, material, and debt management is rigorous; provisions are established reasonably, adequately, and in accordance with regulations; tax declaration and payment are carried out in compliance with regulations;

- The accounting organizational structure complies with regulations; implementation of internal inspection and examination in the areas of finance, materials, labor-salary, and equipment annually to promptly rectify errors and enhance the Company's management capacity;

- The Company has complied with information disclosure regulations regarding content and timelines;

**Regarding the Internal Control System:**

The internal control system at the Company includes regulations, rules, and procedures... serving the management and administration of the Company, ensuring compliance with legal regulations, and protecting the legitimate interests of shareholders. This system is an effective tool for the Leadership to supervise activities within the company, ensuring compliance with the company's internal rules and regulations and promptly implementing necessary solutions to guarantee the safety and legality of all operations.



#### 4.2. Regarding the Company's Production and Business Performance

In 2024, 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 input materials. However, the Company has overcome all difficulties and achieved outstanding results in fulfilling the 2024 financial targets assigned by the General Meeting of Shareholders.

Based on the planned targets assigned by the General Meeting of Shareholders in Resolution No. 01/2024/NQ-DHĐCĐ dated April 20, 2024, a summary of the 2024 performance results is as follows:

No.	Target	2024 Plan assigned by the General Meeting of Shareholders (Billion VND)	Actual		Completion Percentage	
			2024 (Billion VND)	2023 (Billion VND)	Compared to the 2024 Plan	Compared to 2023 Actual
A	B	1	2	3	4=2/1	5=2/3
1	Total Revenue	990.00	1,506.57	1,294.37	152.18%	116.39%
2	Total Expenses	960.20	1,455.95	1,260.37	151.63%	115.52%
3	Profit before tax	29.80	50.62	34.00	169.84%	148.86%
4	Corporate Income Tax	6.68	6.82	6.79	102.15%	100.48%
5	Profit after tax	23.13	43.80	27.22	189.38%	160.92%
6	Profit after tax/Charter capital ratio	8.11%	15.37%	9.55%	189.38%	160.92%

(\*) Source: Audited Consolidated Financial Statements of 2024

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

Compared to the plan assigned by the General Meeting of Shareholders, the Revenue target reached 1,506.57 billion VND, equivalent to 152.18% of the plan; the Profit before tax target reached 50.62 billion VND, equivalent to 169.84% of the plan; the Profit after tax target reached 43.80 billion VND, equivalent to 189.38% of the plan; the Profit after tax/Charter capital ratio is 15.37%, a significant increase compared to 9.55% in 2023.

Compared to the 2023 performance, Revenue reached 116.39%; Profit before tax reached 148.86%, Profit after tax reached 160.92%, and the Profit after tax/Charter capital ratio reached 160.92%.

These are the outstanding achievements of the Company's management and employees in 2024.



### 4.3. Regarding enterprise management expenses

No.	Target	2024 Implementation (Trillion VND)	2023 Implementation (Billion VND)	Increase (+) / Decrease (-) (Billion VND)	Percentage (%)
01	Management staff expenses	35.08	33.72	1.36	4.03%
02	Management material expenses	1.28	1.32	-0.03	-2.38%
03	Provision (+)/Reversal (-) for Science and Technology Fund	-1.43	-0.17	-1.26	0.00%
04	Office Supplies Expenses	1.31	1.22	0.09	7.77%
05	Depreciation Expense of Fixed Assets	2.71	2.44	0.27	10.96%
06	Taxes, Fees, and Charges	1.12	1.08	0.04	3.94%
07	Allowance for Doubtful Debts	6.55	28.86	-22.31	-77.29%
08	Reversal of Allowance for Doubtful Debts	-18.68	-15.29	-3.39	22.17%
09	Other Cash Expenses	7.18	7.21	-0.03	-0.48%
10	Outsourced service expenses	18.45	15.70	2.75	17.53%
	<b>Total</b>	<b>53.60</b>	<b>76.11</b>	<b>-22.51</b>	<b>-29.57%</b>

### 4.4. Regarding some financial targets

#### 4.4.1. Situation of assets and sources:

Based on the Consolidated Financial Statements audited by AASCs Company, the situation of the Company's assets and sources as of December 31, 2024, is summarized as follows:

ITEM	As of December 31, 2024 (Billion VND)	As of December 31, 2023 (Billion VND)	Increase/ Decrease (Billion VND)	Percentage of Increase/ Decrease
(A)	(1)	(2)	(3)=(1)-(2)	(4)=(3)/(2)
<b>ASSETS</b>				
<b>A- SHORT-TERM ASSETS</b>	<b>884,95</b>	<b>939,45</b>	<b>-54,49</b>	<b>-5,80%</b>
I. Cash and Cash Equivalents	276,34	176,16	100,17	56,86%
II. Short-Term Financial Investments	0,76	0,74	0,03	
III. Short-Term Receivables	484,70	721,74	-237,04	-32,84%
IV. Inventories	98,24	39,59	58,64	148,10%
V. Other Current Assets	24,91	1,20	23,71	1967,78%



ITEM	As of December 31, 2024 (Billion VND)	As of December 31, 2023 (Billion VND)	Increase/ Decrease (Billion VND)	Percentage of Increase/ Decrease
(A)	(1)	(2)	(3)=(1)-(2)	(4)=(3)/(2)
<b>B. LONG-TERM ASSETS</b>	<b>188,11</b>	<b>184,21</b>	<b>3,89</b>	<b>2,11%</b>
I. Long-Term Receivables	5.90	6.13	-0.23	-3.68%
II. Fixed Assets	175.23	164.13	11.10	6.76%
1. <i>Tangible Fixed Assets</i>	174.86	164.13	10.73	6.54%
2. <i>Financial Leased assets</i>	-	-		
3. <i>Intangible Fixed Assets</i>	0.37	-	0.37	
III. Investment Property	-	-		
IV. Long-term assets in progress	-	-		
V. Long-Term Financial Investments	-	-		
VI. Other long-term assets	6.98	13.95	-6.98	-50.00%
<b>TOTAL ASSETS</b>	<b>1.073.06</b>	<b>1.123.66</b>	<b>-50.60</b>	<b>-4.50%</b>
<b>SOURCES</b>				
<b>A. LIABILITIES</b>	<b>737.73</b>	<b>800.56</b>	<b>-62.83</b>	<b>-7.85%</b>
I. Short-term liabilities	733.64	794.93	-61.28	-7.71%
II. Long-term liabilities	4.08	5.63	-1.55	-27.45%
<b>B. OWNER'S EQUITY</b>	<b>335.33</b>	<b>323.10</b>	<b>12.23</b>	<b>3.78%</b>
I. Owner's Equity	334.41	322.18	12.23	3.79%
II. Funding sources and other funds	0.92	0.92		
<b>TOTAL SOURCES</b>	<b>1,073.06</b>	<b>1,123.66</b>	<b>-50.60</b>	<b>-4.50%</b>

(\*) Source: Audited Consolidated Financial Statements of 2024.

#### 4.4.2. Some financial analysis indicators:

Indicator	As of December 31, 2024	As of December 31, 2023
<b>1. Asset Structure and Capital Sources</b>		
<b>1.1. Asset Structure</b>		
- Short-term Assets/Total Assets	82.47%	83.61%
- Long-term Assets/Total Assets	17.53%	16.39%
<b>1.2. Capital Structure</b>		
- Liabilities/Total Assets	68.75%	71.25%
- Owner's Equity/Total Assets	31.25%	28.75%
<b>2. Solvency</b>		
2.1. Current Ratio	1.21	1.18
2.2. Quick Ratio	1.07	1.13
<b>3. Profitability</b>		
<b>3.1. Profit Margin on Revenue</b>		
- Profit Before Tax/Net Revenue	3.37%	2.64%



Indicator	As of December 31, 2024	As of December 31, 2023
- Profit After Tax/Net Revenue	2.92%	2.11%
<b>3.2. Profit Margin on Total Assets</b>		
- Profit Before Tax/Total Assets	4.72%	3.03%
- Profit After Tax/Total Assets	4.08%	2.42%
<b>3.3. Profit After Tax/Owner's Equity</b>	<b>15.37%</b>	<b>9.55%</b>

#### 4.4.3. Debt situation:

No.	Target	As of December 31, 2024 (Billion VND)	As of December 31, 2023 (Billion VND)	Increase/Decrease (Billion VND)	Percentage Increase/Decrease
1	<b>Total receivables</b>	<b>490.60</b>	<b>727.87</b>	<b>-237.27</b>	<b>-32.60%</b>
	Including				
	Receivables from customers	369.13	583.86	-214.73	-36.78%
	Allowance for doubtful accounts	-65.17	-77.29	12.12	-15.68%
2	<b>Total payables</b>	<b>737.73</b>	<b>800.56</b>	<b>-62.83</b>	<b>-7.85%</b>
	Including				
	Payables to suppliers	200.58	207.33	-6.75	-3.26%

#### Comments:

- The Company's financial situation is generally healthy and stable, ensuring payment security; the Company's financial targets are reasonable; the Owner's equity is preserved.

- Compared to the same period last year, Total Revenue increased by 16.39% while Management expenses decreased significantly by 29.57%; Management expenses only slightly increased in some items (Personnel expenses, depreciation expenses, outsourced service expenses); The most significant decrease in expenses compared to the same period last year was in the allowance/reversal of doubtful debts (total value decreased by 25.7 billion VND). This shows that the Company has performed well in cost management.

- With the increase in revenue and decrease in expenses, the realized profit in the period has increased, the ratio of profit after tax/owner's equity is much higher than the same period (the ratio of profit after tax/owner's equity in 2024 is 15.37% compared to only 9.55% in the same period).

- The Company's total assets slightly decreased, mainly due to the decrease in receivables and payables. The Company needs to continue to strengthen the management of customer receivables to avoid risks arising from having to resolve outstanding debts. For the allowance for doubtful debts that has been set aside, it is necessary to continue to urge relevant departments to



contact the Investor and customers to collect debts, in order to recover capital and improve the Company's profit targets.

- Payables mainly include payables to suppliers for production and business activities, and advances from buyers. These payables are expected to be paid and offset on time as prescribed.

**4.5. Regarding investment activities:** During the year, the Company invested in machinery and equipment for production and business with a total value of 29.50 billion VND.

**5. Regarding transactions of the Company and subsidiaries with members of the Board of Directors, the General Director, other executives, and their related persons; transactions between the Company and companies where members of the Board of Directors, the General Director, or other executives are founders or managers:** None.

**6. Results of the supervision of the Board of Directors and the General Director.**

The Board of Directors and the Board of Management have duly executed their powers and responsibilities 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 management and administration of the Board of Directors, the General Director, and the managers.

**6.1. Regarding the work of the Board of Directors:**

- The Board of Directors has duly performed their powers and responsibilities as prescribed by the Law on Enterprises and the Company's Charter on Organization and Operation;

- The Board of Directors has established a 2024 work program aligned with the objectives and orientations resolved by the General Meeting of Shareholders to deploy specific tasks.

- The Board of Directors has performed their duties in accordance with operational regulations, holding 6 meetings during the year. These Board of Directors meetings were conducted as stipulated in the Company's Charter. The content of the meetings was within the duties and authority of the Board of Directors, operating with a high sense of responsibility. Furthermore, the Board of Directors has also conducted multiple meetings by obtaining written votes from the members to provide guidance on critical and urgent issues.

- During the year, the Board of Directors issued 26 resolutions with a high rate of unanimous approval (100%) from Board members. These resolutions and decisions of the Board of Directors were timely in providing direction, aligning with the Resolutions of the General Meeting of Shareholders.

- Regular monitoring of the Board of Management in the implementation of resolutions from the General Meeting of Shareholders and business production activities.



## **6.2. Regarding the executive function of the Board of Management:**

- The Board of Management has implemented tasks promptly and flexibly to achieve optimal results, adhering to the guidance and directions within the resolutions and decisions of the Board of Directors.

- Through meetings of the Board of Directors, the Board of Management promptly reported on business operations and proposed appropriate solutions and policies to the Board of Directors to address difficulties and obstacles faced by the Company. The Board of Management also developed business plans and investment plans to ensure the Company's business activities achieved effectiveness.

## **6.3. Implementation of the Resolutions of the 2024 General Meeting of Shareholders:**

a. Implementing financial targets: The Company has surpassed planned financial targets, ensuring dividend payments (expected) as stated in the Resolution approved by the General Meeting of Shareholders.

b. Profit distribution for 2023 and dividend payments to shareholders:

- Cash dividend payments to shareholders have been implemented; profit distribution and allocation to funds for 2023 have been executed in accordance with the Resolution of the General Meeting of Shareholders.

c. Selection of an audit company for the fiscal year 2024: A contract has been signed with Southern Auditing and Accounting Financial Consulting Services Co., LTD. (AASCs) to perform auditing and review of the Company's financial statements for the fiscal year 2024.

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

During their work, the Board of Supervisors has been facilitated by the Board of Directors and the Board of Management to complete their tasks.

The Board of Supervisors, the Board of Directors, the General Director, and other managers have maintained a close collaborative working relationship based on the principles of serving the Company's best interests as well as the interests of all shareholders while ensuring compliance with the legal regulations and the Charter.

## **8. Conclusion:**

In 2024, the Board of Management deployed tasks promptly and flexibly to achieve the best results in accordance with the direction provided in the resolutions and decisions of the General Meeting of Shareholders and the Board of Directors, overcoming all difficulties and challenges, striving to complete all assigned targets and tasks, ensuring the livelihood and income of employees.

As of December 31, 2024, the Company has exceeded the planned targets according to Resolution No. 01/2024/NQ-DHĐCĐ dated April 20, 2024, with financial situation demonstrating transparency and efficiency; and the achieved



results have demonstrated the dedicated efforts of the Leadership and the Company's employees in completing their assigned tasks.

To ensure the completion of goals and objectives for the upcoming year 2025, the Company needs to continue focusing on the following:

- Focus on acceptance and timely settlement for completed volumes. For projects with slow implementation due to site clearance issues, actively coordinate with the Investor to remove difficulties for early implementation.
- Continue to effectively carry out debt collection and settlement;
- Continue to implement practical solutions and policies to increase revenue while 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;
- Promote business development trends, participate in bidding for traffic construction projects in the city and neighboring provinces; Strengthen cooperation, joint ventures, and partnerships with reputable and capable partners with experience to develop production, as well as expand into new markets and fields;
- Accelerate the investment progress of hot asphalt concrete production plants and emulsion plants, focusing on investing in technological improvements to create high-quality products with low material and energy consumption, environmental protection, and aiming for stability in production and business activities, increasing competitiveness with reasonable prices; Accelerate the investment progress in renewing machinery and equipment, with targeted activities to meet production and business needs and market trends, while enhancing competitiveness;
- Promote research and application of science and technology in the Company's main production and business activities, such as developing and innovating technology, product innovation, and production rationalization, creating conditions for sustainable development of the Company;
- Continue to research and develop appropriate financial management mechanisms to support, select, and focus resources on implementing effective projects and improving the business efficiency of individual enterprises and the entire Company;
- Continue to strictly implement production and business cost management to save management costs, implement synchronous solutions to reduce product costs: develop construction organization measures, quantity management, input material price management, etc. In addition, it is necessary to strengthen updates on price fluctuations of various types of fuel and key raw materials in production and business activities for analysis, impact assessment, and timely development of appropriate and highly effective production, business, and financial plans.



- Develop and implement human resource development policies to enhance the capacity and experience of the chief commanders and construction technicians to create competitiveness in the bidding process, be ready to undertake and implement all projects, and attract highly qualified human resources, streamlining the organizational structure in accordance with the new situation of the Company.

## **II. Orientations for operation in 2025:**

To effectively perform the supervisory work according to the Enterprise Law and the Company's Charter, the Board of Supervisors develops an operational plan for 2025 with the following main contents:

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

- Continue to perform the task of inspecting and supervising management and administration activities according to the functions and tasks stipulated in the Company's Charter and the Regulations on the Operational of the Board of Supervisors;

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

- Review and appraise the quarterly, semi-annual, and annual financial statements of 2025;

- Supervise the coordination of activities between the Board of Directors, the Board of Management, and the Board of Supervisors;

- Collect information, exchange with shareholders, and handle issues as requested by shareholders;

- Other tasks as prescribed by the Law on Enterprise and the Company's Charter.

This is the report on the results of the inspection and supervision of the Company's activities in 2024 by the Board of Supervisors.

The Board of Supervisors sincerely thanks the Board of Directors, the Board of Management, and the professional departments for facilitating the Board of Supervisors to complete tasks effectively./.

### **Recipients:**

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

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



**Nguyen Minh Duc**



**PROPOSAL**

**Re: Approval of the audited financial statements  
for the period from January 1, 2024, to December 31, 2024**

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

The financial statements for the period from January 1, 2024, to December 31, 2024, 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 31/12/2024, 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 office's 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 31/12/2024, 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 31/12/2024, 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, 2024, to December 31, 2024. 

**Recipients:**

- As above;
- Archived:  
Administrative Office.

**ON BEHALF OF THE BOARD OF DIRECTORS**

**Chairman**



  
**Hoang Ngoc Hung**





No: **02/PR-BOD**

*Ho Chi Minh City, March 24, 2025*

**PROPOSAL**

**Implementation of profit distribution in 2024**

**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. 01/2024/NQ-ĐHĐCĐ dated April 20, 2024, of the 2024 Annual General Meeting of Shareholders of Saigon Traffic Construction Joint Stock Company;
- Pursuant to Resolution No. 02/NQ-HĐQT-CTGTSG dated January 10, 2025, on approving the funding plan and provisional payment of bonuses for managers in 2024;
- Pursuant to the 2024 separate and consolidated financial statements audited by AASCs;
- Pursuant to Resolution No. 09/NQ-HĐQT-CTGTSG dated March 24, 2025 of the Board of Directors on approving the contents submitted to the 2025 Annual General Meeting of Shareholders,

The Board of Directors respectfully submits to the General Meeting of Shareholders the implementation of the 2024 profit distribution as follows:

**I. Implementation of 2024 profit distribution:**

**1. Operating results in 2024:**

*Unit: VND*

No.	Item	According to the 2024 audited financial statements (parent company - separate financial statements)	According to the 2024 audited financial statements (consolidated financial statements)
1	Profit before tax	50,369,510,704	50,541,415,942
2	Current corporate income tax	10,032,471,842	10,118,798,199
3	Profit after tax	40,337,038,862	40,422,617,743



## 2. The 2024 profit is distributed as follows:

Unit: VND

No.	Item	Amount
I	Profit before tax, not yet allocated to the science and technology fund	51,927,330,704
II	Allocation to the science and technology fund (3% of taxable income)	1,557,820,000
III	Profit after tax according to independent audit (to be distributed)	40,337,038,862
1	Profit sharing for associated capital contributors according to the signed economic contract (If any)	
2	Offset prior years' losses, no longer deductible from profit before tax as regulated.	
3	Allocation to the enterprise development fund	8,152,650,862
4	Allocation to the reward and welfare fund (16.2% of profit after tax).	6,534,600,000
4a	Reward and welfare fund for employees (75% of the reward and welfare fund).	4,900,950,000
	<i>Reward fund.</i>	2,529,340,000
	<i>Welfare fund.</i>	2,371,610,000
4b	Management reward fund (25% of the reward and welfare fund). Of which, the Member of the Board of Supervisors Reward Fund: 448,203,358 VND.	1,633,650,000
5	The remaining profit is used to pay a 9% cash dividend on charter capital.	25,649,788,000

(\*) 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 2024 dividends.

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

ON BEHALF OF THE BOARD OF DIRECTORS

#### Recipients:

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

Chairman  
  
**Hoang Ngoc Hung**



No. **03/PR-BOD**

*Ho Chi Minh City, March 24, 2025*

**PROPOSAL**  
**Profit Distribution Plan for 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. 09/NQ-HĐQT-CTGTSG dated March 24, 2025 of the Board of Directors on approving the contents to be submitted to the 2025 Annual General Meeting of Shareholders,

The Board of Directors respectfully submits to the General Meeting of Shareholders the Company's profit distribution plan for 2025 as follows:

**1- The 2025 Profit Distribution Plan:**

*Unit: VND*

No.	Item	Amount
I	Profit before tax, not yet allocated to the science and technology fund	30,678,461,000
II	Allocation to the science and technology fund (3% x taxable income)	920,354,000
III	Profit after tax distributed as follows:	23,806,485,800
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 (16.2% of profit after tax).	3,856,651,000
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% of charter capital	19,949,834,800

The company is allocated a welfare and reward fund for 2025, which is 16.2% of the profit after tax in 2025; 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 2025 as appropriate.

3- In case the profit after tax in 2025 exceeds the plan (after allocating the reward and welfare fund of 16.2% of the profit after tax), the Company is proposed to allocate a development investment fund (maximum allocation rate of 30% of the 2025 profit after tax) but still ensure a dividend payout ratio of 7% of charter capital in 2025.

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: 04/PR - BOD

*Ho Chi Minh City, March 24, 2025*

**PROPOSAL**

**Regarding the approval of the remuneration regime for members of the Board of Directors, Board of Supervisors, and Person in charge of Corporate Governance cum Secretary of the Board of Directors for the year 2025**

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

Pursuant to:

- The Law on Enterprise No. 59/2020/QH14, approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- The Charter on Organization and Operation of Saigon Traffic Construction Joint Stock Company, as approved by the General Meeting of Shareholders;
- Resolution No. 09/NQ-HDQT-CTGTSG dated March 24, 2025 of the Company's Board of Directors on approving the contents to be submitted to the 2025 Annual General Meeting of Shareholders,

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the remuneration levels for 2025 for the Board of Directors (BOD), Board of Supervisors (BOS), and the Person in charge of Corporate Governance cum Secretary of the Board of Directors. Specifically, as follows:

*Unit: VND/year*

No.	Content	Quantity	Remuneration
1.	Board of Directors	05	534,000,000
2.	Board of Supervisors	03	630,000,000
3.	Person in charge of Corporate Governance cum Secretary of the Board of	01	55,200,000



	Directors		
	<b>Total</b>	<b>09</b>	<b>1,219,200,000 (*)</b>

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

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

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

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

**ON BEHALF OF THE BOARD OF DIRECTORS**  
**Chairman**

**Recipients:**

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



**Hoang Ngoc Hung**



No. 33/PR-BOS

*Ho Chi Minh City, March 24, 2025*

**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 2025 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 2025 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 2025 according to Decision No. 2730/QĐ-BTC dated November 15, 2024, 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 2025, 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 2025./.

**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**

