

No: **04** /TTr-HĐQT-CTGTSG

*Ho Chi Minh City, March 23, 2026*

**PROPOSAL**

**Implementation of profit distribution in 2025**

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

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

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

**I. Implementation of 2025 profit distribution:**

**1. Operating results in 2025:**

*Unit: VND*

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



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

**2. The 2025 profit is distributed as follows:**

*Unit: VND*

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

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

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

**II. Payment time:**

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

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

**ON BEHALF OF THE BOARD OF DIRECTORS**

**Recipients:**

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

**Chairman**



*Handwritten signature in blue ink*

**Hoang Ngoc Hung**

