

REPORT

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

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

I. Regarding personnel:

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

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

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

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

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

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

II. Regarding the implementation of duties:

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

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

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

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

Unit: billion VND

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

(Note: Based on 2025 audited consolidated financial statements)

() Expected 2025 dividends submitted to the GMS*

2. Regarding the activities of the Board of Directors:

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

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

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

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

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

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

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

Unit: VND

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

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

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

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

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

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

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

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

Objectives:

- Accomplish the 2026 financial targets assigned by the General Meeting of Shareholders.
- Preserve and develop the company's capital.
- Perform well on signed contracts with partners. Ensure stability in production, business operations, and sustainable development.
- Efficiently exploit the Company's existing machinery and equipment system.
- Caring for and improving the quality of life for employees; effectively implementing policies and regimes for employees.

Summary of 2026 revenue and financial targets:

Unit: billion VND

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

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

IV. Report on transactions

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

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

Respectfully./.

Recipients:

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

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



Hoang Ngoc Hung

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

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

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

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

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

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

