

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	<i>Reward and welfare fund for employees - 75% of the reward and welfare fund</i>	



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.



Chairman

Hoang Ngoc Hung