

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

