

**REPORT ON BUSINESS PERFORMANCE RESULTS FOR 2025  
AND THE PRODUCTION AND BUSINESS PLAN FOR 2026**

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The General Director of Song Hong Construction Joint Stock Company respectfully reports to the General Meeting on the business results for 2025 and the plan for 2026 as follows:

**PART 1**

**BUSINESS PERFORMANCE RESULTS FOR 2025**

**1. Assessing the overall situation in 2025**

2025 presented numerous opportunities for the real estate market due to the National Assembly's enactment of several amended laws, including the Housing Law, the Real Estate Business Law, and the Land Law, along with a series of guiding decrees from the Government. These new regulations removed obstacles in investment projects and positively impacted the overall real estate market, particularly in Hanoi. Consequently, the real estate market last year saw significant growth with a surge in new supply as numerous projects were approved and restarted. Despite the strong increase in supply, housing projects were still well-absorbed. The absorption rate of new projects reached over 60%, with many projects selling out quickly.

In line with this context, the company has also urgently commenced construction on two key projects in the second quarter of 2025: the mixed-use commercial, office, and apartment complex project at Vinh Tuy Bridge, and the Xuan La commercial center, market, supermarket, and office rental project.

**2. Business performance results for 2025**

Besides organizing sales for the project that has met the business criteria and generating significant revenue for the Company, the Board of Directors continues to focus on managing other business activities to ensure stable revenue from the exploitation of commercial and service areas, parking areas, and other areas owned by the Company in the buildings. The business results achieved in 2025 are as follows:

STT	Content	Unit	Plan 2025	To be implemented by 2025	Rate perform (%)
1.	Total revenue	Billion VND	66,62	45,14	67,77
2.	Profit before tax	Billion VND	19,35	19,07	98,55
3.	Corporate Income Tax	Billion VND	3,87	0	-
4.	Net profit after tax	Billion VND	15,48	19,07	123,19
5.	Dividend payout ratio	%	0	-	-
6.	Average labor	People	28	28	100
7.	Average monthly salary	Million dong	21,2	22,8	107,55

- Regarding the dividend payout ratio: The Board of Directors will seek the decision of the General Meeting of Shareholders at the annual General Meeting of Shareholders.

### **3. Corporate governance activities**

#### **3.1. Management and administration**

- Strictly implement the resolutions of the company's Board of Directors in the management of production and business operations.

- Direct and urge departments to strengthen the review, development, and improvement of the regulations and operational procedures of the Company's departments, ensuring that the Company's activities are carried out in a thorough, professional, and efficient manner.

#### **3.2. Planning and Finance**

- Develop a business plan that aligns with investment orientation, project implementation schedule, and is consistent with the actual situation.

- Effectively implement the leasing plan and manage the commercial and service areas owned by the Company in the Projects, ensuring a stable revenue stream from leasing activities.

### **3.3. Financial and accounting work**

- The accounting department of the Company and its subsidiaries shall carry out accounting work in accordance with the current accounting regulations and policies of the State, and in accordance with the Company's charter and financial regulations.

- Focus on and maintain effective short-term, medium-term, and long-term financial planning to ensure sufficient capital for all production and business activities.

- Effectively review input invoices and maintain checks on accounting records and documents of subsidiary companies.

- Strengthening financial risk management and practicing cost-saving measures in all production and business activities will increase the company's profits.

- Ensure sufficient funding is available to meet the operational needs of several affiliated companies.

### **3.4. Labor and wage management**

- Fully implement all insurance schemes (Social Insurance, Health Insurance, Unemployment Insurance) and other benefits for employees. Salaries for staff in the unit are paid based on the quantity, quality, and efficiency of each individual's work, ensuring compliance with State regulations and the Company's salary and bonus payment regulations. Salaries are paid to employees in full and on time each month.

- Regularly paying attention to and taking care of the material and spiritual lives of employees, such as organizing periodic health check-ups, visiting employees who are sick and hospitalized, and assisting families in difficult circumstances...

### **3.5. Party work, mass organizations, and other activities**

- Besides its production and business activities, the company also focuses on political activities, regularly disseminating and explaining the Party's guidelines and policies, and the laws of the State to each Party member and employee.

- The activities of the trade union are maintained regularly. The union organizes well-planned trips, vacations, etc., creating a spirit of enthusiasm and confidence among all employees in the company.

- The company's leadership provided support and funding to ensure full participation in activities commemorating International Women's Day (March 8th) and the founding anniversary of the Vietnam Women's Union (October 20th). The company also presented gifts to children on International Children's Day (June 1st) and to employees on their birthdays.

## **4. Status of the Company's investment projects**

Over the past year, several legal procedural obstacles have been removed and resolved. Besides a number of key projects that have commenced construction, the

company is still focusing on researching and proposing the implementation of several other potential projects in Hanoi. Specifically, these are as follows:

**4.1. Commercial Center, Office and Apartment Complex Project at Vinh Tuy Bridge - Apartment Building (Phase 1)**

Project Status: The project has been completed and handed over to customers for stable use. The company continues to manage, operate, and exploit the office spaces, service areas, and parking facilities within the project.

**4.2. The Commercial Center, Office and Apartment Complex Project at Vinh Tuy Bridge - Mixed-Use Building (Phase 2)**

Project Status: Construction resumed in Q2/2025. By November 2025, the project was eligible for commercial operation, and 95% of the total apartments have been sold to date. The company is continuing to construct the building structure according to the approved schedule.

**4.3. Thanh Xuan Villa, Weekend Resort and Ecotourism Project**

Project status: The project continues with the construction of subsequent phases and the development of products/sections that meet the sales requirements.

**4.4. Xuan La Commercial Center, Market, Supermarket, and Office Rental Project**

Project status: Construction on the project commenced in Q2/2025 and the underground section is currently being completed.

**4.5. Sao Mai Commercial Center, Office and Residential Complex Project**

Project status: The company is finalizing the procedures for transferring all of its shares in Sao Mai Production and Trading Joint Stock Company.

**4.6. Kim Lien Area B Reconstruction and Renovation Project, Phase 2**

Project status: The company has submitted the application to the Department of Construction to register as the project's investor, as required by regulations.

**4.7. Project to renovate the old apartment building at 135 Nguyen Van Cu, Long Bien**

Project status: The company is coordinating with the People's Committee of Bo De Ward to approve the planning and select an investor to implement the project in accordance with regulations.

**PART 2**  
**BUSINESS PRODUCTION PLAN FOR 2026**

**1. Production and business plan targets**

In 2026, the Company anticipates revenue from the sale of products from eligible real estate projects, the exploitation of commercial service areas held by the Company in buildings, and financial revenue from dividends or from the transfer of capital contributions in affiliated companies. Therefore, the projected targets for 2026 are as follows:

<b>STT</b>	<b>Content</b>	<b>Unit</b>	<b>Plan 2026</b>
1.	Total revenue	Billion VND	78,30
2.	Profit before tax	Billion VND	33,62
3.	Corporate Income Tax	Billion VND	6,72
4.	Net profit after tax	Billion VND	26,90
5.	Dividend payout ratio	%	15
6.	Average labor	People	29
7.	Average monthly salary	Million dong	35

**2. Implementation solutions**

Following the restructuring phase, 2026 is considered the starting point for a stable and sustainable development cycle based on a solid legal foundation. However, major challenges from geopolitical fluctuations, fuel price volatility, inflationary pressures, exchange rates, etc., will significantly impact the global economy in general and Vietnam in particular. Given these conditions, although the products from the projects the Company is currently developing have great potential to generate substantial profits once they meet trading requirements, to achieve the production and business plan targets assigned by the General Shareholders' Meeting, the Company's leadership will focus all resources and implement a comprehensive set of solutions, specifically as follows:

- Expedite the construction progress of the mixed-use building block within the Vinh Tuy Bridge complex project, which includes a shopping mall, office, and apartment

building, ensuring safety and quality as committed to customers who have purchased products from the project; and urge the collection of payments according to the plan.

- Focus resources on the construction of the Xuan La commercial center, market, supermarket, and office rental project (expected to be completed in Q1/2027).

- In coordination with Green Town Vietnam Joint Stock Company, Thanh Xuan Joint Stock Company (the investor) continues to implement the construction of the next phases of the Thanh Xuan villa, weekend retreat and eco-tourism project, bringing products/sub-areas that meet the sales requirements into operation, finalizing the project components and distributing dividends when eligible.

- Research and propose the development of social housing projects, old apartment buildings, and potential real estate projects nationwide, ensuring efficiency and alignment with the Company's strategy and development direction, and the Board of Directors' policies.

- Research and propose investment options for potential overseas projects that will bring economic benefits to the Company.

- Conduct research on portfolio restructuring, proposing the transfer of part or all of the Company's shares in subsidiaries and associated companies, while ensuring revenue meets planned targets.

- Strict control, management, and cost savings in the operation of buildings already in use.

- Fully utilize the company's commercial service areas within the buildings to maximize revenue for the company.

- Implement appropriate fundraising methods, optimize capital utilization efficiency, and eliminate underperforming long-term investments to support the company's 2026 business plan and medium- and long-term strategy.

- We prioritize training and retaining human resources to meet the operational needs of our business.

- Focus on building the INCOMEX brand and promoting real estate products that meet market demand in the Company's key projects.

- Strive to meet and exceed the production and business plan targets set by the Council.governance goals set for the period 2025-2029.

The above is the Report on Business Performance in 2025 and the Business Plan for 2026 of Song Hong Construction Joint Stock Company. We respectfully request the Board of Directors to consider and submit it to the General Meeting of Shareholders for approval.

**GENERAL DIRECTOR**

***Recipient:***

- Board of Directors; Supervisory Board;
- Saved: TCHC/CT.

**Pham Quynh Trang**