

REPORT

Corporate Governance Situation

(Year 2024)

To: - The State Securities Commission
- Hanoi Stock Exchange

- Company Name: **Thai Nguyen Iron and Steel JSC**
- Headquarters Address: Cam Gia Ward, Thai Nguyen City, Thai Nguyen Province.
- Phone Number: 0280.3832236 Fax: 0280.3832056
- Website: www.tisco.com.vn
- Charter Capital: 1,840 billion VND
- Stock Code: TIS
- Corporate Governance Model: General Meeting of Shareholders, Board of Directors, Supervisory Board, Chief Executive Officer of the Company.
- Regarding the Performance of Internal Audit Functions: The accounting department collaborates with the Supervisory Board to inspect and audit certain units of the Company.

I. Activities of the General Meeting of Shareholders:

No.	Resolutions No	Date	Content
1	No. 59/NQ-GTTN	19/4/2024	The 2024 Annual General Meeting of Shareholders approved reports and proposals within its authority.

II. Board of Directors.

1. Information on Members of the Board of Directors (BOD):

No.	Board of Directors Members	Position	Start/End Date as BOD Member	
			Appointment Date	Dismissal Date
1	Mr. Nghiem Xuan Da	Chairman of the BOD	19/4/2024	
2	Mr. Nguyen Minh Hanh	Member of the BOD cum Chief Executive Officer	29/6/2017	
3	Mr. Tran Quang Tien	Member of the BOD cum Deputy Chief Executive Officer	19/6/2020	
4	Mr. Le Minh Tu	Member of the BOD	12/6/2018	
5	Mr. Tran Trong Manh	Member of the BOD	19/4/2024	
6	Mr. Le Hong Khue	Member of the BOD	10/4/2019	
7	Mr. Le Thanh Thuc	Member of the BOD	10/4/2019	
8	Mr. Pham Cong Thao	Chairman of the BOD		19/4/2024
9	Mr. Tran Tuan Dung	Vice-Chairman of the BOD		19/4/2024

2. Board of Directors Meetings:

No.	Member of the BOD	Number of BOD Meetings Attended	Attendance Rate (%)	Reasons for Non-Attendance
1	Mr. Nghiem Xuan Da	03	100%	19/4/2024 Elected to the BOD
2	Mr. Nguyen Minh Hanh	05	100%	
3	Mr. Tran Quang Tien	05	100%	
4	Mr. Le Minh Tu	05	100%	
5	Mr. Tran Trong Manh	03	100%	19/4/2024 Elected to the BOD
6	Mr. Le Hong Khue	05	100%	

7	Mr. Le Thanh Thuc	05	100%	
8	Mr. Pham Cong Thao	02	100%	19/4/2024 Dismissed from the BOD
9	Mr. Tran Tuan Dung	02	100%	19/4/2024 Dismissed from the BOD

- In addition to the aforementioned meetings, the Board of Directors collected written opinions to issue Resolutions and Decisions of the Board of Directors in accordance with regulations.

3. Supervisory Activities of the BOD Over the Executive Board:

In 2024, the Board of Directors effectively supervised the activities of the Executive Management Board, as well as the units and departments of the Company, to ensure the strict implementation of the Company's policies and regulations, compliance with laws related to corporate governance, the execution of production and business tasks, the application of technical solutions in production stages, cost reduction, and price optimization. Additionally, the Board closely monitored the company's actual situation to propose timely policies and decisions, providing direction and creating favorable conditions for the Executive Management Team to carry out business and production tasks, as well as to ensure the synchronized implementation of the Company's regulations.

The Board of Directors has always paid close attention to the supervision of the Executive Management Board's activities, ensuring that the Executive Management Team operates according to the Company's strategic direction. Through audit and oversight, the Board of Directors has gained an understanding of the operational situation and Results of the implementation of the production and business plans of the Company and its member units to have timely direction and guidance measures for functional departments and units.

4. Activities of the Subcommittees of the Board of Directors: The Company's Board of Directors does not establish subcommittees. Board members carry out their duties according to the assignments given by the Board of Directors.

5. Resolutions/Decisions of the Board of Directors

No.	Resolutions / Decisions No.	Date	Content	Approval Rate
I	RESOLUTIONS			
1	01/NQ-GTTN	03/01/2024	Resolution on the approval the 2024 Economic and Technical Targets for Thai Nguyen Iron and Steel Joint Stock Company	100%
2	03/NQ-GTTN	04/01/2024	Resolution on the Signing of a Contract with Thai Trung Steel Rolling Joint Stock Company	100%
3	07/NQ-GTTN	09/01/2024	Resolution on the Evaluation of the Results of the Production and Business Tasks for Q4 and the Full Year of 2023; Key Work Program for 2024, Q1 2024; and Other Matters	100%
4	12/NQ-GTTN	02/02/2024	Resolution on the Finalization of Salary Payments for 2023 for Thai Nguyen Iron and Steel Joint Stock Company	100%
5	17/NQ-GTTN	28/02/2024	Resolution on the approval of Regulations, Plans, and the Decision to Establish the Organization Committee, Shareholder Eligibility Review Committee, and the Shareholder List Compilation Team for the 2024 Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Joint Stock Company	100%
6	19/NQ-GTTN	07/3/2024	Resolution on the Reappointment of Personnel	100%
7	25/NQ-GTTN	19/3/2024	Resolution on the Approval of the Overall Inventory Plan for Materials and Equipment Transferred by MCC to the Construction Site under EPC Contract No. 01# of the Tisco 2 Project	71,4%
8	31/NQ-GTTN	01/4/2024	Resolution on the Approval of the Content and Agenda for the 2024 Annual General Meeting of Shareholders of Thai Trung Steel Rolling Joint Stock Company	100%
9	32/NQ-GTTN	02/4/2024	Resolution on the Approval of the Content and Agenda for the 2024 Annual General Meeting of Shareholders of GT Mechanical Joint Stock Company	100%
10	36/NQ-GTTN	13/4/2024	Resolution on the Approval of the Agenda, Regulations, and Reports, Proposals of the Board of Directors and the Supervisory Board to be Presented at the 2024 Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Joint Stock Company	100%
11	50/NQ-GTTN	15/4/2024	Resolution on the Evaluation of the Results of the Production and Business Tasks for Q1 2024; Key Work Program for Q2 2024; and Other Matters	100%

12	52/NQ-GTTN	17/4/2024	Resolution on the Approval of the Content and Agenda for the 2024 Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Transport Joint Stock Company	100%
13	53/NQ-GTTN	17/4/2024	Resolution on the Approval of the Content and Agenda for the 2024 Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Alloy Joint Stock Company	100%
14	54/NQ-GTTN	18/4/2024	Resolution on the Approval of the Nominees and Candidates List for the Election of Board Members, Supervisory Board Members, and the Amendment and Replacement of the Proposal on Salary and Remuneration for the Board of Directors, CEO, Deputy CEO, Supervisory Board, and Chief Accountant to be Presented at the 2024 Annual General Meeting of Shareholders of the Company	100%
15	61/NQ-GTTN	19/4/2024	Resolution on the Approval of the Election Results for the Chairman of the Board of Directors for the 2024-2029 Term	100%
16	62/NQ-GTTN	26/4/2024	Resolution on the Approval of the Contract for Purchasing Steel Billets from Thai Hung Trading Joint Stock Company for Production Purposes	100%
17	63/NQ-GTTN	07/5/2024	Resolution on the Approval of the Contract for Purchasing Steel Billets from Thai Hung Trading Joint Stock Company for Production Purposes	100%
18	65/NQ-GTTN	24/5/2024	Resolution on the Approval of the Plan to Select the Auditing Firm for the Review of the Financial Statements for the First Half of 2024 and the Audit of the Full-Year Financial Statements for 2024 of Thai Nguyen Iron and Steel Joint Stock Company	100%
19	66/NQ-GTTN	27/6/2024	Resolution on the Approval of the Content and Agenda for the 2024 Annual General Meeting of Shareholders of Thai Nguyen Refractory Material Joint Stock Company	100%
20	68/NQ-GTTN	10/7/2024	Resolution on the Extension of the Term of Office for Personnel	100%
21	70/NQ-GTTN	10/7/2024	Resolution on the Evaluation of the Production and Business Performance for Q2 and the First Half of 2024; Key Work Program for Q3 2024	100%
22	71/NQ-GTTN	29/7/2024	Resolution on the Reappointment of Personnel	100%
23	73/NQ-GTTN	19/8/2024	Resolution on the Purchase of Steel Billets from Thai Hung Trading Joint Stock Company for Production Purposes	100%
24	74/NQ-GTTN	22/8/2024	Resolution on the Signing of the Short-Term Loan Agreement, Collateral Type, and Loan Conditions with the Bank for 2024	100%
25	75/NQ-GTTN	22/8/2024	Resolution on the Approval of the Content for Seeking the Opinion of the Capital Representative Department of TISCO at Thai Trung Steel Rolling Joint Stock Company	100%
26	77/NQ-GTTN	18/9/2024	Resolution on the Purchase of Steel Billets from Thai Hung Trading Joint Stock Company for Production Purposes	100%
27	79/NQ-GTTN	28/9/2024	Resolution on the Purchase of Steel Billets from Vietnam Steel Corporation - JSC for Production Purposes	100%
28	81/NQ-GTTN	03/10/2024	Resolution on the Purchase of Steel Billets from Vietnam Steel Corporation - JSC for Production Purposes	100%
29	82/NQ-GTTN	04/10/2024	Resolution on the Purchase of Steel Billets from Thai Hung Trading Joint Stock Company for Production Purposes	100%
30	83/NQ-GTTN	11/10/2024	Resolution on the Appointment of the Term-Based Director of the Branch of Thai Nguyen Iron and Steel Joint Stock Company - Coking Plant	100%
31	85/NQ-GTTN	17/10/2024	Resolution on the Evaluation of the Production and Business Performance for Q3 and the First Nine Months of 2024; Key Work Program for Q4 2024	100%
32	86/NQ-GTTN	15/11/2024	Resolution on the Reappointment of Personnel	100%
33	87/NQ-GTTN	15/11/2024	Resolution on the Approval of the Contract for Purchasing Steel Billets from Vnsteel - Hochiminh City Metal Corporation for Production Purposes	100%
34	88/NQ-GTTN	15/11/2024	Resolution on the Purchase of Steel Billets from Thai Hung Trading Joint Stock Company for Production Purposes	100%
35	91/NQ-GTTN	06/12/2024	Resolution on the Approval of the Policy for Steel Billet Processing	71,4%

36	92/NQ-GTTN	12/12/2024	Resolution on the Investment and Replacement of the Electric Arc Furnace with an Oxygen Blowing Furnace at the Luu Xa Steel Making Plant, and the Renovation to Increase the Capacity of Blast Furnace No. 3 at the Cast Iron Making factory	100%
37	95/NQ-GTTN	31/12/2024	Resolution on the Signing of Contracts with Vnsteel - Hanoi Metal Corporation	100%
38	96/NQ-GTTN	31/12/2024	Resolution on the Signing of Contracts with Thai Hung Trading Joint Stock Company	100%
39	97/NQ-GTTN	31/12/2024	Resolution on the Recognition of Penalty Interest Incurred from May 2014 to December 2014 for the Phase 2 Production Expansion Project	71,4%
II	DECISIONS			
1	01/QĐ- GTTN	28/02/2024	Decision on the Issuance of the Regulations for Organizing the 2024 Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Joint Stock Company	100%
2	02/QĐ- GTTN	28/02/2024	Decision on the Issuance of the Regulations for Electing Board Members and Supervisory Board Members for the 2024-2029 Term at the 2024 Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Joint Stock Company	100%
3	03/QĐ- GTTN	28/02/2024	Decision on the Establishment of the Organizing Committee for the 2024 Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Joint Stock Company	100%
4	04/QĐ- GTTN	28/02/2024	Decision on the Establishment of the Shareholder Eligibility Verification Committee for the 2024 Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Joint Stock Company	100%
5	05/QĐ- GTTN	28/02/2024	Decision on the Establishment of the Shareholder List Compilation Committee for the 2024 Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Joint Stock Company	100%
6	06/QĐ- GTTN	19/4/2024	Decision on the Appointment of Mr. Tran Trong Manh as a Full-time Member of the Board of Directors of Thai Nguyen Iron and Steel Joint Stock Company	100%
7	08/QĐ- GTTN	15/5/2024	Decision on the Assignment of Duties to the Members of the Board of Directors of Thai Nguyen Iron and Steel Joint Stock Company, 2024-2029 Term	100%
8	09/QĐ- GTTN	11/9/2024	Decision on the Issuance of the Regulations on the Protection of State Secrets, Business Secrets, and Internal Information of TISCO	100%
9	10/QĐ- GTTN	15/10/2024	Decision on the Reappointment of the Chief Accountant of the Company	100%
10	11/QĐ- GTTN	20/11/2024	Decision on the Issuance of the Regulations on Emulation and Reward at TISCO	100%

III. Supervisory Board

1. Information about the Members of the Supervisory Board (BKS):

No.	Supervisory Board Member	Position	Start Date/End Date as a Member of the Supervisory Board	Professional Qualifications
1	Mr. Tran Anh Dung	Head of the Supervisory Board	10/4/2019 Appointment	Bachelor of Finance
2	Mrs. Nguyen Thi Hue	Supervisory Board Member	19/6/2020 Appointment	Bachelor of Accounting
3	Mrs. Nguyen Thuy Ha	Supervisory Board Member	19/6/2020 Appointment	Bachelor of Economics
4	Mr. Nguyen Hong Van	Supervisory Board Member	19/4/2024 Appointment	Doctor of Human Geography
5	Mr. Bui Quang Hung	Supervisory Board Member	10/4/2019 Appointment	Bachelor of Accounting
6	Mr. Tran Quoc Viet	Supervisory Board Member	19/4/2024 Dismissal	Bachelor of Finance

2. Supervisory Board meetings:

No.	Supervisory Board Member	Number of Meetings Attended	Attendance Rate	Voting Rate	Reasons for Non-Attendance
1	Mr. Tran Anh Dung	05	100%	100%	
2	Mrs. Nguyen Thi Hue	05	100%	100%	
3	Mrs. Nguyen Thuy Ha	05	100%	100%	
4	Mr. Nguyen Hong Van	03	100%	100%	19/4/2024 Appointment
5	Mr. Bui Quang Hung	05	100%	100%	
6	Mr. Tran Quoc Viet	02	100%	100%	19/4/2024 Dismissal

3. Supervisory Activities of the Supervisory Board:

In 2024, the Supervisory Board reviewed the procedures for issuing the Company's documents in comparison with the legal regulations and the Company's Charter regarding the Resolutions of the Board of Directors and the Executive Management in business management. It also examined and validated the 2023 Financial Statements and prepared the Supervisory Board's activity report for 2023 to present at the 2024 Annual General Meeting of Shareholders.

The Supervisory Board has carried out oversight and verified the reasonableness, legality, honesty, and prudence in the management and operation of the Company's business activities. The activities of the Supervisory Board were conducted in accordance with its operating regulations, in compliance with the provisions of the Enterprise Law, the Charter of Organization and Operation of Thai Nguyen Iron and Steel Joint Stock Company, as well as other relevant legal regulations:

4. Coordination between the Supervisory Board and the activities of the Board of Directors, the Executive Management Board, and other management personnel:

During the execution of its duties, the Supervisory Board has always received support from the members of the Board of Directors, the Executive Management Board, and the Company's functional departments. The members of the Supervisory Board were invited to attend four meetings of the Board of Directors, and the Head of the Supervisory Board was invited to participate in some meetings of the Executive Management Board regarding production coordination and the monthly production and business plans for the subsidiaries.

5. Other activities of the Supervisory Board:

In 2024, the Supervisory Board conducted several evaluations of the Company's key processes, such as purchasing of materials and goods, service rentals, and the management of materials, goods, accounts receivable, and expenses at the Company's subsidiaries (including Thai Nguyen Rolling Steel Factory, Cast Iron Making Factory, Steel Making Plant, Coking Plant, and Luu Xa Rolling Steel Factory, Tien Bo Iron Mine). These efforts were undertaken to ensure that the Company's operations comply with regulations and achieve the objectives set forth in the 2024 General Meeting of Shareholders' Resolution.

IV. Executive Management Board

No.	Executive Management Board members	Date of birth	Professional Qualifications	Date of Appointment/ Dismissal of Executive Management Board Members
1	Mr. Nguyen Minh Hanh	13/9/1969	Metallurgical Engineer	01/4/2020
2	Mr. Tran Quang Tien	07/4/1972	Electrical Engineer	01/7/2020
3	Mr. Ha Tuan Hung	21/3/1975	Rolling Steel Engineer	01/6/2023

V. Chief Accountant

No.	Full Name	Date of birth	Professional Qualifications	Date of Appointment/ Dismissal
1	Mr. Hoang Danh Son	14/4/1965	Bachelor's in Economics	02/2014

VI. Corporate Governance Training: Members of the Board of Directors, Supervisory Board, CEO, Deputy CEO, Chief Accountant, and Company Secretary have not yet participated in the certificate-level training on “Corporate Governance”.

VII. List of related persons of the public company and transactions between related persons and the company.

1. List of Related Persons of the Company

No.	Organization/ Individual Name	Securities Account (if any)	Position at the company (if any)	ID No., Issue Date, Place	Head office address/ Contact address	Start time as related party	End time as related party	Reason	Relationship with Company
1	Thai Hung Trading Joint Stock Company			4600310787 Issue date: 19/2/2022	Gia Sang Ward, Thai Nguyen City, Thai Nguyen Province	4/2017			Major Shareholder
2	Thai Trung Steel Rolling Joint Stock Company			4600451322 Issue date: 24/8/2021	Cam Gia Ward, Thai Nguyen City, Thai Nguyen Province	7/2009			Related Party
3	Vnsteel - Hanoi Metal Corporation			0100100368 Issue date: 30/3/2021	No. 20 Ton That Tung, Khuong Thuong Ward, Dong Da District, Hanoi City	7/2009			Related Party
4	Viet Nam Steel Corporation -JSC			0100100047 Issue date: 18/5/2023	No. 91 Lang Ha, Dong Da, Hanoi	7/2009			Parent Company
5	Vnsteel - Hochiminh City Metal Corporation			0300399360 Issue date: 11/6/2024	No. 193 Dinh Tien Hoang, Da Cao Ward, District 1, Ho Chi Minh City	11/2024			Related Party

2. Transactions between the Company and its related parties; or between the Company and major shareholders, insiders, persons related to insiders.:

No.	Organization/ Individual Name	Relationship with Company	Position at the company (if any)	ID No., Issue Date, Place	Head office address/ Contact address	Transaction Date with the Company	Resolution/D ecision No. of the GMS/BOD	Details, Quantity, Total Transaction Value	Note
1	Thai Hung Trading Joint Stock Company	Major Shareholder		4600310787, Issue date: 19/02/2022	Gia Sang Ward, Thai Nguyen City, Thai Nguyen Province	January 2024	72/NQ-GTTN Dated 27/12/2023	1. First-Level Distributor Contracts: - Quantity: 237.743,206 tons - Value: 3.564.850.852.4 31 VND	
2	Vnsteel - Hanoi Metal Corporation	Related Party		0100100368, Issue date: 30/3/2021	No. 20 Ton That Tung, Khuong Thuong Ward, Dong Da District, Hanoi City	January 2024	73/NQ-GTTN Dated 27/12/2023	First-Level Distributor Contracts: - Quantity: 23.652.833 tons - Value: 355.493.909.57 3 VND 2. Contracts for Structural Steel and Round Plain Steel: - Quantity: 1.962.076 tons - Value: 31.730.191.075 VND	

3	Thai Trung Steel Rolling Joint Stock Company	Related Party		4600451322, Issue date: 24/8/2021	Cam Gia Ward, Thai Nguyen City, Thai Nguyen Province	January 2024	03/NQ-GTTN Dated 04/01/2024	1. Contract for Purchasing Steel Billets: <i>Quantity:</i> 404.008,574 tons <i>Value:</i> 5.396.806.415.565 VND 2. TISCO Steel Purchase and Sale Contract: - <i>Quantity:</i> 395.634,092 tons - <i>Value:</i> 5.764.028.015.032	
4	Thai Hung Trading Joint Stock Company	Major Shareholder		4600310787, Issue date: 19/02/2022	Gia Sang Ward, Thai Nguyen City, Thai Nguyen Province	April 2024	62/NQ-GTTN Dated 26/4/2024	Contract for Purchasing Steel Billets for Production Purposes: - <i>Quantity of Billets:</i> 4.828,68 tons - <i>Value:</i> 66.128.772.600 VND	
5	Thai Hung Trading Joint Stock Company	Major Shareholder		4600310787, Issue date: 19/02/2022	Gia Sang Ward, Thai Nguyen City, Thai Nguyen Province	May 2024	63/NQ-GTTN Dated 07/5/2024	Contract for Purchasing Steel Billets for Production Purposes: - <i>Quantity of Billets:</i> 2.347,83 tons - <i>Value:</i> 32.465.463.280 VND	
6	Thai Hung Trading Joint Stock Company	Major Shareholder		4600310787, Issue date: 19/02/2022	Gia Sang Ward, Thai Nguyen City, Thai Nguyen Province	August 2024	73/NQ-GTTN Dated 19/8/2024	Contract for Purchasing Steel Billets for Production Purposes: - <i>Quantity of Billets:</i> 5.077,48 tons - <i>Value:</i> 68.139.781.600 VND	
7	Thai Hung Trading Joint Stock Company	Major Shareholder		4600310787, Issue date: 19/02/2022	Gia Sang Ward, Thai Nguyen City, Thai Nguyen Province	September 2024	77/NQ-GTTN Dated 28/9/2024	Contract for Purchasing Steel Billets for Production Purposes: - <i>Quantity of Billets:</i> 10.015,67 tons - <i>Value:</i> 119.982.647.151 VND	
8	Viet Nam Steel Corporation - JSC	Parent Company (Major Shareholder)		0100100047 Issue date: 18/5/2023	No. 91 Lang Ha, Dong Da, Hanoi	September 2024	79/NQ-GTTN Dated 28/9/2024	Contract for Purchasing Steel Billets for Production Purposes: - <i>Quantity of Billets:</i> 2.000,17 tons - <i>Value:</i> 26.424.245.870 VND	

9	Viet Nam Steel Corporation - JSC	Parent Company (Major Shareholder)		0100100047, Issue date: 18/5/2023	No. 91 Lang Ha, Dong Da, Hanoi	October 2024	81/NQ-GTTN Dated 03/10/2024	Contract for Purchasing Steel Billets for Production Purposes: - Quantity of Billets: 0 - Value: 0	Not executed
10	Thai Hung Trading Joint Stock Company	Major Shareholder		4600310787, Issue date: 19/02/2022	Gia Sang Ward, Thai Nguyen City, Thai Nguyen Province	October 2024	82/NQ-GTTN Dated 04/10/2024	Contract for Purchasing Steel Billets for Production Purposes: - Quantity of Billets: 10.012,80 tons - Value: 132.168.960.00 0 VND	
11	Vnsteel - Hochiminh City Metal Corporation	Related Party		0300399360 Issue date: 11/6/2024	193 Dinh Tien Hoang, Da Cao Ward, District 1, Ho Chi Minh City	November 2024	87/NQ-GTTN Dated 15/11/2024	Contract for Purchasing Steel Billets for Production Purposes: - Quantity of Billets: 5.047,34 tons - Value: 67.124.574.660 VND	
12	Thai Hung Trading Joint Stock Company	Major Shareholder		4600310787, Issue date: 19/02/2022	Gia Sang Ward, Thai Nguyen City, Thai Nguyen Province	November 2024	88/NQ-GTTN Dated 15/11/2024	Contract for Purchasing Steel Billets for Production Purposes: - Quantity of Billets: 10.139,58 tons - Value: 133.842.456.00 0 VND	

3. Transactions between company insiders, persons related to insiders and subsidiaries or companies controlled by the company: None.

No.	Person conducting the transaction	Relationship with Insider	Position at the Listed Company	ID/ Passport Number, Issuance Date and Place	Address	Name of subsidiary, company controlled by the listed company	Transaction Time	Details, quantity, and total transaction value	Note

4. Transactions between the Company and other parties.

4.1. Transactions between the company and a company where members of the Board of Directors, Supervisory Board, CEO, or other managers have been or are currently founders, members of the Board of Directors, or CEOs within the past three (03) years (as of the report date)

4.2. Transactions between the company and a company where a related party of a member of the Board of Directors, Supervisory Board, CEO, or other managers is a member of the Board of Directors or CEO.

4.3. Other transactions of the company (if any) that may bring material or non-material benefits to members of the Board of Directors, Supervisory Board, CEO, and other managers.

VIII. Share transactions of insiders and their related parties:

1. List of insiders and their related parties:

No	Full name	Securities trading account (if any)	Position at the Company (if any)	ID/Passport number, issuance date, place	Contact address	Number of shares owned at the end of the period	Share ownership percentage at the end of the period	Notes
1	Nghiem Xuan Da		Chairman of the BOD			VNS authorization: 27.508.000	14,95%	VNS authorization
1.1	Nghiem Dinh Vy					0	0	Father

1.2	Nghiem Thi Huyen			Deceased				Mother
1.3	Doan Thuy					0	0	Father-in-law
1.4	Nguyen Thi Thu Nguyet					0	0	Mother -in- law
1.5	Doan Bich Van					0	0	Wife
1.6	Nghiem Thu Trang					0	0	Biological children
1.7	Nghiem Minh Vu					0	0	Biological children
1.8	Nghiem Dinh Thanh			Deceased				Younger brother
1.9	Nghiem Thi Duong					0	0	Younger sister
1.10	Nghiem Dinh Dat					0	0	Younger brother
1.11	Nghiem Dinh Duoc					0	0	Younger brother
1.12	Nguyen Van Huynh					0	0	Brother-in- law
1.13	Dao Thi Phuong Lien					0	0	Sister-in-law
1.14	Le Thi Huong Mai					0	0	Sister-in-law
1.15	Viet Nam Steel Corporation – JSC (VNS)					119.600.000	65%	State shareholder
2	Nguyen Minh Hanh		BOD member - CEO			VNS authorization: 27.508.000 individuals: 11.800	14,956%	VNS authorization and individuals
2.1	Nguyen Minh Duc					0	0	Father
2.2	Bui Thi Nguyet			Deceased				Mother
2.3	Tran Duy Giap					0	0	Father-in-law
2.4	Nguyen Thi Nham					0	0	Mother-in- law
2.5	Tran Thi Thu Huong					14.913	0,0081%	Wife
2.6	Nguyen Thi Phuong Thao					0	0	Biological children
2.7	Nguyen Minh Anh					0	0	Biological children
2.8	Nguyen Duc Thai					0	0	Son-in-law
2.9	Nguyen Van Hieu					1.400	0,00076%	Biological brother
2.10	Nguyen Thi Nga					0	0	Biological sister
2.11	Le Tuan Anh					0	0	Brother-in- law
2.12	Viet Nam Steel Corporation – JSC (VNS)					119.600.000	65%	State shareholder
3	Tran Quang Tien		BOD member - Deputy CEO			VNS authorization: 21.528.000	11,7%	VNS authorization
3.1	Tran Duy An			Deceased				Father
3.2	Tran Thi Thu			Deceased				Mother
3.3	Nguyen Ba Chu			Deceased				Father-in-law
3.4	Tran Thi Mai Lan					0	0	Mother-in- law

3.5	Nguyen Lan Huong					0	0	Wife
3.6	Tran Thao Linh					0	0	Biological children
3.7	Tran Thanh Thao					0	0	Biological children
3.8	Tran Quang Huy					0	0	Biological brother
3.9	Tran Minh Dao					0	0	Biological brother
3.10	Tran Thi Trung Thu					0	0	Biological sister
3.11	Tran Thi Nga					0	0	Biological sister
3.12	Tran Thi Mai Hoa					0	0	Sister-in-law
3.13	Duong Kim Hue					0	0	Sister-in-law
3.14	Nguyen Van Nham					0	0	Brother-in-law
3.15	Tran Quoc Tuan					0	0	Brother-in-law
3.16	Viet Nam Steel Corporation – JSC (VNS)					119.600.000	65%	State shareholder
4	Le Minh Tu		BOD member			VNS authorization: 21.528.000	11,7%	VNS authorization
4.1	Le The Nghiep			Deceased				Father
4.2	Nguyen Thi Ngam					0	0	Mother
4.3	Tran Quang Hop			Deceased				Father-in-law
4.4	Vu Thi He					0	0	Mother-in-law
4.5	Tran Thi Nguyet					0	0	Wife
4.6	Le Phuong Chi					0	0	Biological children
4.7	Le Tu Quyen					0	0	Biological children
4.8	Le Phi Nga					0	0	Biological sister
4.9	Le Khai Hoan					0	0	Biological brother
4.10	Le Anh Tuan					0	0	Biological brother
4.11	Ng Thi Tuyet Huong					0	0	Sister-in-law
4.12	Viet Nam Steel Corporation – JSC (VNS)					119.600.000	65%	State shareholder
4.13	Hanoi Steel Corporation					0	0	Mr. Le Minh Tu serves as Chairman of the Board of Directors
5	Tran Trong Manh		BOD member			VNS authorization: 21.528.000	11,7%	VNS authorization
5.1	Tran Trong Mui					0	0	Father
5.2	Dao Thi Thanh					0	0	Mother
5.3	Bui Quoc Bao					0	0	Father-in-law
5.4	Le Thi Thu Hien					0	0	Mother-in-law
5.5	Bui Nam Phuong					0	0	Wife
5.6	Tran Ha My					0	0	Biological children

5.7	Tran Binh Minh					0	0	Biological children
5.8	Tran Trong Cuong					0	0	Younger brother
5.9	Viet Nam Steel Corporation-JSC (VNS)					119.600.000	65%	State shareholder
6	Le Hong Khue		BOD member			Thai Hung authorization: 22.596.900	12,28%	Thai Hung company authorization
6.1	Le Quy Khoat			Deceased				Father
6.2	Nguyen Thi Tra			Deceased				Mother
6.3	Nguyen Quoc Thai					0	0	Father-in-law
6.4	Nguyen Thi Cai					0	0	Mother-in-law
6.5	Nguyen Thi Vinh					0	0	Wife
6.6	Le Thi Hong Hanh					0	0	Daughter
6.7	Le Dang Khoa					0	0	Son
6.8	Le Hong Khai					0	0	Son
6.9	Hoang Truong Giang					0	0	Son-in-law
6.10	Le Thi Dat					0	0	Older sister
6.11	Le Thi Loan					0	0	Older sister
6.12	Le Thi Nga					0	0	Older sister
6.13	Le Thi Hang			Deceased		0	0	Older sister
6.14	Le Hong Chuong					0	0	Younger brother
6.15	Le Thi Lan Huong					0	0	Younger sister
6.16	Ly Van Thai					0	0	Brother-in-law
6.17	Tran Van Thai			Deceased				Brother-in-law
6.18	Bui Ngoc Nhiem					0	0	Brother-in-law
6.19	Mai Thuy Hang					0	0	Sister-in-law
6.20	Tran Van Thinh			Deceased				Brother-in-law
6.21	Thai Hung Trading Joint Stock Company					36.800.000	20%	Major Shareholder
6.22	Eco Valley Viet Nam Investment Joint Stock Company					0	0	Mr. Le Hong Khue serves as Chairman of the Board of Directors
6.23	Le Mont Investment JSC					0	0	Mr. Le Hong Khue serves as Chairman of the Board of Directors
7	Le Thanh Thuc		BOD member			Thai Hung authorization: 14.203.100	7,72%	Thai Hung company authorization
7.1	Le Thanh My					0	0	Father
7.2	Nguyen Thi Phuong					0	0	Mother
7.3	Duong Van Chu					0	0	Father-in-law
7.4	Pham Thi Lan					0	0	Mother-in-law
7.5	Duong My Hanh					0	0	Wife
7.6	Le Thai Hung					0	0	Biological children

7.7	Le Ngoc Diep					0	0	Biological children
7.8	Le Luong Hien					0	0	Younger brother
7.9	Nguyen Thi Thoan					0	0	Sister-in-law
7.10	Thai Hung Trading Joint Stock Company					36.800.000	20%	Major Shareholder
7.11	Thai Hung Hanoi One Member Limited Liability Company					0	0	Mr. Le Thanh Thuc serves as Director
8	Ha Tuan Hung		Deputy CEO			3.600	0,0016%	
8.1	Ha Van Nghi					0	0	Father
8.2	Tran Thi Tinh			Deceased				Mother
8.3	Tran Danh Kiem			Deceased				Father-in-law
8.4	Nguyen Thi Ha			Deceased				Mother-in-law
8.5	Tran Thi Thuy Nga					0	0	Wife
8.6	Ha Thi Thanh Tam					0	0	Biological children
8.7	Ha Dieu Tu					0	0	Biological children
8.8	Ha Thi Huong					0	0	Younger sister
9	Hoang Danh Son		Chief Accountant			100	0,00005%	
9.1	Hoang Danh Vien			Deceased				Father
9.2	Nguyen Thi Thuoi			Deceased				Mother
9.3	Pham Dinh Thuong			Deceased				Father-in-law
9.4	Pham Thi Hien			Deceased				Mother-in-law
9.5	Pham Thi Nga					0	0	Wife
9.6	Hoang Danh Tung					0	0	Biological children
9.7	Hoang Thi Quynh Trang					0	0	Biological children
9.8	Hoang Danh Nguyen					0	0	Biological brother
9.9	Hoang Danh Van					0	0	Biological brother
9.10	Hoang Danh Ha					0	0	Biological brother
9.11	Hoang Danh Hai					0	0	Biological brother
9.12	Nguyen Thi Phuong Thao					0	0	Daughter-in-law
9.13	Ho Thi Lieu					0	0	Sister-in-law

9.14	Bui Thi La					0	0	Sister-in-law
9.15	Bui Thi Phuong					0	0	Sister-in-law
9.16	Thai Trung Steel Rollings., JSC							Mr. Hoang Danh Son serves as Chairman of the Board of Directors
10	Tran Anh Dung	002c141120	Head of Supervisory Board			1.000	0,00054%	
10.1	Tran Van Phat			Deceased				Father
10.2	Pham Thi Lan			Deceased				Mother
10.3	Dang Quang Thanh			Deceased				Father-in-law
10.4	Pham Thi Thin					0	0	Mother-in-law
10.5	Dang Thi Oanh					0	0	Wife
10.6	Tran Dang Hong Nhung					0	0	Child
10.7	Tran Dang Ngoc Bac					0	0	Child
10.8	Nguyen Gia Viet					0	0	Son-in-law
10.9	Tran Thi Thuy					0	0	Younger sister
10.10	Tran Thi Thuy					0	0	Younger sister
10.11	Tran Ngoc Thang					0	0	Brother-in-law
10.12	Ngo Ngoc Son					0	0	Brother-in-law
11	Nguyen Thi Hue		Supervisory Board member			0	0	
11.1	Nguyen Thiep					0	0	Father
11.2	Le Thi Xiem					0	0	Mother
11.3	Giang Duc Thinh					0	0	Father-in-law
11.4	Nguyen Thi Loi					0	0	Mother-in-law
11.5	Giang Long Hai					2.000	0,0011%	Husband
11.6	Giang Hoang Son					0	0	Child
11.7	Giang Thanh Vinh				Group 8, Phu Xa Ward, Thai Nguyen City	0	0	Child
11.8	Nguyen Bien				Binh Minh Commune, Khoai Chau District, Hung Yen Province	0	0	Older brother
11.9	Nguyen Tan				Binh Minh Commune, Khoai Chau	0	0	Older brother

					District, Hung Yen Province			
11.1 0	Nguyen Ta				263 Pearson street, Woodlands, Perth, Western Australia 6018, Australia.	0	0	Older brother
11.1 1	Nguyen Thi Quyen				Binh Minh Commune, Khoai Chau District, Hung Yen Province	0	0	Sister-in-law
11.1 2	Hoang Luu Thu Thuy				Group 10, Vinh Phuc Ward, Ba Dinh, Hanoi	0	0	Sister-in-law
11.1 3	Dao Minh Hue				263 Pearson street, Woodlands, Perth, Western Australia 6018, Australia.	0	0	Sister-in-law
11.1 4	Thai Nguyen Iron and Steel Transportation Joint Stock Company				Cam Gia Ward, Thai Nguyen City	0	0	Ms. Nguyen Thi Hue serves as a Member of the Board of Directors
11.1 5	Thai Nguyen Refractory Materials Group Joint Stock Company				Cam Gia Ward, Thai Nguyen City	0	0	Ms. Nguyen Thi Hue serves as a Member of the Supervisory Board
12	Nguyen Thuy Ha		Supervisory Board member		No. 1, Residential Area No. 9, Gia Sang Ward, Thai Nguyen City	0	0	
12.1	Nguyen Trong Hoa				No. 1, Residential Area No. 9, Gia Sang Ward, Thai Nguyen City	0	0	Father
12.2	Nguyen Thi Ninh				No. 1, Residential Area No. 9, Gia Sang Ward, Thai Nguyen City	0	0	Mother
12.3	Tran Van Thiec				No. 33B, Cau Hang Street, Xuan Khanh Ward, Son Tay Town, Hanoi	0	0	Father-in-law
12.4	Cao Thi Khuong				No. 33B, Cau Hang Street, Xuan Khanh Ward, Son Tay Town, Hanoi	0	0	Mother-in-law
12.5	Tran Nam Thang				No. 1, Residential Area No. 9, Gia Sang Ward, Thai Nguyen City	0	0	Husband
12.6	Tran Nguyen Thanh Thao				No. 1, Residential Area No. 9, Gia Sang Ward, Thai Nguyen City	0	0	Child

12.7	Tran Huy Hoang				No. 1, Residential Area No. 9, Gia Sang Ward, Thai Nguyen City	0	0	Child
12.8	Nguyen Thanh Huyen				No. 1, Residential Area No. 9, Gia Sang Ward, Thai Nguyen City	0	0	Younger sister
12.9	Nguyen Huu Dung				Chua Hang Town, Dong Hy District, Thai Nguyen Province	0	0	Brother-in-law
13	Nguyen Hong Van		Supervisory Board member		No. 91, Lang Ha, Dong Da, Hanoi	0	0	
13.1	Nguyen Van Chuc				To Hamlet, Uy No, Dong Anh, Hanoi	0	0	Father
13.2	Dang Thi Huan				To Hamlet, Uy No, Dong Anh, Hanoi	0	0	Mother
13.3	Phung Van Ich			Deceased				Father-in-law
13.4	Nguyen Thi Hien					0	0	Mother-in-law
13.5	Phung Thi Thu Trang					0	0	Wife
13.6	Nguyen Hong Quan					0	0	Child
13.7	Nguyen Trang Ngan					0	0	Child
13.8	Nguyen Duc Viet Anh					0	0	Younger brother
13.9	Duong Thi Phuc					0	0	Sister-in-law
14	Bui Quang Hung		Supervisory Board member			0	0	
14.1	Bui Quang Chuyen			Deceased				Father
14.2	Dang Thi Hang					0	0	Mother
14.3	Nguyen Van Yen					0	0	Father-in-law
14.4	Tran Thi Bui					0	0	Mother-in-law
14.5	Nguyen Thi Thuy					0	0	Wife
14.6	Bui Anh Tuan					0	0	Child
14.7	Bui Quang Hai					0	0	Child
14.8	Bui Quang Sang					0	0	Older brother
14.9	Bui Quang Minh					0	0	Younger brother
14.10	Luu Khanh Chi					0	0	Sister-in-law

14.1 1	Hoang Thi Ngoc Ha					0	0	Sister-in-law
15	Nguyen Ba Tai		Authorized Information Disclosure Officer - Company Secretary			1.600	0,000869%	
15.1	Nguyen Ba Nhuong					0	0	Father
15.2	Nguyen Thi Dang					0	0	Mother
15.3	Ha Cat Van			Deceased				Father-in-law
15.4	Hua Thi Cuong					0	0	Mother-in-law
15.5	Ha Thi Ngoc Anh					0	0	Wife
15.6	Nguyen Ba Lam					0	0	Son
15.7	Nguyen Khanh Ngan					0	0	Daughter
15.8	Nguyen Ngoc Son					1.200	0,000652	Older brother
15.9	Nguyen Thu Hien					0	0	Older sister
15.1 0	Duong Thi Cuc					0	0	Sister-in-law
15.1 1	Le Hoai Nam					0	0	Brother-in-law

2. Transactions of Insiders and Related Parties with the Company's Shares:

No.	Person conducting the transaction	Relationship with Insider	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reason for increase or decrease
			Number of shares	Percentage	Number of shares	Percentage	
1	Ha Tuan Hung	Insider	0	0%	3.600	0,0019%	Purchased
2	Tran Anh Dung	Insider	100	0,00005%	1.000	0,00054%	Purchased
3	Nguyen Ngoc Son	Related Party	0	0%	1.200	0,000652%	Purchased

IX. Other matters to note:

Recipients:

- As above;
- Members of the BOD, SB of the Company;
- Archives: VT, TK (T.5 copies).

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



Nghiêm Xuân Đa