

THAI NGUYEN IRON AND STEEL JOINT  
STOCK COMPANY  
THAI TRUNG ROOLING  
JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness

*Thai Nguyen, March 31, 2025*

No: *17* /TM-HDQT

**MEETING INVITATION**  
**Annual General Meeting of Shareholders 2025**  
**Thai Trung Rooling Joint Stock Company**

To: Shareholders of Thai Trung Rooling Joint Stock Company,

The Board of Directors of Thai Trung Rooling Joint Stock Company respectfully invites Shareholders to attend the 2025 Annual General Meeting of Shareholders of Thai Trung Rooling Joint Stock Company, specifically as follows:

**1. Meeting time: on April 24, 2025.**

- Register for shareholders to attend the meeting, distribute documents and voting cards: from **7:30 a.m.** to **8:30 a.m.**

- Opening of the General Meeting at **8:30**.

**2. Meeting Venue:** Company Office, Civil Group 13, Cam Gia Ward, Thai Nguyen City, Thai Nguyen Province.

**3. Participants:**

a) Shareholders listed as owning shares in Thai Trung Rooling Joint Stock Company as of the final registration date, **March 20, 2025** exercise the right to attend the 2025 Annual General Meeting of Shareholders of Thai Trung Rooling Joint Stock Company provided by Vietnam Securities Depository and Clearing Corporation.

b) Members of the Company's Board of Directors, the Company's Board of Supervisors, the Company's Board of General Directors and invited delegates,

**4. Main content of the Meeting:**

Discuss and approve the following contents:

- Report on the Board of Directors' activities in 2024; Directions and tasks in 2025;
- Report of the Board of Supervisors on activities in 2024; Operation plan in 2025;
- Submission of the Board of Directors on approving of the audited financial statements for the accounting period from January 1, 2024 to December 31, 2024; Distribution of profits and dividends for 2024; Plan for distribution of profits and dividends for 2025;
- Submission of the Board of Directors on approving of the 2025 business production plan;
- Submission of the Board of Directors on approving the policy of signing contracts and transactions between Thai Trung Rooling Joint Stock Company and Thai Nguyen Iron and Steel Joint Stock Company in 2025.



- Submission of the Board of Directors of the Company on the report on salary and remuneration for members of the Board of Directors, Board of Supervisors, Board of General Directors and Chief Accountant of the Company in 2024; Plan for 2025;

- Submission of the Company's Board of Supervisors on the selection of an auditing company to audit and review the Company's 2025 financial statements;

- Other issues under the authority of the General Meeting of Shareholders.

**5. Meeting documents:** To view meeting documents and details of the General Meeting, Shareholders can visit the Company's website [www.ttr.com.vn](http://www.ttr.com.vn).

**6. Registration/confirmation of attendance at the Meeting:**

a) To facilitate the organization of the General Meeting, Shareholders attending the General Meeting are requested to confirm their attendance at the General Meeting (according to the Company's Meeting Confirmation Form). The Organizing Committee respectfully requests that Shareholders may authorize (according to the Company's Power of Attorney) another person to attend the meeting or may send voting opinions (the voting form is posted on [www.ttr.com.vn](http://www.ttr.com.vn)) to the Organizing Committee of the General Meeting at least 01 day before the General Meeting.

- Shareholders register to attend the General Meeting in the following ways:

+ Register directly or send by post to the address: Secretary - Thai Trung Rooling Joint Stock Company; Civil Group 13, Cam Gia Ward, Thai Nguyen City, Thai Nguyen Province.

+ Send via email to: [thukythaitrung@gmail.com](mailto:thukythaitrung@gmail.com)

- Registration deadline: from now until 3:00p.m on April 23, 2025.

b) Shareholders/authorized representatives of shareholders attending the General Meeting, please bring the Meeting Invitation, valid ID card/Citizen ID card/Passport for verification and registration of attendance at the General Meeting; in case of registration and confirmation of attendance via email, please bring the original Meeting Confirmation and Power of Attorney (if any).

It is our great pleasure to welcome you, Shareholders, to the 2025 Annual General Meeting of Shareholders of Thai Trung Rooling Joint Stock Company.

**Attached documents:**

- Meeting Confirmation of Attendance at the 2025 Annual General Meeting of Shareholders;
- Power of Attorney form;

**Recipients:**

- As above;
- BOD's members; BOS;
- Board of General Directors; Chief Accountant;
- [www.ttr.com.vn](http://www.ttr.com.vn);
- Save: Office, Company Secretary.

O/B. BOARD OF DIRECTORS  
CHAIRMAN



Hoàng Danh Sơn

**THE SOCIALIST REPUBLIC OF VIETNAM**  
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....., date..... month..... year 2025

**CONFIRMATION LETTER**  
**Attendance at the 2025 Annual General Meeting of Shareholders**  
**Thai Trung Rooling Joint Stock Company**

To: Organizing Committee of the 2025 Annual General Meeting of Shareholders  
Thai Trung Rooling Joint Stock Company,

Pursuant to the Regulations on the organization of the 2025 Annual General Meeting of Shareholders of Thai Trung Rooling Joint Stock Company issued together with Decision No. 08/QD-HDQT dated March 25, 2025 of the Board of Directors of Thai Trung Rooling Joint Stock Company,

My name is: .....

ID card /passport number: ..... Issued on...../...../.....;

Place of issue: .....

Address: .....

Phone: ..... Fax .....

Owner of: ..... shares; (In words: .....

..... (par value 10.000 VND/share) of Thai  
Trung Rooling Joint Stock Company.

At the same time, I have been authorized by ..... other shareholders of Thai Trung Rooling Joint Stock Company to represent them in attending the 2025 Annual General Meeting of Shareholders of Thai Trung Rooling Joint Stock Company with a total number of authorized shares of ..... (In words: ..... ) shares (with attached Power of Attorney form).

Hereby, I hereby confirm my registration to attend the 2025 Annual General Meeting of Shareholders of Thai Trung Rooling Joint Stock Company with the total number of shares entitled to vote at the 2025 Annual General Meeting of Shareholders being:.....shares./.

***Attached documents:***

Power of Attorney to attend the General Meeting  
of Shareholders (if any);

**REGISTER**

(Sign and full name)



Power of attorney form for individual shareholders.

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....., date..... month..... year 2025

**POWER OF ATTORNEY**

**Regarding attendance the 2025 Annual General Meeting of Shareholders**  
**Thai Trung Rooling Joint Stock Company**

To: Organizing Committee of the 2025 Annual General Meeting of Shareholders  
Thai Trung Rooling Joint Stock Company,

**1. Authorizing party (Party A):**

Shareholder name: .....  
ID card/Passport number: .....; Issued on...../...../.....;  
Place of issue: .....  
Address: .....  
Phone: .....Fax: .....  
Number of shares owned at Thai Trung Rooling Joint Stock Company is: .....shares; (In words:.....shares.

**2. Authorized party (Party B):**

Personal name: .....  
ID card/Passport number: .....; Date of issue...../...../.....;  
Place of issue: .....  
Address: .....  
Phone: .....Fax: .....  
Number of authorized shares: .....shares;  
(In words.....shares.

**3. Authorization content:**

Party A authorizes Party B to implement the following specific tasks:

- a) Attend the 2025 Annual General Meeting of Shareholders;
- b) Exercise the right to speak and vote according to Party A's instructions on all matters at the 2025 Annual General Meeting of Shareholders with ..... shares that Party A owns at Thai Trung Rooling Joint Stock Company.

**4. Term of authorization:**

This authorization is only valid during the 2025 Annual General Meeting of Shareholders of Thai Trung Rooling Joint Stock Company.

**5. Obligations of the parties:**

- a) Party A is obligated to provide necessary information and documents for Party B to implement the authorized work;
- b) Party B is obligated to properly implement the work that Party A has authorized to Party B. If it exceeds the scope of the authorized content, Party B is fully responsible for any damages arising;
- c) Party B is obligated to promptly notify Party A of issues arising at the meeting so that Party A can give instructions on voting. If there is no response from Party A, Party B can vote according to his/her will on those issues without the consent of Party A.
- d) Party B is not allowed to authorize a third party to implement the work that Party A has authorized Party B to implement./.

**AUTHORIZED PARTY**  
(Sign, full name)

**AUTHORIZING PARTY**  
(Sign, full name)



THAI NGUYEN IRON AND STEEL  
JOINT STOCK COMPANY  
THAI TRUNG ROOLING  
JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness

No: 08 /QD-HDQT

Thai Nguyen, March 25, 2025

**DECISION**

**On the issuance of The Regulations on the Organization of the 2025  
Annual General Meeting Of Shareholders  
Thai Trung Rooling Joint Stock Company**

**The Board of Directors of Thai Trung Rooling Joint Stock Company**

*Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;*

*Pursuant to the Charter on the organization and operation of Thai Trung Rooling Joint Stock Company, as amended and supplemented, which was approved by the 2021 Annual General Meeting of Shareholders on June 24, 2021;*

*Pursuant to the internal corporate governance regulations of Thai Trung Rooling Joint Stock Company issued under Decision No. 39/QD-HDQT dated June 24, 2021, by the Board of Directors;*

*Pursuant to the Regulations on the operation of the Board of Directors of Thai Trung Rooling Joint Stock Company issued under Decision No. 40/QD-HDQT dated June 24, 2021, by the Board of Directors;*

*Pursuant to Resolution No. 07/NQ-HDQT dated 25/03/2025 of the Board of Directors of Thai Trung Rooling Joint Stock Company;*

**DECISIONS**

**Article 1.** Enclosed with this decision is the "Regulation on the Organization of the 2025 Annual General Meeting of Shareholders of Thai Trung Rooling Joint Stock Company."

**Article 2.** This decision takes effect from the date of signing.

**Article 3.** Members of the Board of Directors, the Board of Management, the Chief Accountant, Heads of Departments, and shareholders of Thai Trung Rooling Joint Stock Company are responsible for implementing this decision.

**Recipients:**

- Members of the Board of Directors (BOD) and Board of Supervisors (BOS);
- General Director;
- Deputy General Directors; Chief Accountant;
- As stated in Article 3;
- Save: Office, Company Secretary.

**O/B THE BOARD OF DIRECTORS  
CHAIRMAN**



**Hoàng Danh Sơn**



*Thai Nguyen, March 25, 2025*

**REGULATIONS  
ON THE ORGANIZATION OF THE 2025 ANNUAL GENERAL MEETING OF  
SHAREHOLDERS ISSUED BY THAI TRUNG ROOLING JOINT STOCK  
COMPANY**

*(Enclosed with Decision No. 08/QĐ-HĐQT dated 25/03/2025  
of the Board of Directors of Thai Trung Rooling Joint Stock Company)*

**Chapter I  
GENERAL PROVISIONS**

**Article 1. Scope and Applicable Subjects.**

1. These regulations apply to the organization and operation of the 2025 Annual General Meeting of Shareholders (hereinafter referred to as the "General Meeting") of Thai Trung Rooling Joint Stock Company.
2. These regulations specifically define the rights and obligations of shareholders, their representatives, and participants in the General Meeting, as well as the conditions, procedures, and voting mechanisms for matters under the General Meeting's authority.
3. Shareholders, their representatives and all participants in the General Meeting are responsible for complying with these regulations.

**Article 2. Objectives**

1. Ensure the principle of publicity and transparency.
2. Facilitate the successful organization of the General Meeting in compliance with legal regulations.

**Chapter II  
CONDITIONS FOR PARTICIPATION,  
RIGHTS AND OBLIGATIONS OF SHAREHOLDERS**

**Article 3. Conditions for Participation in the General Meeting.**

Shareholders, whether individuals or organizations, who are listed in the shareholder registry of Thai Trung Rooling Joint Stock Company as of March 20, 2025, which is the record date for exercising the right to attend the 2025 Annual General Meeting of Shareholders, have the right to directly participate in the General Meeting or authorize another individual in writing to attend on their behalf in accordance with these regulations, the Company's Charter and applicable laws.

**Article 4. Rights of Shareholders Attending the General Meeting.**

1. Shareholders have the right to discuss and vote on all matters under the authority of the General Meeting as stipulated in the Company's Charter, the Law on Enterprises 2020, and relevant legal documents.



2. Shareholders may participate in the General Meeting in one of the following ways:

- a) Individual shareholders attend the meeting in person.
- b) Individual shareholders may authorize another individual in writing to attend the meeting on their behalf. Each individual shareholder may only authorize one person.
- c) The authorized representative of a shareholder who is an organization must be an individual authorized in writing to act on behalf of that shareholder and exercise shareholder rights under this Regulations, the Company's Charter and applicable laws.
- d) An organization that is a shareholder of the Company, holding less than 10% of common shares may authorize 01 representative; from 10% to less than 51% of common shares may authorize up to 03 representatives; from 51% to less than 60% of common shares may authorize up to 05 representatives; more than 61% of common shares may authorize up to 06 representatives.

3. Be announced the content and agenda of the General Meeting publicly by Thai Trung Roofing Joint Stock Company.

4. At the General Meeting, each shareholder or authorized representative will receive a 'VOTING CARD' after completing registration with the Shareholder Eligibility Verification Committee.

5. The 'VOTING CARD' holds voting value corresponding to the number of voting shares that the participant owns or represents, as registered for participation in the General Meeting, in proportion to the total number of voting shares of the delegates present at the General Meeting.

6. Shareholders, their authorized representatives attending at the General Meeting after the meeting has commenced have the right to register immediately, after which they may participate and vote. However, the Chairman is not obligated to pause the General Meeting for their registration. The validity of previous voting sessions remains unaffected. The Vote Counting Committee is responsible for adding the voting shares of late attendees to the total voting shares at the General Meeting to calculate the approval rate of subsequent resolutions.

#### **Article 5. Obligations of Shareholders Attending the General Meeting**

1. Shareholders or their authorized representatives must bring the following documents:

- a) Meeting invitation letter;
- b) ID card, Citizen ID card, or Passport;
- c) The letter of authorization: must follow the template attached to the Meeting Invitation (in case of authorization participation in the General Meeting). If the shareholder is an individual, the authorization letter must have the direct signature of the shareholder and the authorized representative. If the shareholder who is an organization, the authorization document must include details on the number of representatives, the number and percentage of shares owned by each representative, the legal identification documents of each authorized representative, and must be signed and stamped by the legal representative of the organization;

d) Shareholders are only officially allowed to attend and vote at the General Meeting after completing the registration procedures and proving their shareholder/ authorized representative status as valid with the Shareholder Eligibility Verification Committee.

2. If a shareholder has authorized another person to attend the meeting and does not cancel the authorization in writing, that shareholder will not receive a 'VOTING CARD' at the General Meeting if their authorized representative has already completed the procedure to obtain the 'VOTING CARD'.

3. Authorized representatives may not delegate their authority to a third party.



4. During the meeting, shareholders must comply with the meeting regulations, follow the instructions of the Chairman, respect the results of the General Meeting, and behave in a courteous manner.

5. Shareholders and their authorized representatives attending the General Meeting must strictly comply with these Regulations, shareholders violating these regulations may be subject to measures under Point b, Clause 7, Article 146 of the Law on Enterprises 2020.

6. In the event that a shareholder must leave the meeting before the voting takes place due to personal reasons, the shareholder is responsible for contacting the Vote Counting Committee to submit their written opinions on the issues to be voted on at the General Meeting. If the shareholder leaves the meeting before the voting without notifying the Vote Counting Committee, it will be considered that the shareholder agrees with all the issues being voted on at the General Meeting.

#### **Article 6. Rights and Duties of the Shareholder Eligibility Verification Committee.**

1. The Shareholder Eligibility Verification Committee of the General Meeting (hereinafter referred to as the "Shareholder Eligibility Verification Committee") consists of three (03) members, appointed by the Board of Directors of Thai Trung Rooling Joint Stock Company, with the following functions and duties:

a) Verify the eligibility of shareholders and their authorized representatives based on the documents they present, including ID card, Citizen ID card, Passport, Meeting Invitation Letter, Authorization Letter, and any accompanying documents (if any);

b) Distribute 'VOTING CARDS' and other documents of the General Meeting to shareholders or their authorized representatives;

c) Consolidate the verification results and report to the General Meeting on the eligibility status of shareholders attending the meeting.

2. The Verification Committee has the right to establish a supporting unit to fulfill its tasks.

3. In cases where an attendee does not meet the eligibility requirements to participate in the General Meeting, the Verification Committee has the authority to deny their right to attend, refuse to issue a 'VOTING CARD' and other documents of the General Meeting.

#### **Article 7. Rights and Duties of the Vote Counting Committee**

1. The Vote Counting Committee consists of 03 members, including 01 Head and 02 members, elected by the General Meeting of Shareholders based on the proposal of the Chairman of the meeting.

2. The Vote Counting Committee has the right to establish a supporting unit to fulfill its tasks. The supporting unit for the Vote Counting Committee at the 2025 Annual General Meeting of Shareholders consists of 03 members.

3. The Vote Counting Committee is responsible for:

a) Instructing shareholders on how to use the 'VOTING CARD' and conducting the vote counting for each voting category: Agree; Disagree; No opinion immediately after each voting session.

b) Recording the voting results of shareholders and their representatives for the issues under discussion.

c) Consolidating and reporting the voting results to the Chairman of the General Meeting.

d) Presenting the Vote Counting Minutes to the General Meeting.

e) Handing over the Vote Counting Minutes to the Secretary of the General Meeting.

f) Performing other assigned tasks.



## **Article 8. Rights and Duties of the Presidium of the General Meeting**

1. The Presidium of the General Meeting consists of 01 Chairman and additional assisting members approved by the General Meeting. The Presidium is responsible for managing the proceedings of the General Meeting.

2. The Presidium shall not exceed 03 members.

3. The Chairman of the General Meeting has the following rights and responsibilities:

a) Presiding over and managing the General Meeting: The Chairman shall take all necessary steps to ensure the proper and orderly conduct of the meeting, ensuring that the meeting reflects the collective will of the majority of attending shareholders.

b) Making final decisions on procedural matters or unexpected events arising outside the agenda of the General Meeting.

c) Guiding discussions and voting on issues listed in the agenda.

d) Presenting drafts of necessary resolutions for general meeting's voting.

e) Addressing or assigning Presidium members to respond to shareholder inquiries.

f) At any time, the Chairman has the right to postpone the General Meeting to a different time or location, provided it complies with the Law on Enterprises 2020 and the Company's Charter, without requiring approval from the General Meeting, if:

- Attendees engage in disruptive behavior that hinders or is likely to hinder the orderly conduct of the meeting; or

- Postponement is necessary to ensure fair and lawful proceedings.

g) The Chairman has the right to:

- Require all attendees to undergo security checking or other security measures.

- Request law enforcement authorities to maintain order, expel individuals who fail to comply with the Chairman's directives, disrupt the meeting, or violate security protocols.

## **Article 9. Rights and Duties of the Secretariat of the General Meeting**

1. The Secretariat of the General Meeting consists of 01 Head and 01 member, nominated by the Chairman and approved by the General Meeting.

2. The Secretariat is responsible for perform support tasks assigned by Chairman such as: assisting in recording the Minutes of the General Meeting, ensuring an accurate and complete reflection of the meeting proceedings; presenting the Minutes and Resolutions of the General Meeting for shareholder approval.

## **Chapter III**

### **PROCEEDINGS OF THE GENERAL MEETING**

## **Article 10. Methods and Conditions for Conducting the General Meeting**

1. The General Meeting is expected to last half a day.

2. The Board of Directors shall issue the Meeting Invitation, including the registration form, Authorization form for attending the General Meeting, and meeting documents such as the agenda, 'VOTING CARD', materials for discussion, and draft resolutions for each agenda item. Simultaneously, all materials for the 2025 Annual General Meeting of Shareholders shall be published on the Company's official website ([www.ttr.com.vn](http://www.ttr.com.vn)) at least twenty-one (21) days before the meeting date.

3. The General Meeting of Shareholders shall be conducted when shareholders attending the meeting represent at least more than 50% of the total voting shares.



4. The General Meeting shall sequentially discuss and approve the contents specified in the agenda of the 2025 Annual General Meeting of Shareholders.

#### **Article 11. Agenda and contents of the General Meeting**

1. The meeting agenda and contents must be approved by the General Meeting of Shareholders during the opening session. The agenda shall specify the time allocation for each agenda item.

2. If there are any changes to the meeting agenda that was sent to shareholders along with the Meeting Invitation, such changes must be approved by the General Meeting of Shareholders.

#### **Article 12. Discussion and Inquiry at the General Meeting**

1. Depending on the number of shareholders attending and the permitted time, the Chairman may choose the most appropriate method to manage the meeting. Shareholders may express their opinions, discuss, and raise inquiries by raising their 'VOTING CARD' to request to speak and upon approval by the Chairman or by submitting a Question Form to the Presidium. At any given time, only one shareholder is permitted to speak. If multiple shareholders wish to speak simultaneously, the Chairman will invite them to present their views in an orderly manner.

2. Shareholders must present their opinions concisely and focus on the key discussion points relevant to the approved agenda. Shareholder statements must not violate legal provisions, relate to personal matters, or exceed the company's jurisdiction. The Chairman has the right to remind or request shareholders to stay focused on key discussion points to optimize meeting time and ensure discussion quality.

#### **Article 13. Voting Rules and Approval of Decisions at the General Meeting**

##### **1. Voting Rules**

a) Voting on matters at the General Meeting shall be conducted publicly and directly under the supervision of the Presidium of the General Meeting.

b) The 'VOTING CARD' used for voting on matters presented at the General Meeting is pre-printed by the Organizing Committee, including details such as the shareholder's name, card number, total number of shares owned/represented, and bears the Company's official stamp in the top left corner. These 'VOTING CARDS' are distributed to shareholders upon registration at the General Meeting.

c) When voting on a matter presented at the General Meeting, shareholders or their authorized representatives shall cast their votes by raising their 'VOTING CARD'. The voting sequence follows this order: Agree, Disagree, No Opinion. Shareholders who do not raise their 'VOTING CARD' are considered to have agreed. Each shareholder may only raise their 'VOTING CARD' once per voting item.

d) The voting results shall be announced immediately after each voting session, and subsequent voting sessions shall only proceed after the results of the previous vote have been confirmed. The vote-counting method shall follow the provisions of Article 9 of the Company's Internal Corporate Governance Regulations and shall be conducted by the Vote Counting Committee.

e) A vote shall be deemed invalid if:

- The shareholder/authorized representative uses a 'VOTING CARD' that was not issued by the General Meeting's Organizing Committee in the prescribed format.

- The 'VOTING CARD' is torn, damaged, or missing essential information required for vote counting.

- The shareholder/authorized representative selects more than one voting option.



2. The matters approved at the General Meeting shall be executed in accordance with Article 28 of the Company's Charter.

#### **Article 14. Meeting Minutes and Draft Resolutions of the General Meeting**

1. Meeting Minutes: All discussions and activities at the General Meeting shall be recorded by the Secretariat. The Minutes must be read and approved before the closing of the General Meeting.

2. Based on the Meeting Minutes and vote-counting results, the General Meeting Secretary shall synthesize the data and compile draft the General Meeting Resolutions. These Draft Resolutions shall be read and approved before the meeting adjourns.

3. The Meeting Minutes, the annex listing registered shareholders, the full text of the approved resolutions, and relevant documents attached to the Meeting Invitation shall be kept at the headquarters of Thai Trung Rooling Joint Stock Company as company regulations.

### **Chapter IV**

#### **OTHER PROVISIONS**

#### **Article 15. Failure to Hold the General Meeting**

1. If the first convened General Meeting fails to meet the conditions for proceeding as specified in Clause 3, Article 10 of these Regulations, a second meeting must be convened within 30 days from the scheduled date of the first meeting. The second General Meeting shall be conducted when the attending shareholders and authorized representatives represent at least 33% of the total voting shares of Thai Trung Rooling Joint Stock Company.

2. If the second convened General Meeting also fails to meet the required conditions as specified in Clause 1 of this Article, a third meeting must be convened within 20 days from the scheduled date of the second meeting. In this case, the third General Meeting shall proceed regardless of the number of attending shareholders or authorized representatives and shall be considered valid, with full authority to decide on all matters proposed for approval at the first convened General Meeting.

### **Chapter V**

#### **IMPLEMENTATION PROVISIONS**

#### **Article 16. Implementation**

1. These regulations consist of 5 chapters and 16 articles and take effect upon signing until the conclusion of the 2025 Annual General Meeting of Shareholders.

2. The Board of Directors, shareholders/authorized representatives and participants must comply with these regulations. ✱

**O/B THE BOARD OF DIRECTORS**

**CHAIRMAN**

  
**Hoàng Danh Sơn**



No: 09 /CTr-HDQT

Thai Nguyen, March 25, 2025

**AGENDA OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
OF THAI TRUNG ROOLING JOINT STOCK COMPANY**

- 1. Time:** The meeting is scheduled for April 24, 2025.
- **07:30 – 08:30 AM:** Reception of shareholders and delegates by the organizing committee; shareholder registration; distribution of meeting documents.
  - **08:30 AM:** Opening of the General Meeting.
- 2. Meeting Venue:** Head Office of Thai Trung Rooling Joint Stock Company, Civil Group 13, Cam Gia Ward, Thai Nguyen City, Thai Nguyen Province.
- 3. Meeting agenda:** The General Meeting will proceed with the following items:

No	Content		Notes
1.	<ul style="list-style-type: none"><li>- Flag Salute.</li><li>- Announcement of the reasons for the meeting and introduction of delegates.</li><li>- Announcement of the Board of Directors' Decision on the establishment of the Shareholder Eligibility Verification Committee.</li></ul>		
2.	Report on the verification results of shareholders attending the General Meeting.		
3.	<ul style="list-style-type: none"><li>- Approval of the meeting agenda.</li><li>- Approval of the General Meeting's regulations.</li><li>- Introduction of the Chairman and its supporting members. (Voting by the General Meeting)</li><li>- Invitation for the Chairman and its supporting members to lead the General Meeting.</li></ul>		
4.	The Chairman introduces the Secretariat and the Vote Counting Committee. <i>Voting by the General Meeting</i>		
5.	Report of the Board of Directors on activities in 2024; Directions and tasks in 2025		
6.	Report of the Board of Supervisors on activities in 2024; Operation plan in 2025.		
	<b>15-minute recess</b>		



No	Content	Notes
7.	- Submission of the Board of Directors on approving of the audited financial statements for the accounting period from January 1, 2024 to December 31, 2024; Distribution of profits and dividends for 2024; Plan for distribution of profits and dividends for 2025;	
8.	- Submission of the Board of Directors on approving of the 2025 business production plan; - Submission of the Board of Directors on approving the policy of signing contracts and transactions between Thai Trung Rooling Joint Stock Company and Thai Nguyen Iron and Steel Joint Stock Company in 2025.	
9.	Submission of the Board of Directors of the Company on the report on salary and remuneration for members of the Board of Directors, Board of Supervisors, Board of General Directors and Chief Accountant of the Company in 2024; Plan for 2025;	
10.	- Submission of the Company's Board of Supervisors on the selection of an auditing company to audit and review the Company's 2025 financial statements;	
	<b>General Meeting Discussion:</b> Discussion on reports and submissions from the Board of Directors and the Board of Supervisors;	
11.	Voting on the reports and submissions (from <b>items 5 to items 10</b> ).	
12.	The Secretary of the General Meeting presents the draft Minutes and Resolutions of the Meeting.	
13.	Voting to approve the Minutes and Resolutions of the General Meeting.	
14.	Closing of the General Meeting.	
15.	Flag Salute.	

**Recipients:**

- Board of Directors and Board of Supervisors;
- Organizing Committee of the General Meeting;
- Board of General Directors and Chief Accountant;
- Shareholders;
- [www.ttr.com.vn](http://www.ttr.com.vn);
- Save: Office, Company Secretary;

**O/B. BOARD OF DIRECTORS  
CHAIRMAN**



**Hoàng Danh Sơn**



No: 10 / NQ-DHDCD

Thai Nguyen, March 25, 2025

**REGULATIONS OF THE 2025 ANNUAL GENERAL MEETING OF  
SHAREHOLDERS THAI TRUNG ROOLING JOINT STOCK COMPANY**

The 2025 Annual General Meeting of Shareholders of Thai Trung Rooling Joint Stock Company held on April 24, 2025 at Thai Trung Rooling Joint Stock Company's Office.

In order for the Meeting to proceed on time, ensuring the provisions of the Enterprise Law and the agenda content, the Organizing Committee of the 2025 Annual General Meeting of Shareholders of Thai Trung Rooling Joint Stock Company requests that all Shareholders and Delegates attending the Meeting to properly implement the following contents:

1. Before attending the meeting, Shareholders must register with the Organizing Committee to receive "VOTING CARDS" and other documents of the General Meeting.

2. Shareholders and Delegates attending the Meeting must be present at the hall on time and comply with the regulations of the Meeting.

3. Attire should be neat, stylish, and formal.

4. Shareholders and delegates should not move around disorderly in the hall, avoid private conversations, and keep their phones on silent mode during the Meeting.

5. When wishing to speak, participants must register (using the attached form) with the Presidium. Speaking is only allowed upon approval from the Chairman (*speaking time should not exceed 5 minutes*).

6. If due to personal conditions, shareholders cannot continue to attend the General Meeting and must leave before the end of the General Meeting, shareholders are requested to return the VOTING CARD to the General Meeting's Organizing Committee, for convenience in monitoring when summarizing the voting results at the General Meeting./.

**HEAD OF ORGANIZING COMMITTEE  
ANNUAL GENERAL MEETING OF  
SHAREHOLDERS 2025  
CHAIRMAN OF BOARD OF DIRECTORS**





No: *11* /BC-HDQT

*Thai Nguyen, March 25, 2025*

**REPORT  
OF BOARD OF DIRECTORS ON ACTIVITIES IN 2024;  
DIRECTIONS AND TASKS IN 2025**

To: The 2025 Annual General Meeting of Shareholders  
Thai Trung Rooling Joint Stock Company,

The Board of Directors (BOD) of Thai Trung Rooling Joint Stock Company respectfully submits to the Annual General Meeting of Shareholders (AGM) the report on the BOD's activities in 2024 and Directions and tasks in 2025, as follows:

**Part 1**

**REPORT ON THE BOD'S ACTIVITIES IN 2024**

**I. Performance of the Board of Directors in 2024.**

**1. General Assessment of the BOD's Activities in 2024.**

In 2024, in compliance with the Law on Enterprises, the Company's Charter, the Internal Corporate Governance Regulations, and the BOD's Operational Regulations, the BOD successfully organized: 01 Annual General Meeting of Shareholders (AGM) in 2024 in a direct format; 01 AGM through written consultation of shareholders' opinions.

The BOD operated democratically and scientifically, holding regular meetings to make strategic decisions about comprehensive orientation of production and business activities, directing the Executive Board to implement the resolutions passed at the 2024 AGM. The decisions were documented in Meeting Minutes and Resolutions, and the Head of the Board of Supervisors was invited to attend all BOD meetings to provide input. Between regular meetings, the BOD approved strategic policies through written consultations. These decisions were timely, practical, and aligned with the Company's operational requirements, allowing the Executive Board to execute the production and business plans effectively.

In 2024, the BOD held 06 direct meetings and conducted written consultations to address matters within its jurisdiction, focusing on key business strategies, implementing the 2024 business plan, and supervising the Executive Board in executing AGM and BOD resolutions. The resolutions and decisions approved by the Board of Directors served as essential guidelines for the Executive Board to manage the Company business efficiently.

*(A summary of BOD Resolutions and Decisions in 2024 has been published in the 2024 Corporate Governance Report on [www.ttr.com.vn](http://www.ttr.com.vn).)*

At the current time, the BOD consists of 03 members, including 01 non-executive member.



## **2. Evaluation of BOD Members' Performance in 2024**

In 2024, the members of the Board of Directors (BOD) attended all BOD meetings and provided written opinions on matters within the BOD's authority with a high sense of responsibility, demonstrating the leadership capacity of the BOD members for the benefit of shareholders and the sustainable development of the Company

In addition to performing and completing the general responsibilities for the activities of the Board of Directors, the members of the Board of Directors have completed the assigned tasks according to the division of tasks of the Board of Directors members, specifically:

- The Chairman of the BOD effectively performed duties under the Law on Enterprises, the Company's Charter, and the BOD's Operational Regulations, including planning and conducting the work program of the year, assigning responsibilities among BOD members, organizing meetings, conducting written consultations, issuing Resolutions, Decisions, and Announcements, and assigning, managing and supervising the General Director in executing BOD resolutions.

- BOD members responsible for production and business activities successfully guided the implementation of the 2024 business plan.

## **3. Salary, Remuneration, and Other Benefits of BOD Members and the Board of General Directors in 2024**

The Company implements the payment of salaries, remuneration, and other benefits for the Board of Directors and the Board of General Directors according to the Resolution of the 2024 Annual General Meeting.

*(A detailed summary of BOD and Board of General Directors remuneration in 2024 is published in the 2024 Financial Statements and the 2024 Annual Report on [www.ttr.com.vn](http://www.ttr.com.vn).)*

## **II. The results of supervising the operational activities of the Board of General Directors in business and production management.**

### **1. Board of General Directors Personnel Structure.**

The Board of General Directors in 2024 consisted of 01 General Director and 01 Deputy General Director.

The General Director proactively assigned tasks to members responsible for specific areas; in addition to overseeing general executive operations, the General Director established a collective working mechanism, enabling each member to maximize their professional capabilities, independence, and responsibility in fulfilling assigned tasks, thereby contributing to a gradual improvement in work quality and efficiency.

### **2. Evaluation of monitoring business and production activities of the Board of General Directors in 2024**

- Board of General Directors, led by the General Director, managed production in full compliance with legal regulations, the Company's Charter, and Internal Corporate Governance Regulations; members of Executive Board demonstrated strong professional expertise and accountability, ensuring effective implementation of BOD resolutions and decisions. The Executive Board has fully and promptly implemented the resolutions and decisions of the Board of Directors. In its executive role, the General Director has demonstrated decisiveness, bold thinking, a willingness to act, and accountability. The



General Director has proactively proposed numerous new ideas and implementation solutions for the Board of Directors to consider and decide upon.

- The General Director holds weekly briefing meetings with the Deputy General Director, Chief Accountant, and Heads of Departments, and Managers of production workshops; additionally, specialized meetings are organized for specific tasks or related work groups to ensure close supervision and timely resolution of arising issues. Based on the Company's business and production requirements, the Executive Board has proactively proposed to the Board of Directors necessary solutions regarding finance and human resources, maximizing the Company's resources.

- The **Board of General Directors** has effectively utilized credit channels to secure funding for the Company's business and production activities, the Company's financial position remains stable, maintaining a high credit rating with financial institutions.

- The **Board of General Directors** has successfully coordinated with the Party Committee and other company organizations to strengthen internal consensus in corporate operations. The Executive Board has implemented appropriate reward and welfare policies to promptly motivate and encourage employees with outstanding achievements in business and production activities.

### **3. Business performance's management results in 2024.**

#### **a) Business Performance in 2024 according to the 2024 AGM Resolution:**

- + Rolled steel output reached 406.889 tons, equivalent to 136,78% compared to 2023 and 131,25% of the 2024 plan.

- + Revenue reached VND 5.338 billion, equivalent to 127,96% compared to 2023 and 130,07% of the 2024 plan.

- + Pre-tax profit reached VND 14,07 billion, equivalent to 223% compared to 2023 and 198,43% of the 2024 plan.

- + After-tax profit reached VND 11,22 billion, equivalent to 380,44% compared to 2023 and 306,64% of the 2024 plan.

- + The average salary was VND 11,02 million per person per month, equivalent to 117,10% compared to 2023 and 123,96% of the 2024 plan.

*(Detailed business performance results for 2024 are presented in the appendix attached to this report.)*

#### **b) Management of Business Operations.**

##### *+ Planning and Materials Task:*

- Raw material preparation: develop a material supply plan to ensure adequate production inputs; selecting appropriate billet sources based on orders to enhance productivity and efficiency in key performance indicators.

- About production: production was organized proactively, scientifically, and efficiently, when conditions were favorable, all departments maximized production capacity; special attention was paid to product bundle weight and warehouse packaging quality.

In addition, during production stoppage, organize equipment repair and maintenance, clean premises, factories... to create jobs for workers.

##### *+ Financial and Accounting task:*



- Prepared monthly, quarterly, and annual financial statements; coordinated with audit firms for financial audits and reviews; provided documents for timely disclosure of financial information, prepare reports as required by the Company's management, tax authorities, and banks; organize and implement accounting operations well.

- Conducted semi-annual and annual inventory audits as required.

- Proactively worked with financial institutions and banks to secure funding for business operations, payroll, and other employee benefits while safeguarding the Company's assets and capital.

+ *Equipment management and operations:*

Equipment maintenance and operation were prioritized, reducing incidents and preventing recurring failures.

+ *Technical and technological management; Product quality; Occupational safety and hygiene:*

- Key Technical and Technology indicators for 2024:

Metal consumption (Ton/Tsp)		FO oil consumption (Kg/Tsp)		Electricity consumption (Kw/Tsp)		Short steel (%)		Coke gas (m <sup>3</sup> /Tsp)
Norm	Actual	Norm	Actual	Norm	Actual	Norm	Actual	38,20
1,0218	1,0212	16,45	17,20	99,30	96,60	1,2	0,8	

. The main consumption indicators such as: metal and electricity consumption were lower than the set norms; short steel rates were significantly reduced.

. Equipment efficiency in 2024 reached 86,5% (the planned target is 86,5%).

- Product quality management: The variation in weight between steel bundles remained stable, meeting customer requirements. The ISO 9001:2015 quality management system and ISO/IEC 17025:2017 testing laboratory system were effectively maintained.

- Occupational safety, environmental protection, and fire prevention:

. Occupational safety and hygiene: Provided employees with personal protective equipment in compliance with industry standards and quantity; contracted an authorized training provider for occupational safety training for all employees; conducted regular and ad-hoc inspections to ensure adherence to safety regulations.

. Environmental Protection: Conducted environmental monitoring and hazardous waste collection per regulations.

. Fire Prevention: Carried out regular and unscheduled inspections of fire prevention and firefighting equipment.

+ *Organizational Structure, Labor Management, Salaries, and Employee Welfare; administration - office:*

- Organizational structuring: In Q2/2024, the Board of Directors approved the restructuring plan, merging the Materials & Import-Export Department with the Planning & Market Department to form the "Materials Planning Department" effective July 1, 2024. The organizational and labor restructuring plan was implemented by the General Director in a transparent, democratic, and open manner. As of now, the new organizational structure



has gradually stabilized; company organizations and unions have been consolidated, and operational documents have been revised and supplemented to align with the new structure.

- Personnel Management: In 2024, the Company appointed 07 management personnel, including: 02 first-time appointments, 03 reappointments, 02 appointments due to organizational restructuring. Additionally, 03 personnel were dismissed, including: 02 due to organizational restructuring, 01 due to personal request. The appointment and dismissal processes were carried out in accordance with regulations and authority.

- Employee using situation:

- . Beginning of the year: 253 employees, including 53 female employees.

- . Increase during the period: 04 employees, including 01 female employee.

- . Decrease during the period: 08 employees, including 01 female employee.

- . End of the year: 249 employees, including 53 female employees

- Labor and Salary Management: The company ensured proper labor management and payroll distribution; implementing regular salary increases for management personnel, employees, and support staff according to company regulations.

- Social Insurance for Employees: Fully and timely paid social insurance, health insurance, unemployment insurance, and occupational accident insurance; coordinated with the Social Insurance Agency to process sickness, maternity, and rehabilitation benefits in a timely and accurate manner.

- Human Resource Training: Established the company's Skilled Labor Selection Council, developed a training plan, and launched the 2024 Skilled Worker Competition, with 8/8 participants achieving passing scores in theoretical exams organized by TISCO.

- . Successfully implemented training programs as planned, with 233 employees participating in courses to enhance professional skills, job knowledge, and technical expertise.

- . Conducted a review and assessment process for technical workers, organizing skill-upgrade training and exams for 44 employees in 2024.

- Employee Healthcare: Maintained on-site emergency services; provided regular health check-ups for employees in hazardous jobs and female workers, and monitored work environment conditions to promptly address any non-compliance with health standards.

- Office, Canteen, and Security Management: Ensured smooth office operations; Maintained high food hygiene and safety standards in the company's canteen, ensuring proper nutritional balance in employee meals; Strengthened security patrols to safeguard company assets.

- Commendation and Awards: In 2024, the company was honored with: A Certificate of Merit from the Chairman of the Thai Nguyen Provincial People's Committee for "Outstanding achievements in patriotic emulation movements"; A Certificate of Merit from the Director of the Thai Nguyen Provincial Police for excellence in the "All People's Fire Prevention and Fighting Movement." in 2024.

- Other Activities: Prepared and submitted regular corporate governance reports, annual reports, and ensured timely disclosure of periodic and irregular information.

Collaborated with political and social organizations to organize events celebrating national holidays and the company's founding anniversary.



#### **4. Achievements in 2024.**

- In 2024, the Company successfully implemented measures to reduce costs and lower product prices, ensuring stable and efficient production. The “renovation of hot air box for furnace heat exchange” plan was carried out, allowing for cleaning the chamber's bottom during operation, minimizing downtime, and maintaining continuous production. Additionally, improvements in manufacturing processes were made, including the design of CNC milling fixtures for grooving roll shafts of D10÷D40 products, the fabrication of protective water covers for the finishing rolling area, and the development of guiding chutes for Cutter 3.

- Develop and implement a major repair plan for the furnace wall and hot air chamber of the 85-ton furnace after a long period of use, ensuring stable and continuous furnace operation.

- Replace and convert all coke gas valves made of cast iron to stainless steel valves, overcoming the disadvantages of cast iron valves that are often broken, stuck, leaking air, difficult to operate when replacing and repairing due to their large size and weight, and low durability.

- Product quality is always concerned and improved to meet customer requirements; the difference in unit weight between bundles is increasingly more even.

+ *Regarding labor safety and hygiene:*

In 2024, the Company will not have any labor accidents.

#### **5. Limitations in 2024.**

- About technology: the rolling stand displacement issue when producing single-rolled products due to subjectivity; burning of rolling price bearings in the finishing rolling area; steel extrusion incident on the technological line in the rough rolling and finishing rolling areas, most commonly for D10 products.

-About equipment: a number of incidents occurred that took a lot of time to repair and overcome, specifically: broken rolling price transmission shaft joints; blockage of the K12 reducer lubricating oil return line; broken small wheels, large wheels of the bridge crane; short-circuit with the K5 rolling price motor housing, incidents related to the cold floor such as broken Apron floor main shaft, broken bearing of the layer transfer vehicle in the bar counting floor area.

+ About finance: Bad debts from 2013 have not been completely resolved.

#### **III. Conclusion.**

In 2024, with the support and companionship of shareholders and the solidarity and determination of the Board of Directors, the Board of General Directors and the staff, employees, and workers, the Company has exceeded the production and business targets according to the Resolution of the 2024 Annual General Meeting of Shareholders. The Board of Directors believes that the Company will continue to firmly step forward on the path of development, constantly increasing benefits for shareholders and investors; the material and spiritual life of the Company's staff and workers continues to improve.

#### **Part 2**

#### **COMPANY'S OPERATIONAL DIRECTION IN 2025**



## **I. Situation characteristics.**

In 2025, the Company will still face difficulties due to unpredictable fluctuations in raw material and fuel prices; complicated developments in interest rates and exchange rates...;

To successfully complete the tasks of 2025, the Company continues to implement solutions in directing, managing and operating, being proactive and flexible in production and business activities. Implement solutions to reduce costs, reduce product prices, maintain effective production and business, ensure jobs, income, and care for the material and spiritual lives of employees;

Continue to research the policy of arranging the organizational structure and labor to ensure a reasonable labor structure suitable to the current reality of the Company.

## **II. On the planned goals and targets in 2025.**

Faced with the above difficulties, in order to maintain stable production, reduce costs to lower product prices, and improve competitiveness, the Company sets out the main planning targets stated in Submission No. 13/TTr-HDQT dated March 25, 2025 of the Board of Directors on approving the 2025 production and business plan of Thai Trung Rooling Joint Stock Company.

## **III. Solutions to implement the 2025 production and business plan.**

### **1. Management and operation.**

+ Continue to build and perfect the system of internal management regulations and rules of the Company, this is a tool to evaluate and analyze the work efficiency of each department/workshop as well as each officer and employee; accurately and objectively determine the effectiveness of work. Increase the application of information technology to improve the capacity and efficiency of management work.

+ Be careful in investing, practice saving, and be flexible in operating activities. production and business operations; strengthen management in the field of sales and export; receive and deliver steel billets, promptly report to customers cases where the quality of goods does not comply with the contract.

+ Build and promote a dynamic, friendly working environment with the Company's own cultural identity.

### **2. Production Planning and Materials Management.**

+ Regularly monitor and update customer information to enhance the effectiveness of the Company's business operations and production management.

+ Review material and raw material requirements to develop a procurement plan that aligns with market prices and optimal inventory levels, ensuring stable and efficient production; avoid stockpiling spare parts, materials, and equipment that are readily available on the market.

### **3. Financial management.**

+ Manage and use capital proactively and effectively. Timely develop and implement production and business plans to have effective capital usage plans. Manage sales, payment and debt collection well.

+ Actively approach and mobilize legal capital sources to serve production and business plans; continue to maintain credit line with the Bank to ensure working capital for production and business activities.



+ Check and review old, damaged machinery and equipment, inventory that cannot be reused to serve liquidation and capital recovery work.

+ Strengthen risk management, capital preservation, cost savings for stable operation of the Company; calculate the efficiency of each job to promptly adjust production and business, ensuring the best efficiency.

+ Manage well the purchase of materials and goods; maintain inventory at a reasonable level; find solutions to reduce financial costs.

+ Do not let bad debt arise.

+ Continue bad debt collection;

#### 4. On management and usage of human resource.

+ Build and organize a scientific apparatus, reasonable labor structure; clearly assign responsibilities, have synchronous coordination between Departments/Workshops to improve expertise, together perform the core functions and tasks of the Company which is sustainable and effective development.

+ Promote the application of advanced technology; review and eliminate inappropriate production processes, apply advanced labor norms and have preferential policies to recruit and attract high-quality human resources, which is the basis for reasonable labor arrangement and staffing.

+ Training human resources to meet the requirements of industrialization and modernization; strengthening coordination with training institutions to recruit and train human resources with knowledge and skills close to the actual needs of the Company; effectively using trained human resources.

#### 5. Device management, energy usage.

+ Develop and implement plans for major repairs and regular equipment repairs;

+ Strengthen equipment management, especially inspection to promptly detect risks of incidents so that timely remedial measures can be taken, pay attention to the quality of periodic equipment repair and maintenance, and repair and maintain equipment according to production shifts;

+ Strengthen the management of material and spare parts costs for regular repairs; organize monitoring, evaluation and take experiences to adjust management methods accordingly;

+ Review and select energy saving solutions for implementation to bring efficiency to production and business; Strictly implement legal regulations on energy management and use.

#### 6. On production organization, technical and technological management, product quality; environmental protection; occupational safety and hygiene.

+ Develop a production organization plan to ensure stability, efficiency, and suitability with the Company's production technology and development model.

+ Standardize production processes, control production norms, ensure efficiency, save costs, reduce prices, and create business advantages.

+ Apply scientific and technical advances to serve production and business to improve productivity and product quality.

+ Invest, renovate, upgrade, maintain and repair machinery, equipment, technological lines, and factory premises in a focused manner to improve productivity and product



quality. Maintain and effectively operate the ISO 9001:2015 quality management system and the testing laboratory system according to ISO/IEC 17025:2017 standards.

+ Environmental protection: Proactively invest in construction and effective operation of wastewater, solid waste, dust, smoke and noise collection and treatment systems. Maintain monitoring and control of waste sources for timely treatment.

+ Improve working conditions; propose solutions to ensure occupational safety and hygiene as well as the best working environment for employees; prevent occupational accidents.

#### **IV. Some key tasks of the Board of Directors:**

1. Strengthen the specific roles and responsibilities of each member of the Board of Directors in corporate governance, continue to improve the direction and coordination mechanism between the Board of Directors and the Executive Board as well as the coordination mechanism with the Board of Supervisors, party organizations and unions to promote the strength of internal solidarity at the Company;

2. Direct the Executive Board to focus on resolving current problems, creating a premise for the Company to continue to stabilize and develop.

3. Direct the Executive Board to closely follow the contents of the Company's production and business plan for 2025 to effectively implement all aspects of operations with the motto "To best meet customers' reasonable requirements for product and service quality";

4. Direct the Executive Board to develop and implement effective solutions to develop human resources; improve the material and spiritual life of employees.

5. Continue to research and arrange the organizational structure and manage the Company's production activities in a streamlined and efficient manner.

Above is the report evaluating and summarizing the activities of the Board of Directors and the management of the Board of General Directors of the Company in 2024; Directions and tasks in 2025. In addition to the achieved work, with a sense of responsibility and openness, the Board of Directors recognizes that in the management and operation work, there are still limitations that need to be resolved in the coming time, so that the Company can develop more and more, worthy of the Company's capacity, and better meet the expectations of shareholders and society.

Thank you very much!

#### ***Recipients:***

- As above;
- Board of Directors; Board of Supervisors;
- Board of Directors; Accounting;
- [www.ttr.com.vn](http://www.ttr.com.vn);
- Save: Office; Company Secretary;

**O/B. BOARD OF DIRECTORS  
CHAIRMAN**



**Hoàng Danh Sơn**



**APPENDIX  
BUSINESS RESULTS IN 2024**

(Attached According to Report No. *11* /BC-HDQT dated 25/03/2025 of Board of Directors)

No	Items	Unit	Actual 2023	Plan 2024	Actual 2024	Compare (%)	
						Actual 2023	Actual/Pl an 2024
A	B	C	1	2	3	4=3/1	5=3/2
1	Industrial production value	Billion VND	1.130	1.178	1.546	136,83	131,25
2	Physical output	Ton	297.486	310.000	406.889	136,78	131,25
-	TISCO rolled steel	Ton	292.418	310.000	395.634	135,30	127,62
-	Other rolled steel	Ton	5.068		11.255		
3	Product consumption	Ton	297.486	310.000	406.889	136,78	131,25
-	TISCO rolled steel consumption	Ton	292.418	310.000	395.634	135,30	127,62
-	Other rolled steel consumption	Ton	5.068		11.255		
4	Total revenue	Billion VND	4.172	4.104	5.338,11	127,96	130,07
5	Profit before tax	Billion VND	6,30	7,09	14,07	223	198,43
6	Profit after tax	Billion VND	2,95	3,66	11,22	380,44	306,64
7	Tax payment to the state budget	Billion VND	10,78	11	18,46	171,25	167,83
8	Average number of employees	People	262	260	250	95,42	96,15
9	Average salary	Million VND / person/month	9,41	8,89	11,02	117,10	123,96

**O/B. BOARD OF DIRECTORS  
CHAIRMAN**



**Hoang Danh Son**



No: *01* /BC-BKS

*Thai Nguyen, March 25, 2025*

**REPORT**  
**Activities of Board of Supervisors**  
**On activities in 2024 and Operation plan in 2025**

Pursuant to the functions and duties of the Board of Supervisors as stipulated in the Charter of Organization and Operation of Thai Trung Rooling Joint Stock Company;

Pursuant to the Resolution of the 2024 Annual General Meeting of Shareholders;

Pursuant to the 2024 audited financial statements, audited by AASC Auditing Company Ltd., and the Company's business performance in 2024;

The Board of Supervisors hereby reports to the General Meeting on the inspection and supervision results in 2024 and the Board of Supervisors' activity plan in 2025, as follows:

**1. Board of Supervisors' Activities results in 2024:**

The Board of Supervisors of Thai Trung Rooling Joint Stock Company for the 2023–2028 term was elected at the Annual General Meeting of Shareholders (AGM) on April 28, 2023, consisting of 03 members. Following the AGM, the Board of Supervisors held an internal meeting to consolidate its structure, elect the Head of the Board of Supervisors, and assign specific responsibilities to each member.

In 2024, the Board of Supervisors complied with its regulations and held quarterly meetings to review matters related to the Company's compliance with laws, the Company's Charter; AGM Resolutions regarding corporate governance and business production operations. Specifically:

- Participated in Board of Directors (BOD) meetings and several Executive Board meetings, monitoring the implementation of AGM Resolutions by the BOD and Executive Board;
- Reviewed the appropriateness of decisions made by the BOD and Executive Board in management;
- Supervised compliance with laws, regulations, and internal policies issued by the Company;
- Examined the 2024 financial statements to assess the accuracy and reliability of financial data...

In 2024, the Board of Supervisors conducted inspections and controls in accordance with operational regulations of Board of Supervisors, focusing on: Cost management reviews; Assessment of the Company's organizational restructuring; labor organization, ... and Participation in physical inventory checks (random sample audits) as of January 1,



2025, alongside the Accounting Department and Planning & Materials Department. Following the inspections, conclusions were made in accordance with regulations, and discussions were held with relevant departments regarding warehouse management, ....

## 2. Activities supervision results of the Board of Directors and Board of General Directors

In 2024, the Board of Directors (BOD) held meetings in accordance with its regulations to make decisions on business production operations and corporate management. Throughout the year, the BOD conducted 06 meetings, issued 10 Resolutions and 17 Decisions within its authority. All BOD Resolutions were issued timely and in compliance with regulations, based on Board of Directors' meeting minutes or written opinions from BOD members, in accordance with the Company's Charter.

The BOD Resolutions primarily focused on implementing the resolutions approved by the 2024 Annual General Meeting of Shareholders (AGM) and various aspects of business production operations and corporate governance.

The BOD and **Board of General Directors** fully complied with legal regulations in management and governance, fulfilling their assigned functions and responsibilities as stipulated in the Enterprise Law, the Company's Charter, and AGM Resolutions.

The **Board of General Directors** adhered to the BOD Resolutions, remaining committed to business production objectives; making operational decisions in line with actual market conditions; applying various management and technical solutions, ... to meet the targets set by the AGM.

Based on its inspection and supervision results, the Board of Supervisors agrees with the evaluation report on the corporate management and business production operations of the BOD and Executive Board in 2024.

## 3. Evaluation of the Implementation of the 2024 AGM Resolutions:

In 2024, the BOD and **Board of General Directors** focused on achieving the objectives set by the AGM. The BOD issued timely and appropriate resolutions, while the **Board of General Directors** demonstrated flexibility in management, closely monitoring market developments. Technical solutions were enhanced to reduce consumption indicators, lower production costs, and improve operational efficiency. The management team and employees made significant efforts in fulfilling their assigned duties.

The business production results for 2024 are reflected in the following key indicators:

No	Items	Unit	Implementa tion 2023	Plan 2024	Implementa tion 2024	Compare implementation 2024 (%)	
						Compared to implementat ion 2023	Compar ed to plan 2024
A	B	C	1	2	3	4=3/1	5=3/2
1	Industrial production value	billion	1.130	1.178	1.546	136,83	131,25



No	Items	Unit	Implementa tion 2023	Plan 2024	Implementa tion 2024	Compare implementation 2024 (%)	
						Compared to implementat ion 2023	Compar ed to plan 2024
A	B	C	1	2	3	4=3/1	5=3/2
2	Production output	Ton	297.486	310.0 00	406.889	136,78	131,25
	- TISCO Steel	Ton	292.418	310.0 00	395.634	135,30	127,62
	- Steel other	Ton	5.068	-	11.255	-	-
3	Consumption output	Ton	297.486	310.0 00	406.889	136,78	131,25
	-TISCO Steel	Ton	292.418	310.0 00	395.634	135,30	127,62
	- Steel other	Ton	5.068	-	11.255	-	-
4	Total revenue	billion	4.172	4.104	5.338,11	127,96	130,07
5	Profit before tax	billion	6,30	7,09	14,07	223	198,43
6	Profit after tax	billion	2,95	3,66	11,22	380,44	306,64
7	Tax payment to the state budget	billion	10,78	11	18,46	171,25	167,83
8	Average labor	People	262	260	250	95,42	96,15
9	Average salary (million VND/ person/month)	Million VND	9,41	8,89	11,02	117,10	123,96

In 2024, the Company carried out its business and production activities under complex and unpredictable domestic market conditions, with intense competition in the steel industry, at certain times, slow market demand led to production halts (a total of 58 days of downtime throughout the year). However, under the leadership of the Board of Directors (BOD) and the efforts of the Executive Board and employees, the Company's business production results remained effective: Key targets related to production output, sales volume, revenue, profit, and employee wages all exceeded the planned targets; the Company achieved a profit of VND 14,07 billion; ensuring stable employee livelihoods.

The key achievements in business management and operations are as follows:

+ Management Activities: Strengthened cost management, implemented effective cost-saving measures, and ensured the full and timely payment of wages and benefits to employees; structured the organization, and employees at departments and workshops in efficient direction; secured adequate working capital for production and business activities; continuously reviewed, revised, and improved internal regulations and policies to enhance corporate governance, striving to achieve the Company's business and production goals in 2024.



+ Technical and Technological Enhancements:

- In 2024, with the goal of reducing costs and lowering product prices, the Company developed and implemented the "Design of renovation of hot air box for furnace heat exchange" to ensure continuous production and minimize downtime; conducted major repairs on furnace walls, furnace shoulders, and hot air chambers after a long time for using to ensure stable and continuous operation; designed CNC milling fixtures to improve grooving of roll shafts for steel products; manufactured protective water covers for the finishing rolling area and guiding chutes before Cutter 3.

- The Company optimized downtime usage during peak hours and product transitions to replace heat exchangers, preventing furnace overheating issues; replaced standby equipment; periodically maintained bearings in rough rolling stands, significantly reducing bearing failures and eliminating roll shaft breakage.

- The Company also replaced and exchanged all cast iron coke gas valves (which were prone to frequent failures, jamming, and gas leaks) with stainless steel valves, offering higher durability, lighter weight, and easier maintenance.

+ Product Quality Management:

- The Company remained committed to improving product quality to meet customer demands, ensuring more uniform bundle weights.

- In 2024, the Company produced TISCO, NSV, and VUC-branded rolled steel products. The products met quality standards and customer requirements for surface color, packaging, and bundle weight.

- Maintain good inspection, bending, and quick bending work at the 4-zone cold floor cutting machine to ensure that substandard intermediate frequency billet products are minimized from entering the market, stabilize the difference in weight between bundles, and the weight of bundles produced according to the minimum threshold in operation, creating product competitiveness, meeting customer requirements...

- Input billet control and product rapid bending control were performed regularly, ensuring that in 2024, no reports of broken steel products were received from the market.

+ Equipment Management:

- Equipment efficiency in 2024 reached 86,47%; significant efforts were made in maintenance and repair, with a structured maintenance schedule to reduce production downtime. Strengthen inspection and control during operation to detect early risks of failure and prevent incidents during production; master and improve equipment performance, ...

- Production teams closely follow the Company's production plan, strictly control the status of equipment on the production line and propose timely repair and maintenance plans for equipment. The Mechanical and Electrical Department and the Mechanical and Electrical Workshop have coordinated smoothly with the Rolling Workshop, proactively implementing equipment repair work interspersed with product changeover stops, coordinating with the Material Planning Department to ensure sufficient spare equipment in terms of quantity and quality. Strictly check the quantity and quality of spare equipment before being accepted into the warehouse.

- Develop a plan, schedule maintenance, maintenance and repair of equipment in a reasonable manner. Through planning in advance, regularly maintain good preparation of enough spare equipment and maintenance, maintenance and repair of equipment.



- Synchronously organize important spare equipment in advance, with potential risks that can easily lead to incidents for backup such as connectors, propeller shafts; Rolling mill motor... Regularly access the equipment status in the machine history to monitor. The operating workers have mastered the equipment, basically meeting the requirements for production. Maintain good industrial hygiene, ensuring safety for people and equipment.

Alongside these achievements, there were still some limitations in production:

- Production organization in some departments is not strict, work efficiency is not high; inspection and control work to detect the risk of incidents is sometimes not good, some minor incidents still occur:

+ About technology: There is still a subjective phenomenon in the production of single-rolled products, so there are unnecessary incidents such as the rolling stand displacement issue; burning rolling rack bearings in the fine rolling area; synchronous installation of QTB quenching pipes does not meet requirements; and incidents of steel extrusion on the technological line in the rough rolling and fine rolling areas still occur....

+ About equipment: There are still some incidents that take a lot of time, such as: broken rolling rack transmission shaft joints; broken small wheels, large wheels of bridge cranes; Incidents related to the cold floor such as broken Apron floor main shaft, broken bearing of the transfer car in the bar counting floor area...

- Although there have been many improvements in product quality management and process supervision, there is still customer feedback about product quality such as: short steel bundles, missing bars; and wavy products that must be returned...

- Bad debts from 2013 have not been completely resolved.

#### **4. Audit of 2024 Financial Statements.**

Currently, the Company is applying the Enterprise Accounting regime issued together with Circular No. 200/2014/TT-BTC dated December 22, 2014 of the Ministry of Finance and Circular No. 53/2016/TT-BTC dated March 21, 2016 of the Ministry of Finance on amending and supplementing a number of articles of Circular No. 200/2014/TT-BTC.

The Company has applied Vietnamese Accounting Standards and documents guiding the Standards issued by the State. Financial statements are prepared and presented in accordance with the provisions of each Standard, Circular guiding the implementation of Standards and the current Enterprise Accounting Regime being applied. Accounting books are fully opened, recorded, and reflected clearly and honestly.

Based on the Company's 2024 Financial Report and related documents. After reviewing the 2024 Financial Report data, the Board of Supervisors agrees with the indicators on the Financial Report, as well as the assessments of AASC Auditing Company Limited (*Detailed data in the attached appendix*).

#### **\* Company's financial situation:**

*Unit: VND*

No	INDICATORS	31/12/2023	31/12/2024	(%) INCREASE (+) DECREASE (-)
I	Total assets	1.193.469.468.628	1.288.633.085.188	+7,97
1	Current asset	452.397.735.988	608.360.900.973	+34,47



2	Non-current asset	741.071.732.640	380.272.184.215	-8,20
<b>II</b>	<b>Total financing capital</b>	<b>1.193.469.468.628</b>	<b>1.288.633.085.188</b>	<b>+7,97</b>
1	Liabilities	898.731.615.186	982.672.462.409	+9,34
2	Owners' equity	294.737.853.442	305.960.622.779	+3,81
<b>III</b>	<b>Business result</b>			
1	Retained profit	-213.262.148.025	-202.039.378.688	

## 5. 2025 Board of Supervisors' Operation Plan

Based on the functions and tasks of the Board of Supervisors as stipulated in the Company's Charter, the Board of Supervisors develops 2025 operation plan with the following main contents:

- Appraise the 2024 financial statements; monitor and inspect the reasonableness, legality and level of prudence in the management, production and business operations of the Company.

- Prepare a report on the Board of Supervisors' activities according to the Charter and submit it to the 2025 Annual General Meeting of Shareholders.

- Submit to the Annual General Meeting of Shareholders to authorize the Company's Board of Directors to decide on the selection of an independent auditing company based on the proposal of the Board of Supervisors to audit the Company's 2025 Financial Report in accordance with the provisions of law.

- Monitor the audit of the semi-annual and annual financial statements of 2025; Coordinate with independent auditors to review the impact of accounting errors (if any).

- Check and supervise the implementation of the Resolution of the General Meeting of Shareholders and the Resolutions of the Board of Directors and the Executive Board of the Company.

- Make a plan to inspect production and business management, management work... according to the State's regulations, the Charter and the Company's regulations.

- Conduct unscheduled inspections and controls when requested by the Board of Directors; shareholders or groups of shareholders according to the provisions of the Enterprise Law and the Company's Charter.

## 6. Recommendations.

- + Request the Company to continue reviewing and developing a plan to implement the arrangement of the labor organization structure according to TISCO's policy with the motto of prioritizing direct production workers and effectively using indirect workers...;

- + Request units in the Company to be proactive in training and retraining existing human resources in the conditions of intermittent production to meet production requirements;

- + Request the Company to actively urge customers to collect bad debts arising from 2013 that have not been completely resolved.

Above are the results of inspection and supervision in 2024 and the 2025 operation plan of the Company's Board of Supervisors.



Respectfully submit to the General Meeting of Shareholders for consideration and approval.

***Recipients:***

- As above;
- Members of the Board of Directors and Board of Supervisors;
- Board of General Directors, Chief Accountant;
- The shareholders;
- [www.ttr.com.vn](http://www.ttr.com.vn);
- Save: Office, /.

**O/B. BOARD OF  
SUPERVISORS  
HEAD OF THE BOARD**



**Do Thuy Huong**



**APPENDIX OF FINANCIAL REPORT AUDIT DATA**  
**BALANCE SHEET**  
**In December 31, 2024**

*Unit: VND*

No.	Indicators	CODE	REPORT NUMBER	APPRAISAL NUMBER	DIFFER ENCE
	<b><u>TOTAL ASSETS</u></b>	-	<b><u>1.288.633.085.188</u></b>	<b><u>1.288.633.085.188</u></b>	-
<b>A</b>	<b>CURRENT ASSETS</b>	<b>100</b>	<b>608.360.900.973</b>	<b>608.360.900.973</b>	-
<b>I</b>	<b>Cash and Cash Equivalents</b>	<b>110</b>	<b>916.829.794</b>	<b>916.829.794</b>	-
1	Cash	111	916.829.794	916.829.794	-
<b>II</b>	<b>Short-term Receivables</b>	<b>130</b>	<b>572.548.447.612</b>	<b>572.548.447.612</b>	-
1	Short-term trade receivables	131	571.589.187.601	571.589.187.601	-
2	Short-term prepayments to suppliers	132	868.764.958	868.764.958	-
3	Other Short-term Receivables	136	264.776.006	264.776.006	-
4	Provision for short-term doubtful debts	137	(174.280.953)	(174.280.953)	-
<b>III</b>	<b>Inventories</b>	<b>140</b>	<b>32.483.062.090</b>	<b>32.483.062.090</b>	-
1	Inventories	141	32.483.062.090	32.483.062.090	-
2	Provision for inventory write-down	149	-	-	-
<b>IV</b>	<b>Other Current Assets</b>	<b>150</b>	<b>2.412.561.477</b>	<b>2.412.561.477</b>	-
1	Short-term Prepaid Expenses	151	2.412.561.477	2.412.561.477	-
2	Taxes and Other Receivables from the State	153	-	-	-
<b>B</b>	<b>NON-CURRENT ASSETS</b>	<b>200</b>	<b>680.272.184.215</b>	<b>680.272.184.215</b>	-
<b>I</b>	<b>Fixed Assets</b>	<b>220</b>	<b>656.804.056.996</b>	<b>656.804.056.996</b>	-
1	<i>Tangible Fixed Assets</i>	221	<i>656.804.056.996</i>	<i>656.804.056.996</i>	-
	Historical Costs	222	1.258.722.041.923	1.258.722.041.923	-
	Accumulated Depreciation	223	(601.917.984.927)	(601.917.984.927)	-
2	<i>Intangible Fixed Assets</i>	227	-	-	-
	- Historical costs	228	246.000.000	246.000.000	-
	- Accumulated amortization	229	(246.000.000)	(246.000.000)	-
<b>II</b>	<b>Other long-term asset</b>	<b>260</b>	<b>23.468.127.219</b>	<b>23.468.127.219</b>	-
	- Long-term Prepaid Expenses	261	23.468.127.219	23.468.127.219	-
	<b><u>CAPITAL</u></b>	-	<b><u>1.288.633.085.188</u></b>	<b><u>1.288.633.085.188</u></b>	-
<b>A</b>	<b>LIABILITIES</b>	<b>300</b>	<b>982.672.462.409</b>	<b>982.672.462.409</b>	-



<b>I</b>	<b>Current Liabilities</b>	<b>310</b>	<b>982.672.462.409</b>	<b>982.672.462.409</b>	<b>-</b>
1	Short-term trade payables	311	633.363.944.168	633.363.944.168	-
2	Short-term Advance from Customers	312	-	-	-
3	Taxes and other payables to State budget	313	12.037.842.139	12.037.842.139	-
4	Payables to Employees	314	6.517.088.305	6.517.088.305	-
5	Short-term accrued expenses	315	293.013.611	293.013.611	-
6	Other Short-term payments	319	244.640.919	244.640.919	-
7	Short-term borrowings and finance lease liabilities	320	330.215.933.267	330.215.933.267	-
8	Bonus and Welfare Fund	322	-	-	-
<b>II</b>	<b>Non-current Liabilities</b>	<b>330</b>	<b>-</b>	<b>-</b>	<b>-</b>
1	Long-term borrowings and finance lease liabilities	338	-	-	-
<b>B</b>	<b>OWNER'S EQUITY</b>	<b>400</b>	<b>305.960.622.779</b>	<b>305.960.622.779</b>	<b>-</b>
<b>I</b>	<b>Owner's Equity</b>	<b>410</b>	<b>305.960.622.779</b>	<b>305.960.622.779</b>	<b>-</b>
1	<b>Contributed Capital</b>	411	508.000.001.467	508.000.001.467	-
	<i>Ordinary shares with voting rights</i>	411a	508.000.001.467	508.000.001.467	-
2	<b>Retained earnings</b>	421	(202.039.378.688)	(202.039.378.688)	-
	<i>Retained earnings accumulated till the end of the previous year</i>	421a	(213.262.148.025)	(213.262.148.025)	-
	<i>Retained earnings of the current year</i>	421b	11.222.769.337	11.222.769.337	-

**O/B. BOARD OF  
SUPERVISORS**

**HEAD OF THE BOARD**



**Đo Thùy Hương**



No: 12 /TTr-HDQT

Thai Nguyen, March 25, 2025

### SUBMISSION

**On approving of the audited financial statements for the accounting period from January 1, 2024 to December 31, 2024; Distribution of profits and dividends for 2024; Plan for distribution of profits and dividends for 2025**

Dear: Annual General Meeting of Shareholders 2025  
Thai Trung Rooling Joint Stock Company,

*Pursuant to the Law on Enterprises 2020; Law on Securities 2019;*

*Pursuant to the amended and supplemented Charter of organization and operation of Thai Trung Rooling Joint Stock Company approved by the 2021 Annual General Meeting of Shareholders on June 24, 2021;*

*Pursuant to the Internal Regulations on Corporate Governance of Thai Trung Rooling Joint Stock Company issued together with Decision No. 39/QD-HDQT dated June 24, 2021 of the Board of Directors;*

*Pursuant to the Operating Regulations of the Board of Directors of Thai Trung Rooling Joint Stock Company issued together with Decision No. 40/QD-HDQT dated June 24, 2021 of the Board of Directors;*

The Board of Directors of Thai Trung Rooling Joint Stock Company respectfully submits to the 2024 Annual General Meeting of Shareholders on approval of the audited financial statements for the accounting period from January 1, 2024 to December 31, 2024; Distribution of profits and dividends for 2024; Plan for distribution of profits and dividends for 2025 of Thai Trung Rooling Joint Stock Company, as follows:

#### **I. SOME INDICATORS ON ASSETS AND CAPITAL SOURCES:**

##### **A. ASSETS:**

- Opening balance:	1.193.469.468.628	VND
- Closing balance:	1.288.633.085.188	VND
Compared to the beginning of the period increased:	95.163.616.560	VND

*In there:*

##### **1. Current assets:**

- Opening balance:	452.397.735.988	VND
- Closing balance:	608.360.900.973	VND
Compared to the beginning of the period increased:	155.963.164.985	VND

*Due to:*

+ Cash and cash equivalents decreased:	5.719.373.577	VND
+ Short-term receivables increased:	214.926.133.182	VND
+ Inventories decreased:	53.665.400.093	VND



+ Other Current assets increased:	421.805.473	VND
<b>2. Non-current assets:</b>		
- Opening balance:	741.071.732.640	VND
- Closing balance:	680.272.184.215	VND
Compared to the beginning of the period decreased:	60.799.548.425	VND
<i>Due to:</i>		
+ Fixed assets decreased:	60.394.465.468	VND
+ Other long-term assets decreased:	405.082.957	VND
<b>B. CAPITAL</b>		
- Opening balance:	1.193.469.468.628	VND
- Closing balance:	1.288.633.085.188	VND
Compared to the beginning of the period increased:	95.163.616.560	VND
<i>In there:</i>		
<b>1. Liabilities:</b>		
- Opening balance:	898.731.615.186	VND
- Closing balance:	982.672.462.409	VND
Compared to the beginning of the period increased:	83.940.847.223	VND
<i>Due to:</i>		
+ Current liabilities increased:	166.204.587.683	VND
+ Non-current liabilities decreased:	82.263.740.460	VND
<b>2. Owner's equity:</b>		
- Opening balance:	294.737.853.442	VND
- Closing balance:	305.960.622.779	VND
Compared to the beginning of the period increased:	11.222.769.337	VND
<i>Due to:</i>		
+ Profit after tax:	11.222.769.337	VND

## **II. DISTRIBUTION OF PROFITS AND DIVIDENDS IN 2024.**

- Profit after tax in 2024:	<b>11,22</b> billion VND
- Accumulated loss up to December 31, 2024:	<b>202,04</b> billion VND
Pursuant to Article 135 of the current Enterprise Law, in 2024 Thai Trung Rooling Joint Stock Company will not have any profit to pay dividends.	


## **III. PROFIT AND DIVIDEND DISTRIBUTION PLAN FOR 2025.**

- Planned profit after tax (estimated) profit:	<b>5,69</b> billion VND
- In 2025, there are still accumulated losses, so according to Article 135 of the current Enterprise Law, Thai Trung Rooling Joint Stock Company has no profit to pay dividends.	



Respectfully submit to the General Meeting of Shareholders for consideration and approval./

***Recipients:***

- As above;
- Board of Directors members,
- Company Board of Supervisors;
- General Director;
- [www.ttr.com.vn](http://www.ttr.com.vn);
- Save: Office; Company Secretary; 

**O/B. BOARD OF DIRECTORS  
CHAIRMAN**



**Hoàng Danh Sơn**



No: 43 /TTr-HDQT

Thai Nguyen, March 25, 2025

**SUBMISSION**

**On approving of the 2025 business production plan  
of Thai Trung Rooling Joint Stock Company**

To: General Meeting of Shareholders Annual 2025  
Of Thai Trung Rooling Joint Stock Company,

*Pursuant to the Law on Enterprises 2020; Law on Securities 2019;  
Pursuant to the amended and supplemented Charter of organization and operation of  
Thai Trung Rooling Joint Stock Company approved by the 2021 Annual General Meeting of  
Shareholders on June 24, 2021;*

*Pursuant to the Internal Regulations on Corporate Governance of Thai Trung Rooling  
Joint Stock Company issued together with Decision No. 39/QD-HDQT dated June 24, 2021  
of the Board of Directors;*

*Pursuant to the Operating Regulations of the Board of Directors of Thai Trung Rooling  
Joint Stock Company issued together with Decision No. 40/QD-HDQT dated June 24, 2021  
of the Board of Directors;*

*Based on the results of the implementation of the 2024 Production and Business Plan of  
Thai Trung Rooling Joint Stock Company,*

The Board of Directors of Thai Trung Rooling Joint Stock Company respectfully  
submits to the 2025 Annual General Meeting of Shareholders some key targets on the 2025  
production and business plan, as follows:

- Industrial production value:	1.501 billion VND
- Total rolled steel output:	395.000 ton
- Consumption output:	395.000 ton
- Total revenue:	5.095 billion VND
- Profit before tax:	7,20 billion VND
- Profit after tax:	5,69 billion VND
- Tax payment to the state budget:	15 billion VND
- Average number of employees:	255 People
- Average salary:	10,57 million VND/person-month

Respectfully submit to the 2025 Annual General Meeting of Shareholders for approval.

**Recipients:**

- As above;
- Board of Directors; Board of Supervisors;
- Shareholders;
- Board of General Directors;
- [www.ttr.com.vn](http://www.ttr.com.vn);
- Save: Office, Materials Planning Department;  
Company Secretary.

**O/B. BOARD OF DIRECTORS  
CHAIRMAN**



**Hoàng Danh Sơn**



No: 14 /TTr-HDQT

Thai Nguyen, March 25, 2025

**SUBMISSION**

**On approving the policy of signing contracts and transactions  
with Thai Nguyen Iron and Steel Joint Stock Company**

To: General Meeting of Shareholders Annual 2025  
Thai Trung Rooling Joint Stock Company,

*Pursuant to Enterprise Law 59/2020/QH14 June 17, 2020;*

*Pursuant to Securities Law No.54/2019/QH14 dated November 26, 2019;*

*Pursuant to the amended and supplemented Charter of organization and operation of Thai Trung Rooling Joint Stock Company approved by the 2021 Annual General Meeting of Shareholders on June 24, 2021;*

*Pursuant to the Internal Regulations on Corporate Governance of Thai Trung Rooling Joint Stock Company issued together with Decision No. 39/QD-HDQT dated June 24, 2021 of the Board of Directors;*

*Pursuant to the Operating Regulations of the Board of Directors of Thai Trung Rooling Joint Stock Company issued together with Decision No. 40/QD-HDQT dated June 24, 2021 of the Board of Directors;*

*Based on the 2025 Business Production Plan of Thai Trung Rooling Joint Stock Company,*

To ensure that the Company's business and production activities comply with the provisions of the Enterprise Law 59/2020/QH14 dated June 17, 2020; Securities Law No. 54/2019/QH14 dated November 26, 2019 on corporate governance applied regarding the Public company and the Charter of organization and operation of Thai Trung Rooling Joint Stock Company, the Board of Directors respectfully submits to the 2025 Annual General Meeting of Shareholders to review and approve all contracts and transactions: purchase and sale of materials, raw materials, fuels for production; purchase and sale of construction steel under the TISCO brand or processing of rolled steel between Thai Trung Rooling Joint Stock Company and Thai Nguyen Iron and Steel Joint Stock Company.

Implementation period: from the date of the 2025 Annual General Meeting of Shareholders to before the date of the 2026 Annual General Meeting of Shareholders.

The General Meeting of Shareholders authorizes the Board of Directors to direct and supervise the General Director in signing and implementing the above contracts and transactions, in accordance with the provisions of law, the Company's Charter and the Resolution of the General Meeting of Shareholders.

Respectfully submit to the 2025 Annual General Meeting of Shareholders for approval.

**Recipients:**

- As above;
- BOD's members; Board of Supervisors;
- Board of General Directors; Chief Accountant;
- [www.ttr.com.vn](http://www.ttr.com.vn);
- Save: Office; Company Secretary.

**O/B. BOARD OF DIRECTORS  
CHAIRMAN**



**Hoang Danh Son**



No: 15/TTr-HDQT

Thai Nguyen, March 25, 2025

**SUBMISSION**

**On the approval of reporting on salary and remuneration for members of the Board of Directors, Board of Supervisors, Board of General Directors and Chief Accountant of the Company in 2024; Plan for 2025**

To: Annual General Meeting of Shareholders 2025  
Thai Trung Rooling Joint Stock Company,

*Pursuant to the amended and supplemented Charter of organization and operation of Thai Trung Rooling Joint Stock Company approved by the 2021 Annual General Meeting of Shareholders on June 24, 2021;*

*Pursuant to the Internal regulations on corporate governance of Thai Trung Rooling Joint Stock Company issued together with Decision No. 39/QD-HDQT dated June 24, 2021 of the Board of Directors;*

*Pursuant to the Operating Regulations of the Board of Directors of Thai Trung Rooling Joint Stock Company issued together with Decision No. 40/QD-HDQT dated June 24, 2021 of the Board of Directors;*

*Pursuant to Resolution No. 21/NQ-DHDCD dated April 24, 2024 of the 2024 Annual General Meeting of Shareholders;*

*Pursuant to the 2024 production and business results and the 2025 production and business plan of Thai Trung Rooling Joint Stock Company,*

The Board of Directors respectfully submits to the 2025 Annual General Meeting of Shareholders for approval the report on the implementation of the Salary and Remuneration Fund of the Board of Directors, General Director, Deputy General Directors, Chief Accountant and Board of Supervisors in 2024; Plan in 2025 of Thai Trung Rooling Joint Stock Company, specifically as follows:

**I. Salary and remuneration fund implemented in 2024:**

No.	Position	Number of people	Salary and remuneration plan 2024		Implementing salary and remuneration 2024	
			Salary, remuneration (million VND/person/month)	Total for the year 2024 (million dong)	Salary, remuneration (million VND/person/month)	Total for the year 2024 (million dong)
<b>A</b>	<b>Salary</b>					
1	Member of Board of Directors - General Director	1	20	240	20	240
2	Member of Board of Directors - Deputy General Director	1	17	204	17	204
3	Chief Accountant	1	16	192	16	192
4	Executive Head of the Board of Supervisors	1	14	168	14	168



No.	Position	Number of people	Salary and remuneration plan 2024		Implementing salary and remuneration 2024	
			Salary, remuneration (million VND/person/month)	Total for the year 2024 (million dong)	Salary, remuneration (million VND/person/month)	Total for the year 2024 (million dong)
	<b>Total A</b>			<b>804</b>		<b>804</b>
<b>B</b>	<b>Remuneration</b>					
1	Non-executive Chairman of the Board of Directors	1	4,5	54	4,5	54
2	Non-executive Board of Supervisors' member	2	1,5	36	1,5	36
	<b>Total B</b>			<b>90</b>		<b>90</b>
	<b>Total (A+B)</b>			<b>894</b>		<b>894</b>

## II. Salary and remuneration plan in 2025.

### 1. Salary and remuneration plan:

No.	Position	Number of people	Salary/remuneration (million VND/person/month)	Total salary, remuneration (million VND/year)	Note
<b>A</b>	<b>Salary</b>				
1	Member of Board of Directors - General Director	1	20	240	
2	Member of Board of Directors - Deputy General Director	1	17	204	
3	Chief Accountant	1	16	192	
4	Executive Head of the Board of Supervisors	1	14	168	
	<b>Total A</b>			<b>804</b>	
<b>B</b>	<b>Remuneration</b>				
1	Non-executive Chairman of the Board of Directors	1	4,5	54	
2	Non-executive Board of Supervisors' member	2	1,5	36	
	<b>Total B</b>			<b>90</b>	
	<b>Total (A+B)</b>			<b>894</b>	

2. In case an additional 01 Deputy General Director is appointed according to the management structure of the Company's Board of General Directors, the salary fund will increase accordingly.

3. The above salary includes holiday and leave pay according to current regulations. For managers participating in the Board of Directors, General Director, Deputy General Director, and Board of Supervisors who work directly, the Company pays monthly salary according to the above specialized management position, without monthly remuneration for concurrent positions.

In the case of a manager holding multiple roles and receiving a specialized professional salary, they will be entitled to remuneration as per the regulations

4. In addition to the above monthly salary and remuneration, they will also receive a salary for holidays, Tet, cost savings and C2 according to the Company's decision.



Respectfully submit to the General Meeting of Shareholders for approval./.

***Recipients:***

- As above;
- BOD's members; Board of Supervisors;
- Shareholders;
- [www.ttr.com.vn](http://www.ttr.com.vn);
- Save: Office; Company Secretary. \*

**O/B. BOARD OF DIRECTORS  
CHAIRMAN**



**Hoàng Danh Sơn**



No: 02 /TTr- BKS

Thai Nguyen, March 25, 2025

**SUBMISSION**

**On the selection of an auditing company to audit and review the 2025 financial statements of Thai Trung Rooling Joint Stock Company**

To: Annual General Meeting of Shareholders 2025  
Thai Trung Rooling Joint Stock Company,

*Pursuant to the Law on Enterprises 2020; Law on Securities 2019;*

*Pursuant to the amended and supplemented Charter of organization and operation of Thai Trung Rooling Joint Stock Company approved by the 2021 Annual General Meeting of Shareholders on June 24, 2021;*

*Pursuant to Internal regulations on corporate governance of Thai Trung Rooling Joint Stock Company issued together with Decision No. 39/QD-HDQT dated June 24, 2021 of the Board of Directors;*

*Pursuant to the Operating Regulations of the Board of Supervisors of Thai Trung Rooling Joint Stock Company issued together with Decision No. 05/QD-BKS dated June 24, 2021 of the Board of Supervisors,*

The Board of Supervisors of Thai Trung Rooling Joint Stock Company respectfully submits to the 2025 Annual General Meeting of Shareholders the proposal on selecting an independent auditing firm to audit the 2025 financial statements, with the following details:

**1. Criteria for selecting an auditing organization.**

- Is an auditing organization operating legally in Vietnam, in the list of audited organizations which are approved by The State Securities Commission for the implementation of audits for public interest entities in 2025;

- Have experience and prestige in the field of auditing public interest entities;
- Meet the requirements on audit scope and audit plan of the Company;
- There is no conflict of interest when auditing the Company's Financial Statements;
- Have audit fees appropriate to the audit scope and audit plan of the Company.

**2. Specific proposals on selecting an auditing organization.**

Based on the capacity of the auditing organization to meet the criteria mentioned above and has audited the Company's financial statements in recent years, the Board of Supervisors respectfully submits to the General Meeting of Shareholders to select AASC Auditing Company Limited as the organization to audit the Company's financial statements for 2025.

Authorize the General Director of the Company to sign the contract with the selected auditing firm in compliance with legal regulations.

Respectfully submit to the General Meeting of Shareholders for consideration and approval.

**Recipients:**

- As above;
- BOD's members; Board of Supervisors;
- Board of General Directors; Chief Accountant
- Shareholders;
- [www.ttr.com.vn](http://www.ttr.com.vn);
- Save: Board of Supervisors, Company Secretary.

**O/B. BOARD OF SUPERVISORS  
HEAD OF THE BOARD**



**Do Thuy Huong**



Thai Nguyen, April ,2025

No: /NQ-DHDCD

DRAFT

**RESOLUTION**  
**Annual General Meeting of Shareholders 2025**  
**Thai Trung Rooling Joint Stock Company**

**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**  
**THAI TRUNG ROOLING JOINT STOCK COMPANY**

*Pursuant to the Law on Enterprises 2020; Law on Securities 2019;*

*Pursuant to the amended and supplemented Charter of organization and operation of Thai Trung Rooling Joint Stock Company approved by the 2021 Annual General Meeting of Shareholders on June 24, 2021;*

*Pursuant to the Internal Regulations on Corporate Governance of Thai Trung Rooling Joint Stock Company, amended and supplemented, approved by the 2021 Annual General Meeting of Shareholders on June 24, 2021;*

*Pursuant to the amended and supplemented Regulations on the operation of the Board of Directors of Thai Trung Rooling Joint Stock Company approved by the 2021 Annual General Meeting of Shareholders on June 24, 2021;*

*Pursuant to the minutes of the 2025 Annual General Meeting of Shareholders of Thai Trung Steel Corporation No. /BB-DHDCD dated April 24, 2025,*

**RESOLUTION:**

**Article 1.** Approval of content Report No. 11/BC-HDQT dated March 25, 2025 of the Board of Directors on activities in 2024; Directions and tasks in 2025; Approval of Submission No. 13/TTr-HDQT March 25, 2025 of the Board of Directors on the approval of the 2025 business production plan:

**1. Production and business results in 2024:**

No.	Indicators	Unit	Implementation in 2023	Plan 2024	Implementation in 2024	Compare (%)	
						Implementation in 2023	Plan 2024
A	B	C	1	2	3	4=3/1	5=3/2
1	Industrial production value	Billion VND	1.130	1.178	1.546	136,83	131,25
2	Physical output	Ton	297.486	310.000	406.889	136,78	131,25
-	TISCO rolled steel	Ton	292.418	310.000	395.634	135,30	127,62
-	Other rolled steel	Ton	5.068		11.255		
3	Product consumption	Ton	297.486	310.000	406.889	136,78	131,25



No.	Indicators	Unit	Implementation in 2023	Plan 2024	Implementation in 2024	Compare (%)	
						Implementation in 2023	Plan 2024
A	B	C	1	2	3	4=3/1	5=3/2
-	TISCO rolled steel	Ton	292.418	310.000	395.634	135,30	127,62
-	Other rolled steel	Ton	5.068		11.255		
4	Total revenue	Billion VND	4.172	4.104	5.338,11	127,96	130,07
5	Profit before tax	Billion VND	6,30	7,09	14,07	223	198,43
6	Profit after tax	Billion VND	2,95	3,66	11,22	380,44	306,64
7	Tax payment to the state budget	Billion VND	10,78	11	18,46	171,25	167,83
8	Average number of employees	People	262	260	250	95,42	96,15
9	Average salary (person/month)	Million Dong	9,41	8,89	11,02	117,10	123,96

## 2. Production and business plan for 2025, with the following main targets:

Industrial production value:	1.501	billion dong
- Production of rolled steel of all kinds:	395.000	ton
- Consumption output:	395.000	ton
- Total revenue:	5.095	billion dong
- Profit before tax:	7,20	billion dong
- Profit after tax:	5,69	billion dong
- Tax payment to the state budget:	15	billion dong
- Average number of employees:	255	People
- Average salary:	10,57	million VND/person - month

**Article 2.** Approving the content of Report No.01/BC-BKS dated March 25, 2025 of the Board of Supervisors of Thai Trung Rooling Joint Stock Company on the activities of the Board of Supervisors in 2024; Operation plan for 2025.

**Article 3.** Approval of the content of Submission No.12/TTr-HDQT March 25, 2025 of the Board of Directors on approving of the audited financial statements for the accounting period from January 1, 2024 to December 31, 2024; Distribution of profits and dividends for 2024; Plan for distribution of profits and dividends for 2025.

**Article 4.** Approval of the content of Submission No.14/TTr-HDQT dated March 25, 2025 of the Board of Directors on signing contracts and transactions with Thai Nguyen Iron and Steel Joint Stock Company in 2025.

**Article 5.** Approval of the content of Submission No.15/TTr-HDQT March 25, 2025 of the Board of Directors of the Company on the approval of the Report on salary and remuneration of members of the Board of Directors, Board of Supervisors, Board of General Directors and Chief Accountant of the Company in 2024; Plan for 2025 (*Appendix attached to this Resolution*).

**Article 6.** Approving the selection of AASC Auditing Company Limited as the auditing organization to audit the Company's 2025 financial statements at the proposal of the Board of Supervisors in Submission No. 02/TTr- BKS dated March 25, 2025.



**Article 7. Organization of implementation.**

1. The 2025 Annual General Meeting of Shareholders assigns the Board of Directors, the Board of General Directors of the Company to be responsible for directing and organizing the implementation of the Resolution of the 2025 Annual General Meeting of Shareholders in accordance with the law and the Company's Charter.

2. Assign the Board of Supervisors the responsibility of supervising and inspecting the activities of the Board of Directors, the General Director of the Company in implementing the Resolution of the General Meeting, ensuring compliance with the law and the Company's Charter.

**Article 8.** This Resolution was fully approved by the 2025 Annual General Meeting of Shareholders of Thai Trung Rooling Joint Stock Company at the meeting hall and takes effect from April 24, 2025./.

**O/B. ANNUAL GENERAL MEETING OF  
SHAREHOLDERS 2025  
CHAIRMAN**

***Recipient:***

- Hanoi Stock Exchange;
- Shareholders; Board of Directors;  
Board of Supervisors;
- Executive Board;
- [www.ttr.com.vn](http://www.ttr.com.vn);
- Save: Office, Company Secretary.

**Hoang Danh Son**



**Appendix**  
**SALARY AND REMUNERATION PLAN OF THE BOARD OF DIRECTORS,  
BOARD OF SUPERVISORS, GENERAL DIRECTOR AND CHIEF ACCOUNTANT  
OF THE COMPANY IN 2025**

*(Attached to Resolution No. /NQ-DHDCD dated April 24, 2025 of the 2025 Annual  
General Meeting of Shareholders of Thai Trung Rooling Joint Stock Company)*

No.	Position	Number of people	Salary/remuneration (million VND/person/month)	Total salary, remuneration (million VND/year)	Note
<b>A</b>	<b>Salary</b>				
1	Member of Board of Directors - General Director	1	20	240	
2	Member of Board of Directors - Deputy General Director	1	17	204	
3	Chief Accountant	1	16	192	
4	Executive Head of Board of Supervisors	1	14	168	
	<b>Total A</b>			<b>804</b>	
<b>B</b>	<b>Remuneration</b>				
1	Non-executive Chairman of the Board of Directors	1	4,5	54	
2	Non-executive Board of Supervisors	2	1,5	36	
	<b>Total B</b>			<b>90</b>	
	<b>Total (A+B)</b>			<b>894</b>	

2. In case an additional 01 Deputy General Director is appointed according to the management structure of the Company's Executive Board, the salary fund will increase accordingly.

3. The above salary includes holiday and leave pay according to current regulations. For managers participating in the Board of Directors, General Director, Deputy General Director, and Board of Supervisors who work directly, the Company pays monthly salary according to the above specialized management position, without monthly remuneration for concurrent positions.

In the case of a manager holding multiple roles and receiving a specialized professional salary, they will be entitled to remuneration as per the regulations.

4. In addition to the above monthly salary and remuneration, you will also receive salary for holidays, Tet, cost savings and C2 according to the Company's decision.

Respectfully submit to the General Meeting of Shareholders for approval./.

**O/B. BOARD OF DIRECTORS  
CHAIRMAN**

**Recipients:**

- As above;
- BOD's members; BOS;
- Shareholders;
- [www.ttr.com.vn](http://www.ttr.com.vn);
- Save: Office; Company Secretary.

**Hoang Danh Son**



Thai Nguyen, date ..... month ..... year 2025

**WRITTEN VOTING BALLOT**

**On the content of the Reports and Submissions to the 2025 Annual General  
Meeting of Shareholders  
Thai Trung Rooling Joint Stock Company**

To: Organizing Committee of the Annual General Meeting of Shareholders 2025  
Thai Trung Rooling Joint Stock Company,

Full name of shareholder: .....

Address: .....

ID card/Citizen ID card/Passport number ..... issued on ..... / ..... / .....

Place of issue: .....

Currently owns: ..... shares of Thai Trung Rooling Joint Stock Company.

Due to the condition ....., I cannot attend and vote on the contents, reports, and submissions at the 2025 Annual General Meeting of Shareholders of Thai Trung Rooling Joint Stock Company in person. Now, I would like to vote in writing on the contents, reports, and submissions of the Board of Directors to the 2025 Annual General Meeting of Shareholders as follows:

No.	VOTING CONTENTS	VOTING OPINION		
		Approve	Disapprove	No opinion
1.	Approving the Agenda and Rules of the Meeting			
2.	Approving the composition of the Meeting Presidium.			
3.	Approving the composition of the Meeting Secretariat.			
4.	Approving the composition of the Meeting's Vote Counting Committee.			
5.	Report No. 11/BC-HDQT dated March 25, 2025 of the Board of Directors on activities in 2024; Directions and tasks in 2025			
6.	Report No. 01/BC-BKS dated March 25, 2025 of the Board of Supervisors of Thai Trung Rooling Joint Stock Company on the activities of the Board of Supervisors in 2024; Operation plan for 2025			
7.	Submission No. 12/TTr-HDQT March 25, 2025 of the Board of Directors on approving of the audited financial statements for the accounting period from January 1, 2024 to December 31, 2024; Distribution of profits and dividends for 2024; Plan for distribution of profits and dividends for 2025.			
8.	Submission No. 13/TTr-HDQT March 25, 2024 of the Board of Directors on the approval of the 2025 business production plan			



No.	VOTING CONTENTS	VOTING OPINION		
		Approve	Disapprove	No opinion
9.	Submission No. 14 /TTr-HĐQT dated March 25, 2025 of the Board of Directors on the policy of signing contracts and transactions with Thai Nguyen Iron and Steel Joint Stock Company in 2025.			
10.	Submission No. 15 /TTr-HĐQT March 25, 2025 of the Board of Directors of the Company on the report on salary and remuneration for members of the Board of Directors, Board of Supervisors, Board of General Directors and Chief Accountant of the Company in 2024; Plan for 2025.			
11.	Submission No. 02/TTr-BKS dated March 25, 2025 of the Company's Board of Supervisors on the selection of an auditing company to audit and review the Company's 2025 financial statements.			
12.	Approval of the draft Resolution of the Meeting			

**Note:**

- Mark an X or the number of votes in the box corresponding to the voting opinion;
- The ballot must be sent to the Organizing Committee of the 2025 Annual General Meeting of Shareholders of Thai Trung Rooling Joint Stock Company before April 23, 2025.

**VOTER**

(Sign and full name)