

VNSTEEL – NHA BE STEEL THE SOCIALIST REPUBLIC OF VIET NAM
JOINT STOCK COMPANY **Independence - Freedom – Happiness**

No.: 120/TNB-TCKT

Dong Nai, March 26, 2026

Regarding information disclosure

**INFORMATION DISCLOSURE ON THE ELECTRONIC INFORMATION PORTAL
OF THE STATE SECURITIES COMMISSION AND HA NOI STOCK EXCHANGE**

To:

- The State Securities Commission**
- Ha Noi Stock Exchange**

1. Name of issuer: Nha Be Steel Joint Stock Company - VNSTEEL

- Stock symbol: TNB

- Head office: Lot No. 2, Road No. 3, Nhon Trach II – Nhon Phu Industrial Park,
Nhon Trach Commune, Dong Nai Province, Vietnam

- Telephone: (0251) 3569672 Fax: (0251) 3569673

Email: thepnhabe@nbsteel.vn

2. Content of disclosed information

Due to changes in the distribution of welfare and reward, the company is adjusting and re-disclosing the documents for the 2026 Annual General Meeting of Shareholders with the specific content as follows:

	Proposal No. 22/TTr-HĐQT dated March 24, 2026, on approving the profit distribution for 2025	Proposal No. 26/TTr-HĐQT dated March 26, 2026, on approving the profit distribution for 2025
1.	5. Allocation to Welfare and Bonus fund for employees (25% of 2025 PAT): 1,200,000,000 VND	5. Allocation to Welfare and Bonus fund for employees (25% of 2025 PAT): 1,200,000,000 VND. In there: + Manager and Employee Reward fund (20%): 240,000,000 VND + Welfare fund (80%): 960,000,000 VND
2.	Draft Resolution of the 2026 Annual General Meeting of Shareholders disclosed on March 24, 2026	Draft Resolution of the 2026 Annual General Meeting of Shareholders disclosed on March 26, 2026
	Article 5. Allocation to Welfare and Bonus fund for employees (25% of 2025 PAT): 1,200,000,000 VND	Articale 5. Allocation to Welfare and Bonus fund for employees (25% of 2025 PAT): 1,200,000,000 VND. In there:



		+ Manager and Employee Reward fund (20%): 240,000,000 VND + Welfare fund (80%): 960,000,000 VND
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3. This information was disclosed on the Company's website on March 26, 2026, at the link: www.nbsteel.vn

We commit that the information disclosed above is true and take full responsibility before the law for the content of the disclosed information./.

Legal representative/Authorized person for information disclosure




Nguyễn Minh Tinh





**VNSTEEL - NHA BE STEEL
JOINT STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

No.26/TTr-HĐQT

Dong Nai, March 26, 2026

PROPOSAL

General Meeting of Shareholders approves the profit distribution for 2025

- Pursuant to the Charter of Organization and Operation of VNSTEEL - Nha Be Steel Joint Stock Company;

- Pursuant to the Company's business performance results for 2025

The Company's Board of Directors submits to the General Meeting of Shareholders for approval and voting on the profit distribution as follows:

- | | | |
|---|---|-------------------|
| 1 Undistributed retained earnings accumulated as of December 31, 2024 | : | 4,973,620,750 VND |
| 2 Undistributed retained earnings for 2025 | : | 4,954,595,320 VND |
| 3 Undistributed retained earnings accumulated as of December 31, 2025 | : | 9,928,216,070 VND |
| 4 Dividend payment | : | 0 VND |
| 5 Allocation to welfare and bonus fund for employees (25% of 2025 PAT). In there: | : | 1,200,000,000 VND |
| - Manager and Employee Reward fund (20%) | | 240,000,000 VND |
| - Welfare fund (80%) | | 960,000,000 VND |
| 6 Allocation to development investment fund | : | 4,960,000,000 VND |
| 7 Remaining undistributed profit | : | 3,768,216,070 VND |

Respectfully submitted to the General Meeting of Shareholders for consideration, approval, and voting./.

Recipients:

- GMS;
- Archive: Clerk, Person in charge of Corporate Governance.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



Duong Trung Toan



VIETNAM STEEL CORPORATION - JSC
VNSTEEL - NHA BE STEEL
JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

No.: ____ / NQ-ĐHĐCĐ

Dong Nai, March 27, 2026

DRAFT

RESOLUTION ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

Pursuant to Enterprise Law No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

Pursuant to the Charter of Organization and Operation of VNSTEEL - Nha Be Steel Joint Stock Company, established and approved by the General Meeting of Shareholders on December 15, 2007, amended and supplemented on August 28, 2025;

Pursuant to the Minutes of the Company's General Meeting of Shareholders on March 27, 2026

DECIDES:

Article 1. Approves the report on operations and production-business results for 2025 and the orientation for tasks in 2026 of the Board of Directors and the General Director, with ____ of the total voting shares of shareholders attending the General Meeting approving. With key targets:

- Rolled steel production volume reached 140,836 tons/ Plan 110,000 tons, achieving 128.03%
- Sales volume 137,616 tons/ Plan 110,000 tons, achieving 125.10%
- Revenue: 1,902.881 Billion VND, achieving 118.80% of the plan
- Profit before tax: 6.180 Billion VND

Article 2. Approves the verification report of the Board of Supervisors on the Company's operational situation in 2025, with ____ of the total voting shares approving.

Article 3. Approves the Company's audited financial statements for 2025, with ____ of the total voting shares approving.

Article 4. Approves the final settlement of salaries and remuneration for Board of Directors' members and Member of the Board of Supervisors in 2025. The plan for salaries and remuneration for Board of Directors' members and Member of the Board of Supervisors in 2026. The General Meeting of Shareholders authorizes the Board of Directors to consider and decide with ____ of the total voting shares approving.

Article 5. Approves the profit distribution for 2025 with ____ of the total voting shares approving:

- Allocation to Welfare and Reward Fund (25% of 2025 after-tax profit) : 1,200,000,000 VND. In there:
 - + Manager and Employee Reward Fund (20%): 240,000,000 VND
 - + Welfare fund (80%): 960,000,000 VND
- Allocation to Development Investment Fund: 4,960,000,000 VND

Article 6. Agrees with the Proposal on the production-business - Financial and Investment plan for 2026

with ____ of the total voting shares approving.

6.1. Production-business plan for 2026

- Production: 145,000 tons of rolled steel
- Sales: 145,000 tons of rolled steel

6.2. Financial plan

- Revenue: 1,992 billion VND;
- Profit before tax: 5 Billion VND;

6.3 Development investment, fixed asset procurement and upgrade plan for 2026:

No.	Project, equipment, vehicle name	Unit	Plan			Note
			Total	Enterprise	Commercial Loan	
I	Development investment project (transitional)	Million VND	359,000	137,000	222,000	
1	<i>Production of construction rolled steel - Supplementing the steel billet smelting stage with a capacity of 150,000 tons of products/year</i>	<i>Million VND</i>	<i>359,000</i>	<i>137,000</i>	<i>222,000</i>	
II	Investment Project for Procurement and Upgrading of Fixed Assets	Million VND	23,400	10,240	13,160	
1	<i>Block Head Cutting Machine</i>	<i>Million VND</i>	<i>4,600</i>	<i>4,600</i>		
2	<i>Billet Heating Equipment Cluster</i>	<i>Million VND</i>	<i>13,500</i>	<i>4,050</i>	<i>9,450</i>	
3	<i>Wheel Loader 3m³ (01 unit)</i>	<i>Million VND</i>	<i>1,900</i>	<i>570</i>	<i>1,330</i>	

No.	Project, equipment, vehicle name	Unit	Plan			Note
			Total	Enterprise	Commercial Loan	
4	5T Forklift (02 units)	Million VND	1,000	300	700	
5	75kW Air Compressor (03 units)	Million VND	2,400	720	1,680	
TOTAL		Million VND	382.400	147,240	235,160	

- Total investment for development, procurement, and upgrading of fixed assets: 382,400 Million VND.
- Capital sources:
 - + Enterprise capital: 147,240 Million VND
 - + Commercial loan capital: 235,160 Million VND

Article 7. Approval of some other Proposals.

7.1. Proposal to authorize the Board of Directors to sign purchase and sale contracts with related companies, with ____ total number of voting shares approved.

Purchase and sale contracts with a contract value (including unsecured debt) equal to or greater than 35% of the company's total asset value recorded in the latest financial statements and purchase and sale contracts with related companies: Southern Steel One Member Limited Liability Company - VNSTEEL, Vicasa Steel Joint Stock Company - VNSTEEL, Thu Duc Steel Joint Stock Company - VNSTEEL, Ho Chi Minh City Metal Joint Stock Company – VNSTEEL, Central Metal Joint Stock Company, Vietnam Foreign Trade Warehousing and Forwarding Joint Stock Company, Viet Trung Mineral and Metallurgy Limited Liability Company.

7.2. Proposal to authorize the Board of Directors to approve sales credit limits, with ____ total number of votes approved.

- + Sales credit limit: 200 Billion VND for VNSTEEL - Southern Steel Company Limited.
- + Sales credit limit: 03 Million USD for Chip Mong Group Co., Ltd- Cambodia.

Article 8. Approval of the Proposal on selecting an independent audit firm for 2026, the General Meeting unanimously agreed to select one of the independent audit firms from the list of audit units qualified to provide audit services approved by The State Securities Commission to audit the financial statements for the unit in 2026.

With ____ total number of voting shares approved.

Article 9. Approval of the profit distribution plan for 2026 with ____ total number of voting shares approved:

Allocation to Welfare and Reward Fund for Employees (25% of 2026 after-tax profit): 1 Billion VND

Allocation to Development Investment Fund: 3,880,000,000 VND

Article 10. The General Meeting unanimously agreed to assign the Board of Directors and the General Director the responsibility to concretize the Resolution of the General Meeting, establish an action plan to strive for the completion of the 2026 business production plan and the contents resolved by the General Meeting, based on compliance with State laws and the Company's Charter of organization and operation.

Article 11. Assign the Board of Supervisors the responsibility to supervise and inspect the activities of the Board of Directors and the General Director in implementing the Resolution of the General Meeting, ensuring compliance with the law and the Company's Charter.

This Resolution was approved by the 2026 Annual General Meeting of Shareholders and takes effect from March 27, 2026./.

**ON BEHALF OF THE GENERAL MEETING OF
SHAREHOLDERS
CHAIRMAN**

Recipients:

- TNB Shareholders
- BOD, BOS, BOM;
- Archive: Clerk, Person in charge of Corporate Governance.

Duong Trung Toan