

APPENDIX

AMENDMENTS TO THE OPERATING REGULATIONS OF THE BOARD OF DIRECTORS OF VIETNAM STEEL CORPORATION

(Accompanied by Proposal No. .../TTr-VNS dated ... April 2026 of the Board of Directors of Vietnam Steel Corporation)

| No. | CLAUSE | CURRENT REGULATIONS | PROPOSED ADJUSTMENTS | LEGAL BASIS |
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| 1 | Article 6. Standards and conditions for membership of the Board of Directors | 1. Members of the Board of Directors must meet the following standards and conditions: d) A member of the General Corporation's Board of Directors shall not simultaneously be a member of the Board of Directors of more than five (05) other companies. | 1. Members of the Board of Directors must meet the following standards and conditions: d) A member of the General Corporation's Board of Directors shall not simultaneously be a member of the Board of Directors or Board of Members of more than five (05) other companies. | Updated in accordance with Clause 78, Article 1 of Decree No. 245/2025/ND-CP amending and supplementing a number of articles of Decree No. 155/2020/ND-CP. |
| 2 | Point g, Clause 1, Article 10 | g) The public corporation is responsible for disclosing information on <u>the corporations</u> in which the candidate holds positions as a member of the Board of Directors, other management positions, and any related interests of the Corporation held by the candidate for the Board of Directors (if any). | g) The Corporation is responsible for disclosing information about the businesses in which the candidate holds positions as a member of the Board of Directors, other management positions, and any related interests of the Corporation held by the candidate for the Board of Directors (if any). | Pursuant to Point (e), Clause 1, Article 274 of Decree No. 155/2020/ND-CP to correct technical errors and ensure accuracy. |
| 3 | Point k, Clause 2, Article 11 | k) Electing, dismissing, and removing the Chairman and Vice-Chairman of the Board of Directors. Appointing, dismissing, signing contracts with, and terminating employment contracts for the General Director and other executives as stipulated <u>in the Corporation's internal personnel management</u> | k) Electing, dismissing, and removing the Chairman and Vice-Chairman of the Board of Directors. Appointing, dismissing, signing contracts with, and terminating employment contracts for the General Director and other executives as stipulated in the <u>Regulations on the Management of Personnel Holding Titles and Positions</u> of the Corporation; | Update the regulation name correctly. |

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| | | <u>regulations</u> ; deciding on the salaries, remuneration, bonuses, and other benefits of those managers; appointing authorized representatives to participate in the Board of Members or the General Meeting of Shareholders in other companies; and deciding on the remuneration and other benefits of those representatives. | deciding on the salaries, remuneration, bonuses, and other benefits of those managers; appointing authorized representatives to participate in the Board of Members or the General Meeting of Shareholders in other companies; and deciding on the remuneration and other benefits of those representatives. | |
| 4 | Add clause 2 after clause 1 of Article 12. | Not yet specified. | 2. The Board of Directors approves contracts and other transactions within its authority as stipulated in the Charter, internal regulations of the Corporation, and relevant laws. | To ensure consistency and uniformity with the Charter and the applicable laws regarding the authority of the Board of Directors. |
| 5 | Clause 4, Article 14 | The standards, conditions, rights and obligations, and operating principles of the subcommittees and their members are stipulated in the Charter, the Internal Regulations on Governance of the Corporation. | The standards, conditions, rights and obligations, and operating principles of the subcommittees and their members are stipulated in the Charter, the Internal Regulations on Governance of the Corporation, <u>or other specific regulations issued by the Board of Directors.</u> | To ensure flexibility in cases where the Corporation establishes sub-committees under the Board of Directors. |
| 6 | Clause 2, Article 18 | 2. In cases where the chairperson or the person recording the minutes refuses to sign the meeting minutes, but if all other members of the Board of Directors present at the meeting sign and the minutes contain all the information as stipulated in points a, b, c, d, e, g, and h of Clause 1 of this Article, then these minutes shall be valid. | 2. In cases where the chairperson or the person recording the minutes refuses to sign the meeting minutes, but if all other members of the Board of Directors present at the meeting sign and the minutes contain all the information as stipulated in points a, b, c, d, e, g, and h of Clause 1 of this Article, then these minutes shall be valid. <u>The minutes shall clearly state that the chairperson or the person</u> | Pursuant to Clause 6, Article 7 of Law No. 03/2022/QH15 amending and supplementing a number of articles of the Law on Public Investment, the Law on Investment in the form of Public-Private Partnership, |

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| | | | <u>recording the minutes refused to sign. The person signing the minutes shall be jointly liable for the accuracy and truthfulness of the content of the Board of Directors' meeting minutes. The chairperson or the person recording the minutes shall be personally liable for any damages incurred by the enterprise due to their refusal to sign the minutes, in accordance with this Law, the company's charter, and relevant laws.</u> | the Law on Investment, the Law on Housing, the Law on Bidding, the Law on Electricity, the Law on Enterprises, the Law on Special Consumption Tax, and the Law on Civil Judgment Enforcement. |
| 7 | | 3. The chairperson, the minute-taker, and the signatories to the minutes shall be responsible for the truthfulness and accuracy of the contents of the minutes of the Board of Directors' meeting. | It is proposed to remove this provision as Clause 2 has already addressed and specifically regulated this case. | |
| 8 | Article 27 | Not yet specified. | <u>2. In cases where there are legal provisions relating to the Corporation's operations that are not addressed in these Regulations, or where there are provisions in these Regulations that contradict legal provisions, those legal provisions shall apply to govern the Corporation's operations.</u> | Add clause 2 after Clause 1. |