

**VIETNAM STEEL
CORPORATION**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: /TTr-VNS

Hanoi, April ,2026

DRAFT

PROPOSAL

Regarding the salary and remuneration implemented in 2025 and remuneration plan for 2026 of the Board of Directors, Board of Supervisors of Vietnam Steel Corporation

To: Annual General Meeting of Shareholders 2026

Pursuant to the Law on Enterprises dated June 17, 2020;

Pursuant to the Charter of Vietnam Steel Corporation;

Pursuant to the Internal Regulations on the Management of Vietnam Steel Corporation;

Pursuant to Resolution No. 52/NQ-VNS dated April 28, 2025, of the 2025 Annual General Meeting of Shareholders of Vietnam Steel Corporation;

Pursuant to the Regulations on salary scale system, salary table and salary allowance regime of the Parent Company - Corporation issued together with Decision No. 144/QD-VNS dated August 4, 2022 of the Board of Directors (BOD) of Vietnam Steel Corporation (Decision 144);

Pursuant to the 2025 production and business results and the 2026 production and business plan of Vietnam Steel Corporation;

The BOD of Vietnam Steel Corporation submits to the 2026 AGM for approval of the salary and remuneration fund for 2025 and the remuneration plan for 2026 of the BOD and the Board of Supervisors (BOS) of the Corporation as follows:

I. Salary and remuneration of the BOD of the Corporation and the BOS of the Corporation in 2025

1. Salary

Salary fund implemented by the BOD of the Corporation and the specialized BOS of the Corporation (including the Head of the BOS and Supervisors): 4,448,710,000 VND.

2. Remuneration

Actual remuneration fund of the Board of Directors and the part-time Board of Supervisors of the Corporation: 496,800,000 VND.

In which, remuneration level:

- BOD members : 12,600,000 VND/person/month.
- Members of the BOD concurrently holding positions in the BOM : 6,000,000 VND/person/month.
- BOS members : 8,400,000 VND/person/month.

II. Planned remuneration of non-professional members of the BOD of the Corporation and members of the BOS of the Corporation in 2026

The planned remuneration fund for members of the Board of Directors and part-time members of the Board of Supervisors of the Corporation is equal to the actual level in 2025, estimated at: 496,800,000 VND.

In which, the expected remuneration for the positions is as follows:

- BOD members : 12,600,000 VND/person/month.
- Members of the BOD concurrently holding positions in the BOM : 6,000,000 VND/person/month.
- BOS members : 8,400,000 VND/person/month.

It is proposed that the 2026 Annual General Meeting of Shareholders authorize the Board of Directors of the Corporation to decide on any adjustments (if any) to the remuneration levels and the planned remuneration fund for 2026 in line with the Corporation's business plan, ensuring compliance with relevant laws and regulations.

We respectfully submit this proposal to 2026 AGM for consideration and approval./.

Recipient:

- Corporation Shareholders;
- BOD; BOS;
- Save: Administration, BOD, HR Department.

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN**

Le Song Lai