

No.: **57** /TTr-GTTN

Thai Nguyen, May..**2.1**, 2026

PROPOSAL

Regarding the Approval of the "Regulation on the Election and Replacement of Members of the Board of Directors of Thai Nguyen Iron and Steel Joint Stock Corporation for the 2024–2029 Term at the 2026 Annual General Meeting of Shareholders" of Thai Nguyen Iron and Steel Joint Stock Corporation

To: General Meeting of Shareholders 2026
Thai Nguyen Iron and Steel Joint Stock Corporation

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

Pursuant to the Charter on Organization and Operation of Thai Nguyen Iron and Steel Joint Stock Corporation, approved by the General Meeting of Shareholders on April 15, 2021;

Pursuant to the "Regulation on the Operation of the Board of Directors of Thai Nguyen Iron and Steel Joint Stock Corporation" issued together with Decision No. 08/QD-GTTN dated April 19, 2022, of the Board of Directors of Thai Nguyen Iron and Steel Joint Stock Corporation;

Pursuant to Proposal No. 56/TTr-GTTN dated May 21, 2026, of the Board of Directors of the Company regarding the dismissal of members of the Board of Directors of Thai Nguyen Iron and Steel Joint Stock Corporation for the 2024–2029 term;

The Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the "Regulation on the Election and Replacement of Members of the Board of Directors of Thai Nguyen Iron and Steel Joint Stock Corporation for the 2024–2029 Term at the 2026 Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Joint Stock Corporation" (attached) as the basis for electing the members of the Board of Directors of Thai Nguyen Iron and Steel Joint Stock Corporation for the 2024–2029 term at the 2026 Annual General Meeting of Shareholders of the Company.

Recipients:

- As above;
- Members of the BOD, BOS;
- Shareholders;
- General Director of the Coporationn;
- Deputy General Directors of the Coporationn;
- Departments and units of the Company;;
- Filed at:: VT (T.200 copies).

**TM. HỘI ĐỒNG QUẢN TRỊ
CHỦ TỊCH**



Nghiêm Xuân Đa

REGULATION

On the Supplementary Election and Replacement of Members of the Board of Directors of the Company for the 2024–2029 Term at the 2026 Annual General Meeting of Shareholders

(Issued together with Proposal No 57 /TTr-GTTN dated / May..21..2025 of the Board of Directors of Thai Nguyen Iron and Steel Joint Stock Corporation)

Article 1. The number of members to be elected and replaced for the Board of Directors, of Thai Nguyen Iron and Steel Joint Stock Corporation for the 2024–2029 term at the 2026 Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Joint Stock Corporation is 02.

Article 2. The standards and conditions for candidates and nominees for election and replacement to the Board of Directors of Thai Nguyen Iron and Steel Joint Stock Corporation for the 2024–2029 term at the 2026 Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Joint Stock Corporation in accordance with the provisions of the Law on Enterprises and the Charter on Organization and Operations of Thai Nguyen Iron and Steel Joint Stock Corporation, are as follows:

1. Possess full legal capacity and not fall under the categories of individuals prohibited from managing a business as stipulated in Clause 2, Article 17 of the Law on Enterprises;

2. Possess professional qualifications and experience in business management of the Company;

3. A member of the Board of Directors of the Company may also serve as a member of the Board of Directors of other companies, but no more than 05 other companies.

4. For subsidiaries in which the State holds more than 50% of the charter capital, a member of the Board of Directors must not be the spouse, biological parents, adoptive parents, father-in-law, mother-in-law, father of the wife, mother of the wife, biological children, adopted children, son-in-law, daughter-in-law, brother, sister, younger sibling, brother-in-law, sister-in-law, brother of the wife, brother of the husband, sister of the wife, sister of the husband, younger sibling of the wife, or younger sibling of the husband of the General Director or other managers of the Company. Additionally, they must not be related to the manager or the person with the authority to appoint managers of the parent company.

5. A member of the Board of Directors may not necessarily be a shareholder of the Company.

Article 3. The right to nominate and elect candidates for election and replacement as members of the Board of Directors of Thai Nguyen Iron and Steel Joint Stock Corporation for the 2024–2029 term at the 2026 Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Joint Stock Corporation:

1. Shareholders or a group of shareholders owning 10% or more of the total common shares have the right to nominate candidates for the Board of Directors.

The nomination and candidacy process shall be carried out as follows

- Shareholders or a group of shareholders owning from 10% to less than 20% of the total voting shares have the right to nominate up to one (01) candidate;

- Shareholders or a group of shareholders owning from 20% to less than 30% of the total voting shares have the right to nominate up to two (02) candidates;

- Shareholders or a group of shareholders owning from 30% to less than 40% of the total voting shares have the right to nominate up to three (03) candidates;

- Shareholders or a group of shareholders owning from 40% to less than 50% of the total voting shares have the right to nominate up to four (04) candidates;

- Shareholders or a group of shareholders owning from 50% to less than 60% of the total voting shares have the right to nominate up to five (05) candidates;
- Shareholders or a group of shareholders owning from 60% to less than 70% of the total voting shares have the right to nominate up to six (06) candidates;
- Shareholders or a group of shareholders owning from 70% to less than 80% of the total voting shares have the right to nominate up to seven (07) candidates;
- Shareholders or a group of shareholders owning from 80% to less than 90% of the total voting shares have the right to nominate up to eight (08) candidates;

2. In the event that the number of candidates for the Board of Directors through nomination and election is still insufficient, the current Board of Directors may propose additional candidates or organize nominations according to the mechanism stipulated in the Company's internal governance regulations. The procedure for introducing candidates for the Board of Directors by the current Board of Directors must be clearly announced before the General Shareholders' Meeting votes to elect members of the Board of Directors in accordance with the law.

Article 4. Application dossier for candidacy or nomination of candidates for election and replacement to the Board of Directors of Thai Nguyen Iron and Steel Joint Stock Corporation for the 2024–2029 term at the 2026 Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Joint Stock Corporation:

1. Application for candidacy or nomination for election and replacement to the Board of Directors of Thai Nguyen Iron and Steel Joint Stock Corporation for the 2024–2029 term (form attached);

2. Curriculum vitae (CV) self-declared by the candidate in case of self-nomination, or candidate information in case of nomination (form attached);

3. Notarized copy of the candidate's valid identity card, citizen identification card, or passport (if available);

4. Notarized copies of degrees, certificates, and documents certifying the candidate's educational and professional qualifications (if available);

5. The application dossier for candidacy or nomination of candidates for election and replacement to the Board of Directors of Thai Nguyen Iron and Steel Joint Stock Corporation for the 2024–2029 term at the 2026 Annual General Meeting of Shareholders shall be submitted to the Meeting Organizing Committee in accordance with the regulations.

Article 5. Principles for the Election and Replacement of Members of the Board of Directors of Thai Nguyen Iron and Steel Joint Stock Corporation for the 2024–2029 Term at the 2026 Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Joint Stock Corporation:

1. The election of members of the Board of Directors of Thai Nguyen Iron and Steel Joint Stock Corporation for the 2024–2029 term shall be conducted by cumulative voting through secret ballot at the General Meeting.

Cumulative voting method: Each shareholder shall have a total number of voting rights equal to the number of shares they own or represent by proxy **multiplied** by the number of Board of Directors members to be elected (**02 individuals**). The shareholder may accumulate all or part of their votes for **one** or more candidates;

2. Shareholders voting for a candidate shall write the number of votes cast for that candidate in the **"NUMBER OF VOTES"** column;

3. If a shareholder does not vote for a candidate, they shall leave the **"NUMBER OF VOTES"** column blank or cross it out; such a ballot shall be considered a blank ballot.;

4. The total number of votes cast by a shareholder for candidates must not exceed the total number of votes that the shareholder is entitled to;

5. The ballot paper shall bear the overlapping seal of Thai Nguyen Iron and Steel Joint Stock Corporation in the upper left corner.

The supplementary ballot for the election and replacement of members of the Board of Directors shall have pre-printed information, including: the number of shares owned or represented by proxy by the shareholder; the number of votes the shareholder is entitled to (calculated by **multiplying the number of shares by the number of members to be elected, which is 02**); and the names of the candidates.

6. The elected members of the Board of Directors are determined based on the number of votes, ranked from the highest to the lowest, starting with the candidate who receives the highest number of votes, until the required number of members, which is 02. In the event that two or more candidates receive the same number of votes for the final position, a re-election will be conducted among the candidates with equal votes.

Article 6. The following ballots for the election and replacement of members of the Board of Directors of Thai Nguyen Iron and Steel Joint Stock Corporation for the 2024–2029 term at the 2026 Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Joint Stock Corporation shall be considered invalid:

1. Ballots that are not issued by the Election Committee;
2. Ballots that do not bear the seal of “Thai Nguyen Iron and Steel Joint Stock Corporation” in the upper left corner of the ballot paper;
3. A ballot on which the total number of votes cast by a shareholder for the candidates **exceeds** the number of votes allowed for that shareholder (calculated as the number of shares multiplied by the number of members to be elected: 02 for the Board of Directors);
4. Ballots that include names of individuals not on the list of nominees or candidates;
5. Ballots with unclear handwriting or numbers, making them unreadable.

Article 7. Announcement of the Results of the Election and Replacement of Members of the Board of Directors of Thai Nguyen Iron and Steel Joint Stock Corporation for the 2024–2029 Term at the 2026 Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Joint Stock Corporation:

1. Based on the vote counting minutes, the results of the election and replacement of members of the Board of Directors of Thai Nguyen Iron and Steel Joint Stock Corporation for the 2024–2029 term shall be announced by the Vote Counting Committee immediately at the General Meeting;
2. The results will be recorded in the resolution of the General Meeting.

Article 8. Effectiveness.

This regulation shall take effect from the date of signing/approval and shall only apply to the election and replacement of members of the Board of Directors of Thai Nguyen Iron and Steel Joint Stock Corporation for the 2024–2029 term at the 2026 Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Joint Stock Corporation./.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Nghiêm Xuân Đa

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MINUTES OF THE MEETING

Regarding the Nomination of Candidates for the Board of Directors of Thai Nguyen Iron and Steel Joint Stock Corporation for the 2024–2029 Term at the 2026 Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Joint Stock Corporation

At ... o'clock on ... day ... month ... year 2026, at, we, the group of shareholders of Thai Nguyen Iron and Steel Joint Stock Corporation, hold a total of shares (in words), representing % of the total voting shares of Thai Nguyen Iron and Steel Joint Stock Corporation. Below is the information of each shareholder in the group:

No.	SHAREHOLDER'S NAME	ID/BUSINESS REGISTRATION NUMBER	ADDRESS	NUMBER OF SHARES OWNED	SIGNATURE
	Total				

We hereby unanimously nominate:

1. Mr (Mrs): *(if applicable)*

ID card/Citizen ID/Passport No.: issued on.....at

Permanent address:

Education level: ... Major:

Currently owning: shares (in words:)

To be a candidate for the Board of Directors of Thai Nguyen Iron and Steel Joint Stock Corporation for the 2024–2029 term, to elect and replace members of the Board of Directors at the 2026 Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Joint Stock Corporation.

2. At the same time, we unanimously appoint:

ID card/Citizen ID/Passport No.: issued on.....at

Permanent address:

Education level: ... Major:

Currently owning: shares (in words:)

To act as the representative of the group to carry out the nomination procedures in accordance with the regulations on nominating and candidacy for the Board of Directors of Thai Nguyen Iron and Steel Joint Stock Corporation for the 2024–2029 term, for the election and replacement of members of the Board of Directors at the 2026 Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Joint Stock Corporation.

....., April 2026

REPRESENTATIVE OF THE SHAREHOLDER GROUP
(Signature and full name)

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**APPLICATION FOR CANDIDACY FOR THE BOARD OF DIRECTORS
OF THAI NGUYEN IRON AND STEEL JOINT STOCK CORPORATION FOR THE
2024–2029 TERM**

**At the 2026 Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Joint
Stock Corporation**

**To: The Organizing Committee of the 2026 Annual General Meeting
of Shareholders
Thai Nguyen Iron and Steel Joint Stock Corporation**

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

Pursuant to the "Regulation on the Election and Replacement of Members of the Board of Directors, Member of the Board of Supervisors of Thai Nguyen Iron and Steel Joint Stock Corporation for the 2024–2029 Term at the 2026 Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Joint Stock Corporation".

My name is:

ID card/Citizen ID/Passport No.: Issued by: Date of issue:

Date of birth:

Place of birth:

Permanent address:

Phone: Fax: Email:

Education level: Professional and technical qualifications:

The number of shares owned in Thai Nguyen Iron and Steel Joint Stock Corporation as of the present time is: shares.

I request the Organizing Committee of the 2026 Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Joint Stock Corporation to acknowledge my registration for candidacy for the position of a member of the Board of Directors of Thai Nguyen Iron and Steel Joint Stock Corporation for the 2024-2029 term to be elected as a supplementary or replacement member at the 2026 Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Joint Stock Corporation (*with the attached curriculum vitae, notarized photocopy of ID card, and copies of academic and professional qualifications*).

If entrusted by the shareholders to be elected as a member of the Board of Directors, I commit to dedicating my full capabilities and efforts to contribute to the development of Thai Nguyen Iron and Steel Joint Stock Corporation.

Thank you sincerely!

....., April 2026

CANDIDATE

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NOMINATION LETTER FOR A MEMBER OF THE BOARD OF DIRECTORS
THAI NGUYEN IRON AND STEEL JOINT STOCK CORPORATION TERM 2024 - 2029
At the Annual General Meeting of Shareholders 2026 of Thai Nguyen Iron and Steel
Joint Stock Corporation

To: The Organizing Committee of the 2026 Annual General Meeting
of Shareholders
Thai Nguyen Iron and Steel Joint Stock Corporation

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

Pursuant to the "Regulation on the Election and Replacement of Members of the Board of Directors, Member of the Board of Supervisors of Thai Nguyen Iron and Steel Joint Stock Corporation for the 2024–2029 Term at the 2025 Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Joint Stock Corporation".

Name of Individual/Organization:

ID card/Citizen ID/Passport /Business Registration No.:issued on at

Address:.....

Phone: Fax

Number of shares owned in Thai Nguyen Iron and Steel Joint Stock Corporation as of now: shares.

We respectfully request the Organizing Committee of the 2026 Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Joint Stock Corporation to record our nominated candidate(s) as follows:

Mr/Mrs:

ID Card/Passport No.: Issued by: Date of issue:

Date of birth:

Place of birth:

Permanent address:

Phone: Fax: Email:

Education level: Professional and technical qualifications:

The number of shares owned in Thai Nguyen Iron and Steel Joint Stock Corporation as of now is shares, corresponding to a total par value of

To elect supplementary and replacement members to the Board of Directors of Thai Nguyen Iron and Steel Joint Stock Corporation for the 2024-2029 term at the Annual General Meeting of Shareholders 2026.

Thank you sincerely!

....., April 2026

NOMINATOR

4x6 photo
(Latest color photo
with overlapping seal
by the background
verification authority)

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CURRICULUM VITAE

(For candidates nominated or self-nominated for election to the Board of Directors of Thai Nguyen Iron and Steel Joint Stock Corporation for the 2024–2029 term at the 2026 Annual General Meeting of Shareholders)

I. PERSONAL INFORMATION:

1. Full birth name:
2. Commonly used name:
3. Alias:
4. ID card/Citizen ID/Passport No: Date of issue:
Place of issue:
5. Gender: ☐ Male ☐ Female
6. Date of birth:
7. Place of birth:
8. Original nationality:
9. Current nationality:
10. Ethnicity: Religion:
11. Native place:
12. Permanent address:
13. Date of entry into state agency (if applicable):
14. Date of joining the Communist Party (if applicable):
15. Date of joining mass organizations:
16. Field(s) of expertise:
17. Name of representative organization (if any):
18. Address of the authorized representative organization:
19. Number of shares personally owned at TISCO:
20. Number of shares authorized to represent at TISCO:
21. Educational qualification:
22. Professional qualification (specify course details):
23. Foreign language proficiency:
24. Work history (briefly state the workplace, position, and profession since):

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25. Rewards:
26. Disciplinary actions:
27. Current position:
28. Legal violations (if any):

II. FAMILY RELATIONSHIPS (*Father, mother, spouse, siblings, children*)

Relationship	Full Name	Age	Workplace	Position

III. LEGAL COMMITMENT:

I hereby declare that I am not in violation of any current laws and take full legal responsibility for the accuracy and truthfulness of the information provided in this declaration.

Certification ¹

..... April 2026.

Declarant
(Signature and full name)

Note:

¹ Confirmation from the head of the organization if the individual is currently employed by a legal entity, or from the People's Committee of the commune/ward where the individual is registered for permanent residence (if the individual is not employed by a legal entity).