

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

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 42/TB-TTR

Thai Nguyen, June 10, 2026

NOTICE OF PERSONNEL CHANGES

To: Hanoi Stock Exchange,

Based on the Board of Directors' Resolution No. 32/ NQ-HDQT dated June 9, 2026 and the General Meeting of Shareholders' Resolution No. 31/NQ-DHDCD dated June 9, 2026 of Thai Trung Roolling Joint Stock Company, we respectfully announce the following personnel changes at Thai Trung Roolling Joint Stock Company:

Case of appointment:

- Mr. To Manh Hung
- Previous position before appointment: Member of the Board of Directors
- Position appointed: Chairman of the Board of Directors
- Term of appointment: 2023-2028.
- Effective date: June 9, 2026.

Cases of dismissal /resignation:

- Mr. Hoang Danh Son
- Position held before dismissal: Member of the Board of Directors, Chairman of the Board of Directors.
- No longer holds the positions of: Member of the Board of Directors, Chairman of the Board of Directors.
- Current positions held: None. Following his dismissal, Mr. Hoang Danh Son is no longer an internal person of the Company.
- Reason for dismissal (if any): At personal request.
- Effective date: June 9, 2026.

This information was published on the company's website on June 10, 2026 at the link www.ttr.com.vnp

Attached documents :

- Resolution of the General Meeting of Shareholders No.31/NQ-DHDCD dated June 9, 2026;
- Board of Directors Resolution No. 32/NQ-HDQT dated June 9, 2026;

**Organization representative
Authorized person to disclose information**



Bui Cao Son

No.: 32 /NQ-HDQT

Thai Nguyen, June 9, 2026

RESOLUTION

Regarding the election of the Chairman of the Board of Directors for the term 2023-2028

BOARD OF DIRECTORS OF THAI TRUNG ROOLING JOINT STOCK COMPANY

Based on the Enterprise Law No. 59/2020/QH14;

Based on the Charter of Organization and Operation of Thai Trung Rooling Joint Stock Company;

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;

Based on the Regulations on the operation 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 Resolution No. 31/NQ-DHDCD dated June 9, 2026 of the Annual General Meeting of Shareholders 2026;

Based on the Minutes of the Board of Directors Meeting of Thai Trung Rooling Joint Stock Company dated June 9, 2026,

RESOLUTION:

Article 1. The election results for Mr. To Manh Hung are hereby approved.

Qualifications: Metallurgical Engineer; Bachelor of Business Administration.

Position: Member of the Board of Directors of Thai Trung Rooling Joint Stock Company for the term 2023-2028.

Currently holding the position of Chairman of the Board of Directors of Thai Trung Rooling Joint Stock Company for the term 2023-2028.

Article 2. The Chairman of the Board of Directors of Thai Trung Rooling Joint Stock Company shall fulfill the obligations and exercise the powers stipulated in the Company's Charter of Organization and Operation and relevant legal provisions.

Article 3. This Resolution shall take effect from the date of signing.

The members of the Board of Directors, the General Management Board of the Company, and the relevant departments are responsible for implementing this Resolution./.

Recipient:

- Members of the Board of Directors; Supervisory Board;
- General Director; Deputy Directors; Chief Accountant;
- Departments/Workshops;
- www.ttr.com.vn;
- As per Article 3;
- Save: Admin, Company Secretary.

O/B. BOARD OF DIRECTORS

CHAIRPERSON



To Manh Hung

No: 31 /NQ-DHDCD

Thai Nguyen, June 9, 2026

RESOLUTION
Annual General Meeting of Shareholders 2026
Thai Trung Roolling Joint Stock Company

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
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 Roolling 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 Roolling 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 Roolling Joint Stock Company approved by the 2021 Annual General Meeting of Shareholders on June 24, 2021;

Pursuant to the minutes of the 2026 Annual General Meeting of Shareholders of Thai Trung Steel Corporation No. 30/BB-DHDCD dated June 9, 2026,

RESOLUTION:

Article 1. Approval of content Report No. 13/BC-HDQT dated May 11, 2026 of the Board of Directors on activities in 2025; Directions and tasks in 2026; Approval of Submission No. 18/TTr-HDQT May 11, 2026 of the Board of Directors on the approval of the 2026 business production plan:

1. Production and business results in 2025:

No.	Indicators	Unit	Implement ation in 2024	Plan 2025	Implementa tion in 2025	Compare (%)	
						Implementa tion in 2024	Plan 2025
A	B	C	1	2	3	4=3/1	5=3/2
1	Industrial production value	Billion VND	1.546	1.501	1.751	113,26	116,66
2	Physical output	Ton	406.889	395.000	461.016	113,3	116,71
-	TISCO rolled steel	Ton	395.634	395.000	461.016	116,53	116,71
-	Other rolled steel	Ton	11.255				
3	Product consumption	Ton	406.889	395.000	461.016	113,3	116,71

No.	Indicators	Unit	Implementation in 2024	Plan 2025	Implementation in 2025	Compare (%)	
						Implementation in 2024	Plan 2025
A	B	C	1	2	3	4=3/1	5=3/2
-	TISCO rolled steel	Ton	395.634	395.000	461.016	116,53	116,71
-	Other rolled steel	Ton	11.255				
4	Total revenue	Billion VND	5.338	5.095	5.969	111,82	117,15
5	Profit before tax	Billion VND	14,13	7,20	2,30	16,28	31,94
6	Profit after tax	Billion VND	11,23	5,69	2,30	20,48	40,42
7	Tax payment to the state budget	Billion VND	18,46	15	29,05	157,37	193,67
8	Average number of employees	People	250	255	249	99,60	97,65
9	Average salary (person/month)	Million Dong	11,02	10,57	11,74	106,53	111,07

2. Production and business plan for 2026, with the following main targets:

Industrial production value:	1.710 billion dong
- Production of rolled steel of all kinds:	450.000 ton
- Consumption output:	450.000 ton
- Total revenue:	5.805 billion dong
- Profit before tax:	8,29 billion dong
- Profit after tax:	8,26 billion dong
- Tax payment to the state budget:	16,00 billion dong
- Average number of employees:	255 People
- Average salary:	11,70 million VND/person - month

Article 2. Approving the content of Report No. 02/BC-BKS dated May 11, 2026 of the Board of Supervisors of Thai Trung Rooling Joint Stock Company on the activities of the Board of Supervisors in 2025; Operation plan for 2026.

Article 3. Approval of the content of Submission No. 17/TTr-HDQT dated May 11, 2026 of the Board of Directors on approving of the audited financial statements for the accounting period from January 1, 2025 to December 31, 2025; Distribution of profits and dividends for 2025; Plan for distribution of profits and dividends for 2026.

Article 4. Approval of the content of Submission No. 19/TTr-HDQT dated May 11, 2026 of the Board of Directors on signing contracts and transactions with Thai Nguyen Iron and Steel Joint Stock Company in 2026.

Article 5. Approval of the content of Submission No. 20/TTr-HDQT dated May 11, 2026 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 2025; Plan for 2026 (*Appendix attached to this Resolution*).

Article 6. Approving the selection of AASC Auditing Company Limited as the auditing organization to audit the Company's 2026 financial statements at the proposal of the Board of Supervisors in Submission No. 03/TTr- BKS dated May 11, 2026.

Article 7. Approval of the dismissal of Mr. Hoang Danh Son from the Board of Directors of Thai Trung Rooling Joint Stock Company for the term 2023-2028.

Article 8. Approval of the election results of Mr. To Manh Hung as a member of the Board of Directors of Thai Trung Rooling Joint Stock Company for the term 2023-2028 .

Article 9. The company's business lines have been changed as follows:

1. Add the following business lines:

No.	Name of the additional business lines	Business code	Main business lines (The main business line(s) shall be marked with "X")
1	Wholesale of metals and metal ores (Wholesale of steel, steel billets, and metal ores.)	4672	
2	Other remaining business support service activities not classified elsewhere (Import and export of goods the company trades in)	8299	

2. Abandon the following business activities:

No.	Name of the business lines to be removed from the registered list	Business code	Note
1	Wholesale of metals and metal ores (wholesale of steel, steel billets, and metal ores).	4662	The Business code does not match the code in the Vietnamese Economic Classification System.
2	Import and export of goods the company trades in.		The Business code does not match the Vietnamese Economic Classification System.

Article 10. Amendments and additions to the Charter on Organization and Operation of Thai Trung Rooling Joint Stock Company.

Amend Clause 1, Article 5 of the Charter on the organization and operation of Thai Trung Rooling Joint Stock Company.

The company's business lines and activities after revision are as follows:

No.	Name of the business line	Business code	Main business lines (The main business line(s) shall be marked with "X")
1	Iron, steel, and cast iron production (steel production)	2410	X
2	Wholesale of metals and metal ores (Wholesale of iron and steel, steel billets, and metal ores)	4672	
3	Road freight transport	4933	
4	Wholesale of machinery, equipment and other machine parts (Wholesale of machinery, equipment, and spare parts for steel production)	4659	
5	Other remaining business support service activities not classified elsewhere (Import and export of goods the company trades in)	8299	

Article 11. Organization of implementation.

1. The 2026 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 2026 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 12. This Resolution was fully approved by the 2026 Annual General Meeting of Shareholders of Thai Trung Rooling Joint Stock Company at the meeting hall and takes effect from June 9, 2026./.

Recipient:

- Hanoi Stock Exchange;
- Shareholders; Board of Directors; Board of Supervisors;
- Executive Board;
- www.ttr.com.vn;
- Save: Office, Company Secretary.

O/B. ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

CHAIRMAN



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 2026**

(Attached to Resolution No. 34 /NQ-DHDCD dated June 9, 2026 of the 2026 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
A	Salary				
1	Member of Board of Directors - General Director	1	22	264	
2	Member of Board of Directors - Deputy General Director	2	19	456	
3	Chief Accountant	1	18	216	
4	Executive Head of Board of Supervisors	1	17	204	
	Total A			1.140	
B	Remuneration				
1	Non-executive Chairman of the Board of Directors	1	4,5	54	
2	Non-executive Board of Supervisors	2	1,5	36	
	Total B			90	
	Total (A+B)			1.230	

2. 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.

3. 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./.

Recipients:

- As above;
- BOD's members; BOS;
- Shareholders;
- www.ttr.com.vn;
- Save: Office; Company Secretary.

O/B. BOARD OF DIRECTORS

CHAIRMAN



Hoàng Danh Sơn