

No.: 03 /QD-GTTN

Thai Nguyen, March...10., 2026

DECISION

On the Issuance of the Regulations for Organizing the 2026 Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Joint Stock Company

BOARD OF DIRECTORS OF THAI NGUYEN IRON AND STEEL JOINT STOCK COMPANY

Pursuant to the Charter on the organization and operation of Thai Nguyen Iron and Steel Joint Stock Company, which was approved by the General Meeting of Shareholders of Thai Nguyen Iron and Steel Joint Stock Company on April 15, 2021;

Pursuant to the "Internal Regulations on Corporate Governance of Thai Nguyen Iron and Steel Joint Stock Company" issued together with Decision No. 12/QĐ-GTTN dated April 15, 2021, of the Board of Directors of Thai Nguyen Iron and Steel Joint Stock Company;

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

Pursuant to Resolution No 22 /NQ-GTTN dated March 10, 2026, of the Board of Directors of Thai Nguyen Iron and Steel Joint Stock Company "On the issuance of regulations, plans, and decisions to establish the Organizing Committee, the Shareholder Eligibility Verification Committee, and the Team for Compiling the List of Shareholders Attending the 2026 Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Joint Stock Company",

DECISION:

Article 1. Issued together with this Decision is the "Regulations for Organizing the 2026 Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Joint Stock Company".

Article 2. This Decision takes effect from the date of signing.

Members of the Board of Directors, the Supervisory Board, the General Director, Heads of relevant departments of the Company, and shareholders of Thai Nguyen Iron and Steel Joint Stock Company are responsible for its implementation./.

Recipients:

- As Article 2;
- Archives: VT, TK, (Total 200 copies).

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Nghiêm Xuân Đa

REGULATIONS
ON THE ORGANIZATION OF THE 2025 ANNUAL GENERAL MEETING OF
SHAREHOLDERS OF THAI NGUYEN IRON AND STEEL JOINT STOCK COMPANY

*(Issued together with Decision No. 03/QĐ-GTTN dated March 10 2026
by the Board of Directors of Thai Nguyen Iron and Steel Joint Stock Company)*

Chapter I
GENERAL PROVISIONS

Article 1. Scope and Subjects of Application

1. These Regulations apply to the organization of the 2026 Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Joint Stock Company (*hereinafter referred to as the "General Meeting"*).
2. These Regulations specifically stipulate the rights and obligations of shareholders and attendees of the General Meeting, as well as the conditions and procedures for conducting the General Meeting.
3. Shareholders and all participants are responsible for complying with the provisions of these Regulations.

Chapter II
RIGHTS AND OBLIGATIONS OF SHAREHOLDERS AND ATTENDEES OF THE
GENERAL MEETING

Article 2. Rights and Obligations of Shareholders:

1. Conditions for Attending the General Meeting:
 - a) Shareholders who are legal entity representatives, individuals, or representatives of shareholders/a group of shareholders holding voting shares of Thai Nguyen Iron and Steel Joint Stock Company (*hereinafter referred to as the "Company"*) as of the record date for determining the list of shareholders eligible to attend the General Meeting (the final registration date to exercise the right to attend the 2026 Annual General Meeting of Shareholders with the Vietnam Securities Depository and Clearing Corporation) is **March 18, 2026**.
 - b) Shareholder organizations appointing representatives to attend the General Meeting must provide a decision or a power of attorney specifying the name of the authorized representative (*as per the form prescribed by the Organizing Committee or a legally recognized power of attorney in accordance with civil law*), the number of shares represented, and voting rights at the General Meeting. The decision or power of attorney must be submitted to the Organizing Committee for confirmation of attendance as per the schedule set by the Company's Board of Directors..
 - c) To facilitate the Organizing Committee, shareholders are requested to submit the "Confirmation of Attendance for the 2026 Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Joint Stock Company", using the attached form, to the Organizing Committee for attendance confirmation as per the schedule set by the Company's Board of Directors.

2. Shareholders' Rights When Attending the General Meeting:

a) Shareholders have the right to attend the General Meeting in person or authorize another person to attend on their behalf; Each common share carries one voting right..

A shareholder organization holding less than 10% of the total common shares of the Company is entitled to authorize one (01) person to attend the General Meeting of Shareholders. If holding from 10% to less than 51% of the total common shares, it may authorize up to three (03) persons. If holding from 51% to 60% of the total common shares, it may authorize up to five (05) persons. If holding 61% or more of the total common shares, it may authorize up to six (06) persons to attend the General Meeting of Shareholders.

b) Shareholders have the right to vote on all matters within the authority of the General Meeting in accordance with the Law on Enterprises, the Company's Charter, and other relevant legal regulations;

c) At the General Meeting, each shareholder or authorized representative attending the meeting, upon registering at the shareholder eligibility verification desk, will receive:

- A badge labeled "SHAREHOLDER ATTENDING THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF THAI NGUYEN IRON AND STEEL JOINT STOCK COMPANY".

- A VOTING CARD containing the full name of the shareholder, the voting card number (*representing the number of shares owned and/or authorized for participation in the General Meeting, with each share corresponding to one vote*). Shareholders must keep the voting card and use it for voting throughout the General Meeting. (*If, due to personal reasons, a shareholder is unable to continue attending the General Meeting and must leave before it concludes, they are requested to return the VOTING CARD to the Organizing Committee to facilitate the tracking and aggregation of voting results at the General Meeting*).

d) Shareholders and authorized representatives attending the General Meeting have the right to discuss and vote on the matters specified in Point b, Clause 2 of this Article.

đ) Shareholders and authorized representatives arriving late to the General Meeting have the right to register immediately and participate in discussions and voting. However, the Chairperson (*the Presidium of the General Meeting*) is not responsible for pausing the meeting, and the validity of voting sessions conducted prior to their arrival will remain unaffected..

e) Shareholders who are unable to attend the General Meeting may submit their voting opinions (*using the voting form published on www.tisco.com.vn*) to the Organizing Committee at least one (01) day before the opening date of the General Meeting.

3. Obligations of Shareholders When Attending the General Meeting:

a) Shareholders or authorized representatives attending the General Meeting must bring valid identification documents (such as an identity card, citizen identification card, passport, or other legally recognized personal identification), the Meeting Invitation, and a Power of Attorney (*for authorized representatives*) and register their attendance with the Shareholder Eligibility Verification Committee;

- b) Comply with the provisions of these Regulations;
- c) Strictly adhere to the Rules of the General Meeting and respect the outcomes of the meeting.

Article 3. Rights and Obligations of the Shareholder Eligibility Verification Committee

The Shareholder Eligibility Verification Committee consists of a Head and several members, established by the Company's Board of Directors, with the following duties and authorities:

1. Verify the eligibility of shareholders or authorized representatives attending the General Meeting; including checking identification documents (such as an identity card, citizen identification card, passport, or other legally recognized personal identification), the Meeting Invitation, and the Power of Attorney (*for authorized representatives*);
2. Report to the General Meeting on the results of the shareholder eligibility verification.

Article 4. Rights and Obligations of the Voting Committee:

1. The Voting Committee consists of a Head and several members nominated by the Presidium of the General Meeting and approved by the General Meeting through voting before the meeting begins.
2. Members of the Voting Committee must meet the following requirements:
 - a) Members of the Voting Committee must have knowledge of legal regulations.
 - b) Members of the Voting Committee must have experience in voting and election procedures.
3. The Voting Committee is responsible for collecting and counting votes during the General Meeting on the matters presented:
 - a) Collect voting ballots categorized by opinion: Agree, Disagree, or No Opinion.
 - b) Count votes according to each category: Agree, Disagree, or No Opinion.
 - c) Organize the election of members of the Board of Directors and the Supervisory Board using the cumulative voting method with a secret ballot, in accordance with applicable laws (**if applicable**).
 - d) Report the voting results to the General Meeting. The vote counting report must be signed by all members of the Voting Committee. Any member refusing to sign must provide an explanation, which will be included as an annex to the report.
4. The Chairperson of the General Meeting shall nominate an individual or a team responsible for supervising the vote counting process. The designated vote counting supervisors have the right to:
 - a) Prevent any violations of the voting and vote-counting regulations;
 - b) Report to the Chairperson of the General Meeting any irregularities detected during the vote counting process.

Article 5. Principles and Voting Procedures at the General Meeting:

1. Voting and vote counting for reports, proposals, resolutions, and other matters of the General Meeting shall follow these rules and procedures:

a) Voting on reports, proposals, resolutions, and other matters of the General Meeting shall be conducted publicly and directly under the direction of the Presidium and must use only the voting cards issued by the Organizing Committee.

b) The voting cards used for approving reports, proposals, resolutions, and other matters of the General Meeting shall be pre-printed according to the Company's official template, stamped with the Company's seal, and distributed to shareholders upon their attendance at the General Meeting.

c) To facilitate and expedite the vote counting process, the General Meeting shall use pre-printed voting cards containing shareholder information, including full name and voting card number. Each shareholder shall receive one (01) voting card.

d) The voting process shall follow a sequential order based on the types of opinions: Agree, Disagree, or No Opinion. Depending on the actual situation, the Voting Committee may choose to count voting cards based on each opinion type (Agree, Disagree, or No Opinion) to carry out the vote counting. The voting results shall be announced immediately after each voting session, and subsequent votes shall only proceed once the results of the previous vote have been determined. The vote counting shall be conducted by the Voting Committee. đ) Kết quả biểu quyết theo từng loại ý kiến (Tán thành, không tán thành, không có ý kiến) là tổng số cổ phần sở hữu được tổng cộng từ các phiếu biểu quyết tương ứng.

e) Regulations on Invalid Voting Cards:

A voting card shall be considered invalid if it meets any of the following conditions:

- The voting card was not issued by the Organizing Committee according to the prescribed template.

- The voting card is torn, damaged, or incomplete, making it impossible to verify the necessary information for vote counting.

- More than one voting option is selected.

2. The election of members of the Board of Directors and the Supervisory Board shall be conducted using the cumulative voting method with a secret ballot at the General Meeting, in accordance with applicable laws (if applicable).

Article 6. Rights and Obligations of the Chairperson of the General Meeting and the Secretariat

1. The Chairperson of the General Meeting shall be the Chairman of the Board of Directors of the Company. The Chairperson may propose additional individuals to assist in presiding over the General Meeting (collectively referred to as the Presidium of the General Meeting), subject to approval by the General Meeting through voting. The Presidium's decisions regarding procedures, order of business, or any unforeseen events arising outside the agenda of the General Meeting shall be final and binding;

2. The Presidium of the General Meeting shall take all necessary measures to conduct the General Meeting in a legal and orderly manner, ensuring that the meeting accurately reflects the collective will of the majority of attending shareholders;

3. Without requiring approval from the General Meeting, the Presidium of the General Meeting may postpone the meeting to a later time (*in accordance with the Law on Enterprises and the Company's Charter*) if it determines that:

a) The behavior of attendees disrupts or may potentially disrupt the orderly conduct of the General Meeting, or;

b) The postponement is necessary to ensure the lawful and proper proceedings of the General Meeting.

4. The Chairperson shall appoint a number of individuals to serve as Secretaries, responsible for recording the minutes of the General Meeting and assisting with tasks assigned by the Presidium of the General Meeting, including:

a) Taking minutes of the General Meeting's proceedings in accordance with the Law on Enterprises and the Company's Charter.

b) Drafting and presenting the Minutes and Resolutions of the General Meeting before its conclusion.

Chapter III

PROCEEDINGS OF THE GENERAL MEETING

Article 7. Conditions for Holding the General Meeting:

The General Meeting shall be conducted when shareholders representing at least 65% of the total voting shares of the Company are in attendance.

Article 8. Conducting the General Meeting

1. The General Meeting is expected to take place within half a day. The Board of Directors shall issue a notification and provide shareholders with the following: an Invitation to the General Meeting, a Proxy Appointment Form, the Meeting Agenda, Voting Cards, and Discussion Documents serving as the basis for decision-making, along with the Draft Resolutions for each agenda item. These documents will be published on the Company's official website (tisco.com.vn) and sent to shareholders at least twenty-one (21) days before the commencement of the 2026 Annual General Meeting of Shareholders.

2. The General Meeting shall sequentially discuss and approve the agenda items as planned.

Article 9. Approval of Resolutions of the General Meeting

All matters approved at the General Meeting shall be implemented in accordance with the Company's Charter.

Article 10. Minutes of the General Meeting

All proceedings of the General Meeting must be recorded by the Secretary in the Minutes of the 2026 Annual General Meeting of Shareholders, in compliance with the Law on Enterprises and the Company's Charter; The Minutes shall be read and approved before the General Meeting is adjourned and shall be archived in the Minutes Book as required.

**Chapter IV
OTHER PROVISIONS**

Article 11. Cases Where the General Meeting Cannot Be Held

1. If the first General Meeting fails to meet the quorum requirements specified in Article 7 of these Regulations, a second General Meeting must be convened within 30 days from the scheduled date of the first meeting. The second General Meeting may proceed if shareholders and authorized representatives attending represent at least 51% of the total voting shares of the Company.

2. If the second General Meeting also fails to meet the required quorum under Clause 1 of this Article, a third General Meeting may be convened within 20 days from the scheduled date of the second meeting. In this case, the third General Meeting may proceed regardless of the number of shareholders in attendance.

**Chapter V
EFFECTIVENESS**

Article 12. Effectiveness

1. These Regulations consist of 5 Chapters and 12 Articles and shall take effect from the date of signing until the conclusion of the 2026 Annual General Meeting of Shareholders.

2. Shareholders and all attendees of the 2026 Annual General Meeting of Shareholders are responsible for complying with the provisions of these Regulations./.

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



Nghiêm Xuân Đa

Power of Attorney Template for Individual Shareholders as the Authorizing Party

SOCIALIST REPUBLIC OF VIETNAM

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..... ; March, 2026

POWER OF ATTORNEY

**For Attending the 2026 Annual General Meeting of Shareholders
of Thai Nguyen Iron and Steel Joint Stock Company**

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

1. Authorizing Party (Party A):

Shareholder's Name:

ID/Citizen ID/Passport No: Issued on:..... at:

Address:

Phone Number: Fax

Number of Shares Owned at Thai Nguyen Iron and Steel Joint Stock Company:
..... shares (In words: shares).

2. Authorized Representative (Party B):

Full Name:

ID/Citizen ID/Passport No: Issued on:..... at:

Address:

Phone Number: Fax

Number of Shares Authorized: shares (In words:shares).

3. Scope of Authorization:

Party A authorizes Party B to perform the following tasks:

- a) Attend the 2026 Annual General Meeting of Shareholders;
- b) Exercise the right to speak and vote in accordance with Party A's instructions on all matters at the 2026 Annual General Meeting of Shareholders, corresponding to the shares owned by Party A in Thai Nguyen Iron and Steel Joint Stock Company.

4. Duration of Authorization:

This Power of Attorney is valid only during the 2026 Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Joint Stock Company.

5. Obligations of the Parties:

a) Party A is responsible for providing the necessary information and documents for Party B to perform the authorized tasks;

b) Party B must strictly follow the scope of authorization granted by Party A. If Party B exceeds the authorized scope, they shall bear full responsibility for any resulting damages;

c) Party B is obligated to promptly inform Party A of any issues arising during the meeting so that Party A can provide voting instructions. If Party A does not respond, Party B may vote at their discretion on such matters without requiring Party A's consent.

d) Party B is not allowed to delegate this authorization to a third party./.

AUTHORIZED REPRESENTATIVE

(Signature and Full Name)

AUTHORIZING PARTY

(Signature and Full Name)

Power of Attorney Template for a Group of Shareholders as the Authorizing Party

SOCIALIST REPUBLIC OF VIETNAM

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..... ; March, 2026

POWER OF ATTORNEY

**For Attending the 2026 Annual General Meeting of Shareholders
of Thai Nguyen Iron and Steel Joint Stock Company**

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

1. Authorizing Party (Party A):

We are a group of _____ shareholders listed below (see attached list), collectively owning a total of _____ shares (In words: _____ shares) in Thai Nguyen Iron and Steel Joint Stock Company.

2. Authorized Representative (Party B):

Full Name:

ID/Citizen ID/Passport No: Issued on:..... at:

Address:

Phone Number: Fax

Number of Shares Authorized: shares (In words: shares).

3. Scope of Authorization:

Party A authorizes Party B to perform the following tasks:

a) Attend the 2026 Annual General Meeting of Shareholders;

b) Exercise the right to speak and vote in accordance with Party A's instructions on all matters at the 2026 Annual General Meeting of Shareholders, corresponding to the shares owned by Party A in Thai Nguyen Iron and Steel Joint Stock Company.

4. Duration of Authorization:

This Power of Attorney is valid only during the 2026 Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Joint Stock Company.

5. Obligations of the Parties:

a) Party A is responsible for providing the necessary information and documents for Party B to perform the authorized tasks;

b) Party B must strictly follow the scope of authorization granted by Party A. If Party B exceeds the authorized scope, they shall bear full responsibility for any resulting damages;

c) Party B is not allowed to delegate this authorization to a third party./.

AUTHORIZED REPRESENTATIVE

(Signature and Full Name)

**REPRESENTATIVE OF THE
AUTHORIZING SHAREHOLDER GROUP**

(Signature and Full Name)

Power of Attorney Template for Corporate Shareholders as the Authorizing Party (If there is no decision appointing a representative to manage the shareholder's capital at Thai Nguyen Iron and Steel Joint Stock Company)

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POWER OF ATTORNEY

**For Attending the 2026 Annual General Meeting of Shareholders
of Thai Nguyen Iron and Steel Joint Stock Company**

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

1. Authorizing Party (Party A):

Business Registration Certificate No.: issued by on/...../.....

Registered Headquarters Address:

Phone Number: Fax:

Number of Shares Owned: shares (In words: shares)

(Par value: 10,000 VND/share) in Thai Nguyen Iron and Steel Joint Stock Company.

2. Authorized Representative (Party B):

ID/Citizen ID/Passport No.: issued by on/...../.....

Permanent Address:

Phone Number: Fax:

Total Number of Shares Authorized (If left blank, it will be understood as
authorization for all shares owned):

3. Scope of Authorization:

Party A authorizes Party B to perform the following tasks:

a) Attend the 2026 Annual General Meeting of Shareholders;

b) Exercise the right to speak and vote in accordance with Party A's instructions on
all matters at the 2026 Annual General Meeting of Shareholders, corresponding to the
..... shares owned by Party A in Thai Nguyen Iron and Steel Joint Stock Company.

4. Duration of Authorization:

This Power of Attorney is valid only during the 2026 Annual General Meeting of
Shareholders of Thai Nguyen Iron and Steel Joint Stock Company.

5. Obligations of the Parties:

a) Party A is responsible for providing the necessary information and documents for
Party B to perform the authorized tasks;

b) Party B must strictly follow the scope of authorization granted by Party A. If Party
B exceeds the authorized scope, they shall bear full responsibility for any resulting
damages;

c) Party B is obligated to promptly inform Party A of any issues arising during the meeting so that Party A can provide voting instructions. If Party A does not respond, Party B may vote at their discretion on such matters without requiring Party A's consent.

d) Party B is not allowed to delegate this authorization to a third party./.

**AUTHORIZED
REPRESENTATIVE**

(Signature and Full Name)

**AUTHORIZING PARTY
LEGAL REPRESENTATIVE OF THE
ORGANIZATION/ENTERPRISE**

(Signature, Full Name and Seal)

Note: For corporate shareholders, this Power of Attorney may be replaced by a decision appointing a representative to manage the shareholder's capital at Thai Nguyen Iron and Steel Joint Stock Company

Confirmation of Attendance Form for the General Meeting of Shareholders For Individual Shareholders
as the Authorizing Party

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POWER OF ATTORNEY
**For Attending the 2026 Annual General Meeting of Shareholders
of Thai Nguyen Iron and Steel Joint Stock Company**

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

Pursuant to the Regulations on the Organization of the 2026 Annual General Meeting
of Shareholders of Thai Nguyen Iron and Steel Joint Stock Company, issued together with
Decision No. 03/QĐ-GTTN dated March 10, 2026 by the Board of Directors of Thai Nguyen
Iron and Steel Joint Stock Company,

My Name Is:

ID/Citizen ID/Passport No.: issued by on/...../.....

Address:

Phone Number: Fax:

I am the owner of: shares (In words: shares) (Par
value: 10,000 VND/share) in Thai Nguyen Iron and Steel Joint Stock Company

In addition, I have been authorized by other shareholders of Thai Nguyen
Iron and Steel Joint Stock Company to represent them at the 2026 Annual General Meeting
of Shareholders of Thai Nguyen Iron and Steel Joint Stock Company, with a total number of
authorized shares being shares (In words: shares)
(Attached are the corresponding powers of attorney).

By this document, I confirm my registration to attend the 2026 Annual General
Meeting of Shareholders of Thai Nguyen Iron and Steel Joint Stock Company, with a total
of shares entitled to vote at the meeting./.

REGISTRANT

(Signature and Full Name)

Confirmation of Attendance Form for the General Meeting of Shareholders (For Corporate Shareholders)

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..... ; March, 2026

POWER OF ATTORNEY
For Attending the 2026 Annual General Meeting of Shareholders
of Thai Nguyen Iron and Steel Joint Stock Company

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

Pursuant to the Regulations on the Organization of the 2026 Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Joint Stock Company, issued together with Decision No. **03/QĐ-GTTN** dated *March 10, 2026* by the Board of Directors of Thai Nguyen Iron and Steel Joint Stock Company,

Organization Name:
Business Registration Certificate No.: issued by on/...../.....
Address:
Phone Number: Fax:
Owner of: shares (In words: shares) (*Par value: 10,000 VND/share*) in Thai Nguyen Iron and Steel Joint Stock Company.

In addition, We have been authorized by other shareholders of Thai Nguyen Iron and Steel Joint Stock Company to represent them at the 2026 Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Joint Stock Company, with a total number of authorized shares being shares (In words: shares) (Attached are the corresponding powers of attorney).

By this document, we confirm our registration and appointment of a representative to attend the 2026 Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Joint Stock Company as follows:

Mr/Ms:
ID/Citizen ID/Passport No.: issued by on/...../.....
Address:
Phone Number: Fax:

With a total of shares entitled to vote at the 2026 Annual General Meeting of Shareholders

LEGAL REPRESENTATIVE OF THE
ORGANIZATION/ENTERPRISE
(Signature, Full Name and Seal)

