

REPORT

Corporate Governance Situation (Year 2025)

To:

- The State Securities Commission
- Hanoi Stock Exchange

- Company Name: Thai Nguyen Iron and Steel JSC
- Headquarters Address: Cam Gia 13 Hamlet, Gia Sang Ward, Thai Nguyen Province.
- Phone Number: 0280.3832236 Fax: 0280.3832056
- Website: www.tisco.com.vn
- Charter Capital: 1,840 billion VND
- Stock Code: TIS
- Corporate Governance Model: General Meeting of Shareholders, Board of Directors, Supervisory Board, Chief Executive Officer of the Company.

- Regarding the Performance of Internal Audit Functions: The accounting department collaborates with the Supervisory Board to inspect and audit certain units of the Company.

I. Activities of the General Meeting of Shareholders:

No.	Resolutions No	Date	Content
1	No. 59/NQ-GTTN	26/4/2025	The 2025 Annual General Meeting of Shareholders approved reports and proposals within its authority.

II. Board of Directors.

1. Information on Members of the Board of Directors (BOD):

No.	Member of the Board of Directors	Position	Date of commencement/cessation as a BOD member	
			Date of appointment	Date of dismissal
1	Mr. Nghiêm Xuân Da	Chairman of the Board of Directors	19/4/2024	
2	Mr. Nguyễn Minh Hanh	Member of the Board of Directors cum General Director	29/6/2017	
3	Mr. Trần Thái Dũng	Member of the Board of Directors cum Deputy General Director	26/4/2025	
4	Mr. Thủ Đức	Member of the Board of Directors	26/4/2025	
5	Mr. Trần Trọng Mạnh	Member of the Board of Directors	19/4/2024	
6	Mr. Lê Thành Thúc	Member of the Board of Directors	10/4/2019	
7	Ms. Nguyễn Thị Nguyệt	Member of the Board of Directors	26/4/2025	
8	Mr. Trần Quang Tiến	Member of the Board of Directors cum Deputy General Director		26/4/2025
9	Mr. Lê Minh Tu	Member of the Board of Directors		26/4/2025
10	Mr. Lê Hồng Khue	Member of the Board of Directors		26/4/2025

2. Meetings of the Board of Directors:

No.	Member of the BOD	Number of BOD meetings attended	Attendance rate	Reason for absence from meetings
1	Mr. Nghiêm Xuân Da	04	100%	
2	Mr. Nguyễn Minh Hanh	04	100%	
3	Mr. Trần Thái Dũng	02	100%	Appointed to the Board of Directors on April 26, 2025
4	Mr. Thủ Đức	02	100%	Appointed to the Board of Directors on April 26, 2025
5	Mr. Trần Trọng Mạnh	04	100%	

6	Mr. Le Thanh Thuc	04	100%	
7	Ms. Nguyen Thi Nguyet	02	100%	Appointed to the Board of Directors on April 26, 2025
8	Mr. Tran Quang Tien	02	100%	Dismissing members of the Board of Directors on April 26, 2025
9	Mr. Le Minh Tu	02	100%	Dismissing members of the Board of Directors on April 26, 2025
10	Mr. Le Hong Khue	02	100%	Dismissing members of the Board of Directors on April 26, 2025

- In addition to the above meetings, the Board of Directors collected written opinions to issue Resolutions and Decisions in accordance with regulations.

3. Supervisory Activities of the BOD Over the Executive Board:

In 2025, the Board of Directors effectively supervised the activities of the Executive Management Board, as well as the units and departments of the Company, to ensure the strict implementation of the Company's policies and regulations, compliance with laws related to corporate governance, the execution of production and business tasks, the application of technical solutions in production stages, cost reduction, and price optimization. Additionally, the Board closely monitored the company's actual situation to propose timely policies and decisions, providing direction and creating favorable conditions for the Executive Management Team to carry out business and production tasks, as well as to ensure the synchronized implementation of the Company's regulations.

The Board of Directors has always paid close attention to the supervision of the Executive Management Board's activities, ensuring that the Executive Management Team operates according to the Company's strategic direction. Through audit and oversight, the Board of Directors has gained an understanding of the operational situation and Results of the implementation of the production and business plans of the Company and its member units to have timely direction and guidance measures for functional departments and units.

4. Activities of the Subcommittees of the Board of Directors: The Company's Board of Directors does not establish subcommittees. Board members carry out their duties according to the assignments given by the Board of Directors.

5. Resolutions/Decisions of the Board of Directors

No.	Resolutions / Decisions No.	Date	Content	Approval Rate
RESOLUTIONS				
1	02/NQ-GTTN	07/01/2025	Resolution on the evaluation of Q4 and full-year 2024 business performance; key work program for 2025 and Q1 2025; and other related matters	100%
2	03/NQ-GTTN	10/01/2025	Resolution on signing a contract with Thai Trung Steel Rolling Joint Stock Company	100%
3	05/NQ-GTTN	10/01/2025	Resolution on hiring a consulting firm to study further solutions for the Tisco 2 Project after termination and liquidation of EPC Contract No. 01# with MCC	71,4%
4	06/NQ-GTTN	21/01/2025	Resolution on approval of signing a billet purchase contract with Vnsteel – Ho Chi Minh City Metal Corporation for production purposes	100%
5	07/NQ-GTTN	23/01/2025	Resolution on promulgating the 2025 technical and economic indicators of Thai Nguyen Iron and Steel Joint Stock Corporation	100%
6	08/NQ-GTTN	24/01/2025	Resolution on approval of signing a billet purchase contract with Thai Hung Trading Joint Stock Company for production purposes	100%
7	10/NQ-GTTN	07/02/2025	Resolution on approval of signing a billet purchase contract with Thai Hung Trading Joint Stock Company for production purposes	100%
8	13/NQ-GTTN	03/3/2025	Resolution on signing a pledge agreement of 12,699,140 shares of the Company in Thai Trung Steel Rolling Joint Stock Company with VietinBank – Lu Xa Branch	100%
9	17/NQ-GTTN	10/3/2025	Resolution on promulgating internal regulations, plans, decisions on establishment of the organizing committee, shareholder eligibility verification committee, and summary team for the 2025 Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Joint Stock Corporation	100%
10	19/NQ-GTTN	11/3/2025	Resolution on approval of signing a billet purchase contract with Thai Hung Trading Joint Stock Company for production purposes	100%
11	20/NQ-GTTN	24/3/2025	Resolution on approval of signing a billet purchase contract with Thai Hung Trading Joint Stock Company for production purposes	100%
12	24/NQ-GTTN	25/3/2025	Resolution on approval of the agenda and contents of the 2025 Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Ferroalloy Joint Stock Company	100%
13	25/NQ-GTTN	25/3/2025	Resolution on approval of the agenda and contents of the 2025 Annual General Meeting of Shareholders of Thai Trung Steel Rolling Joint Stock Company	100%

14	31/NQ-GTTN	04/4/2025	Resolution on temporary appointment of the Director of the Railway Transport Enterprise	100%
15	33/NQ-GTTN	08/4/2025	Resolution on approval of the agenda and contents of the 2025 Annual General Meeting of Shareholders of Mechanical Engineering Joint Stock Company	100%
16	35/NQ-GTTN	10/4/2025	Resolution on approval of the agenda, internal regulations, and reports/proposals of the BOD and Supervisory Board to be submitted at the 2025 Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Joint Stock Corporation	100%
17	47/NQ-GTTN	15/4/2025	Resolution on evaluation of Q1 2025 business performance, key work plan for Q2 2025, and other related matters	100%
18	48/NQ-GTTN	15/4/2025	Resolution on approval of the draft agreement on termination and liquidation of EPC Contract No. 01#/TISCO-MCC	57,1%
19	52/NQ-GTTN	24/4/2025	Resolution on approval of the agenda and contents of the 2025 Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Transport Joint Stock Company	100%
20	53/NQ-GTTN	25/4/2025	Resolution on approval of the additional proposal content for the 2025 Annual General Meeting of Shareholders of the Company	100%
21	60/NQ-GTTN	14/5/2025	Resolution on reappointment of the General Director of Thai Trung Steel Rolling Joint Stock Company	100%
22	63/NQ-GTTN	26/5/2025	Resolution on approval of the plan for selecting an auditor to review the semi-annual financial statements for the first half of 2025 and audit the full-year financial statements for 2025 – Thai Nguyen Iron and Steel Joint Stock Corporation	100%
23	67/NQ-GTTN	20/6/2025	Resolution on approval of the plan for selecting an auditor to review the semi-annual financial statements for the first half of 2025 and audit the full-year financial statements for 2025 – Thai Nguyen Iron and Steel Joint Stock Corporation	100%
24	68/NQ-GTTN	30/6/2025	Approving the agenda for the 2025 Annual GMS of Thai Nguyen Refractory Materials JSC	100%
25	69/NQ-GTTN	04/7/2025	Changing the Director of the Metallurgical Design Consulting Enterprise.	100%
26	71/NQ-GTTN	10/7/2025	Evaluating Q2 and H1/2025 business performance.	100%
27	72/NQ-GTTN	25/7/2025	Re-appointing the Director of the General Service Center.	100%
28	74/NQ-GTTN	26/8/2025	Signing a billet purchase contract with Thai Hung Trading JSC.	100%
29	75/NQ-GTTN	04/9/2025	Signing a billet purchase contract with Vnsteel - Hanoi Steel Corporation.	100%
30	76/NQ-GTTN	05/9/2025	Signing a billet purchase contract with Thai Hung Trading JSC.	100%
31	78/NQ-GTTN	08/9/2025	Approving the Nam Lang Cam underground coking coal mining project.	71,4%
32	79/NQ-GTTN	18/9/2025	Signing a billet purchase contract with Vnsteel - Hanoi Steel Corporation.	100%
33	80/NQ-GTTN	16/10/2025	Signing a billet purchase contract with Thai Hung Trading JSC.	100%
34	81/NQ-GTTN	17/10/2025	Signing a short-term loan contract at BIDV - Thai Nguyen Branch.	100%
35	83/NQ-GTTN	17/10/2025	Evaluating Q3 and first 9 months of 2025 business performance.	100%
36	84/NQ-GTTN	20/10/2025	Signing a billet purchase contract with Vnsteel - Hanoi Steel Corporation.	100%
37	85/NQ-GTTN	29/10/2025	Signing a billet purchase contract with Thai Hung Trading JSC.	100%
38	86/NQ-GTTN	05/11/2025	Supplementing business lines for Thai Nguyen Iron and Steel Transport JSC.	100%
39	87/NQ-GTTN	07/11/2025	Taking short-term loans at two branches of Vietinbank.	100%
40	88/NQ-GTTN	14/11/2025	Re-appointing the Director of Phu Tho Quartzite Mine.	100%
41	89/NQ-GTTN	14/11/2025	Signing a billet purchase contract with Vnsteel - Hanoi Steel Corporation.	100%
42	90/NQ-GTTN	18/11/2025	Signing a billet purchase contract with Thai Hung Trading JSC.	100%
43	92/NQ-GTTN	12/12/2025	Signing a billet purchase contract with Thai Hung Trading JSC.	100%
44	93/NQ-GTTN	18/12/2025	Divesting capital from Thai Nguyen Iron and Steel Transport JSC.	100%
45	95/NQ-GTTN	27/12/2025	Changing the Director of Tien Bo Iron Mine.	100%
II	DECISIONS			

1	01/QD- GTTN	10/3/2025	Decision on promulgating the Regulations on Organization of the 2025 Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Joint Stock Corporation	100%
2	02/QD- GTTN	10/3/2025	Decision on establishment of the Organizing Committee for the 2025 Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Joint Stock Corporation	100%
3	03/QD- GTTN	10/3/2025	Decision on establishment of the Shareholder Eligibility Verification Committee for the 2025 Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Joint Stock Corporation	100%
4	04/QD- GTTN	10/3/2025	Decision on establishment of the Shareholder List Compilation Team for the 2025 Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Joint Stock Corporation	100%
5	19/QD- GTTN	26/4/2025	Decision on reappointment of the General Director of Thai Nguyen Iron and Steel Joint Stock Corporation	100%
6	20/QD- GTTN	16/5/2025	Decision on assignment of responsibilities to members of the Board of Directors of Thai Nguyen Iron and Steel Joint Stock Corporation, term 2024–2029	100%
7	23/QD- GTTN	06/6/2025	Decision on appointment of the Deputy General Director of Thai Nguyen Iron and Steel Joint Stock Corporation	100%
8	24/QD- GTTN	04/7/2025	Consolidating the Steering Committee for Anti-Corruption, Wastefulness, and Negativity.	100%
9	25/QD- GTTN	17/10/2025	Issuing the sales regulations for TISCO steel products.	100%
10	26/QD- GTTN	18/12/2025	Merging Trai Cau Iron Mine into Tien Bo Iron Mine.	100%

III. Supervisory Board

1. Information on Members of the Supervisory Board (SB):

No.	Supervisory Board Member	Position	Date of Commencement/Cessation as SB Member	Professional Qualification
1	Mr. Tran Anh Dung	Head of the Supervisory Board	Appointed on April 10, 2019	Bachelor of Finance
2	Ms. Nguyen Thi Hue	Member of the SB	Appointed on June 19, 2020	Bachelor of Accounting
3	Mr. Nguyen Hong Van	Member of the SB	Appointed on April 19, 2024	PhD in Human Geography
4	Mr. Bui Quang Hung	Member of the SB	Appointed on April 10, 2019	Bachelor of Accounting
5	Mr. Do Quang Kien	Member of the SB	Appointed on April 26, 2025	Bachelor of Accounting
6	Ms. Nguyen Thuy Ha	Member of the SB	Dismissed on April 26, 2025	Bachelor of Economics

2. Meetings of the Supervisory Board:

No.	Supervisory Board Member	Number of meetings attended	Attendance rate	Voting rate	Reason for absence
1	Mr. Tran Anh Dung	04	100%	100%	
2	Ms. Nguyen Thi Hue	04	100%	100%	
3	Mr. Nguyen Hong Van	04	100%	100%	
4	Mr. Bui Quang Hung	04	100%	100%	

5	Mr. Do Quang Kien	02	100%	100%	Appointed on April 26, 2025
6	Ms. Nguyen Thuy Ha	02	100%	100%	Dismissing on April 26, 2025

3. Supervisory Activities of the Supervisory Board:

In 2025, the Supervisory Board reviewed the procedures for issuing the Company's documents in comparison with the legal regulations and the Company's Charter regarding the Resolutions of the Board of Directors and the Executive Management in business management. It also examined and validated the 2024 Financial Statements and prepared the Supervisory Board's activity report for 2024 to present at the 2025 Annual General Meeting of Shareholders.

The Supervisory Board has carried out oversight and verified the reasonableness, legality, honesty, and prudence in the management and operation of the Company's business activities. The activities of the Supervisory Board were conducted in accordance with its operating regulations, in compliance with the provisions of the Enterprise Law, the Charter of Organization and Operation of Thai Nguyen Iron and Steel Joint Stock Company, as well as other relevant legal regulations:

4. Coordination between the Supervisory Board and the activities of the Board of Directors, the Executive Management Board, and other management personnel:

During the execution of its duties, the Supervisory Board has always received support from the members of the Board of Directors, the Executive Management Board, and the Company's functional departments. The members of the Supervisory Board were invited to attend four meetings of the Board of Directors, and the Head of the Supervisory Board was invited to participate in some meetings of the Executive Management Board regarding production coordination and the monthly production and business plans for the subsidiaries.

5. Other activities of the Supervisory Board:

In 2025, the Supervisory Board conducted audits and assessments of key processes of the Company such as: Procurement of materials and goods, service leasing; management of materials and goods, accounts payable, and expenses at the Tien Bo iron mine, Luu Xa steel rolling mill, Thai Nguyen steel rolling mill, General Service Center, Energy enterprise, Phu Tho Quac Zit mine, Coke plant, Phan Me coal mine, and Railway Transport enterprise in order to identify potential risks and shortcomings and to provide answers to shareholders when requested.

IV. Executive Management Board

No.	Executive Management Board members	Date of birth	Professional Qualifications	Date of Appointment/Dismissal of Executive Management Board Members
1	Mr. Nguyen Minh Hanh	13/9/1969	Metallurgical Engineer	01/4/2020
2	Mr. Tran Thai Dung	06/8/1970	Rolling Steel Engineer	10/6/2020
3	Mr. Ha Tuan Hung	21/3/1975	Rolling Steel Engineer	01/6/2023
4	Mr. Tran Quang Tien	07/4/1972	Electrical Engineer	01/7/2020

V. Chief Accountant

No.	Full Name	Date of birth	Professional Qualifications	Date of Appointment/Dismissal
1	Mr. Hoang Danh Son	14/4/1965	Bachelor's in Economics	02/2014

VI. Corporate Governance Training: Members of the Board of Directors, Supervisory Board, CEO, Deputy CEO, Chief Accountant, and Company Secretary have not yet participated in the certificate-level training on "Corporate Governance".

VII. List of related persons of the public company and transactions between related persons and the company.

1. List of Related Persons of the Company

No.	Organization/Individual Name	Securities Account (if any)	Position at the company (if any)	ID No., Issue Date, Place	Head office address/Contact address	Start time as related party	End time as related party	Reason	Relationship with Company
1	Thai Hung Trading Joint Stock Company			4600310787 Issue date: 19/2/2022	Gia Sang Ward, Thai Nguyen Province	4/2017			Major Shareholder

2	Thai Trung Steel Rolling Joint Stock Company			4600451322 Issue date: 04/11/2025	Gia Sang Ward, Thai Nguyen Province	7/2009			Related Party
3	Vnsteel - Hanoi Metal Corporation			0100100368 Issue date: 05/12/2025	No. 20 Ton That Tung, Kim Liên Ward, Hanoi City	7/2009			Related Party
4	Viet Nam Steel Corporation -JSC			0100100047 Issue date: 18/5/2023	No. 91 Lang Ha, Dong Da, Hanoi	7/2009			Parent Company
5	Vnsteel - Hochiminh City Metal Corporation			0300399360 Issue date: 27/8/2025	No. 193 Dinh Tien Hoang, Tan Dinh Ward, Ho Chi Minh City	11/2024			Related Party

b) Related parties as individuals.

No.	Name of Organization/Individual	Securities Trading Account	Position at the Company	ID/Business Registration No., Date of Issue, Place of Issue	Head Office/Conta ct Address	Start Date of Related Person Status	End Date of Related Person Status	Reason	Relationship with the Company
1	Nghiem Xuan Da		Chairman of the BOD			19/4/2024			
2	Nguyen Minh Hanh		Member of the BOD – General Director			29/6/2017			
3	Tran Quang Tien		Member of the BOD – Deputy General Director				26/4/2025		
4	Le Minh Tu		Member of the BOD				26/4/2025		
5	Tran Trong Manh		Member of the BOD			19/4/2024			
6	Le Hong Khue		Member of the BOD				26/4/2025		
7	Le Thanh Thuc		Member of the BOD			10/4/2019			
8	Tran Thai Dung		Member of the BOD – Deputy General Director			26/4/2025			
9	Thieu Dinh Tinh		Member of the BOD			26/4/2025			
10	Nguyen Thi Nguyet		Member of the BOD			26/4/2025			
11	Ha Tuan Hung		Deputy General Director			01/6/2023			
12	Hoang Danh Son		Chief Accountant			02/2014			
13	Tran Anh Dung		Head of the Supervisory Board			10/4/2019			
14	Nguyen Thi Hue		Member of the Supervisory Board			19/6/2020			
15	Nguyen Thuy Ha		Member of the Supervisory Board				26/4/2025		
16	Nguyen Hong Van		Member of the Supervisory Board			19/4/2024			
17	Bui Quang Hung		Member of the Supervisory Board			10/4/2019			
18	Do Quang Kien		Member of the Supervisory Board			26/4/2025			

19	Nguyen Ba Tai		The person authorized to disclose information, the head of the company's secretarial department, the person in charge of corporate governance.				01/2019			
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2. Transactions between the Company and its related parties; or between the Company and major shareholders, insiders, persons related to insiders.:

No.	Organization/Individual Name	Relationship with Company	Position at the company (if any)	ID No., Issue Date, Place	Head office address/Contact address	Transaction Date with the Company	Resolution/Decision No. of the GMS/BOD	Details, Quantity, Total Transaction Value	Note
1	Hanoi Metal Joint Stock Company - Vnsteel	Related party		0100100368, Date of issue 05/12/2025	No. 20 Ton That Tung, Kim Lien Ward, Hanoi City	01/2025	95/NQ-GTTN dated 31/12/2024	1. First-tier distributor contract: Quantity: 33,435.762 tons Value: VND 491,862,391,900 2. Contract for structural steel and plain round steel: Quantity: 681.764 tons Value: VND 10,551,167,880	
2	Thai Hung Trading Joint Stock Company	Major shareholder		4600310787, Date of issue 19/02/2022	Gia Sang Ward, Thai Nguyen	01/2025	96/NQ-GTTN dated 31/12/2024	1. First-tier distributor contract: Quantity: 255,401.133 tons Value: VND 3,769,594,068,097	
3	Thai Rolling Steel Joint Stock Company	Related party		4600451322, Date of issue 04/11/2025	Gia Sang Ward, Thai Nguyen	01/2025	03/NQ-GTTN dated 10/01/2025	1. Billet Purchase Contract: Quantity: 471,406.866 tons Value: VND 6,058,979,482,771 2. TISCO Steel Sales Contract: Quantity: 461,015.988 tons Value: VND 6,511,624,314,031	
4	Ho Chi Minh City Metal Joint Stock Company - Vnsteel	Related party		0300399360 Date of issue 27/8/2025	193 Dinh Tien Hoang, Tan Dinh Ward, Ho Chi Minh City	01/2025	06/NQ-GTTN dated 21/01/2025	Contract for purchasing steel billets for production purposes: Quantity of billets: 2,001.36 tons Value: VND 25,801,533,120	
5	Thai Hung Trading Joint Stock Company	Major shareholder		4600310787, Date of issue 19/02/2022	Gia Sang Ward, Thai Nguyen Province	01/2025	08/NQ-GTTN dated 24/01/2025	Contract for purchasing steel billets for production purposes: Quantity of billets: 9,928.32 tons Value: VND 128,323,536,000	
6	Thai Hung Trading Joint Stock Company	Major shareholder		4600310787, Date of issue 19/02/2022	Gia Sang Ward, Thai Nguyen Province	02/2025	10/NQ-GTTN dated 07/02/2025	Contract for purchasing steel billets for production purposes: Quantity of billets: 7,366.03 tons Value: VND 94,719,779,770	

7	Thai Hung Trading Joint Stock Company	Major shareholder		4600310787, Date of issue 19/02/2022	Gia Ward, Sang Thai Nguyen Province	3/2025	19/NQ-GTTN dated 11/3/2025	Contract for purchasing steel billets for production purposes: Quantity of billets: 10,001.14 tons Value: VND 128,659,665,530	
8	Thai Hung Trading Joint Stock Company	Major shareholder		4600310787, Date of issue 19/02/2022	Gia Ward, Sang Thai Nguyen Province	3/2025	20/NQ-GTTN dated 24/3/2025	Contract for purchasing steel billets for production purposes: Quantity of billets: 4,960.77 tons Value: VND 63,845,109,900	
9	Thai Hung Trading Joint Stock Company	Major shareholder		4600310787, Date of issue 19/02/2022	Gia Ward, Sang Thai Nguyen Province	8/2025	74/NQ-GTTN dated 26/8/2025	Contract for purchasing steel billets for production purposes: Quantity of billets: 10,009.71 tons Value: VND 131,577,637,950	
10	Hanoi Metal Joint Stock Company - Vnsteel	Related party		0100100368, Date of issue 05/12/2025	No. 20 Ton That Tung, Kim Lien Ward, Hanoi City	9/2025	75/NQ-GTTN dated 04/9/2025	Contract for purchasing steel billets for production purposes: Quantity of billets: 1,011.89 tons Value: VND 13,301,294,050	
11	Thai Hung Trading Joint Stock Company	Major shareholder		4600310787, Date of issue 19/02/2022	Gia Ward, Sang Thai Nguyen Province	9/2025	76/NQ-GTTN dated 05/9/2025	Contract for purchasing steel billets for production purposes: Quantity of billets: 5,112.81 tons Value: VND 66,364,273,800	
12	Hanoi Metal Joint Stock Company - Vnsteel	Related party		0100100368, Date of issue 05/12/2025	No. 20 Ton That Tung, Kim Lien Ward, Hanoi City	9/2025	79/NQ-GTTN dated 18/9/2025	Contract for purchasing steel billets for production purposes: Quantity of billets: 2,001.87 tons Value: VND 26,204,478,300	
13	Thai Hung Trading Joint Stock Company	Major shareholder		4600310787, Date of issue 19/02/2022	Gia Ward, Sang Thai Nguyen Province	10/2025	80/NQ-GTTN dated 16/10/2025	Contract for purchasing steel billets for production purposes: Quantity of billets: 5,168.21 tons Value: VND 66,799,114,250	
14	Hanoi Metal Joint Stock Company - Vnsteel	Related party		0100100368, Date of issue 05/12/2025	No. 20 Ton That Tung, Kim Lien Ward, Hanoi City	10/2025	84/NQ-GTTN dated 20/10/2025	Contract for purchasing steel billets for production purposes: Quantity of billets: 2,049.32 tons Value: VND 26,487,461,000	

15	Thai Hung Trading Joint Stock Company	Major shareholder		4600310787, Date of issue 19/02/2022	Gia Sang Ward, Thai Nguyen Province	10/2025	85/NQ-GTTN dated 29/10/2025	Contract for purchasing steel billets for production purposes: Quantity of billets: 5,018.50 tons Value: VND 64,864,112,500	
16	Hanoi Metal Joint Stock Company - Vnsteel	Related party		0100100368, Date of issue 05/12/2025	No. 20 Ton That Tung, Kim Lien Ward, Hanoi City	11/2025	89/NQ-GTTN dated 14/11/2025	Contract for purchasing steel billets for production purposes: Quantity of billets: 1,996.53 tons Value: VND 25,585,531,950	
17	Thai Hung Trading Joint Stock Company	Major Shareholder		4600310787, Issue date: 19/02/2022	Gia Sang Ward, Thai Nguyen Province	11/2025	90/NQ-GTTN Dated 18/11/2025	Contract for Purchasing Steel Billets for Production Purposes: - Quantity of Billets: 10,184.89 tons - Value: 130,519,365,350 VND	
18	Thai Hung Trading Joint Stock Company	Major Shareholder		4600310787, Issue date: 19/02/2022	Gia Sang Ward, Thai Nguyen Province	12/2025	92/NQ-GTTN Dated 12/12/2025	Contract for Purchasing Steel Billets for Production Purposes: - Quantity of Billets: 8,768.78 tons - Value: 112,371,915,700 NVD	

3. Transactions between company insiders, persons related to insiders and subsidiaries or companies controlled by the company: None.

No.	Person conducting the transaction	Relationship with Insider	Position at the Listed Company	ID/Passport Number, Issuance Date and Place	Address	Name of subsidiary, company controlled by the listed company	Transaction Time	Details, quantity, and total transaction value	Note

4. Transactions between the Company and other parties.

4.1. Transactions between the company and a company where members of the Board of Directors, Supervisory Board, CEO, or other managers have been or are currently founders, members of the Board of Directors, or CEOs within the past three (03) years (as of the report date)

4.2. Transactions between the company and a company where a related party of a member of the Board of Directors, Supervisory Board, CEO, or other managers is a member of the Board of Directors or CEO.

4.3. Other transactions of the company (if any) that may bring material or non-material benefits to members of the Board of Directors, Supervisory Board, CEO, and other managers.

VIII. Share transactions of insiders and their related parties:

1. List of insiders and their related parties:

No	Full name	Securities trading account (if any)	Position at the Company (if any)	ID/Passport number, issuance date, place	Contact address	Number of shares owned at the end of the period	Share ownership percentage at the end of the period	Notes
1	Nghiem Xuan Da		Chairman of the Board of Directors			VNS AUTHORIZED : 27,508.000 Individual: 0	VNS AUTHORIZED : 14,95% Individual: 0%	VNS AUTHORIZED
1.1	Nghiem Dinh Vy					0	0	Biological Father

1.2	Nghiem Thi Huyen			Deceased					Biological Mother
1.3	Doan Thuy					0	0		Father-in-law
1.4	Nguyen Thi Thu Nguyet					0	0		Mother-in-law
1.5	Doan Bich Van					0	0		Wife
1.6	Nghiem Thu Trang					0	0		Child
1.7	Nghiem Minh Vu					0	0		Child
1.8	Nghiem Dinh Thanh			Deceased					Younger Brother
1.9	Nghiem Thi Duong					0	0		Younger Sister
1.10	Nghiem Dinh Dat					0	0		Younger Brother
1.11	Nghiem Dinh Duoc					0	0		Younger Brother
1.12	Nguyen Van Huynh					0	0		Brother-in-law
1.13	Dao Thi Phuong Lien					0	0		Sister-in-law
1.14	Le Thi Huong Mai					0	0		Sister-in-law
1.15	Vietnam Steel Corporation – JSC (VNS)					119.600.000	65%		The shareholder is a state-owned enterprise
1.16	Southern Steel One Member Company Limited – Vnsteel								Mr. Nghiem Xuan Da serves as Chairman of the Members' Council
2	Nguyen Minh Hanh		Member of the Board of Directors - General Director			VNS AUTHORIZ ED: 27.508.000 Individual: 11.800	VNS AUTHORIZ ED: 14,95% Individual: 0,0006%		Authorized by VNS and in personal capacity.
2.1	Nguyen Minh Duc			Deceased					Biological Father
2.2	Bui Thi Nguyet			Deceased					Biological Mother
2.3	Tran Duy Giap					0	0		Father-in-law
2.4	Nguyen Thi Nham					0	0		Mother-in-law
2.5	Tran Thi Thu Huong					14.913	0,00081%		Wife
2.6	Nguyen Thi Phuong Thao					0	0		Child
2.7	Nguyen Minh Anh					0	0		Child
2.8	Nguyen Duc Thai					0	0		Son-in-law

2.9	Nguyen Van Hieu					1.400	0,000076%	Younger biological sibling
2.10	Nguyen Thi Nga					0	0	Younger biological sibling
2.11	Le Tuan Anh					0	0	Brother-in-law
2.12	Vietnam Steel Corporation – JSC (VNS)					119.600.000	65%	The shareholder is a state-owned enterprise
3	Tran Thai Dung		Member of the Board of Directors - Deputy General Director			VNS AUTHORIZE D: 21.528.000 Individual: 300	VNS AUTHORIZED: 11,7% Individual: 0,000016%	VNS authorized
3.1	Tran Van Thung			Deceased				Biological Father
3.2	Hua Thi Hao			Deceased				Biological Mother
3.3	Tran Van Sung					0	0	Father-in-law
3.4	Ngo Thi Nga					0	0	Mother-in-law
3.5	Tran Thi Kim Uyen					0	0	Wife
3.6	Tran Thi Thuy Linh					0	0	Child
3.7	Tran Thai Duy					0	0	Child
3.8	Tran Manh Hung			Deceased				Older brother
3.9	Tran Van Than					0	0	Younger Brother
3.10	Do Thi Yen					0	0	Sister-in-law
3.11	Chu Thi Huong Lan					0	0	Sister-in-law
3.12	Vietnam Steel Corporation – JSC (VNS)					119.600.000	65%	The shareholder is a state-owned enterprise
4	Thieu Dinh Tinh		Member of the BOD			VNS AUTHORIZE D: 21.528.000 Individual: 0	VNS AUTHORIZED: 11,7% Individual: 0%	VNS authorized
4.1	Thieu Dinh Coc					0	0	Biological Father
4.2	Nguyen Thi Thi					0	0	Biological Mother
4.3	Le Ngoc Chinh							Father-in-law
4.4	Le Thi Dan					0	0	Mother-in-law
4.5	Le Thi Van Thanh					0	0	Wife
4.6	Thieu Le Ha Linh					0	0	Child

4.7	Thieu Gia Bao					0	0	Child
4.8	Thieu Le Ha An					0	0	Child
4.9	Thieu Dinh Minh					0	0	Older brother
4.10	Thieu Thi Mai Tuyet					0	0	Younger Sister
4.11	Do Thi Phuoc Ha					0	0	Sister-in-law
4.12	Le Khanh Tung					0	0	Brother-in-law
4.13	Vietnam Steel Corporation – JSC (VNS)					119.600.000	65%	The shareholder is a state-owned enterprise
4.14	Vinausteel One Member Limited Liability Company					0	0	Mr. Thieu Dinh Tinh is a member of the Supervisory Board.
5	Tran Trong Manh		BOD member			VNS authorization: 21.528.000	11,7%	VNS authorization
5.1	Tran Trong Mui					0	0	Father
5.2	Dao Thi Thanh					0	0	Mother
5.3	Bui Quoc Bao					0	0	Father-in-law
5.4	Le Thi Thu Hien					0	0	Mother-in-law
5.5	Bui Nam Phuong					0	0	Wife
5.6	Tran Ha My					0	0	Biological children
5.7	Tran Binh Minh					0	0	Biological children
5.8	Tran Trong Cuong					0	0	Younger brother
5.9	Viet Nam Steel Corporation-JSC (VNS)					119.600.000	65%	The shareholder is a state-owned enterprise
6	Nguyen Thi Nguyet		Member of the BOD			Thai Hung Authorized: 22.596.900 Individual: 0	Thai Hung Authorized: 12,28% Individual: 0%	Thai Hung Company authorized.
6.1	Nguyen Van Chung			Deceased				Biological Father
6.2	Nguyen Thi Sanh							Biological Mother
6.3	Nguyen Thanh Khiет			Deceased				Father-in-law
6.4	Nguyen Thi Buc			Deceased				Mother-in-law
6.5	Nguyen Cong Trang					0	0	Husband
6.6	Nguyen Nam Khanh					0	0	Son
6.7	Nguyen Khanh Chi					0	0	Daughter
6.8	Nguyen Thanh Nguyen					0	0	Older brother
6.9	Nguyen Thi Bich Ngoc					0	0	Younger Sister
6.10	Mai Thi Hang					0	0	Sister-in-law

6.11	Thai Hung Trading Joint Stock Company					36.800.000	20%	Major Shareholder
7	Le Thanh Thuc		BOD member			Thai Hung authorization: 14.203.100	7,72%	Thai Hung company authorization
7.1	Le Thanh My					0	0	Father
7.2	Nguyen Thi Phuong					0	0	Mother
7.3	Duong Van Chu					0	0	Father-in-law
7.4	Pham Thi Lan					0	0	Mother-in-law
7.5	Duong My Hanh					0	0	Wife
7.6	Le Thai Hung					0	0	Biological children
7.7	Le Ngoc Diep					0	0	Biological children
7.8	Le Luong Hien					0	0	Younger brother
7.9	Nguyen Thi Thoan					0	0	Sister-in-law
7.10	Thai Hung Trading Joint Stock Company					36.800.000	20%	Major Shareholder
7.11	Thai Hung Hanoi One Member Limited Liability Company					0	0	Mr. Le Thanh Thuc serves as Director
8	Ha Tuan Hung		Deputy CEO			3.600	0,0016%	
8.1	Ha Van Nghi					0	0	Father
8.2	Tran Thi Tinh			Deceased				Mother
8.3	Tran Danh Kiem			Deceased				Father-in-law
8.4	Nguyen Thi Ha			Deceased				Mother-in-law
8.5	Tran Thi Thuy Nga					0	0	Wife
8.6	Ha Thi Thanh Tam					0	0	Biological children
8.7	Ha Dieu Tu					0	0	Biological children
8.8	Ha Thi Huong					0	0	Younger sister
9	Hoang Danh Son		Chief Accountant			100	0,00005%	
9.1	Hoang Danh Vien			Deceased				Father
9.2	Nguyen Thi Thuoi			Deceased				Mother
9.3	Pham Dinh Thuong			Deceased				Father-in-law
9.4	Pham Thi Hien			Deceased				Mother-in-law
9.5	Pham Thi Nga					0	0	Wife
9.6	Hoang Danh Tung					0	0	Biological children
9.7	Hoang Thi Quynh Trang					0	0	Biological children
9.8	Hoang Danh Nguyen					0	0	Biological brother
9.9	Hoang Danh Van					0	0	Biological brother

9.10	Hoang Danh Ha					0	0	Biological brother
9.11	Hoang Danh Hai					0	0	Biological brother
9.12	Nguyen Thi Phuong Thao					0	0	Daughter-in-law
9.13	Ho Thi Lieu					0	0	Sister-in-law
9.14	Bui Thi La					0	0	Sister-in-law
9.15	Bui Thi Phuong					0	0	Sister-in-law
9.16	Thai Trung Steel Rollings., JSC							Mr. Hoang Danh Son serves as Chairman of the Board of Directors
10	Tran Anh Dung	002c141120	Head of SUPERVISORY BOARD			1.000	0,00054%	
10.1	Tran Van Phat			Deceased				Father
10.2	Pham Thi Lan			Deceased				Mother
10.3	Dang Quang Thanh			Deceased				Father-in-law
10.4	Pham Thi Thin					0	0	Mother-in-law
10.5	Dang Thi Oanh					0	0	Wife
10.6	Tran Dang Hong Nhung					0	0	Child
10.7	Tran Dang Ngoc Bac					0	0	Child
10.8	Nguyen Gia Viet					0	0	Son-in-law
10.9	Tran Thi Thuy					0	0	Younger sister
10.10	Tran Thi Thuy					0	0	Younger sister
10.11	Tran Ngoc Thang					0	0	Brother-in-law
10.12	Ngo Ngoc Son					0	0	Brother-in-law
11	Nguyen Thi Hue		Supervisory Board member			0	0	
11.1	Nguyen Thiep			Deceased				Father
11.2	Le Thi Xiem					0	0	Mother
11.3	Giang Duc Thinh					0	0	Father-in-l
11.4	Nguyen Thi Loi					0	0	Mother-in-law
11.5	Giang Long Hai					2.000	0,0011%	Husband

11.6	Giang Hoang Son					0	0	Child
11.7	Giang Thanh Vinh					0	0	Child
11.8	Nguyen Bien					0	0	Older brother
11.9	Nguyen Tan					0	0	Older brother
11.10	Nguyen Ta					0	0	Older brother
11.11	Nguyen Thi Quyen					0	0	Sister-in-law
11.12	Hoang Luu Thu Thuy					0	0	Sister-in-law
11.13	Dao Minh Hue					0	0	Sister-in-law
11.14	Thai Nguyen Iron and Steel Transportation Joint Stock Company					0	0	Ms. Nguyen Thi Hue serves as a Member of the Board of Directors
11.15	Thai Nguyen Refractory Materials Group Joint Stock Company					0	0	Ms. Nguyen Thi Hue serves as a Member of the Supervisory Board
12	Do Quang Kien		Member of the Supervisory Board			0	0	
12.1	Do Quang Nhung			Deceased				Biological Father
12.2	Bui Thi Nhem					0	0	Biological Mother
12.3	Ho The Ky					0	0	Father-in- law
12.4	Dao Thi Khue					0	0	Mother-in- law
12.5	Ho Thi Thanh Nga					0	0	Wife
12.6	Do Minh Khang					0	0	Son
12.7	Do Minh An					0	0	Son
12.8	Do Thi Ngoc Thuy					0	0	Older sister
12.9	Do Quang Trung					0	0	Older brother
12.10	Le Thi Quyen					0	0	Sister-in- law
12.11	Do Thi Ngan					0	0	Older sister
12.12	Do Thi Thuy Nga					0	0	Older sister
12.13	Nong Van Du			Deceased				Brother-in- law
13	Nguyen Hong Van		Supervisory Board member			0	0	
13.1	Nguyen Van Chuc					0	0	Father

13.2	Dang Thi Huan					0	0	Mother
13.3	Phung Van Ich			Deceased				Father-in-law
13.4	Nguyen Thi Hien					0	0	Mother-in-law
13.5	Phung Thi Thu Trang					0	0	Wife
13.6	Nguyen Hong Quan					0	0	Child
13.7	Nguyen Trang Ngan					0	0	Younger brother
13.8	Nguyen Duc Viet Anh					0	0	Sister-in-law
13.9	Duong Thi Phuc					0	0	
14	Bui Quang Hung		Supervisory Board member			0	0	
14.1	Bui Quang Chuyen			Deceased				Father
14.2	Dang Thi Hang					0	0	Mother
14.3	Nguyen Van Yen					0	0	Father-in-law
14.4	Tran Thi Buoi					0	0	Mother-in-law
14.5	Nguyen Thi Thuy					0	0	Wife
14.6	Bui Anh Tuan					0	0	Child
14.7	Bui Quang Hai					0	0	Child
14.8	Bui Quang Sang					0	0	Older brother
14.9	Bui Quang Minh					0	0	Younger brother
14.10	Luu Khanh Chi					0	0	Sister-in-law
14.11	Hoang Thi Ngoc Ha					0	0	Sister-in-law
15	Nguyen Ba Tai		The person authorized to disclose information, the head of the company's secretarial department, and the person in charge of corporate governance.			1.600	0,000869%	
15.1	Nguyen Ba Nhuong					0	0	Father
15.2	Nguyen Thi Dang					0	0	Mother
15.3	Ha Cat Van			Deceased				Father-in-law
15.4	Hua Thi Cuong					0	0	Mother-in-law
15.5	Ha Thi Ngoc Anh					0	0	Wife
15.6	Nguyen Ba Lam					0	0	Son

15.7	Nguyen Khanh Ngan					0	0	Daughter
15.8	Nguyen Ngoc Son					1.200	0,000652	Older brother
15.9	Nguyen Thu Hien					0	0	Older sister
15.10	Duong Thi Cuc					0	0	Sister-in-law
15.11	Le Hoai Nam					0	0	Brother-in-law

2. Transactions of Insiders and Related Parties with the Company's Shares: None

No.	Person conducting the transaction	Relationship with Insider	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reason for increase or decrease
			Number of shares	Percentage	Number of shares	Percentage	

IX. Other matters to note:

Recipients:

- As above;
- Members of the BOD, SB of the Company;
- Archives: VT, TK (T.5 COPIES).

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ON BEHALF OF THE BOARD OF DIRECTORS
N.S.D.N/46001001/2012/01/01/2012 CHAIRMAN



Nghiem Xuan Da