

Thai Nguyen, May..21. 2026

PROPOSAL

**Regarding the approval of salary and remuneration rates for the Board of Directors,
Executive Board, and Supervisory Board of the Company.**

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

Pursuant to the Decree No. 248/2025/ND-CP dated September 15, 2025, of the Government regulating the salary, remuneration, and bonus regime for direct owner representatives, state capital representatives, and auditors in state-owned enterprises;

Pursuant to the Charter of Organization and Operation of Thai Nguyen Iron and Steel Joint Stock Company;

Pursuant to Resolution No. 59/NQ-GTTN dated April 26, 2025, of the Annual General Meeting of Shareholders of Thai Nguyen Iron and Steel Joint Stock Corporation regarding the salary and remuneration levels for management in 2025;

Based on the business results of 2025 and the business plan for 2026 of Thai Nguyen Iron and Steel Joint Stock Corporation;

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders 2026 of Thai Nguyen Iron and Steel Joint Stock Company the following proposal for the approval of salary and remuneration payments for 2025 and the planned payments for 2026:

I. Salary and remuneration payment levels to be implemented in 2025

Unit: VND

Position	Number of people	Salary and compensation levels plan		Salary and remuneration levels	
		Month	Entire year	Month	Entire year
A. Salary			1,924,800,000		1,924,800,000
a) General Director	1	29,500,000	354,000,000	29,500,000	354,000,000
b) Deputy General Director	2	25,000,000	600,000,000	25,000,000	600,000,000
c) Member of the Board of Directors	1	25,000,000	300,000,000	25,000,000	300,000,000
d) Chief Accountant	1	23,000,000	276,000,000	23,000,000	276,000,000
đ) Executive Head of the Board of Supervisors	1	23,000,000	276,000,000	23,000,000	276,000,000
e) Executive Member of the Board of Supervisors	1	9,900,000	118,800,000	9,900,000	118.800.000
B. Remuneration			378,000,000		378,000,000
a) Non-Executive Chairman of the Board of Directors	1	6,000,000	72,000,000	6,000,000	72,000,000
b) Non-Executive Member of the Board of Directors	3	5,000,000	180,000,000	5,000,000	180,000,000
c) Non-Executive Member of the Board of Supervisors	3	3,500,000	126,000,000	3,500,000	126,000,000

(Other benefits are subject to the Company's salary and income regulations.)

II. Planned salary and remuneration payment levels for 2026

1. Planned method for calculating salaries and remuneration (excluding holiday pay, allowances, etc.)

In 2026, the domestic economy is projected to experience positive growth, with the government aiming for GDP growth of 10% or more. Public investment will continue to be boosted; the real estate market is expected to ease difficulties, which is a positive signal for the steel market. To ensure the efficient operation of the Company's production and business activities in 2026, the planned salary levels for the aforementioned positions are proposed to be increased compared to 2025, specifically as follows:

PLANNING SALARY AND REMUNERATION PAYMENT TABLE FOR 2026

Unit: VND

Position	Number of people	Month	Total for the year
A. Salary			2,082,000,000
a) Board of Directors - General Director	1	32,500,000	390,000,000
b) Board of Directors Member - Deputy General Director	1	27,000,000	324,000,000
c) Deputy General Director	1	27,000,000	324,000,000
d) Executive Member of the Board of Directors	1	27,000,000	324,000,000
đ) Chief Accountant	1	24,500,000	294,000,000
e) Executive Head of the Board of Supervisors	1	24,500,000	294,000,000
f) Executive Member of the Board of Supervisors	1	11,000,000	132,000,000
B. Remuneration			621,600,000
a) Non-Executive Chairman of the Board of Directors	1	6,600,000	79,200,000
b) Non-executive Vice Chairman of the Board of Directors	1	6,000,000	72,000,000
b) Non-Executive Member of the Board of Directors	5	5,500,000	330,000,000
c) Non-Executive Member of the Board of Supervisors	3	3,900,000	140,400,000

(Other benefits are subject to the Company's salary and income regulations.)

2. In addition to the monthly salary, the Specialized Manager will also receive additional salary for holidays, Tet (Lunar New Year), cost savings, and C2 (Cost-Effective) allowances, as well as additional allowances for concurrent duties, as determined by the Company.

Respectfully submitted to the General Meeting of Shareholders for approval./.

Recipients:

- As above;
- Members of the BOD, BOS;
- Shareholders;
- General Director of the Corporation;
- Deputy General Directors of the Corporation;
- Branches and departments of the Corporation;
- Filed at: VT, TCLĐ (Hg. 10 copies).

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Nghiêm Xuân Đa