

*Hanoi, April 26, 2025*

**PRINCIPLES AND RULES OF VOTING  
AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
VIETNAM STEEL CORPORATION**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Charter of Vietnam Steel Corporation;

Vietnam Steel Corporation (hereinafter referred to as the Corporation) hereby promulgates the Principles and Voting Rules at the 2025 Annual General Meeting of Shareholders (2025 AGM) as follows::

1. Voting shall be conducted by raising the Voting Card when the Chairperson of the Meeting calls for a vote on the following matters:

- Election of the Presidium;
- Election of the Vote-Counting Committee;
- Approval of the Meeting agenda;
- Approval of the Meeting regulations;
- Approval of reports and proposals, including:
  - + Report of the Board of Directors at the 2025 AGM;
  - + Report of the Board of Supervisors at the 2025 AGM;
  - + Proposal of the Board of Directors regarding the settlement of salary and remuneration fund for managers in 2024 and salary and remuneration plan in 2025 of the Board of Directors and Board of Supervisors of Vietnam Steel Corporation;
  - + Proposal regarding the approval of the separate and consolidated financial statements for the fiscal year 2024 of the Vietnam Steel Corporation, which have been audited, along with the profit distribution plan and fund allocation;
  - + Proposal regarding the approval of the 2025 Business Production Plan of Vietnam Steel Corporation;
  - + Proposal regarding the selection of an auditing firm for the 2025 financial statements of Vietnam Steel Corporation;
  - + Proposal regarding the dismissal and election of Board of Directors members for the 2021-2026 term;



+ Proposal regarding the election of Board of Directors members for the 2021-2026 term;

+ Report regarding the approval of credit limit for 2025 of the parent company  
- Vietnam Steel Corporation;

+ Proposal regarding the approval of the development strategy of Vietnam Steel Corporation to 2030 and vision to 2035.

- Approving the Approval of the regulations and organization of the election of Board of Directors members;

- Approve the Minutes and Resolutions of the Congress;

- Approve other contents under the authority of the AGM (if any).

2. The Voting Card shall be pre-printed in the prescribed format of the Corporation and bear the Corporation's official seal. It shall be distributed to shareholders attending the AGM to exercise their voting rights.

3. The Ballot for the Election of Members of the Board of Directors for the 2021–2026 term shall be pre-printed in the prescribed format of the Corporation and bear the Corporation's official seal. It shall be distributed by the AGM Organizing Committee to shareholders for voting in accordance with the election regulations of the Meeting.

4. The voting results, including votes in favor, against, and abstentions, shall be determined based on the total number of shares corresponding to the collected Voting Cards/Ballots.

5. Invalid Voting Cards:

A Voting Card shall be deemed invalid if it falls under any of the following conditions:

- The card was not issued by the AGM Organizing Committee in the prescribed format;

- The card is torn, damaged, or lacks essential information required for vote counting./.

**Recipient:**

- Shareholders of VNSTEEL;
- Save: Administration Office, BOD, Human Resources Department.

**O.B.O. BOARD OF DIRECTORS  
CHAIRMAN**



**Le Song Lai**