

NOTICE OF PERSONNEL CHANGES

To: - State Securities Commission
- Hanoi Stock Exchange

Pursuant to Decision No. 02/QD-GTTN dated February 5, 2026, of the Board of Directors of Thai Nguyen Iron and Steel Joint Stock Company, we respectfully announce the following personnel changes at Thai Nguyen Iron and Steel Joint Stock Company:

Cases of reappointment:

- Mr. Nguyen Ba Tai
 - Previous position before appointment: Head of Secretariat and concurrently Head of Company Administration.
 - Position reappointed: Head of Secretariat concurrently serving as Head of Company Administration.
 - Term of appointment: 5 years
 - Effective date: February 1, 2026.

This information was published on the Company's website on February 5, 2026, at www.tisco.com.vn.

Thank you very much./.

Receiving place:

- As above;
- Members of the Board of Directors and Supervisory Board of the Company;
- General Director of the Company;
- The Company's Deputy General Directors;
- Company units and departments;
- Website: www.tisco.com.vn;
- Archive: Office Admin.

AUTHORIZED PERSON DISCLAIMER OF INFORMATION



Nguyen Ba Tai
HEAD OF CORPORATE SECRETARY DEPARTMENT