

Re: Disclosure of Report on  
corporate governance 2024

**THE SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

*Bien Hoa, dated 24<sup>th</sup> January 2025*

**To: The State Securities Commission;  
Ho Chi Minh City Stock Exchange.**

- Organization name: VNSTEEL – VICASA Joint Stock Company
- Stock code: VCA
- Address: Bien Hoa 1 Industrial Zone, Street No. 9, An Binh Ward, Bien Hoa City, Dong Nai Province, Vietnam.
- Telephone: 0251 3836148 Fax: 0251 3836505
- Information Discloser: Mrs. Nguyen Thi Ngoc Thanh  
Position: Accountant in Charge  
Phone (mobile): 0979575985
- Type of information disclosure:  
☒ Periodic                      ☐ Extraordinary                      ☐ 24h                      ☐ Upon request
- Content of the information disclosure:  
Report on corporate governance 2024 of VNSTEEL - VICASA Joint Stock Company, prepared on January 24<sup>th</sup>, 2024.
- This information has been disclosed on the company website at the following link: <http://www.vicasasteel.com>
- We hereby certify that the information provided above is true and correct and we take full responsibility to the law for our information disclosure.

***Recipients:***

- As above;
- Company Archives;

**Authorized Person for Information Disclosure**



**Nguyen Thi Ngoc Thanh**

No: 01/BC-HĐQT-VCA

*Dong Nai, dated 24<sup>th</sup> January 2025*

## **REPORT ON CORPORATE GOVERNANCE 2024**

**To: - The State Securities Commission;  
- Ho Chi Minh City Stock Exchange.**

- Name of company: **VNSTEEL - VICASA JOINT STOCK COMPANY**
- Address: Bien Hoa 1 Industrial Zone, Road 9, An Binh Ward, Bien Hoa City, Dong Nai Province, Viet Nam.
- Telephone: 0251.3836148      Fax: 0251.3836505
- Email: [vicasasteel@vicasasteel.com](mailto:vicasasteel@vicasasteel.com)
- Charter capital: **151,873,220,000 VND**
- Stock symbol: **VCA**
- Governance model:
  - + General Meeting of Shareholders, Board of Directors, Board of Supervisors and General Director.
- The implementation of internal audit: Implementing.

### **I. Activities of the General Meeting of Shareholders**

Information on meetings, resolutions, and decisions of the General Meeting of Shareholders (including the resolutions of the General Meeting of Shareholders approved in the form of written comments):

<b>No.</b>	<b>Resolution/Decision No.</b>	<b>Date</b>	<b>Content</b>
1	03/NQ-DHDCD-VCA	05/04/2024	Resolution of the 2024 Annual General Meeting of Shareholders of VNSTEEL-VICASA Joint Stock Company:  1. Approving Summary Report on production-business results in 2023 and production-business plans for 2024. 2. Approving the Report on the Board of Directors activities in 2023, report on the independent member of the Board of Directors activities in 2023.



No.	Resolution/Decision No.	Date	Content
			<p>3. Approving the independent audited financial statements in 2023.</p> <p>4. Approving the Report of the Board of Supervisors in 2023.</p> <p>5. Approving the Proposal on profit distribution and fund appropriation for 2023.</p> <p>6. Approving the Proposal on the production-business and profit plans for 2024.</p> <p>7. Approving the Proposal on profit distribution for 2024.</p> <p>8. Approving the Proposal on salaries and remuneration for the Board of Directors, Board of Supervisors, Board of Management and Secretary of BOD for 2024.</p> <p>9. Approving the Proposal on selecting the audit firm as the auditor for the financial statements in 2024.</p> <p>10. Approving the Proposal on transactions between the Company and related parties of shareholders holding 51% or more of total voting shares.</p> <p>11. Approving the Proposal on the dismissal of members of the BOD for the 2023-2028 term.</p> <p>12. Approving the Proposal on the election of members of the BOD for the 2023-2028 term.</p> <p>13. Election results for the additional member of the BOD for the 2023-2028 term are as follows: Mr. Hoang Ngoc Chien has been elected as a member of the BOD for the 2023-2028 term.</p>

No.	Resolution/Decision No.	Date	Content
2	11/NQ-DHDCD-VCA	18/10/2024	<p>Resolution of the 2024 Extraordinary General Meeting of Shareholders VNSTEEL-VICASA Joint Stock Company:</p> <p>1. Approving the Proposal on the dismissal of a member of the Board of Directors for the 2023-2028 term.</p> <p>2. Approving the Proposal on the election of the additional member of the Board of Directors for the 2023-2028 term.</p> <p>3. Election results for the additional member of the BOD for the 2023-2028 term are as follows:</p> <p>MR. NGO TIEN THO has been elected as a member of the BOD for the 2023-2028 term.</p>

## II. Board of Directors

### 1. Information about the members of the Board of Directors:

No.	Board of Directors' members	Position (Independent Member of the BOD, Non-executive Member of the BOD)	The date becoming/ceasing to be the member/independent member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Mr. Nguyen Xuan Son	Chairman of the Board of Directors	10/04/2023	-
2	Mr. Huynh Cong Du	Member of the Board of Directors	10/04/2023	18/10/2024
3	Mr. Nguyen Dong Vung	Non-executive Member of the Board of Directors	10/04/2023	05/04/2024
4	Mr. Nguyen Van Thoan	Non-executive Member of the Board of Directors	10/04/2023	-



5	Mr. Nguyen Bao Giang	Independent Member of the Board of Directors	10/04/2023	-
6	Mr. Hoang Ngoc Chien	Non-executive Member of the Board of Directors	05/04/2024	-
7	Mr. Ngo Tien Tho	Member of the Board of Directors cum General Director	18/10/2024	-

## 2. Meetings of the Board of Directors:

No.	Board of Directors' members	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
1	Mr. Nguyen Xuan Son	5/5	100%	-
2	Mr. Huynh Cong Du	5/5	100%	-
3	Mr. Nguyen Dong Vung	2/2	100%	-
4	Mr. Nguyen Van Thoan	5/5	100%	-
5	Mr. Nguyen Bao Giang	5/5	100%	-
6	Mr. Hoang Ngoc Chien	3/3	100%	-

## 3. Supervisory Activities of the Board of Directors over the Board of Management:

In 2024, the production and business of the Company has encountered difficulties due to the following key reasons:

**Global Steel Market:** Geopolitical conflicts in various regions worldwide remained intense, disrupting exports and the circulation of goods. Steel prices from China and Southeast Asia have been declining, creating competitive strain on domestic products.

**Domestic Market:** The domestic market was subdued due to very weak demand. The significant increase in steel imported from China to Vietnam brought about challenges for the domestic market. The intense price competition continued to be a critical issue for the Company due to the downward trend of finished steel prices. Competitors with strong financial resources pursued market dominance by introducing cheaper products, purchasing scrap materials at high prices,...

Despite these difficulties, the Board of Directors has well supervised the activities of the Board of Management to ensure the Company operated in line with the objectives and expectations of shareholders. The Board of Directors consistently provided timely guidance and support, allowing the Board of Management to respond flexibly to market fluctuations.

In 2024, the Board of Directors has implemented the resolutions of the 2024 Annual General Meeting of Shareholders, fully adhering to the authority and responsibilities outlined in the Company's Charter and the Law on Enterprises.

**4. Activities of the Board of Directors' subcommittees (if any): None**

**5. Resolutions/Decisions of the Board of Directors:**

No.	Resolution/Decision No.	Date	Content	Approval rate
1	01/NQ-HĐQT-VCA	27/01/2024	Resolution of the BOD on the Production-Business Plan for Q1/2024.	100%
2	02/NQ-HĐQT-VCA	27/01/2024	Resolution on organizing the 2024 Annual General Meeting of Shareholders and the record date.	100%
3	04/NQ-HĐQT-VCA	16/04/2024	Resolution of the BOD Meeting for Q1/2024 of VNSTEEL-VICASA Joint Stock Company.	100%
4	05/NQ-HĐQT-VCA	03/6/2024	Resolution of the BOD on the appointment of 02 Vice General Directors and 01 Chief Accountant of VNSTEEL-VICASA Joint Stock Company.	100%
5	06/NQ-HĐQT-VCA	16/7/2024	Resolution of the BOD Meeting for Q2/2024 of VNSTEEL-VICASA Joint Stock Company.	100%
6	07/NQ-HĐQT-VCA	09/8/2024	Resolution of the BOD on the dismissal and appointment of the General Director.	100%
7	08/NQ-HĐQT-VCA	27/8/2024	Resolution of the BOD on organizing the Extraordinary General Meeting of Shareholders and the record date.	100%
8	09/NQ-HĐQT-VCA	25/9/2024	Resolution of the BOD on approving the Draft Documents	100%



No.	Resolution/Decision No.	Date	Content	Approval rate
			for the 2024 Extraordinary General Meeting of Shareholders.	
9	10/NQ-HĐQT-VCA	18/10/2024	Resolution of the BOD on the dismissal of the Chief Accountant.	100%
10	12/NQ-HĐQT-VCA	17/10/2024	Resolution of the BOD Meeting for Q3/2024 of VNSTEEL-VICASA Joint Stock Company.	100%
11	13/NQ-HĐQT-VCA	25/12/2024	Regarding approving the policy on transactions between the Company and the related party of Vietnam Steel Corporation – JSC. in 2025.	100%
12	01/QĐ-HĐQT-VCA	30/01/2024	Decision on remuneration payment for the BOD and the BOS in Q4/2023.	100%
13	02/QĐ-HĐQT-VCA	01/03/2024	Decision on convening the 2024 Annual General Meeting of Shareholders and establishing the Organization Committee.	100%
14	03/QĐ-HĐQT-VCA	15/4/2024	Decision on the dismissal of Vice General Director Mr. Hoang Duc Hoa.	100%
15	04/QĐ-HĐQT-VCA	15/4/2024	Decision on bonus payment for the BOD, the BOS, and the Board of Management.	100%
16	05/QĐ-HĐQT-VCA	15/4/2024	Decision on bonus payment for the Organization Committee of the 2024 Annual General Meeting of Shareholders.	100%
17	06/QĐ-HĐQT-VCA	03/5/2024	Decision on remuneration payment for the BOD, the BOS, and the BOD Secretary in Q1/2024.	100%
18	07/QĐ-HĐQT-VCA	03/6/2024	Decision on the appointment of Vice General Director Mr. Nguyen Quyet Chien.	100%
19	08/QĐ-HĐQT-VCA	03/6/2024	Decision on the appointment of Vice General Director Mr. Vu Hong Khanh.	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
20	09/QĐ-HĐQT-VCA	03/6/2024	Decision on the appointment of Chief Accountant Ms. Truong Thi Kim Anh.	100%
21	10/QĐ-HĐQT-VCA	04/6/2024	Decision on the allocation within the BOD	100%
22	11/QĐ-HĐQT-VCA	09/8/2024	Decision on the dismissal of the General Director.	100%
23	12/QĐ-HĐQT-VCA	09/8/2024	Decision on the appointment of the General Director.	100%
24	13/QĐ-HĐQT-VCA	16/8/2024	Decision on remuneration payment for the BOD, the BOS, and the BOD Secretary in Q2/2024.	100%
25	14/ QĐ-HĐQT-VCA	16/8/2024	Decision on establishing the Organization Committee for the 2024 Extraordinary General Meeting of Shareholders.	100%
26	15/ QĐ-HĐQT-VCA	11/10/2024	Decision on remuneration payment for the BOD, the BOS, and the BOD Secretary in Q3/2024	100%
27	16/ QĐ-HĐQT-VCA	17/10/2024	Decision on the dismissal of the Chief Accountant.	100%

### III. Board of Supervisors:

#### 1. Information about members of Board of Supervisors (BOS):

No.	Supervisor	Position	The date becoming/ceasing to be the Member of the Board of Supervisors	Qualification
1	Mr. Nguyen Phuoc Hai	Head of the Board of Supervisors	10/04/2023	Bachelor of Finance and Accounting
2	Mr. Nguyen Bach Duong	Member of the Board of Supervisors; Vice Director of Rolling Production Plant	10/04/2023	Steel Rolling Engineer
3	Mr. Dang Minh Duc	Member of the Board of Supervisors	10/04/2023	Bachelor of Accounting



## 2. Meetings of BOS:

No.	Members of Board of Supervisors/ Audit Committee	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Mr. Nguyen Phuoc Hai	4/4	100%	100%	-
2	Mr. Nguyen Bach Duong	4/4	100%	100%	-
3	Mr. Dang Minh Duc	4/4	100%	100%	-

## 3. Supervisory Activities of the Board of Supervisors over the Board of Directors, Board of Management and Shareholders:

In 2024, the Board of Supervisors has carried out the following activities in adherence to its operational program:

- Fully attending all of the BOD meetings, providing opinions and recommendations within the scope of its authority and functions according to the Company's Charter.
- Reviewing and assessing the activities of the Board of Directors throughout the fiscal year regarding the implementation of the 2024 plan.
- Reviewing and assessing the Company's production and business operations in 2024 in order to identify risks, propose recommendations, and suggest suitable solutions for the Board of Management.
- Reviewing and assessing the implementation of asset procurement, basic construction investment, and repairs in 2024.
- Reviewing the 2023 financial statements to evaluate the legality and accuracy of the financial data.

## 4. The coordination among the Board of Supervisors, Board of Directors and General Director and other managers:

During the performance of its duties, the Board of Supervisors has collaborated with and received support from the Board of Directors, the Board of Management, and the Company's management officers to fulfill its assigned responsibilities.

## 5. Other activities of the Board of Supervisors (if any): None

## IV. Board of Management

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment/ dismissal of members of the Board of Management
1	Mr. Huynh Cong Du	13/01/1966	Metallurgical Engineer; Bachelor of	Appointment: 01/01/2019 Dismissal: 09/8/2024

			Business Administration	
2	Mr. Ngo Tien Tho	21/06/1979	Metallurgical Engineer (Ferrous Metals), Bachelor of English, Master of Finance and Banking	Appointment: 09/8/2024
3	Mr. Vuong Thanh Duong	02/06/1966	Mechanical Engineer	Appointment: 01/07/2014
4	Mr. Hoang Duc Hoa	10/06/1983	Bachelor of Business Administration; Mechanical Manufacturing Engineer	- Appointment: 10/03/2022 - Dismissal: 15/4/2024
5	Mr. Nguyen Quyet Chien	15/04/1965	Steel Rolling Engineer	Appointment: 03/6/2024
6	Mr. Vu Hong Khanh	23/09/1968	Electrical Engineer	Appointment: 03/6/2024

#### V. Chief Accountant/Accountant in charge

No.	Name	Date of birth	Qualification	Date of appointment/ dismissal
1	Ms. Truong Thi Kim Anh	04/08/1973	Bachelor of Finance and Accounting	Appointment: 03/6/2024 Dismissal: 20/10/2024
2	Ms. Nguyen Thi Ngoc Thanh	22/12/1986	Bachelor of Accounting and Auditing	Appointment: 20/10/2024

#### VI. Training courses on corporate governance:

Training courses on corporate governance were involved by members of Board of Directors, the Board of Supervisors, General Director, other managers and company secretary in accordance with regulations on corporate governance: None

#### VII. The list of related parties of the public company and transactions of related parties of the Company :

##### 1. The list of related parties of the Company: As per Appendix 1.



**2. Transactions between the Company and its related parties or between the Company and its major shareholders, internal persons and related parties :**

No.	Name of organization/ individual	Relationship with the Company	ID card No.* date of issue, place of issue	Address of headoffice/Contact Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction	Note
1	VNSTEEL – Southern Steel Company Limited	Wholly-Owned Unit of Vietnam Steel Corporation – JSC.	0100100047-004	Phu My I Industrial Park, Phu My Ward, Phu My Town, Ba Ria-Vung Tau Province	2024	Resolution No.: 03/NQ-DHDCD-VCA on 05/4/2024	1,185,707,123,942 VND	
2	VNSTEEL - Nha Be Steel Joint Stock Company	Subsidiary company of Vietnam Steel Corporation – JSC.	0305393838	Nhon Trach II Industrial Park, Nhon Phu, Phu Hoi Ward, Nhon Trach District, Dong Nai Province	2024	Decision No.: 209/QD-VCS of the BOD on 31/12/2023	88,358,278,500 VND	
3	Vina Kyoei Steel Company Limited	Affiliated company of Vietnam Steel Corporation – JSC.	3500106761	Phu My I Industrial Park, Phu My Ward, Phu My Town, Ba Ria-Vung Tau Province	2024	Decision No.: 209/QD-VCS of the BOD on 31/12/2023	114,086,392,500 VND	
4	Ho Chi Minh City Hardware - VNSTEEL JSC. VNSTEEL - HoChiMinh City Metal Corporation	Subsidiary company of Vietnam Steel Corporation – JSC.	0300399360	193 Dinh Tien Hoang Street, Da Kao Ward, District 1, Ho Chi Minh City	2024	Decision: No. 209/QD-VCS of the BOD on 31/12/2023	8,214,206,466 VND	

5	Mechanical engineering and Metallurgy Joint Stock Company	Affiliated company of Vietnam Steel Corporation – JSC.	3600869728	Road No. 2, Bien Hoa I Industrial Park, Bien Hoa City, Dong Nai Province	2024	Decision: No. 209/QD-VCS of the BOD on 31/12/ 2023	322,586,240 VND	
6	STEEL - Thu Duc Steel Joint Stock Company	Subsidiary company of Vietnam Steel Corporation – JSC.	0305409326	Km 9, Hanoi Highway, Truong Tho Ward, Thu Duc City, Ho Chi Minh City	2024	Decision: No. 209/QD-VCS of the BOD on 31/12/ 2023	44,537,680 VND	
7	Southern Steel Sheet Company Limited	Affiliated company of Vietnam Steel Corporation – JSC	3603125854	Road No. 9, Bien Hoa I Industrial Park, Bien Hoa City, Dong Nai Province	2024	Decision: No. 209/QD-VCS of the BOD on 31/12/ 2023	1,851,852 VND	
8	Central Metal Joint Stock Company	Affiliated company of Vietnam Steel Corporation – JSC	0400101605	16 Thai Phien Street, Hai Chau District, Da Nang City	2024	Decision: No. 209/QD-VCS of the BOD on 31/12/ 2023	31,171,117,640 VND	

Note: No. \*: ID card No./Passport No. (As for individuals) or Business Registration Certificate No., License on operations or equivalent legal documents (As for organizations).

**3. Transaction between internal persons of the Company, related parties of internal persons and the Company's subsidiaries in which the Company takes controlling power:**  
None

**4. Transactions between the Company and other entities**

4.1. Transactions between the Company and the company that its Members of Board of Management, the Board of Supervisors, Director (General Director) have been founding members or Members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting): None

4.2. Transactions between the Company and the company that its related parties with Members of Board of Directors, Board of Supervisors, Director (General Director) and other managers as a Member of Board of Directors, Director (General Director or CEO): None

4.3. Other transactions of the Company (if any) may bring material or non-material benefits for Members of Board of Directors, Members of the Board of Supervisors, Director (General Director) and other managers: None



## VIII. Share transactions of internal persons and their related parties

1. Transactions of internal persons and related parties with shares of the Company: As per Appendix 2.

2. Transactions of internal persons and related parties with shares of the company: None.

IX. Other significant issues: None.

### *Recipients:*

- As above;
- Archived: BOD.

**REPRESENTING THE BOARD OF DIRECTORS  
MEMBER OF THE BOD, GENERAL DIRECTOR**



**Ngô Tien Tho**

# APPENDIX 1

The list of related parties of the public company and transactions of related parties of the Company with the Company:

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID card No.*	Date of issue	Place of issue	Address of Head Office/Contact Address	Time of starting to be related party of the company/internal persons	Time of ending to be related party of the company/internal persons	Reasons (When changes related to items 9, 10 occur):	Relationship with internal persons
1	2	3	4	5	6	7	8	9	10	11	12
1	Related organizations of Vietnam Steel Corporation										
1.1	Vietnam Steel Corporation	007C116668 at Viet Nam Bank For Industry & Trade Securities JSC.						25/12/2007	-		Parent company (65% ownership)
1.2	VNSTEEL – Southern Steel Company Limited							01/12/2014			Subsidiary of Vietnam Steel Corporation
1.3	VNSTEEL - Phu My Flat Steel Company Limited							01/12/2014			Subsidiary of Vietnam Steel Corporation
1.4	Thai Nguyen Iron and Steel Joint Stock Company							01/06/2007			Subsidiary of Vietnam Steel Corporation
1.5	VNSTEEL - Ha Noi Steel Corporation							01/12/2005			Subsidiary of Vietnam Steel Corporation
1.6	VNSTEEL – HoChiMinh City Metal Corporation							01/11/2006			Subsidiary of Vietnam Steel Corporation
1.7	Southern Hot Strip Steel Corporation							01/04/2009			Subsidiary of Vietnam Steel Corporation
1.8	VNSTEEL Thang Long Coated Sheets Joint Stock Company							01/07/2010			Subsidiary of Vietnam Steel Corporation
1.9	Vietrans International Forwarding and Warehousing Joint Stock Company (Vietrans)							01/03/2010			Subsidiary of Vietnam Steel Corporation
1.10	VNSTEEL - Nha Be Steel Joint Stock Company							01/12/2007			Subsidiary of Vietnam Steel Corporation
1.11	VNSTEEL - Thu Duc Steel Joint Stock Company							01/12/2007			Subsidiary of Vietnam Steel Corporation
1.12	Vingal Industries Joint Stock Company							01/08/2012			Subsidiary of Vietnam Steel Corporation
1.13	VNSTEEL - International Manpower Supply One-Member Company Limited							01/03/2017			Subsidiary of Vietnam Steel Corporation
1.14	Central Metal Joint Stock Company (CEVIMETAL)							01/11/2006			Affiliated company of Vietnam Steel Corporation



[illegible]

1	2	3	4	5	6	7	8	9	10	11	12
1.1.1	Mr. Le Song Lai		Chairman of the BOD of Vietnam Steel Corporation					12/05/2023		2023 GMS	Chairman of the BOD of Vietnam Steel Corporation
1.1.2	Mr. Nguyen Dinh Phuc		Vice Chairman of the BOD of Vietnam Steel Corporation					12/05/2023			Vice Chairman of the BOD of Vietnam Steel Corporation
1.1.3	Mr. Nghiem Xuan Da		Member of the BOD, General Director of Vietnam Steel Corporation					12/05/2023		2023 GMS	Member of the BOD, General Director of Vietnam Steel Corporation
1.1.4	Mr. Tran Huu Hung		Member of the BOD of Vietnam Steel Corporation					12/05/2023			Member of the BOD of Vietnam Steel Corporation
1.1.5	Mr. Pham Cong Thao		Member of the BOD, Vice General Director of Vietnam Steel Corporation					12/05/2023			Member of the BOD, Vice General Director of Vietnam Steel Corporation
1.1.6	Mr. Le Van Thanh		Vice General Director of Vietnam Steel Corporation					12/05/2023			Vice General Director of Vietnam Steel Corporation
1.1.7	Mr. Nguyen Phu Duong		Vice General Director of Vietnam Steel Corporation					12/05/2023			Vice General Director of Vietnam Steel Corporation
1.3	<i>Legal representatives of Vietnam Steel Corporation</i>										
	Mr. Nghiem Xuan Da		Member of the BOD, General Director of Vietnam Steel Corporation					12/05/2023		2023 GMS	Member of the BOD, General Director of Vietnam Steel Corporation
2	<b>Mr. Nguyen Xuan Son</b>		<b>Chairman of the BOD</b>					10/04/2023		2023 GMS	<b>Chairman of the BOD</b>
2.1	Trinh Thi Tu							10/04/2023			Mother
2.2	Pham Thi Mai Anh							10/04/2023			Wife
2.3	Nguyen Thi Mai Linh							10/04/2023			Child
2.4	Nguyen Xuan Quynh Anh							10/04/2023			Child
2.5	Nguyen Xuan Tuan Minh							10/04/2023			Child
2.6	Nguyen Xuan Hung							10/04/2023			Older brother



1	2	3	4	5	6	7	8	9	10	11	12
2.7	Nguyen Thi Thao							10/04/2023			Older brother-in-law (wife's side)
2.8	Nguyen Xuan Dung							10/04/2023			Older brother
2.9	Bui Thi Minh Ha							10/04/2023			Older brother-in-law (wife's side)
2.10	Nguyen Thi Thu Ha							10/04/2023			Younger sibling
2.11	Nguyen Huu Thuan							10/04/2023			Younger sibling-in-law (husband's side)
2.12	Nguyen Thi Thu Hang							10/04/2023			Younger sibling
2.13	Phan Duc Huu							10/04/2023			Younger sibling-in-law (husband's side)
2.14	Nguyen Thi Thanh Thao							10/04/2023			Younger sibling
2.15	Ho Minh Thai							10/04/2023			Younger sibling-in-law (husband's side)
2.16	Nguyen Thi Thu Hien							10/04/2023			Younger sibling
2.17	Vietnam Steel Corporation	007C116668 at Viet Nam Bank For Industry & Trade Securities JSC.						30/03/2022			Parent company (65% ownership).
3	<b>Mr. Nguyen Bao Giang</b>		<b>Member of the BOD</b>					<b>10/04/2023</b>		2023 GMS	<b>Member of the BOD</b>
3.1	Nguyen Van Than							10/04/2023			Father
3.2	Le Hoang Thu							10/04/2023			Mother
3.3	Nguyen Bao Khanh							10/04/2023			Younger brother
3.4	Huynh Thi Quynh Thu							10/04/2023			Wife
3.5	Nguyen Thien Bao Ngoc							10/04/2023			Child
3.6	Nguyen Hoang Bao Tran							10/04/2023			Child
3.7	Da Nang Steel JSC.		Chairman of the BOD					10/04/2023			Chairman of the BOD
3.8	Tan Thuan Steel JSC.		Chairman of the BOD					10/04/2023			Chairman of the BOD
3.9	VAS Steel Tue Minh Joint Stock Company		Chairman of the BOD					10/04/2023			Chairman of the BOD
3.10	VAS Group Nghi Son Joint Stock Company		Chairman of the BOD					10/04/2023			Chairman of the BOD
3.11	VAS Steel An Hung Tuong Limited Liability Company		Chairman					10/04/2023			Chairman
3.12	VAS Steel Viet My Limited Liability Company		Chairman					10/04/2023			Chairman
3.13	Nghi Son Investment and Development Infrastructure Limited Liability Company		Chairman					10/04/2023			Chairman
3.14	Nhan Lac Company Limited		Chairman of the Board of Members					10/04/2023			Chairman of the Board of Members
3.15	VAS Real Estate Company Limited		Chairman					10/04/2023			Chairman

1	2	3	4	5	6	7	8	9	10	11	12
4	Mr. Ngo Tien Tho	058C724786	- General Director - Member of the BOD					09/08/2024		-Appointed as the General Director since 09/8/2024 - 2024 GMS elected an additional member of the BOD	
4.1	Ngo Tien Giao										Father
4.2	Nguyen Thi Diem							09/08/2024			Mother
4.3	Do Van Ba										Father-in-law (wife's side)
4.4	Le Thi Bay							09/08/2024			Mother-in-law (wife's side)
4.5	Do Thi Tuyet Hang							09/08/2024			Wife
4.6	Ngo Gia Nghi							09/08/2024			Child
4.7	Ngo Khanh An							09/08/2024			Child
4.8	Ngo Thi Thoi							09/08/2024			Older sister
4.9	Nguyen Van Thuc							09/08/2024			Older brother-in-law (husband's side)
4.10	Ngo Tien Thuc							09/08/2024			Older brother
4.11	Ngo Thi Thin							09/08/2024			Older brother-in-law (wife's side)
4.12	Ngo Tien Tho							09/08/2024			Older brother
4.13	Nguyen Thi Ly							09/08/2024			Older brother-in-law (wife's side)
4.14	Vina Kyoei Steel Company Limited		Member of the Board of Members					03/10/2024			Member of the Board of Members
5	Mr. Nguyen Van Thoan		Member of the BOD					10/04/2023		2023 GMS	Member of the BOD
5.1	Nguyen Van Thao							10/04/2023			Father
5.2	Nguyen Thi Lam							10/04/2023			Mother
5.3	Nguyen Quoc Tuan							10/04/2023			Father-in-law (wife's side)
5.4	Nguyen Thi Hoa							10/04/2023			Mother-in-law (wife's side)
5.5	Nguyen Thi Lan Anh							10/04/2023			Wife
5.6	Nguyen Ngoc Diep							10/04/2023			Child
5.7	Nguyen Thuy Duong							10/04/2023			Child
5.8	Nguyen Thanh Truong							10/04/2023			Older brother
5.9	Nguyen Thi Ha							10/04/2023			Older sister
5.10	Nguyen Van Trinh							10/04/2023			Older brother
5.11	Nguyen Thi Quy							10/04/2023			Older brother-in-law (wife's side)



1	2	3	4	5	6	7	8	9	10	11	12
5.12	Nguyen Van Lan							10/04/2023			Older brother-in-law (husband's side)
5.13	Do Thi Lung							10/04/2023			Older brother-in-law (wife's side)
5.14	Vietnam Steel Corporation	007C116668 at Viet Nam Bank For Industry & Trade Securities JSC.	Head of the Human Resources Department of Vietnam Steel Corporation					25/12/2007	-		Parent company (65% ownership)
5.15	International Business Center Company Limited		Vice Chairman of the Board of Members					01/11/2021			Vice Chairman of the Board of Members
6	<b>Mr. Nguyen Phuoc Hai</b>		<b>Head of the BOS</b>					<b>10/04/2023</b>		<b>2023 GMS</b>	<b>Head of the BOS</b>
6.1	Nguyen Van Hon										Father
6.2	Do Thi Nhu Vinh										Mother
6.3	Phan Ba Sinh										Father-in-law (wife's side)
6.4	Nguyen Thi Trong										Mother-in-law (wife's side)
6.5	Phan Thi Thanh Nhu							10/04/2023			Wife
6.6	Nguyen Nhu Hieu							10/04/2023			Child
6.7	Nguyen Thi Thuy										Older sister
6.8	Nguyen Xuan Hung							10/04/2023			Older brother
6.9	Nguyen Tuong Hoi							10/04/2023			Older brother
6.10	Nguyen Thi Huyen Trang							10/04/2023			Younger sibling
6.11	Organization: None										
7	<b>Mr. Ho Duy Khai</b>		<b>Person in charge of corporate governance cum BOD Secretary</b>					<b>20/10/2023</b>			<b>Person in charge of corporate governance cum BOD Secretary</b>
7.1	Nguyen Thi Ngoc Thanh		Accountant in charge, Person Authorized for Information Disclosure					20/10/2023			Wife
7.2	Ho Minh Ngoc							20/10/2023			Child
7.3	Ho Ngoc Mai							20/10/2023			Child
7.4	Ho Van Chinh							20/10/2023			Father
7.5	Ho Thi Ngoc Thanh							20/10/2023			Older sister
7.6	Ho Viet Nam							20/10/2023			Younger sibling
7.7	Ho Thi Bich Thuy							20/10/2023			Older sister
7.8	Ho Thi Thanh Thao							20/10/2023			Younger sibling
7.9	Ho Thi Thao Trang							20/10/2023			Younger sibling

1	2	3	4	5	6	7	8	9	10	11	12
7.10	Ho Thi Trang Dai							20/10/2023			Younger sibling
7.11	Nguyen Anh Son							20/10/2023			Younger sibling-in-law (husband's side)
7.12	Truong Nguyen Quoc Binh							20/10/2023			Older brother-in-law (husband's side)
7.13	Hoang Trong Khuong							20/10/2023			Younger sibling-in-law (husband's side)
7.14	Su Thi Tiep							20/10/2023			Father-in-law (wife's side)
7.15	Nguyen Van Thu										Mother-in-law (wife's side)
7.16	Tran Thi Tam										Mother
7.17	Organization: None										
<b>8</b>	<b>Mr. Nguyen Bach Duong</b>		<b>Member of the BOS</b>					<b>10/04/2023</b>		<b>2023 GMS</b>	<b>Member of the BOS</b>
8.1	Nguyen Dinh Nhlen							10/04/2023			Father
8.2	Van Thi Vy							10/04/2023			Mother
8.3	Nguyen Thi Kim Lien							10/04/2023			Wife
8.4	Nguyen Nhat Minh							10/04/2023			Child
8.5	Nguyen Thi Mai Lieu							10/04/2023			Younger sibling
8.6	Nguyen Dinh De							10/04/2023			Younger sibling
8.7	Nguyen De							10/04/2023			Father-in-law (wife's side)
8.8	Dao Thi Xuan Lan							10/04/2023			Mother-in-law (wife's side)
8.9	Ho Quang Vinh							10/04/2023			Younger sibling-in-law (husband's side)
8.10	Le Thi Bich Thuy							10/04/2023			Younger sibling-in-law (wife's side)
8.11	Organization: None										
<b>9</b>	<b>Dang Minh Duc</b>		<b>Member of the BOS</b>					<b>10/04/2023</b>	<b>-</b>	<b>2023 GMS</b>	<b>Member of the BOS</b>
9.1	Dang Dinh Trung							10/04/2023			Father
9.2	Pham Thi Hoa							10/04/2023			Mother
9.3	Nguyen Quang Trung							10/04/2023			Father-in-law (wife's side)
9.4	Nguyen Thi Thanh							10/04/2023			Mother-in-law (wife's side)
9.5	Nguyen Thi Thuy Trang							10/04/2023			Wife
9.6	Dang Minh Khanh							10/04/2023			Child
9.7	Dang Dinh Phuc							10/04/2023			Child
9.8	Dang Dinh Kien							10/04/2023			Younger sibling
9.9	Nguyen Thi Thao Linh							10/04/2023			Younger sibling-in-law (wife's side)
9.10	Vietnam Steel Corporation	007C116668	Secretary of BOD					10/04/2023			Parent company (65% ownership)
<b>10</b>	<b>Mr. Vuong Thanh Duong</b>		<b>Vice General Director</b>					<b>01/07/2014</b>	<b>-</b>		<b>Vice General Director</b>
10.1	Tran Thi Sot										Mother
10.2	Vuong Phu										Father
10.3	Tran Ngoc Ho										Father-in-law (wife's side)
10.4	Vo Thi Than										Mother-in-law (wife's side)



1	2	3	4	5	6	7	8	9	10	11	12
10.5	Tran Thi An							01/07/2014			Wife
10.6	Vuong Thi Nhat Ai							01/07/2014			Child
10.7	Vuong Tran Nhat Minh							01/07/2014			Child
10.8	Vuong Thi Van							01/07/2014			Younger sibling
10.9	Nguyen Van Khoa							01/07/2014			Younger sibling-in-law (husband's side)
10.10	Tran Phong							01/07/2014			Younger sibling-in-law (husband's side)
10.11	Vuong Thi Thu							01/07/2014			Younger sibling
10.12	Vuong Huu Binh							01/07/2014			Younger sibling
10.13	Pham Thi Dieu							01/07/2014			Younger sibling-in-law (wife's side)
10.14	Organization: None										
11	Hoang Ngoc Chien		Member of the BOD					05/04/2024		2024 GMS elected an additional member of the BOD	Member of the BOD
11.1	Le Thi Thu Huyen							05/04/2024			Wife
11.2	Hoang Le Quang							05/04/2024			Child
11.3	Hoang Le Kien							05/04/2024			Child
11.4	Hoang Ngoc Sinh							05/04/2024			Father
11.5	Nguyen Thi Tan							05/04/2024			Mother
11.6	Hoang Thanh Son							05/04/2024			Younger sibling
11.7	Hoang Manh Ha							05/04/2024			Younger sibling
11.8	Tran Thi Kim Oanh							05/04/2024			Mother-in-law (wife's side)
11.9	Nguyen Thi Loan							05/04/2024			Younger sibling-in-law (wife's side)
11.10	Nguyen Thi Thuy Duong							05/04/2024			Younger sibling-in-law (wife's side)
11.11	Vietnam Steel Corporation	007C116668	Head of the Legal Department of Vietnam Steel Corporation					05/04/2024			Parent company (65% ownership)
11.12	VNSTEEL - Ha Noi Steel Corporation		Member of the BOD of VNSTEEL - Ha Noi Steel Corporation					16/03/2021			Subsidiary of Vietnam Steel Corporation
12	Vu Hong Khanh	058C611574	Vice General Director					03/06/2024		Appointed as the Vice General Director	Vice General Director
12.1	Vu Ngoc Lam							03/06/2024			Father
12.2	Le Tu Binh							03/06/2024			Stepfather

[illegible]



[illegible]

## APPENDIX 2

### List of share transactions of internal persons and their related parties

[illegible]



[illegible]

1	2	3	4	5	6	7	8	9	10	11
3.14	Vietnam Steel Corporation	007C116668 at Viet Nam Bank For Industry & Trade Securities JSC						9.871.875	65%	Parent company
3.15	Vina Kyoei Steel Company Limited		Member of the Board of Members							Member of the Board of Members
4	<b>Nguyen Van Thoan</b>		<b>Member of the BOD</b>							<b>Member of the BOD of the Company</b>
4.1	Nguyen Van Thao									Father
4.2	Nguyen Thi Lam									Mother
4.3	Nguyen Quoc Tuan									Father-in-law (wife's side)
4.4	Nguyen Thi Hoa									Mother-in-law (wife's side)
4.5	Nguyen Thi Lan Anh									Wife
4.6	Nguyen Ngoc Diep									Child
4.7	Nguyen Thuy Duong									Child
4.8	Nguyen Thanh Truong									Older brother
4.9	Nguyen Thi Ha									Older sister
4.10	Nguyen Van Trinh									Older brother
4.11	Nguyen Thi Quy									Older sister-in-law
4.12	Nguyen Van Lan									Older brother-in-law
4.13	Do Thi Lung									Older sister-in-law
4.14	Vietnam Steel Corporation	007C116668 at Viet Nam Bank For Industry & Trade Securities JSC	Head of the Human Resources Department of Vietnam Steel Corporation					9.871.875	65%	Parent company (65% ownership)
4.15	International Business Center Company Limited		Vice Chairman of the Board of Members							Vice Chairman of the Board of Members
5	<b>Nguyen Phuoc Hai</b>		<b>Head of the BOS</b>							<b>Head of the BOS of the Company</b>
5.1	Nguyen Van Hon									Father
5.2	Do Thi Nhu Vinh									Mother
5.3	Phan Ba Sinh									Father-in-law (wife's side)
5.4	Nguyen Thi Trong									Mother-in-law (wife's side)



[illegible]

[illegible]



1	2	3	4	5	6	7	8	9	10	11
9.8	Vuong Thi Van									Younger sibling
9.9	Nguyen Van Khoa									Younger sibling-in-law (husband's side)
9.10	Tran Phong									Younger sibling-in-law (husband's side)
9.11	Vuong Thi Thu									Younger sibling
9.12	Vuong Huu Binh									Younger sibling
9.13	Pham Thi Dieu									Younger sibling-in-law (wife's side)
9.14	Organization: None									
10	Hoang Ngoc Chien		Member of the BOD							Member of the BOD
10.1	Le Thi Thu Huyen									Wife
10.2	Hoang Le Quang									Child
10.3	Hoang Le Kien									Child
10.4	Hoang Ngoc Sinh									Father
10.5	Nguyen Thi Tan									Mother
10.6	Hoang Thanh Son									Younger sibling
10.7	Hoang Manh Ha									Younger sibling
10.8	Tran Thi Kim Oanh									Mother-in-law (wife's side)
10.9	Nguyen Thi Loan									Younger sibling-in-law (wife's side)
10.10	Nguyen Thi Thuy Duong									Younger sibling-in-law (wife's side)
10.11	Vietnam Steel Corporation	007C116668	Head of the Legal Department of Vietnam Steel Corporation					9.871.875	65%	Parent company (65% ownership)
10.12	VNSTEEL - Ha Noi Steel Corporation		Member of the BOD of VNSTEEL - Ha Noi Steel Corporation							Subsidiary of Viet Nam Steel Corporation
11	Vu Hong Khanh	058C611574	Vice General Director					2.137	0,01%	Vice General Director
11.1	Vu Ngoc Lam									Father
11.2	Le Tu Binh									Stepfather
11.3	Ta Thi Xuan									Mother
11.4	Nguyen Van Ngay									Father-in-law (wife's side)

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