

No.: 1221 /TB-VNS

Appointment of the Deputy Head
of the Internal Audit Department
of the Corporation

Hanoi, December 01, 2025

NOTICE OF PERSONNEL CHANGE

To: - The State Securities Commission
 - The Hanoi Stock Exchange

Pursuant to Decision No. 260/QĐ-VNS dated 01 December 2025 of the Board of Directors of Vietnam Steel Corporation regarding the appointment of personnel to the position of Deputy Head of the Internal Audit Department of Vietnam Steel Corporation (details as attached file);

Vietnam Steel Corporation respectfully announces the following personnel change:

Appointment of Deputy Head of the Internal Audit Department:

1. Ms. Ly Thi Hong Hanh

- Position prior to appointment: Officer, Internal Audit Department
- Newly appointed position: Deputy Head of the Internal Audit Department
- Term of appointment: Until otherwise decided
- Effective date: **01 December 2025**

Vietnam Steel Corporation hereby officially announces this personnel change, which will be published on the corporation's website on December 1, 2025, at the following link: <http://www.vnsteel.vn>.

Attached documents:

- Decision No. 260/QĐ-VNS dated 01 December 2025 of the Board of Directors of Vietnam Steel Corporation;

Sincerely thanks./.

Recipient:

- As above;
- SCIC (for report);
- Board of Directors;
- Board of Management;
- Board of Supervisors; Internal Audit Department;
- Relevant Departments;
- Corporate Secretary;
- Publish on the website; Office;
- Save: Administration Office, Board of Directors

**ON BEHALF OF GENERAL
DIRECTOR
DEPUTY GENERAL DIRECTOR**



Phạm Công Thao

No.: 260 /QĐ-VNS

Hanoi, December 1, 2025

DECISION

**On the appointment of Deputy Head of Internal Audit Department,
Vietnam Steel Corporation**

BOARD OF DIRECTORS OF VIETNAM STEEL CORPORATION

Pursuant to the Charter of Vietnam Steel Corporation;

Pursuant to the Regulations on Organization and Operation of the Board of Directors of Vietnam Steel Corporation (Corporation/VNS) issued in conjunction with Resolution No. 13/NQ-VNS of the General Meeting of Shareholders dated June 28, 2021 of Vietnam Steel Corporation;

Pursuant to the Regulations on Management of position holders of Vietnam Steel Corporation issued in conjunction with Decision No. 36/QĐ-VNS dated March 20, 2025 of the Board of Directors of the Corporation;

Pursuant to Official Dispatch No. 1208/VNS-HĐQT dated November 27, 2025 of the Board of Directors of the Corporation on appointing 01 Deputy Head of the Internal Audit Department of the Corporation;

Pursuant to Report No. 1215/BC-VNS dated November 28, 2025 of the General Director of the Corporation on the implementation of the voting procedures to appoint Deputy Head of Internal Audit Department of Vietnam Steel Corporation;

Pursuant to Conclusion No. 31-KL/DUT dated November 28, 2025 of the Standing Committee of the Party Committee of Vietnam Steel Corporation on appointing Deputy Head of Internal Audit Department of Vietnam Steel Corporation;

In consideration of the proposal of the General Director of Vietnam Steel Corporation in Report No. 1200/TTr-VNS dated 27 November 2025 regarding the proposal to additionally appoint a Deputy Head of the Internal Audit Department of Vietnam Steel Corporation;

Based on the voting results of the Board of Directors of the Corporation.

DECIDES:

Article 1. To appoint Ms. Ly Thi Hong Hanh, member of the Internal Audit Department of Vietnam Steel Corporation to the position of Deputy Head of the Internal Audit Department of Vietnam Steel Corporation for a fixed term.

Article 2. The salary of Ms. Ly Thi Hong Hanh shall be at grade 1/2 of the Deputy Head of the Internal Audit Department, under level B4 of the salary scale

for professional managers, promulgated together with Decision No. 144/QĐ-VNS dated 04 August 2022 of the Board of Directors of Vietnam Steel Corporation.

Article 3. This Decision shall take effect from the date of signing.

Members of the Board of Directors, the General Director, the Head of the Internal Audit Department of Vietnam Steel Corporation, and Ms. Ly Thi Hong Hanh shall be responsible for the implementation of this Decision./.

Recipient:

- As Article 3;
- SCIC (for reporting);
- Party Committee of the Corporation;
- Board of Directors, Board of Supervisors of the Corporation;
- General Director, Deputy General Directors of the Corporation;
- Business Departments, Offices, Representative Offices of the Corporation;
- Assistant: Board of Directors, General Director, Company Secretary;
- Trade Union, Youth Union of the Corporation;
- Units under the Corporation;
- Capital representative at the enterprise;
- Save: Administration Office, Board of Directors, BOD, Finance and Human resources.

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN**



Le Song Lai