

*TP. Hồ Chí Minh, ngày 25 tháng 04 năm 2025
Ho Chi Minh City, April 25th, 2025*

**CÔNG BỐ THÔNG TIN TRÊN CỔNG THÔNG TIN ĐIỆN TỬ CỦA
ỦY BAN CHỨNG KHOÁN NHÀ NƯỚC VÀ SỞ GIAO DỊCH CHỨNG KHOÁN HÀ NỘI
DISCLOSURE OF INFORMATION ON THE ELECTRONIC PORTAL OF
THE STATE SECURITIES COMMISSION AND THE HANOI STOCK EXCHANGE**

Kính gửi: - Ủy ban Chứng khoán Nhà nước
 - Sở Giao dịch Chứng khoán Hà Nội
To: - *The State Securities Commission*
 - *The HaNoi Stock Exchange*

Tên công ty: **CÔNG TY CỔ PHẦN MASAN MEATLIFE**

Name of organization: Masan MEATLife Corporation

Mã cổ phiếu: **MML**

Stock code: MML

Địa chỉ trụ sở chính: Lầu 10, Tòa nhà Central Plaza, Số 17 Lê Duẩn, Phường Bến Nghé, Quận 1, Thành phố Hồ Chí Minh, Việt Nam

Head office address: 10th Floor, Central Plaza Building, No. 17 Le Duan Street, Ben Nghe Ward, District 1, Ho Chi Minh City, Vietnam

Điện thoại: 028 6256 3862

Fax: 028 3827 4115

Phone: 028 6256 3862

Fax: 028 3827 4115

Website: www.masanmeatlife.com.vn

Người được ủy quyền công bố thông tin: Bà Đỗ Thị Thu Nga

Authorized person for information disclosure: Mrs. Do Thi Thu Nga

Loại thông tin công bố: ☐ 24h ☐ 72h ☐ Yêu cầu ☐ Bất thường ☒ Định kỳ

Type of information disclosure: ☐ 24h ☐ 72h ☐ Upon Request ☐ Extraordinary ☒ Periodic

Nội dung thông tin công bố: **Nghị quyết và Biên bản họp Đại hội đồng Cổ đông thường niên năm 2025.**

Disclosed information content: Resolution and Meeting minutes of 2025 Annual General Meeting of Shareholders.

Thông tin này đã được công bố trên trang thông tin điện tử của Công ty vào ngày 25/04/2025 tại đường dẫn: https://masanmeatlife.com.vn/quan-he-co-dong/thong-bao-cong-ty/tat-ca?lang_ui=vn

*This information was published on the Company's website on April 25th, 2025, at the following link:
https://masanmeatlife.com.vn/quan-he-co-dong/thong-bao-cong-ty/tat-ca?lang_ui=en*

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố.

We hereby certify that the disclosed information is truthful and take full legal responsibility for the content of the disclosed information.

**ĐẠI DIỆN CÔNG TY CỔ PHẦN MASAN MEATLIFE
REPRESENTATIVE OF MASAN MEATLIFE
CORPORATION**

Người Được Ủy Quyền Công Bố Thông Tin
Authorized person for information disclosure



ĐỖ THỊ THU NGÀ
Giám Đốc Pháp Lý
Legal Director

Ho Chi Minh City, 25 April 2025

RESOLUTION OF 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

MASAN MEATLIFE CORPORATION

THE GENERAL MEETING OF SHAREHOLDERS

- Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the National Assembly on 17 June 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 approved by the National Assembly on 26 November 2019;
- Pursuant to the Charter of Masan MEATLife Corporation (the “Company”) dated 18 October 2021, as amended and supplemented from time to time; and
- Pursuant to the Meeting Minutes of the 2025 Annual General Meeting of Shareholders No. 01/2025/BBH-ĐHĐCĐ on 25 April 2025.

RESOLVES

Article 1. To approve the Board of Directors’ report on management and performance results of the Board of Directors in 2024.

Article 2. To approve the report of the independent member of the Board of Directors on operation in the Audit Committee in 2024.

Article 3. To approve the 2024 Financial Statements of the Company audited by KPMG Company Limited.

Article 4. To approve the following 2025 business plan of the Company on a consolidated basis:

Unit: VND billion

| Contents | Plan of 2025 |
|---------------|---------------|
| Net revenue | 8,250 – 8,750 |
| NPAT - Pre MI | 25 - 205 |

Article 5. To approve the distribution of dividends of 2024 as follows:

- Dividend percentage: 0%.

Article 6. To approve the selection of one of following auditing companies to be the Company’s auditing firm for the financial year 2025 and to designate the Board of Directors to select and sign an audit contract with one of those companies:

- KPMG Company Limited;



- Deloitte Viet Nam Audit Company Limited;
- PwC (Viet Nam) Company Limited; and
- Ernst & Young Viet Nam Company Limited.

Article 7. To approve the remuneration for the members of the Board of Directors in 2025: VND0 and projected budget plan for operational expenses of the Board of Directors, including committees under the Board of Directors (if any), in 2025 is not higher than VND1 billion.

Article 8. To approve the issuance plan of new shares under the employee stock option plan (ESOP) as follows:

1. Issuance plan:

- Purpose of the issuance: issuance of new shares to the employees of the Company and subsidiary companies to recognize their contribution to the Company and subsidiary companies over the last year, create motivation for employees to perform tasks excellently and remain committed to the Company and its subsidiaries in the long term.
- Plan of using the proceeds from the issuance: the proceeds from the issuance will be used to increase charter capital, for business requirements by supplementing the Company's working capital.
- Type of shares to be issued: ordinary shares.
- Par value: VND10,000/share.
- Proposed timeline of the issuance: In 2025 or the first 4 months of 2026, before the 2026 Annual General Meeting of Shareholders. To designate the Board of Directors to decide specific timing for issuance of ESOP shares.
- Issuance method: new shares will be issued directly to the employees of the Company and subsidiary companies.
- Proposed number of shares to be issued: up to 3.5% of the Company's total outstanding shares.
- Issuance price: VND 10,000/share.
- Subscribers: Employees of the Company and its subsidiaries who have outstanding performance and make special contributions to the production and business activities of the Company and its subsidiaries, bringing long-term growth value to the Company and its subsidiaries.
- Criteria for employees to participate in the Employee Stock Ownership Plan (ESOP) selection program:
 - ✓ The number of ESOP shares distributed to each employee is based on the following criteria:
 - Contribution results to the development of the Company and its subsidiaries;
 - Assigned responsibilities and workload;
 - Performance results of the department and the individual;
 - Position;
 - Salary level; and
 - Rank and grade.

- ✓ The Board of Directors, based on the above criteria, will decide on the detailed evaluation criteria, the principles for determining the number of shares distributed to each employee, and the list of employees participating in the ESOP program.
- Action plan regarding the undistributed shares: in case there is any employee not exercising the right to purchase the whole or a part of shares entitled to buy, the BoD is allowed to decide on issuing these undistributed shares to other eligible employees, who are mentioned in the original list, with the same asking price and/or record the actual purchase amount and close the issuance.
- Lock-up: all of new shares issued under the ESOP shall be restricted from transferring within 1 year from the date of completion of the issuance.
- 2. To approve the increase of charter capital of the Company that is equivalent to the total par value of the actually issued shares.
- 3. To approve the amendment of the Charter regarding the new charter capital based on the total par value of the actually issued shares.
- 4. To approve the additional registering and depository of the actually issued shares at the Viet Nam Securities Depository and Clearing Corporation and on the Hanoi Stock Exchange.
- 5. To designate the Board of Directors:
 - to promulgate policy on issuance of new shares to the employees under the ESOP;
 - to decide the total number of shares to be issued in accordance with the issuance plan and the applicable laws; list of employees participating in the program; determination principle; specific number of shares to be allocated to each employee and timing for implementation;
 - to implement necessary work and procedures to temporarily lock ownership percentage by foreign investors or implement other methods before issuing new shares to the employees in case where the employees are foreigners in order for the issuance of new shares under ESOP to satisfy the foreign ownership limitation at the Company (if any);
 - to amend the Charter to record the new charter capital based on the total par value of the actually issued shares;
 - to implement necessary procedures to register the new charter capital with the Ho Chi Minh City Department of Finance, to implement additional depository of the actually issued shares at the Viet Nam Securities Depository and Clearing Corporation and additional registering of the actually issued shares on the Hanoi Stock Exchange;
 - to supplement or change the issuance plan at the requests of the Competent state agency and/or for the compliance purposes with applicable regulations;
 - to decide on the plan to deal with the undistributed shares;
 - to decide other matters and implement other actions in relation to the issuance of new shares under the ESOP as deemed necessary by the Board of Directors; and
 - The Board of Directors is authorized to delegate the Chairman or the General Director to perform one or more of the aforementioned tasks.

Article 9. The Board of Directors, Board of Management and shareholders are responsible for implementing this Resolution.

Article 10. This Resolution is effective from the signing date. *ll*

**O.B.H THE GENERAL MEETING OF *ll*
SHAREHOLDERS
CHAIRMAN**



DANNY LE



Ho Chi Minh City, 25 April 2025

MEETING MINUTES
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
MASAN MEATLIFE CORPORATION

Today, at 08:30 am, 25 April 2025, at No. 8 Nguyen Binh Khiem Street, Da Kao Ward, District 1, Ho Chi Minh City, Masan MEATLife Corporation (the “**Company**”) held 2025 Annual General Meeting of Shareholders (“**2025 AGM**”).

THE ATTENDANTS OF THE MEETING:

1.1. Shareholders:

47 shareholders and authorized persons of shareholders attending the meeting, representing **318,065,925** voting shares of the Company, equivalent to **96.66%** of the total voting shares of the Company (the list of the shareholders and authorized representatives of shareholders attending the meeting is attached to this meeting minutes).

1.2. The Board of Directors (the “Board”)

| | |
|------------------------|---------------------|
| Mr. Danny Le, | Chairman; |
| Mr. Tran Phuong Bac, | Member. |
| Mr. Nguyen Quoc Trung, | Member; |
| Mr. Huynh Viet Thang, | Independent Member. |

1.3. The Audit Committee

| | |
|-----------------------|---------|
| Mr. Huynh Viet Thang, | Head; |
| Mr. Tran Phuong Bac, | Member. |

1.4. The Management Board

| | |
|---------------------------|--------------------------------|
| Mr. Nguyen Quoc Trung | Chief Executive Officer (CEO); |
| Mrs. Nguyen Thi Hong Diem | Chief Financial Officer (CFO). |

CONTENTS OF THE MEETING:

I - ANNOUNCEMENT OF THE REGISTRATION RESULTS:

The organizer announced the registration results and the quorum was valid to proceed the Meeting in accordance with provisions of the Law on Enterprises and Article 17, 18 and 19 of the Company's Charter.

II - APPOINTMENT OF SECRETARY, VOTE COUNTING COMMITTEE:

The Meeting appointed the Secretary, Vote counting committee:

1. The Secretary:

- Mrs. Do Thi Thu Nga.

2. Vote counting committee:

- Mr. Huynh Cong Hoan – Head;
- Mr. Tran Quoc Dat – Member; and
- Mr. Nguyen Cong Tuan Anh – Member.

III- AGENDA OF THE MEETING:

Mr. Danny Le introduced agenda, working principles of 2025 AGM on 25 April 2025 and the General Meeting of Shareholders have approved.

IV- REPORTS AND PROPOSAL AT THE MEETING:

1. Mr. Danny Le – Chairman on behalf of the Board presented the Board's report on on management and performance results of the Board of Directors in 2024.
2. Mr. Danny Le – Chairman present the Management Board's report on business results in 2024, 2025 business plan and growth in coming years.
3. Report on activities of the independent member of the Board of Directors in the Audit Committee in 2024.
4. Matters submitted to the General Meeting of Shareholders for approval:
 - To approve the Board of Directors' report on management and performance results of the Board of Directors in 2024;
 - To approve the report of the independent member of the Board of Directors on operation in the Audit Committee in 2024;
 - To approve the 2024 Financial Statements of the Company audited by KPMG Company Limited;
 - To approve the following 2025 business plan of the Company on a consolidated basis;
 - To approve the distribution of dividends of 2024;
 - To approve the selection of the Company's auditing firm for the financial year 2025;

- To approve the remuneration for the members of the Board of Directors and projected budget plan for operational expenses of the Board of Directors in 2025;
- To approve the issuance plan of new shares under the employee stock option plan (ESOP).

V- RESOLUTIONS OF THE MEETING:

After discussion, the shareholders approved each matter as follows:

Article 1. To approve the Board of Directors' report on management and performance results of the Board of Directors in 2024.

Voting results:

| | |
|--|---|
| Total number of votes (participating in voting): | 318,028,879 votes |
| Voting method: | Directly at the meeting |
| Total number of valid votes: | 318,028,879 votes |
| Total number of invalid votes: | 0 votes |
| Total number of approving votes: | 318,028,879 votes, equivalent to 100% of total votes with voting rights to attend the meeting and participate in voting |
| Total number of disapproving votes: | 0 votes, equivalent to 0% of total votes with voting rights to attend the meeting and participate in voting |
| Total number of votes with no opinion: | 0 votes, equivalent to 0% of total votes with voting rights to attend the meeting and participate in voting |

Article 2. To approve the report of the independent member of the Board of Directors on operation in the Audit Committee in 2024.

Voting results:

| | |
|--|---|
| Total number of votes (participating in voting): | 318,028,879 votes |
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| Total number of votes with no opinion: | 0 votes, equivalent to 0% of total votes with voting rights to attend the meeting and participate in voting |

Article 3. To approve the 2024 financial statements of the Company audited by KPMG Company Limited.

Voting results:

Total number of votes (participating in voting): 318,028,879 votes
Voting method: Directly at the meeting
Total number of valid votes: 318,028,879 votes
Total number of invalid votes: 0 votes
Total number of approving votes: 318,028,879 votes, equivalent to 100% of total votes with voting rights to attend the meeting and participate in voting
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Article 4. To approve the following 2025 business plan of the Company on a consolidated basis:

Unit: VND billion

| Contents | Plan of 2025 |
|---------------|---------------|
| Net revenue | 8,250 – 8,750 |
| NPAT - Pre MI | 25 - 205 |

Voting results:

Total number of votes (participating in voting): 318,023,279 votes
Voting method: Directly at the meeting
Total number of valid votes: 318,023,279 votes
Total number of invalid votes: 0 votes
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Article 5. To approve the distribution of dividends of 2024 as follows:

- Dividend percentage: 0%.

Voting results:

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Total number of votes with no opinion:

voting rights to attend the meeting and participate in voting

0 votes, equivalent to 0% of total votes with voting rights to attend the meeting and participate in voting

Article 6. To approve the selection of one of following auditing companies to be the Company's auditing firm for the financial year 2025 and to designate the Board of Directors to select and sign an audit contract with one of those companies:

- KPMG Limited;
- Deloitte Vietnam Audit Company Limited;
- PwC (Vietnam) Limited; and
- Ernst & Young Vietnam Limited.

Voting results:

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Article 7. To approve the remuneration for the members of the Board of Directors in 2025: VND0 and projected budget plan for operational expenses of the Board of Directors, including committees under the Board of Directors (if any), in 2025 is not higher than VND1 billion.

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Article 8. To approve the issuance plan of new shares under the employee stock option plan (ESOP) as follows:

1. Issuance plan:

- Purpose of the issuance: issuance of new shares to the employees of the Company and subsidiary companies to recognize their contribution to the Company and subsidiary companies over the last year, create motivation for employees to perform tasks excellently and remain committed to the Company and its subsidiaries in the long term.
- Plan of using the proceeds from the issuance: the proceeds from the issuance will be used to increase charter capital, for business requirements by supplementing the Company's working capital.
- Type of shares to be issued: ordinary shares.
- Par value: VND10,000/share.
- Proposed timeline of the issuance: In 2025 or the first 4 months of 2026, before the 2026 Annual General Meeting of Shareholders. To designate the Board of Directors to decide specific timing for issuance of ESOP shares.
- Issuance method: new shares will be issued directly to the employees of the Company and subsidiary companies.
- Proposed number of shares to be issued: up to 3.5% of the Company's total outstanding shares.
- Issuance price: VND 10,000/share.
- Subscribers: Employees of the Company and its subsidiaries who have outstanding performance and make special contributions to the production and business activities of the Company and its subsidiaries, bringing long-term growth value to the Company and its subsidiaries.
- Criteria for employees to participate in the Employee Stock Ownership Plan (ESOP) selection program:
 - ✓ The number of ESOP shares distributed to each employee is based on the following criteria:
 - Contribution results to the development of the Company and its subsidiaries;
 - Assigned responsibilities and workload;
 - Performance results of the department and the individual;
 - Position;
 - Salary level; and
 - Rank and grade.
 - ✓ The Board of Directors, based on the above criteria, will decide on the detailed evaluation criteria, the principles for determining the number of shares distributed to each employee, and the list of employees participating in the ESOP program.
- Action plan regarding the undistributed shares: in case there is any employee not exercising the right to purchase the whole or a part of shares entitled to buy, the BoD is allowed to decide on issuing these undistributed shares to other eligible employees, who are mentioned in the original list, with the same asking price and/or record the actual purchase amount and close the issuance.
- Lock-up: all of new shares issued under the ESOP shall be restricted from transferring within 1 year from the date of completion of the issuance.

2. To approve the increase of charter capital of the Company that is equivalent to the total par value of the actually issued shares.

3. To approve the amendment of the Charter regarding the new charter capital based on the total par value of the actually issued shares.
4. To approve the additional registering and depository of the actually issued shares at the Viet Nam Securities Depository and Clearing Corporation and on the Hanoi Stock Exchange.
5. To designate the Board of Directors:
 - to promulgate policy on issuance of new shares to the employees under the ESOP;
 - to decide the total number of shares to be issued in accordance with the issuance plan and the applicable laws; list of employees participating in the program; determination principle; specific number of shares to be allocated to each employee and timing for implementation;
 - to implement necessary work and procedures to temporarily lock ownership percentage by foreign investors or implement other methods before issuing new shares to the employees in case where the employees are foreigners in order for the issuance of new shares under ESOP to satisfy the foreign ownership limitation at the Company (if any);
 - to amend the Charter to record the new charter capital based on the total par value of the actually issued shares;
 - to implement necessary procedures to register the new charter capital with the Ho Chi Minh City Department of Finance, to implement additional depository of the actually issued shares at the Viet Nam Securities Depository and Clearing Corporation and additional registering of the actually issued shares on the Hanoi Stock Exchange;
 - to supplement or change the issuance plan at the requests of the Competent state agency and/or for the compliance purposes with applicable regulations;
 - to decide on the plan to deal with the undistributed shares;
 - to decide other matters and implement other actions in relation to the issuance of new shares under the ESOP as deemed necessary by the Board of Directors; and
 - The Board of Directors is authorized to delegate the Chairman or the General Director to perform one or more of the aforementioned tasks.


Voting results:

| | |
|--|---|
| Total number of votes (participating in voting): | 318,028,879 votes |
| Voting method: | Directly at the meeting |
| Total number of valid votes: | 318,028,879 votes |
| Total number of invalid votes: | 0 votes |
| Total number of approving votes: | 318,020,779 votes, equivalent to 100% of total votes with voting rights to attend the meeting and participate in voting |
| Total number of disapproving votes: | 8,100 votes, equivalent to 0% of total votes with voting rights to attend the meeting and participate in voting |
| Total number of votes with no opinion: | 0 votes, equivalent to 0% of total votes with voting rights to attend the meeting and participate in voting |

The Meeting ended at 12:55. on the same day.

The shareholders and persons authorized by the shareholders have read the Meeting minutes and the Meeting have approved this Meeting minutes.

SECRETARY



DO THI THU NGÀ



CHAIRPERSON

DANNY LE





MASAN MEATLIFE CORPORATION

10th Floor, Central Plaza, 17 Le Duan Street, Ben Nghe Ward, District 1, Ho Chi Minh City, Vietnam

Phone: +84 28 6256 3862

Facsimile: +84 28 3827 4115

Web: <https://masanmeatlife.com.vn/>

REPORT OF THE BOARD OF DIRECTORS AT ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025

Dear Shareholders,

On behalf of Masan MEATLife Corporation (“**Masan MEATLife**” or “**Company**”), the Board of Directors (“**BoD**”) would like to report on general of business performance, management and operation activities of the Company in 2024 as follows:

The year 2024 is considered a year of exceptional growth in Masan MEATLife's development journey. With promising business results, Masan MEATLife's net revenue reached VND 7,650 billion in 2024, an increase of 9.5% compared to the previous year, across all segments, except for revenue from the poultry farming sector, which shifted its focus to direct-to-consumer operations. Masan MEATLife's gross profit in 2024 is VND1,962 billion, up 86% YoY. Gross profit margin in 2024 is 25.6%, higher than as compared with 15.1% in 2023, mainly due to the contribution of the farm segment in addition to the contribution of the processed meat segment and significant improvement in the gross profit margin of branded fresh pork.

The “WIN Membership Program” in partnership with WinCommerce has enabled MEATDeli to reach nearly 3 million loyal customers. The distribution system has continuously expanded to other supermarket chains such as Bach Hoa Xanh, CoopMart, CoopXtra, GO!..., with a total of over 5,500 sales points. This has provided consumers with the opportunity to use high-quality meat products at reasonable prices, establishing itself as an impressive brand in the hearts of consumers, reinforcing its leadership position in the branded meat sector, and creating momentum for the long-term development of Masan MEATLife.

In 2024, MEATDeli - representing the traditional category, continues to solidify its position as the market leader in branded chilled Meat, achieving impressive growth and making a significant contribution to the Company's overall business performance. Representing the processed meat industry, Ponnies-branded products, launched in 2024 such as ring Sausages, crispy ready-to-eat Hotdogs, and oven-baked sausage Meat with various flavors have been well received by Vietnamese consumers, particularly young individuals and modern young families because of admired exceptional taste and international-quality standards. Building on the development momentum of previous foundation products such as Shaken sausages, the nutritious snack category under the Heo Cao Boi brand has truly boomed with the introduction of “Seaweed-wrapped Sausages”, “Melting cheese-filled Sausages”, and “Treasure Chest” - a series of products are the result of continuous dedication and relentless efforts by our team, reinforcing our confidence and strong foundation in leading and shaping the market.

2025 AND FUTURE OUTLOOK

In 2025, Masan MEATLife aims to achieve revenue growth in the range of VND 8,250 billion to VND 8,750 billion, representing a growth of 8% to 14% compared to the previous

year. This result is confidently expected to be achieved due to the clear strategies set from the beginning of the year.

In 2025, Masan MEATLife continues improving porker value to VND10 million/porker, equivalent to ~10% growth YoY by maximizing value of leftovers. At the same time, the company will continue investing in processed meat segment with target sales contribution up to 37% of sales to MML's sales mix.

Regarding strategic cooperation with WinCommerce in the "WIN Membership Program", at WinMart supermarkets and WinMart+ stores, Masan MEATLife will continue to maintain the exclusive price program for WIN members for branded meat products. It is also expected to improve daily sales at each WinCommerce point of sale from 1.6 million VND to 2.0 million VND. Masan MEATLIFE has a plan to building "Meat Corner" inside WCM where MML's meat brands will be present, targeting to drive the share of processed meat sales in WCM from 16.6% to 20% in 2025, with a long-term goal of reaching 40%.

EBIT results are expected to continue to improve positively thanks to the growth of the processed meat segment, the branded meat segment and the significant profit improvement of the chicken farm segment after our proper calibration of the farm size.


With respect to the Board's activities, the governance and management of the Company and resolutions approved by the Board in 2025 are recorded in the Appendix attached to this report.

Sincerely Yours,

Ho Chi Minh City, 04 April 2025

ON BEHALF OF BOARD OF DIRECTOR

CHAIRMAN



DANNY LE

APPENDIX

1. Report on matters approved by the General Meeting of Shareholders and the BoD in 2024 but have not been implemented yet:

In 2024, the General Meeting of Shareholders approved the additional share purchase of up to 5% total amount of voting shares of the Company by WinEco (an affiliated company of Masan Group) without conducting public offering. However, this transaction has not been carried out in 2024.

2. Regarding the Board's supervising activities towards the Chief Executive Officer and the Board of Management:

In 2024, the Chief Executive Officer and the Board of Management fulfilled their roles, obligations and rights. The Chief Executive Officer and the Board of Management strictly executed resolutions of the General Meeting of Shareholders and the Board in performing business plan, expansion of operations.

3. The resolutions issued by the BoD in 2024 as follows:

| No. | Resolutions No. | Dated | Content |
|-----|--------------------------------|------------|--|
| 1 | Resolution No. 02/2024/NQ-HDQT | 08/01/2024 | Approved the implementation of the plan to issue shares under the option program for employees in the Company. |
| 2 | Resolution No. 04/2024/NQ-HDQT | 08/01/2024 | Approved the Regulation of the Company's 2023 Employee Stock Option Plan (ESOP) share issuance program. Approved the list of employees eligible to participate in the share issuance program under the Employee Stock Option Plan (ESOP). |
| 3 | Resolution No. 05/2024/NQ-HDQT | 26/02/2024 | Approve the final list of shareholders attending the Annual General Shareholders' Meeting of the Company in 2024. |
| 4 | Resolution No. 08/2024/NQ-HDQT | 27/02/2024 | Approval of the increase in the Company's charter capital Form of capital increase: issuance of shares under the Employee Stock Option Plan in 2023. |
| 5 | Resolution No. 09/2024/NQ-HDQT | 02/04/2024 | Approval of the transfer of retained earnings after fulfilling tax obligations and other financial obligations of MML Farm Nghe An Company Limited to Masan MEATLife. |
| 6 | Resolution No. 10/2024/NQ-HDQT | 02/04/2024 | Approving the plan to increase the Company's capital contribution to MEATDeli HN Company Limited. The additional contribution to MEATDeli HN's capital can be made by multiple time based on the |

| | | | |
|----|--------------------------------|------------|---|
| | | | operation of MEATDeli HN and the Company's cash source plan, completed by December 31, 2024 at the latest. |
| 7 | Resolution No. 11/2024/NQ-HDQT | 03/04/2024 | <p>Approved the expected date of the 2024 Annual General Shareholders' Meeting on April 25, 2024 and authorized the Chairman of the BOD to decide on time and venue of the meeting and invite Shareholders to attend the 2024 Annual General Shareholders' Meeting.</p> <p>Approved the expected meeting agenda of the General Shareholders' Meeting in 2024.</p> |
| 8 | Resolution No. 12/2024/NQ-HDQT | 29/07/2024 | Approval of receiving shares transfer in Masan Jinju Joint Stock Company ("MSJ") with the number of 12,506,850 shares, accounting for 74.99% of the total voting shares of MSJ |
| 9 | Resolution No. 12/2024/NQ-HDQT | 06/09/2024 | Approved the issuance of shares under the Employee Stock Option Plan in the Company in 2024. |
| 10 | Resolution No. 13/2024/NQ-HDQT | 06/09/2024 | <p>Approved the Regulation of the Company's share issuance program under the 2024 Employee Stock Option Plan.</p> <p>Approved the List of employees eligible to participate in the Company's 2024 Employee Stock Option Plan.</p> |
| 11 | Resolution No. 14/2024/NQ-HDQT | 15/10/2024 | Approved the dissolution of MNS Meat Company Limited – a subsidiary owned by MML with 99.9996% charter capital. |
| 12 | Resolution No. 15/2024/NQ-HDQT | 01/11/2024 | <p>Approved the increase charter capital due to the issuance of shares under the Employee Stock Option Plan in 2024:</p> <p>(i) Charter capital before increase: 3,274,179,470,000 VND</p> <p>(ii) Charter capital after increase: 3,290,525,930,000 VND</p> |
| 13 | Resolution No. 16/2024/NQ-HDQT | 31/12/2024 | Approved the Company lending to Zenith Investment Company Limited in the amount of 1,921,000,000,000 VND (One thousand nine hundred and twenty-one billion VND) |

4. In 2024, the Company executed internal transactions with transactions with related parties of the Company; or major shareholders, internal persons of internal persons as follows:

| No. | Name of organization/ individual | Relationship with the Company | Resolution No. | Content, quantity, total value of transaction (VND) |
|-----|---|--------------------------------------|--|---|
| 1 | MEATDeli Saigon Company Limited | Affiliated company of insiders | Resolution No. 216/2020/NQ- HDQT issued on 07/07/2020 of MML's BOD | Loans: 150,000,000,000 Receivable : 177,416,497,299 Interest income: 15,123,924,194 Management consulting service income: 24,469,626,340 Purchase of goods: 51,938,160 |
| 2 | Masan Consumer Corporation | Affiliated company of insiders | Resolution No. 17/2019/NQ-HĐQT issued on 26/01/2019 of BOD | Information technology expenses: 4.596.824.081 Purchase of goods: 16,599,999 Purchase of assets: 1,424,423,807 |
| 3 | WinCommerce General Commercial Services Joint Stock Company | Affiliated company of insiders | Resolution No. 17/2019/NQ-HĐQT issued on 26/01/2019 of BOD Resolution No. 565/2021/NQ- HĐQT issued on 26/11/2021 of BOD | Purchase of goods: 134,677,827 |
| 4 | Meatdeli HN Company Limited | Affiliated company of insiders | Resolution No. 565/2021/NQ- HĐQT issued on 26/11/2021 of BOD Resolution No. 10/2024/NQ-HĐQT issued on 02/04/2024 of BOD | Licensed capital contribution: 350,000,000,000 Income from management consulting services: 45,083,631,183 Purchase of goods: 59,784,000 |
| 5 | 3F Viet Joint Stock Company | Affiliated company of insiders | Resolution No. 565/2021/NQ- HĐQT issued on 26/11/2021 of BOD | Loans: 60,000,000,000 Receivable: 69,000,000,000 Interest income: 5,638,684,931 Interest received: 25,767,123 |

| No. | Name of organization/ individual | Relationship with the Company | Resolution No. | Content, quantity, total value of transaction (VND |
|-----|--|--|---|--|
| | | | | Management consulting service income: 10,657,008,193 |
| 6 | Meatdeli HN Company Limited – Ha Nam 02 Branch | Affiliated company of insiders | Resolution No. 565/2021/NQ-HĐQT issued on 26/11/2021 of BOD | Management consulting service income: 16,307,383,133 |
| 7 | MML Farm Nghe An Company Limited | Affiliated company of insiders | Resolution No. 593/2022/NQ-HĐQT issued on 29/11/2022 of BOD Resolution No. 09/2024/NQ-HĐQT issued on 02/04/2024 of BOD | Profits received: 350,000,000,000 Management consulting service income: 13,734,694,631 |
| 8 | 3F Viet Food Company Limited | Affiliated company of insiders | Resolution No. 565/2021/NQ-HĐQT issued on 26/11/2021 of BOD | Management consulting service income: 9,959,031,932 Asset purchases: 87,522,360 |
| 9 | Masan Jinju Joint Stock Company | Affiliated company of insiders | Resolution No. 565/2021/NQ-HĐQT issued on 26/11/2021 of BOD | Management consulting service income: 20,587,372,191 Purchase of goods: 57,175,926 Borrowing: 60,000,000,000 Loan paid: 60,000,000,000 Interest expense: 1,643,836 Interest expense paid: 1,643,836 |
| 10 | Meatdeli HN Company Limited – Ha Nam 01 Branch | Subsidiary directly owned by the Company | Resolution No. 565/2021/NQ-HĐQT issued on 26/11/2021 of BOD | Management consulting service income: 21,029,337,737 |
| 11 | Phuc Long Heritage Corporation | Affiliated company of insiders | Resolution No. 565/2021/NQ-HĐQT issued on 26/11/2021 of BOD | Purchase of goods: 9,181,716 |

| No. | Name of organization/ individual | Relationship with the Company | Resolution No. | Content, quantity, total value of transaction (VND |
|-----|--------------------------------------|--------------------------------------|---|---|
| 12 | Zenith Investment Company Limited | Affiliated company of insiders | Resolution No. 16/2024/NQ-HĐQT issued on 31/12/2024 of BOD | Loans: 1,921,000,000,000 Loan interest income: 384,200,000 |
| 13 | The CrownX Corporation | Affiliated company of insiders | Resolution No. 565/2021/NQ- HĐQT issued on 26/11/2021 of BOD | Service fee: 165,928,894 |
| 14 | Vissan Joint Stock Company | Affiliated company of insiders | Resolution No. 565/2021/NQ- HĐQT issued on 26/11/2021 of BOD | Profit-sharing received: 12.108.015.600 |
| 15 | Masan Group Corporation | Affiliated company of insiders | Resolution No. 565/2021/NQ- HĐQT issued on 26/11/2021 of BOD | Communication fee: 220.754.608 |



Ho Chi Minh City, 04 April 2025

ACTIVITIES REPORT OF INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS IN THE AUDIT COMMITTEE IN 2024

Dear Shareholders,

Pursuant to:

- *Law on Securities No. 54/2019/QH14 passed by the National Assembly on 26 November 2019;*
- *Enterprise Law No. 59/2020/QH14 passed by the National Assembly on 17 June 2020 (“Enterprise Law”);*
- *The Charter of Masan MEATLife Corporation (“Company”) on 18 October 2021;*
- *The 2024 audited Financial Statements.*

Independent member of the Board of Directors (“BOD”) in the Audit Committee would like to report on the operation performance in 2024 as follows:

I. The organizational structure

The organizational structure of the Audit Committee in 2024 includes:

| Full name | Position | | Term |
|----------------------|---------------------------------|-----------------------------|-----------|
| Mr. Huynh Viet Thang | Independent member of the BOD | Chairman of Audit Committee | 2021-2026 |
| Mr. Tran Phuong Bac | Non-executive member of the BOD | Member of Audit Committee | 2021-2026 |

II. Report of independent member of the BOD in the Audit Committee

The Audit Committee has supervised the activities of the BOD and the Board of Management in the fiscal year 2024, the Audit Committee recorded the following results:

1. Remuneration, operating expenses and other benefits of the Audit Committee

Remuneration, operating expenses and other benefits of the Audit Committee and each member of the Audit Committee are comply with law regulation, Company’s Charter and approval resolution by the General Meeting Shareholders (“GMS”).

2. Summary of meetings of the Audit Committee

In 2024, the meetings of the Audit Committee has periodically held every 6 months to enhance the management and supervision skills in accordance with the Working Regulation of the Audit Committee.

3. Results of supervision for the preparation of financial statements, operation and financial situation of the Company



The financial statements are prepared and announced in accordance with accounting standards and current law regulation. Financial statements has reflected the financial status of Company reasonably and honestly.

The resolutions and decisions have issued intra vires and in compliance with the information disclosure regime applicable to large-scale public companies.

The selected audit firm ensures reliability, honesty, compliance with audit deadlines, compliance with professional regulations, and ensures independence and objectivity when giving opinions.

In 2024, Consolidated Net Revenue reached VND7.650 billion, Consolidated Profit After Tax reached VND27 billion.

4. Report of transactions between the Company and internal parties; related person of internal parties and the Company, the subsidiary company, companies controlled by the Company.

The Company is comply the relevant regulations on approval authority, follow and explain transactions between the Company and internal parties; related person of internal parties and the Company, the subsidiary company, companies controlled by the Company. The Company has disclosed these transactions in accordance with relevant legal regulations.

5. Results of the assessment of the Company's internal control and risk management system

The Audit Committee has coordinated with the Board of Management to regularly follow market situation, forecast and propose appropriate business plans to limit risk in environment, finance, law.

Board of Management has revised and updated or promptly issued regulations/guidelines on organization and operation of specialized departments, enhance the efficiency of the internal control system.

The Audit Committee has updated law regulations related to activities of the members of BOD, the Audit Committee and internal control; advised the BOD on organization model in accordance with new regulation, market practices and demand of Company.

6. Monitoring results for the Board of Directors, General Director and other executives of the Company.

Compliance the requirements set out in any legislation at BOD Meeting:

BOD Meetings were conducted by holding and collecting opinion of BOD member in writing according to procedure specified in Company's Charter. Contents in BOD Meeting or Letter to collect opinion of BOD member was fully reported, discussed and evaluated in the spirit of openness, fairness, transparency and care to plan the best directions and solutions for Company.

Quarterly, the BODs holds a meeting to evaluate and update the business and financial situation, thereby discussing and making appropriate decisions on development strategy, management system, construction and continuously adjust the necessary management decisions for the Company;

The BOD's decisions approved by voting at the meeting or by questionnaire survey in accordance with the provisions of the Law, the Charter, the company administration

regulations, the Resolution of the annual GMS and orientations approved by the GMS.

Monitoring results for the General Director and Board of Management

The Audit Committee has supervised the activities of the Board of Management and the Company's executive in performing resolutions, decisions approved by the GMS, the BOD, operating the Company's business, ensures compliance with the Law, the Charter and does not affect the initiative and creativity of the Board of Management.

7. Results of evaluation of the coordination between the Audit Committee and the Board of Directors, General Director and Shareholders

The Audit Committee has cooperated well with the BOD, General Director and Shareholders in performing its duties in accordance with the Working Regulation of the Audit Committee.

II. Recommendations of the Audit Committee in 2025

In order to achieve the operational goals, the Audit Committee proposes a work plan in 2025, focusing on the following:

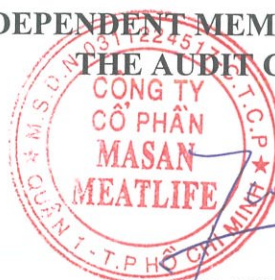
- Approving list of independent auditing firm in the fiscal year 2025.
- Updating and perfecting the administration document system, internal control system, organization and operation of departments in order to standardize and enhance the effectiveness of the internal control system.
- Having more meetings between the independent member of the BOD and Board of Management in order to enhance critical role and supervision of the independent member of the BOD, perfect the enterprise risk management system.
- Performing other tasks as prescribed in the Working Regulation of the Audit Committee of the Company.

Respectfully to the GMS for considering and approving the fully report.

Recipients:

- Shareholders;
- BOD;
- Disclosing information;
- Save: Legal Dept

**INDEPENDENT MEMBER OF THE BOD IN
THE AUDIT COMMITTEE**



**HUYNH VIET THANG
CHAIRMAN OF AUDIT
COMMITTEE**



**MASAN MEATLIFE CORPORATION**

10th Floor, Central Plaza, 17 Le Duan Street, Ben Nghe Ward,
District 1, Ho Chi Minh City, Vietnam

Phone: +84 28 6256 3862

Facsimile: +84 28 3827 4115

Web: <https://masanmeatlife.com.vn/>

PROPOSAL ON BUSINESS PLAN IN 2025

- Pursuant to Law on Enterprises No. 59/2020/QH14 dated 17 June 2020;
- Pursuant to Law on Securities No. 54/2019/QH14 dated 26 November 2019;
- Pursuant to the Charter of Masan MEATLife Corporation dated 18 October 2021, as amended and supplemented from time to time; and
- Pursuant to Resolution No. 02./2025/NQ-HDQT dated 04 April 2025 of the Board of Directors.

The Board of Directors of Masan MEATLife Corporation (the “**Company**”) would like to submit to the 2025 Annual General Meeting of Shareholders to approve the business plan in 2025 of the Company on a consolidated basis as follows:

Unit: VND billion

| Contents | Plan of 2025 |
|---------------|---------------|
| Net revenue | 8.250 - 8.750 |
| NPAT - Pre MI | 25 - 205 |

Ho Chi Minh City, 04 April 2025

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN


DANNY LE



MASAN MEATLIFE CORPORATION

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District 1, Ho Chi Minh City, Vietnam

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PROPOSAL ON DISTRIBUTION OF DIVIDENDS OF 2024

- Pursuant to Law on Enterprises No. 59/2020/QH14 dated 17 June 2020;
- Pursuant to Law on Securities No. 54/2019/QH14 dated 26 November 2019;
- Pursuant to the Charter of Masan MEATLife Corporation dated 18 October 2021, as amended and supplemented from time to time; and
- Pursuant to Resolution No. 02/2024/NQ-HDQT dated 04 April 2024 of the Board of Directors.

The Board of Directors of Masan MEATLife Corporation (the “**Company**”) would like to submit to the 2025 Annual General Meeting of Shareholders to approve the distribution of dividends of 2024 as follows:

- Dividend percentage of 2024: 0%.

Ho Chi Minh City, 04 April 2025

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

DANNY LE



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**PROPOSAL ON SELECTION OF AUDITING FIRM FOR THE
FINANCIAL YEAR 2025**

- Pursuant to Law on Enterprises No. 59/2020/QH14 dated 17 June 2020;
- Pursuant to Law on Securities No. 54/2019/QH14 dated 26 November 2019;
- Pursuant to the Charter of Masan MEATLife Corporation dated 18 October 2021, as amended and supplemented from time to time; and
- Pursuant to Resolution No./2025/NQ-HDQT dated 04 April 2025 of the Board of Directors.

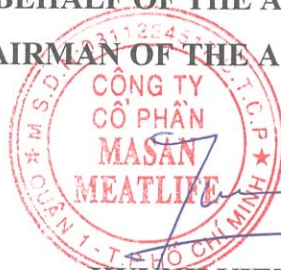
The Audit Committee would like to propose 2025 Annual General Meeting of Shareholders to approve the selection of auditing firm for the financial year 2025 as follows:

To appoint one of the following auditing firms as the Company's auditing firm for the financial year 2025 and authorize the Board of Directors to decide and execute audit service agreement with one of these auditing firms:

- KPMG Limited;
- Deloitte Vietnam Audit Company Limited;
- PwC (Vietnam) Limited; and
- Ernst & Young Vietnam Limited.

Ho Chi Minh City, 04 April 2025

**ON BEHALF OF THE AUDIT COMMITTEE
CHAIRMAN OF THE AUDIT COMMITTEE**



HUYNH VIET THANG



MASAN MEATLIFE CORPORATION

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**PROPOSAL ON REMUNERATION AND OPERATIONAL BUDGET
FOR THE BOARD OF DIRECTORS IN 2025**

- Pursuant to Law on Enterprises No. 59/2020/QH14 dated 17 June 2020;
- Pursuant to Law on Securities No. 54/2019/QH14 dated 26 November 2019;
- Pursuant to the Charter of Masan MEATLife Corporation dated 18 October 2021, as amended and supplemented from time to time; and
- Pursuant to Resolution No. 02./2025/NQ-HDQT dated 04 April 2025 of the Board of Directors.

The Board of Directors of Masan MEATLife Corporation (the “**Company**”) would like to submit to the 2025 Annual General Meeting of Shareholders to approve the remuneration and operational budget for the Board of Directors in 2025 as follows:

To approve the remuneration for the members of the Board of Directors in 2025: VND0 and projected budget plan for operational expenses of the Board of Directors, including committees under the Board of Directors (if any), in 2025 is not higher than VND1 billion.

Ho Chi Minh City, 04 April 2025

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

DANNY LE



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**PROPOSAL ON ISSUANCE PLAN OF NEW SHARES UNDER THE
EMPLOYEE STOCK OPTION PLAN (ESOP)**

- Pursuant to Law on Enterprises No. 59/2020/QH14 dated 17 June 2020;
- Pursuant to Law on Securities No. 54/2019/QH14 dated 26 November 2019;
- Pursuant to the Charter of Masan MEATLife Corporation dated 18 October 2021, as amended and supplemented from time to time; and
- Pursuant to Resolution No. 02/2025/NQ-HDQT dated 04 April 2025 of the Board of Directors.

The Board of Directors of Masan MEATLife Corporation (the “**Company**”) would like to submit to the 2025 Annual General Meeting of Shareholders to approve the issuance plan of new shares under the employee stock option plan (ESOP) as follows:

1. Issuance plan:

- Purpose of the issuance: issuance of new shares to the employees of the Company and subsidiary companies to recognize their contribution to the Company and subsidiary companies over the last year, create motivation for employees to perform tasks excellently and remain committed to the Company and its subsidiaries in the long term
- Plan of using the proceeds from the issuance: the proceeds from the issuance will be used to increase charter capital, for business requirements by supplementing the Company’s working capital.
- Type of shares to be issued: ordinary shares.
- Par value: VND10,000/share.
- Proposed timeline of the issuance: In 2025 or the first 4 months of 2026, before the 2026 Annual General Meeting of Shareholders. To designate the Board of Directors to decide specific timing for issuance of ESOP shares.
- Issuance method: new shares will be issued directly to the employees of the Company and subsidiary companies.
- Proposed number of shares to be issued: up to 3.5% of the Company’s total outstanding shares.
- Issuance price: VND 10,000/share.
- Subscribers: Employees of the Company and its subsidiaries who have outstanding performance and make special contributions to the production and business activities of the Company and its subsidiaries, bringing long-term growth value to the Company and its subsidiaries.
- Criteria for employees to participate in the Employee Stock Ownership Plan (ESOP) selection program:



- ✓ The number of ESOP shares distributed to each employee is based on the following criteria:
 - Contribution results to the development of the Company and its subsidiaries;
 - Assigned responsibilities and workload;
 - Performance results of the department and the individual;
 - Position;
 - Salary level; and
 - Rank and grade.
- ✓ The Board of Directors, based on the above criteria, will decide on the detailed evaluation criteria, the principles for determining the number of shares distributed to each employee, and the list of employees participating in the ESOP program.
- Action plan regarding the undistributed shares: in case there is any employee not exercising the right to purchase the whole or a part of shares entitled to buy, the BoD is allowed to decide on issuing these undistributed shares to other eligible employees, who are mentioned in the original list, with the same asking price and/or record the actual purchase amount and close the issuance.
- Lock-up: all of new shares issued under the ESOP shall be restricted from transferring within 1 year from the date of completion of the issuance.
- 2. To approve the increase of charter capital of the Company that is equivalent to the total par value of the actually issued shares.
- 3. To approve the amendment of the Charter regarding the new charter capital based on the total par value of the actually issued shares.
- 4. To approve the additional registering and depository of the actually issued shares at the Viet Nam Securities Depository and Clearing Corporation and on the Hanoi Stock Exchange.
- 5. To designate the Board of Directors:
 - to promulgate policy on issuance of new shares to the employees under the ESOP;
 - to decide the total number of shares to be issued in accordance with the issuance plan and the applicable laws; list of employees participating in the program; determination principle; specific number of shares to be allocated to each employee and timing for implementation;
 - to implement necessary work and procedures to temporarily lock ownership percentage by foreign investors or implement other methods before issuing new shares to the employees in case where the employees are foreigners in order for the issuance of new shares under ESOP to satisfy the foreign ownership limitation at the Company (if any);
 - to amend the Charter to record the new charter capital based on the total par value of the actually issued shares;
 - to implement necessary procedures to register the new charter capital with the Ho Chi Minh City Department of Finance, to implement additional depository of the actually issued shares at the Viet Nam Securities Depository and Clearing Corporation and additional registering of the actually issued shares on the Hanoi Stock Exchange;

- to supplement or change the issuance plan at the requests of the Competent state agency and/or for the compliance purposes with applicable regulations;
- to decide on the plan to deal with the undistributed shares;
- to decide other matters and implement other actions in relation to the issuance of new shares under the ESOP as deemed necessary by the Board of Directors; and
- The Board of Directors is authorized to delegate the Chairman or the General Director to perform one or more of the aforementioned tasks.

Ho Chi Minh City, 04 April 2025

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

DANNY LE

