MASAN HIGH-TECH MATERIALS CORPORATION
Suite 802, Central Plaza, 17 Le Duan, Ben Nghe Ward, District 1, Ho Chi Minh City, Vietnam

ENGLISH TRANSLATION

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

- *Pursuant to Law on Enterprises No. 59/2020/QH14 enacted by the National Assembly on June 17, 2020 and its implementation documents;*
- *Pursuant to Law on Securities 54/2019/QH14 enacted by the National Assembly on November 26, 2019 and its implementation documents;*
- *Pursuant to the Charter of Masan High-Tech Materials Corporation dated April 12, 2021, as amended from time to time;*
- *Pursuant to Resolution No. 99 /2024/NQ-HDQT dated 02nd April 2024 of the Board of Directors of Masan High-Tech Materials Corporation,*

The Board of Directors of Masan High-Tech Materials Corporation (the "**Company**") would like to propose the 2023 Annual General Meeting of Shareholders the issuance plan of new shares under the employee stock option program (ESOP) as follows:

1. Issuance plan:

- Issuance purpose: Issue shares under employee stock option program of the Company and its subsidiaries in order to recognize the contribution of employees to the Company, its subsidiaries and affiliates in the past year.
- Plan to use the proceeds from the issuance: the proceeds from the issuance will be used to increase charter capital, serve the needs of business operations and add to the Company's working capital.
- Type of shares to be issued: ordinary shares.
- Par value: 10,000 VND/share.
- Expected issuance time: assign to the Board of Directors to decide the time to issue ESOP's shares after being approved by the State Securities Commission.
- Issuance method: directly issue to the employees of the Company and its subsidiaries.
- Number of shares to be issued: maximum 1% of the total outstanding shares of the Company.
- Price: 10,000 VND/share.
- Participants: employees of the Company and its subsidiaries who are entitled to participate in the issuance of shares under the approved employee selection program.

- Plan to handle the number of shares that are not fully distributed: In case the employees do not exercise their right to buy or do not buy all the entitled shares, it will be assigned to the Board of Directors and allow the Board of Directors to authorize the Chairman of the Board of Directors or the General Director to issue these unpurchased shares to other employees in the original list at the same price.
- Lock-up: The entire number of shares issued under the employee selection program will be restricted from being transferred within 1 year from the end of the issuance.

2. To approve the increase of the Company's charter capital equivalent to the total par value of the number of actual issued shares after ESOP's completion.

3. To approve the amendment of the Charter to record the new charter capital based on the total par value of the number of actual issued shares.

4. To approve additional securities registration and trading registration for the number of actual issued shares with the Viet Nam Securities Depository And Clearing Corporation and Hanoi Stock Exchange.

5. To assign the Board of Directors, and allow the Board of Directors to reauthorize the Chairman or the Chief Executive Officer:

- promulgate regulations on issuing shares under the employee stock option program;
- decide total number of shares to be issued in accordance with the issuance plan and laws; standards of employees, list of employees participate in the program; number of shares to be issued for each employee and execution time;
- handle the number of shares that are not fully distributed in accordance with the issuance plan;
- to approve the plan to ensure the issuance of shares to meet the regulations on foreign ownership ratio in the case of issuing shares to employees who are foreign investors;
- amendment of the Charter to record the new charter capital based on the total par value of the number of actually issued shares;
- to perform necessary procedures to register the increase of the charter capital at Ho Chi Minh City Department of Planning and Investment, to implement the securities registration with Vietnam Securities Depository and trading registration with Hanoi Stock Exchange for the number of actually issued shares;
- to supplement or change the plan of offering of shares and use of proceeds at requests of the State Securities Commission of Vietnam and/or for compliance with relevant regulations; and
- to decide other matters and to implement other works in relation to the plan of offering of shares under the employee stock option program as deemed necessary by the Board of Directors or the Chairman.

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Ho Chi Minh City, Vietnam

Ho Chi Minh City, 02nd April 2024

ON BEHALF OF THE BOARD OF DIRECTORS

[signed and sealed]

DANNY LE
Chairman of the Board of Directors