**IDP: Board Resolution**

On November 21, 2023, International Dairy Products Joint Stock Company announced Resolution No. 013/2023/NQ.HDQT.IDP on approving the share issue plan under the Employee Stock Ownership Plan (ESOP) as follows:

‎‎Article 1. Approve implementing the share issue plan under the Employee Stock Ownership Plan in the Company as follows, specifically as follows:

* Share name: International Dairy Products Joint Stock Company
* Share code: IDP
* Type of shares to be issued: Common share
* Par value: VND 10,000/share
* Total number of issued shares: 61,350,472 shares
* Number of outstanding shares: 61,350,472 shares
* Number of treasury shares: 0 shares
* Number of issued ESOP shares: 1,179,528 shares
* Expected number of shares after ESOP share issue: 62,530,000 shares
* Total value of issued ESOP shares based on the par value: VND 11,795,280,000
* Issue price: VND 10,000/share.
* Subjects of the issue: The Board of Management, management personnel and employees with Vietnamese nationality as prescribed in the ESOP Regulations, named in the List of Employees eligible to participate in the Employee Stock Ownership Plan approved by the Board of Directors. (“List of employees participating in ESOP”).
* Criteria and list of employees eligible for participating the plan, principles of determining the number of shares to be distributed to each subject: According to the ESOP Regulations.
* Expected implementation time: In Q4/2023 or Q1/2024, after receiving written notice from the State Securities Commission on receiving the Company's issue reports in full. Authorize the Chair of the Board of Directors and/or the Managing Director to decide on the specific time.
* Plan on using the proceeds from the issue: Supplement working capital of the Company.
* Plan for ensuring the share issue meets the foreign ownership rate: The subjects of issue are employees with Vietnamese nationality, so the Company always ensures to meet the regulations on foreign ownership rate as prescribed.
* Transfer restriction: One year from the end date of the issue (which is the end date of collecting money to buy shares from employees).
* Plan on handling fractional shares and unsold shares in case employees do not buy or only buy a part (unsold shares): The Board of Directors distributes the unsold shares to employees named in the List of employees participating in ESOP at a price not lower than VND 10,000/share.
* Employees who leave their jobs before the transfer deadline expires: According to the ESOP Regulations

‎‎Article 2. Approve the Regulation on the share issue under the Employee Stock Ownership Plan (ESOP Regulations) - details are in Appendix I attached to this Meeting minutes.

‎‎Article 3. Approve the list of employees eligible to participate in the Employee Stock Ownership Plan (ESOP Plan) and the corresponding number of shares purchased under the ESOP Plan. The list of employees eligible to participate in the ESOP Plan is in Appendix II attached to this Resolution.

‎‎Article 4. Approve assigning and authorizing the Board of Directors to decide on work and sign related documents, including but not limited to the following work:

* Decide the specific time of share issue;
* Carry out necessary procedures to report the share issue under the Employee Stock Ownership Plan (ESOP Plan) to the State Securities Commission, supplement or amend reporting dossiers for share issue under the ESOP Plan at the request of the State Securities Commission or for the purpose of complying with relevant legal regulations and reporting issue results to the State Securities Commission;
* Carry out the necessary work to implement depository registration and additional transaction registration for the number of shares arising from the share issue under the ESOP Plan at Vietnam Securities Depository and Clearing Corporation (VSDC) and Hanoi Stock Exchange (HNX);
* Amend content related to charter capital, shares, in the Company's Charter after completing the share issue under the ESOP Plan; and carry out procedures to change the Company's business registration related to changing charter capital according to the results of the aforementioned issue with the competent authorities;
* Implement other relevant work to complete assigned work;

‎‎Article 5. This Board Resolution takes effect from the date of its signing. Members of the Board of Directors and Executive Board and relevant departments and individuals are responsible for implementing this Resolution.