**MCH: Board Resolutions**

On December 20, 2023, Masan Consumer Corporation announced Resolution No. 12/2023/NQ-HDQT-MSC as follows:

Article 1: Approve the share issue plan under the Employee Stock Ownership Plan (ESOP) according to Article 9 of Annual General Mandate 2023 as follows:

* Share name: Share of Masan Consumer Corporation
* Total number of the Corporation’s outstanding shares: 716,546,491 shares.
* Expected number of shares to be issued under the ESOP: 1,242,460 shares, equivalent to 0.173% of the outstanding shares.
* Share type: common share
* Par value: VND 10,000/share.
* Issue price: VND 50,000/share.
* Source of issued shares: New share issue
* Expected subjects of issue: Staff of the Corporation and subsidiaries (i) having outstanding achievements, special contribution to the production and business of the Corporation or subsidiaries, bringing growth values in the long term to the Corporation or subsidiaries, and (ii) having a long-term commitment to the Corporation or subsidiaries.
* The criteria determining the distributed shares to each employee: prescribed in the Regulations on share issue under the Employee Stock Ownership Program in 2023
* Principles of determining the number of shares to be distributed to each subject: prescribed in the Regulations on share issue under the Employee Stock Ownership Program in 2023
* Handling undistributed shares: After the deadline for registration and payment for share purchase, if employees do not buy all 1,242,460 shares offered, the unpurchased shares will not continue to be offered, only the actual number of registered shares will be recorded.
* Execution DATE: expected in Q4/2023 or Q1/2024, before implementing the merger plan into Masan Consumer Holdings Co., Ltd. mentioned in Article 11 of Annual General Mandate 2023 and ensuring the legal regulations on securities and securities market.
* Transfer restriction: The entire number of shares issued under the ESOP will be restricted to transfer within 01 year after the completion date of the issue (deadline for collecting money from employees).
* Plan to ensure the foreign ownership rate of the issue: The Corporation doesn’t issue shares to foreign employees

Article 2: Mr. Danny Le - Chair of the Board of Directors or Mr. Truong Cong Thang – Managing Director is assigned to:

1. Decide the implementation time and dossiers summited to the competent authority related to the issue of shares under the ESOP;
2. Record the actual number of purchase registrations, do not continue to offer unsold shares (if any) according to the principles specified in Article 1;
3. Sign contracts, agreements and other documents related to the issue under the ESOP;
4. Implement necessary registration procedures to increase charter capital at the Department of Planning and Investment of Ho Chi Minh, register for additional securities for the actual number of shares issued at the Vietnam Securities Depository and Clearing Corporation and register for additional trading for the actual number of shares issued at the Stock Exchange;
5. Implement the amendment to the Corporation’s Charter related to the charter capital on the basis of the actual number of shares issued under the ESOP, and
6. Implement all necessary tasks to complete the new share issue under the ESOP.

Article 3: The Executive Board of the Corporation, relevant departments and individuals of the Corporation are responsible for implementing this Resolution.

Article 4: This Board Resolution takes effect from the date of signing. This Resolution supersedes Board Resolution No. 08/2023/NQ-HDQT-MSC dated August 29, 2023.

On December 20, 2023, Masan Consumer Corporation announced Resolution No. 13/2023/NQ-HDQT-MSC as follows:

Article 1: Approve the Regulations to implement the share issue under the Employee Stock Ownership Plan (ESOP)

Article 2: Approve the list of employees participating in the share issue under the Employee Stock Ownership Plan (ESOP) as specified in the attached appendix. Employees participating in the Employee Stock Ownership Plan (ESOP) are staff of the Corporation and Subsidiaries, not employees of the Corporation's related companies.

Article 3: The Executive Board of the Corporation, relevant departments and individuals are responsible for implementing this Resolution.

Article 4: This Board Resolution takes effect from the date of signing. This Resolution supersedes Board Resolution No. 11/2023/NQ-HDQT-MSC dated November 23, 2023.