**MML121021: Board Resolution**

On January 08, 2024, Masan Meatlife JSC announced Resolution No. 02/2024/NQ-HDQT as follows:

Article 1: Approve the implementation of the issuance plan under the Employee Stock Ownership Plan according to Article 9 of the General Mandate (ESOP program) as follows:

* Issuance purpose: issue shares under the Company's and its subsidiaries’ ESOP program to recognize the employees' contributions to the Company and its subsidiaries over the last year.
* Plan to use proceeds from the issuance: Proceeds from the issuance shall be used to increase the charter capital, serving the needs of business operations and supplementing the working capital of the Company.
* Share name: Share of Masan Meatlife JSC
* Type of shares issued: common share
* Par value: VND 10,000/share.
* Expected number of shares to be issued under the ESOP: 561,474 shares
* Issuance price: VND 20,000/share.
* Total value of issued shares (based on the par value): VND 5,614,740,000.
* Issuance rate: 0.17% of the Company's total outstanding shares (Total outstanding shares of the Company: 327,132,940 shares
* Expected subjects of issuance: employees with Ranks 1, 2, 3, 4, 5 with excellent work evaluation results (“O”) and/or work exceeding requirements (“HE”) of the Company and its Subsidiaries, bringing long-term growth value to the Company and Subsidiaries.
* Criteria for determining shares distributed to each employee: according to the Regulations on Share Issuance under the ESOP 2023.
* Principles of determining the number of shares to be distributed to each subject: Mentioned in Regulations on Share Issuance under the ESOP 2023.
* Execution time: expected in Q1/2024, in accordance with the Law, and the Company will make information disclosure as regulated.
* Plan to handle the number of remaining shares after the distribution: In case the employee does not exercise the right to buy or does not buy all the shares entitled to buy under the ESOP, Mr. Danny Le - Chair of the Board of Directors or Mr. Nguyen Quoc Trung - General Manager is assigned to decide to issue these shares to other employees on the original list at the same issuance price or cancel the offering and only record the actual number of registration.
* Transfer restriction: The entire number of shares issued under the ESOP will be restricted from transfer within 01 year from the completion date of the issuance (deadline for receiving money from employees).

Article 2: Plan to ensure share issuance under the ESOP meets the foreign ownership rate:

* Maximum foreign ownership rate in the Company is 100% of Charter Capital
* There are no foreign employees participating in the ESOP. Therefore, the issuance of shares under the ESOP meets the Company's foreign ownership rate according to legal regulations.

Article 3: Assign Mr. Danny Le - Chair of the Board of Directors or Mr. Nguyen Quoc Trung - General Manager to have full authority to:

* Decide on the implementation time and documents submitted to competent authorities related to the issuance under the ESOP;
* Carry out necessary work and procedures to issue shares under the ESOP, report to competent state agencies before and after the issuance;
* Amend the Company's Charter to record the new charter capital on the basis of the total par value of the actual number of shares issued;
* Implement necessary registration procedures to increase charter capital at the Department of Planning and Investment of Ho Chi Minh City, register for depository of additional shares actually issued at the Vietnam Securities Depository and Clearing Corporation, and register for trading of additional actual shares issued at the Hanoi Stock Exchange;
* Decide on plans to handle undistributed shares (if any); or record the actual number of registrations, cancel the offering of remaining shares (if any) according to the principles specified in Article 1;
* Decide on other issues and perform other tasks that the Chair of the Board of Directors or General Manager finds necessary related to the share issuance under the ESOP.

Article 4: The Chair of the Board of Directors, the General Manager, related departments, and individuals of the Company are responsible for implementing this Resolution. This Board Resolution replaces Board Resolution No. 04/2023/NQ-HDQT dated July 07, 2023.

Article 5: This Resolution takes effect from the date of its signing.