**MSN123009: Board Resolution**

On May 21, 2024, Masan Group Corporation announced Resolution No. 222/2024/NQ-HDQT as follows:

Article 1: Approve the implementation plan for issuing new shares under the employee stock ownership plan (ESOP) in accordance with Article 8 of the General Mandate No. 178/2024/NQ-DHDCD dated April 25, 2024, as follows:

* Share name: Share of Masan Group Corporation
* Total number of outstanding shares of the Company: 1,505,419,876 shares.
* The expected number of shares to be issued under the ESOP: 7,526,753 shares, equivalent to 0.49998% of the total number of outstanding shares of the Company.
* Type of shares: Common share
* Par value: VND 10,000 /share
* Issuance price: VND 10,000 /share.
* Expected recipients of the issuance: The expected recipients are employees of the Company and its subsidiaries (i) who have outstanding performance, 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, and (ii) are committed to long-term loyalty to the Company and its subsidiaries.
* The criteria for determining the shares distributed to each employee: Regulate in Regulation on share issuance program for the employee stock ownership program for the year 2024.
* The key principles for determining the number of shares distributed under the ESOP: Regulate in Regulation on share issuance program for the employee stock ownership program for the year 2024.
* Solution for the remaining shares not distributed: After the registration and submission of funds for purchasing shares concludes, if employees do not buy all the number of expected issued shares, the remaining shares will not continue to be offered for sale; only the actual number of shares registered for purchase will be recorded.
* Implementation time: Expect in the Q2 or Q3 of 2024, in accordance with legal regulations and information disclosure requirements.
* Transfer restriction: The entire quantity of shares issued under the employee stock ownership program will be restricted from transfer for a period of 1 year from the end date of the issuance (the date of completion of the collection of funds for the purchase of shares by employees).

Article 2: Approve the plan to ensure that the share issuance meets the foreign ownership rate:

* The maximum foreign ownership rate in the Company at present is 49% of charter capital.
* The number of shares issued to foreign employees under the ESOP is expected to account for 6.41% of the total number of ESOP shares planned to be issued according to the provisions in Article 1. Thus, the issuance of shares under the ESOP complies with the foreign ownership rate of the Company according to legal regulations

Article 3: Assign to Mr. Nguyen Dang Quang, Chair of the Board of Directors, or Mr. Danny Le, the General Manager.

1. Decide on the time to implement and the documentation to be submitted to the relevant authorities on the issuance of shares under the ESOP.
2. Record the actual number of shares registered for purchase and discontinue the offering of shares that are not purchased (if any) according to the principles in Article 1.
3. Signing contracts, agreements, and other relevant documents related to the issuance of shares under the ESOP.
4. Perform necessary procedures to register to increase charter capital at the Department of Planning and Investment of Ho Chi Minh City, register additional securities for the actual number of shares issued at the Vietnam Securities Depository and Clearing Corporation and register additional trading for the actual number of shares issued at the Ho Chi Minh City Stock Exchange.
5. Amend the Company's Charter related to charter capital based on the actual number of shares issued under the ESOP; and
6. Complete all other necessary tasks to finalize the issuance of new shares under the ESOP.

Article 4: The Board of Management, affiliated individuals and departments are responsible for implementing this Resolution.

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