**MCH: Board Resolution**

On June 10, 2024, Masan Consumer Corporation announced Resolution No. 12/2024/NQ-HDQT-MSC as follows:

Article 1: Approve on implementing the share issuance under the Employee Stock Ownership Plan according to Article 10 of the Annual General Mandate 2024 as follows:

* Share name: Shares of Masan Consumer Corporation.
* Total number of outstanding shares of the Company: 717,507,156 shares.
* The expected number of shares to be issued under the Employee Stock Ownership Plan: 7,174,310 shares, equivalent to 0.9999% of the total number of outstanding shares of the Company.
* Share type: Common shares
* Par value: VND10,000/share
* Issue price: VND10,000/share
* Source of the issuance: The issuance of new shares
* Intended recipients of the issuance: The intended 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.
* Standards for determining shares distributed to each employee: Regulate in Regulation on share issuance under the ESOP ịn 2024.
* Principles of determining the number of shares distributed to each recipient: Regulate in Regulation on share issuance under the Employee Stock Ownership Plan 2024.
* Handling of shares that were not fully distributed: After the record date and submission of funds for purchasing shares concludes, if employees do not buy all the anticipated 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: expected in Q3 or Q4/2024, in accordance with legal regulations and information disclosure according to regulations.
* Transfer restriction: The entire number of issued shares under the Employee Stock Ownership Plan will be restricted from transfer within 01 year from the date of completion of the issuance (the date of ending the collection of money from 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 50% of charter capital.
* The number of shares issued to foreign employees under the ESOP is expected to account for 0.73% of the total number of ESOP shares planned to be issued according to the provisions in Article 1. Thus, the share issuance under the ESOP complies with the foreign ownership rate of the Company according to legal regulations

Article 3: Assign to Mr. Danny Le - the Chair of the Board of Directors or Mr. Truong Cong Thang - the General Manager to:

1. Decide on the implementation time and submit dossiers to competent authorities related to the share issuance under the ESOP;
2. Record the actual number of shares registered for purchase and discontinue the offering that are not purchased (if any) according to the principles in Article 1.
3. Sign contracts, agreements, and other documents related to the share issuance under the ESOP;
4. Carry out necessary procedures to register to increase charter capital at Ho Chi Minh City Department of Planning and Investment, 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 Stock Exchange
5. Make amendments to 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 complete the issuance of new shares under the ESOP.

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

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