**MML121021: Board Resolution No. 12**

On September 6, 2024, Masan Meatlife JSC announced Resolution No. 12/2024/NQ-HDQT as follows:

Article 1: Approve on implementing the plan on share issuance under Employee Stock Ownership Plan according to Article 8 of the General Mandate as follows:

* Issuance purpose: Share issuance under the Employee Stock Ownership Plan in the Company and the subsidiaries to recognize the contributions of employees to the Company and the subsidiaries in the past year.
* Plan on using the proceeds from the issuance: The proceeds from the issuance will be used to increase charter capital, serve the demand of business activities, and supplement the working capital of the Company.
* Share name: Shares of Masan Meatlife JSC.
* Type of issued shares: Common shares;
* Par value: VND10,000/share
* The expected number of shares to be issued under the Employee Stock Ownership Plan: 1,637,089 shares.
* Issue price: VND15,000/share
* Total value of issued shares at par value: VND16,370,890,000.
* Issuance rate: 0.5% of the total number of outstanding shares of the Company (Total number of outstanding shares of the Company: 327,417,947 shares).
* Expected eligible buyers: Employees of the Company and the subsidiaries (i) with outstanding achievements, special contributions to the production and business activities of the Company and the subsidiaries, bringing long-term growth value to the Company and the subsidiaries.
* Standards for determining shares distributed to each employee: According to the regulations on share issuance under the Employee Stock Ownership Plan 2024.
* Principles of determining the number of shares distributed to each subject: Regulate in Regulation on share issuance under the Employee Stock Ownership Plan 2024.
* Implementation time: Expected in Q3 or Q4/2024, in accordance with the provisions of law and information disclosure as prescribed.
* Plan on handling the number of shares not fully distributed: After the completion of registration and payment for purchasing shares, if the employee does not purchase all 1,637,089 offered shares, the number of shares not purchased will not be continued offered, only the actual number of registered purchases will be recorded.
* Transfer restrictions: All shares issued under the Employee Stock Ownership Plan will be restricted from transfer within 01 year from the completion date of the issuance (the completion date of payment collection from employees).

Article 2: Plan on ensuring the share issuance under the Employee Stock Ownership Plan meets the foreign ownership rate:

* The maximum foreign ownership rate in the Company at present is 100% of charter capital.
* There are no foreign employees participating in the Employee Stock Ownership Plan. Therefore, the share issuance under the Employee Stock Ownership Plan meets the foreign ownership rate of the Company according to the provisions of law.

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

* Decide the implementation time and the dossier set to be submitted to relevant competent authorities on the share issuance under the Employee Stock Ownership Plan;
* Implement necessary tasks and procedures to issue shares under the Employee Stock Ownership Plan, report before and after issuance to the competent authorities;
* Amend the Company's Charter to record the new charter capital on the basis of the total par value of the actual number of issued shares;
* Implement 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 Hanoi Stock Exchange
* Decide on the plan on handling the number of shares not fully distributed (if any); or record the number of actual registered purchases, stop offering the number of shares not fully purchased (if any) according to the principles regulated in Article 1;
* Decide on other issues and implement other tasks that the Chair of the Board of Directors or the General Manager finds necessary and related to the share issuance under the ESOP.

Article 4: The Chair of the Board of Directors, the General Manager, relevant individuals, and departments of the Company are responsible for implementing this Resolution.

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