

**Form 08\_CBT/SGDHN**

*(Issued with the Decision No.../QĐ-SGDHN on ... .., 2016 of the CEO of Hanoi Stock Exchange on the Information Disclosure Regulation of Hanoi Stock Exchange)*

**CÔNG TY CỔ PHẦN HÀNG  
TIÊU DÙNG MASAN  
MASAN CONSUMER  
CORPORATION**

**CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM  
Độc lập - Tự do - Hạnh phúc  
THE SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness**

Số: 425/2025/CV-MSC  
No: /

Tp. Hồ Chí Minh, ngày 25 tháng 4 năm 2025  
....., day ... month ... year .....

**CÔNG BỐ THÔNG TIN BẤT THƯỜNG  
EXTRAORDINARY INFORMATION DISCLOSURE**

**Kính gửi: Ủy ban chứng khoán Nhà nước  
Sở Giao dịch Chứng khoán Hà Nội  
To: State Securities Commission  
Hanoi Stock Exchange**

1. Tên tổ chức/Name of organization: CÔNG TY CỔ PHẦN HÀNG TIÊU DÙNG MASAN  
- Mã chứng khoán/Stock code: MCH  
- Địa chỉ/Address: Số 23 Lê Duẩn, Phường Bến Nghé, Quận 1, Thành phố Hồ Chí Minh  
- Điện thoại liên hệ/Tel.: 028. 62555660 Fax: 028. 38109463  
- E-mail: information@msc.masangroup.com

2. Nội dung thông tin công bố/Contents of disclosure:

- Nghị quyết Đại hội đồng cổ đông thường niên năm 2025;  
*The resolutions of the 2025 Annual General Meeting of Shareholders;*
- Nghị quyết Đại hội đồng cổ đông về mức cổ tức năm 2024;  
*Shareholder approval on the 2024 dividend;*
- Nghị quyết Đại hội đồng cổ đông về tạm ứng cổ tức năm 2025;  
*Shareholder approval on the 2025 dividend advance;*
- Nghị quyết Đại hội đồng cổ đông về kế hoạch kinh doanh 2025 của Công ty;  
*Shareholder approval on the 2025 business plan;*
- Nghị quyết Đại hội đồng cổ đông về phát hành cổ phần theo chương trình ESOP;  
*Shareholder approval on the issuance of new shares under ESOP plan;*
- Nghị quyết Đại hội đồng cổ đông về sửa đổi Điều lệ của Công ty;  
*Shareholder approval on the amendment of the Company's Charter;*

(Đối với trường hợp đính chính hoặc thay thế thông tin đã công bố cần giải trình rõ nguyên nhân đính chính hoặc thay thế)/In case of correction or replacement of previously disclosed information, explanation is needed)



3. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 25/4/2025 tại đường dẫn <https://www.masanconsumer.com/> This information was published on the company's website on 25 April 2025, as in the link <https://www.masanconsumer.com/>

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố/We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.

**\* Tài liệu đính kèm/Attached documents:**

Tài liệu liên quan đến nội dung thông tin công bố/Documents on disclosed information.

**Đại diện tổ chức  
Organization representative**

Người UQ CBTT

Person authorized to disclose information

(Ký, ghi rõ họ tên, chức vụ, đóng dấu)

(Signature, full name, position, and seal)



**Đỗ Thị Hoàng Yến**



**MASAN CONSUMER CORPORATION**  
No.: 02/2025/NQ-DIIDCD-MS

**SOCIALIST REPUBLIC OF VIETNAM**  
Independence – Freedom – Happiness  
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*Ho Chi Minh City, 25 April 2025*

**RESOLUTIONS OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
MASAN CONSUMER CORPORATION**

**THE GENERAL MEETING OF SHAREHOLDERS**

- Pursuant to the Law of Enterprise No. 59/2020/QH14 passed by the National Assembly of Social Republic of Vietnam on 17 June 2020;
- Pursuant to the Securities Law No. 54/2019/QH14 passed by the National Assembly of Social Republic of Vietnam on 26 November 2019;
- Pursuant to the Charter approved by the General Meeting of Shareholders of MaSan Consumer Corporation (the “**Company**” or “**Masan Consumer**”) on 1 April 2021, as amended from time to time; and
- Pursuant to the Meeting Minutes of the 2025 Annual General Meeting of Shareholders dated 25 April 2025.

**RESOLVED**

**Article 1.** To approve the Board of Directors’ report on management and performance results of the Board of Directors in 2024.

**Article 2.** To approve the report on activities of the independent member of the Board of Directors in the Audit Committee in 2024.

**Article 3.** To approve the financial statements of the Company for the year ended on 31 December 2024 which is audited by KPMG Company Limited.

**Article 4.** To approve the following 2025 business plan of the Company on a consolidated basis:

*Unit: VND billion*

<b>Contents</b>	<b>2025 Plan</b>
Net revenue	33,500 – 35,500
NPAT - Pre MI	7,300 – 7,800



**Article 5.** To approve 2024 year-end dividend distribution of the Company as follows:

- 2024 dividend with the total amount of VND 6,884,059,014,500 (already paid in 2024), equivalent to the ratio of 95%/share (1 share received VND 9,500) at the time of payment.

**Article 6.** To approve the advance of 2025 dividends from retained earnings of the Company, with a maximum dividend advance of 60% (i.e. 1 share will receive a maximum 2025 dividend advance of VND 6,000). To authorize the Board of Directors, subject to the business results, business plan and optimizing cash flow, to decide at its sole discretion all matters related to the advance of 2024 dividend, including including whether or not to make the dividend advance, the ratio of dividends to be advanced, number of payment phases, timing, payment method and other matters related to the advance of dividends to the shareholders.

**Article 7.** To appoint one of the following auditing firms as the Company's auditing firm for the financial year 2025 and authorize the Board of Directors, and to allow the Board of Directors to authorize the Chairman or CEO to select and decide and enter into audit service agreement with one of these auditing firms:

- KPMG Limited;
- Deloitte Vietnam Company Limited;
- PwC (Vietnam) Limited; and
- Ernst & Young Vietnam Limited.

**Article 8.** To approve the remuneration for the members of the Board of Directors in 2025: VND0 and projected budget plan for operational expenses of the Board of Directors, including committees under the Board of Directors (if any), in 2025 is not higher than VND2 billion.

**Article 9.** To approve the issuance plan of shares under the employee stock option plan of the Company:

1. Issuance plan:

- Purpose of the issuance: issuance of shares to the employees of the Company and its subsidiaries under the employee stock option plan to recognize their contribution to the Company, its subsidiaries over the last year, motivate employees to successfully complete their tasks and long-term commitment to the Company and its subsidiaries.
- Plan of using the proceeds from the issuance: the proceeds from the issuance will be used to increase charter capital, for business requirements through the supplementing the Company's working capital.
- Type of shares to be issued: ordinary shares.
- Par value: VND10,000/share.
- Proposed timeline of the issuance: within 2025 or first 4 months in 2026.
- Issuance method: new shares will be issued directly to the employees.
- Proposed number of shares to be issued: up to 0.5% of the Company's total outstanding shares.
- Issuance price: VND10,000/share.

- Subscribers: employees of the Company and its subsidiaries with outstanding achievements, making 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.
  - Criteria for employees to participate in the Employee Stock Option Plan:
    - ✓ The number of ESOP shares distributed to each employee is based on the following criteria:
      - Contribution to the development of the Company and its subsidiaries;
      - Assigned responsibilities and workload;
      - Results of completing work of departments and individuals;
      - Position;
      - Salary; and
      - Rank.
    - ✓ The Board of Directors shall base on the above criteria to decide in detail the evaluation criteria, principles for determining the number of shares distributed to each employee and the list of employees participating in the ESOP.
  - Plan to handle the number of shares that are not fully distributed: In case the employees do not exercise their right to buy or do not buy all the entitled shares, it will be assigned to the Board of Directors to issue these unpurchased shares to other employees in the original list at the same price and/or record the actual purchase amount and complete the issuance.
  - Lock-up: all of shares issued under the ESOP shall be restricted from transferring within 1 year from the date of completion of the issuance.
2. To approve the increase of charter capital of the Company that is equivalent to the total par value of the actually issued shares.
  3. To approve the amendment of the Charter regarding the new charter capital based on the total par value of the actually issued shares.
  4. To approve the additional depository and trading registration of the actually issued shares at the Vietnam Securities Depository and Clearing Corporation and on the Stock Exchange.
  5. To delegate to the Board of Directors, and to allow the Board of Directors to authorize the Chairman or the Chief Executive Officer:
    - to promulgate policy on issuance of shares to the employees under the ESOP;
    - to decide the total number of shares to be issued in accordance with the issuance plan and the applicable laws; to decide list of employees participating in the program; determination principle and specific number of shares to be allocated to each employee and timing for implementation;
    - to approve the plan to ensure the issuance of shares to meet the regulations on foreign ownership ratio in the case of issuing shares to employees who are foreign investors;
    - to implement necessary procedures to register the new charter capital with the Department of Finance of Ho Chi Minh City, to implement additional depository of the actually issued shares at the Vietnam Securities Depository and Clearing Corporation and additional trading registration of the actually issued shares on the Stock Exchange;



- to deal with unsubscribed shares;
- to supplement or change the issuance plan at the requests of the state authorities and/or for the compliance purposes with applicable regulations;
- to decide other matters and implement other actions in relation to the issuance of shares under the ESOP as deemed necessary by the Board of Directors or the Chairman or the Chief Executive Officer;
- The Board of Directors is authorized the Chairman of the Board of Directors or the Chief Executive Officer to perform one or more of the above tasks.

**Article 10.** To approve the amendment of the Company's Charter:

1. To approve the amendment of the Company's charter in accordance with the provisions of the 2020 Law on Enterprises, the 2019 Securities Law and related guidelines documents. The new charter shall replace the old charter dated 1 April 2021 and its amendments from time to time.
2. To approve the amendment to the charter and record in the charter the new charter capital and the actual number of issued shares according to the implementation of the plan to increase the charter capital of the Company by issuing shares to employees of the Company under the ESOP Program.
3. To authorize the Board of Directors (and approve the re-authorization of the Board of Director to the Chairman), to draft and write the amendments to the Charter, and record in the Charter the charter capital and the total outstanding shares according to the number of ordinary shares to be actually issued as a result of the implementation of the plan to increase the charter capital by issuing shares to employees of the Company under the ESOP Program.

**Article 11.** To approve the amendment of the Internal Regulation on Corporate Governance:

1. To approve the amendment of the Internal Regulation on Corporate Governance (the "**Governance Regulation**") in accordance with the provisions of the 2020 Law on Enterprises, the 2019 Securities Law and related guidelines documents. The new Governance Regulation shall replace the old Internal Regulation on Corporate Governance dated 1 April 2021 of the Company.
2. To authorize the Chairman of the Board of Directors to sign the amendment of the Governance Regulation.

**Article 12.** The Board of Directors and the management board shall be responsible for implementing these resolutions.

**Article 13.** These resolutions shall take effect from the signing date.

**O.B.H. GENERAL MEETING OF SHAREHOLDERS  
CHAIRMAN OF THE BOARD OF DIRECTORS**



**DANNY LE**



MASAN CONSUMER  
CORPORATION

SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness

## MEETING MINUTES 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS MASAN CONSUMER CORPORATION

Today, at 08:30 am, 25 April 2025, at Level 5, GEM Center, No. 8 Nguyen Binh Khiem, Da Kao Ward, District 1, Ho Chi Minh City, Vietnam, Masan Consumer Corporation (the “Company”) held 2025 Annual General Meeting of Shareholders (“2025 AGM”).

### THE ATTENDANTS OF THE MEETING:

#### 1.1. Shareholders:

106 shareholders and authorized persons of shareholders attending the meeting, representing **698,165,020** voting shares of the Company, equivalent to **96.35%** of the total voting shares of the Company on the last registration date to exercise the right to attend the General Meeting of Shareholders (date of shareholder list) (because the Company has **10,915,388** treasury shares, the total voting shares of the Company is **724,637,791**).

#### 1.2. The Board of Directors (the “Board”)

Mr. Danny Le,	Chairman;
Mr. Truong Cong Thang,	Member;
Ms. Nguyen Hoang Yen,	Member;
Mr. Nguyen Thieu Quang,	Member;
Ms. Nguyen Thi Thu Ha,	Member;
Ms. Nguyen Thu Hien,	Member.

#### 1.3. The Audit Committee

Ms. Nguyen Thu Hien,	Head;
Mr. Nguyen Thieu Quang,	Member.

#### 1.4. The Board of Management

Mr. Truong Cong Thang,	Chief Executive Officer (CEO);
Ms. Nguyen Hoang Yen,	Deputy CEO;
Ms. Pham Hong Son,	Deputy CEO.

### CONTENTS OF THE MEETING:



## **I - ANNOUNCEMENT OF THE REGISTRATION RESULTS:**

The organizer announced the registration results and the quorum was valid to proceed the Meeting in accordance with provisions of the Law on Enterprises and Article 17, 18 and 19 of the Company's Charter.

## **II - THE CHAIRPERSON, APPOINTMENT OF SECRETARY AND VOTE COUNTING COMMITTEE:**

The Meeting appointed the Secretary, Vote counting committee:

1. **The Chairperson:**
  - Mr. Danny Le – The Chairman of the Board
2. **The Secretary:**
  - Ms. Do Thi Hoang Yen
3. **Vote counting committee:**
  - Mr. Huynh Cong Hoan – Head;
  - Mr. Tran Quoc Dat – Member; and
  - Mr. Nguyen Cong Tuan Anh – Member.

## **III- AGENDA OF THE MEETING:**

Mr. Danny Le introduced agenda, working principles of 2025 AGM on 25 April 2025 and the General Meeting of Shareholders have approved.

## **IV- REPORTS AND PROPOSAL AT THE MEETING:**

1. Mr. Danny Le – Chairman on behalf of the Board presented the Board's report on on management and performance results of the Board of Directors in 2024.
2. Mr. Danny Le – Chairman of the Board and Mr. Truong Cong Thang – Chief Executive Officer presented the Management Board's report on business results in 2024, 2025 business plan and growth in coming years.
3. Report on activities of the independent member of the Board of Directors in the Audit Committee in 2024.
4. Matters submitted to the General Meeting of Shareholders for approval:
  - The Company's 2024 audited financial statements;
  - The Company's 2025 business plan on a consolidated basis;
  - Plan of 2024 year-end dividend distribution and 2025 dividend advance;
  - Selection of the Company's auditing firm in 2025;
  - Remuneration of the Board of Directors and proposed budget for operation of the Board of Directors in 2025;
  - The issuance plan of shares under the employee stock option plan (ESOP); and



- The amendment of the Charter and the Internal Regulation on Corporate Governance of the Company.

## V- RESOLUTIONS OF THE MEETING:

After discussion, the shareholders approved of each matter as follows:

**Article 1.** To approve the Board of Directors' report on management and performance results of the Board of Directors in 2024.

### Voting results:

Total number of votes (participating in voting):	697,925,845 votes
Voting method:	Directly at the meeting
Total number of valid votes:	697,925,845 votes
Total number of invalid votes:	0 votes
Total number of approving votes:	697,925,845 votes, equivalent to 100% of total votes with voting rights to attend the meeting and participate in voting
Total number of disapproving votes:	0 votes, equivalent to 0% of total votes with voting rights to attend the meeting and participate in voting
Total number of votes with no opinion:	0 votes, equivalent to 0% of total votes with voting rights to attend the meeting and participate in voting

**Article 2.** To approve the report on activities of the independent member of the Board of Directors in the Audit Committee in 2024.

### Voting results:

Total number of votes (participating in voting):	697,925,845 votes
Voting method:	Directly at the meeting
Total number of valid votes:	697,925,845 votes
Total number of invalid votes:	0 votes
Total number of approving votes:	697,925,845 votes, equivalent to 100% of total votes with voting rights to attend the meeting and participate in voting
Total number of disapproving votes:	0 votes, equivalent to 0% of total votes with voting rights to attend the meeting and participate in voting
Total number of votes with no opinion:	0 votes, equivalent to 0% of total votes with voting rights to attend the meeting and participate in voting

**Article 3.** To approve the financial statements of the Company for the year ended on 31 December 2024 which is audited by KPMG Company Limited.

### Voting results:

Total number of votes (participating in voting):	697,925,845 votes
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Voting method:	Directly at the meeting
Total number of valid votes:	697,925,845 votes
Total number of invalid votes:	0 votes
Total number of approving votes:	697,925,845 votes, equivalent to 100% of total votes with voting rights to attend the meeting and participate in voting
Total number of disapproving votes:	0 votes, equivalent to 0% of total votes with voting rights to attend the meeting and participate in voting
Total number of votes with no opinion:	0 votes, equivalent to 0% of total votes with voting rights to attend the meeting and participate in voting

**Article 4.** To approve the following 2025 business plan of the Company on a consolidated basis:

*Unit: VND billion*

Contents	2025 Plan
Net revenue	33,500 – 35,500
NPAT - Pre MI	7,300 – 7,800

**Voting results:**

Total number of votes (participating in voting):	697,925,845 votes
Voting method:	Directly at the meeting
Total number of valid votes:	697,925,845 votes
Total number of invalid votes:	0 votes
Total number of approving votes:	697,918,985 votes, equivalent to 99.99902% of total votes with voting rights to attend the meeting and participate in voting
Total number of disapproving votes:	6,800 votes, equivalent to 0.00097% of total votes with voting rights to attend the meeting and participate in voting
Total number of votes with no opinion:	60 votes, equivalent to 0.00001% of total votes with voting rights to attend the meeting and participate in voting

**Article 5.** To approve 2024 year-end dividend distribution of the Company as follows:

- 2024 dividend with the total amount of VND 6,884,059,014,500 (already paid in 2024), equivalent to the ratio of 95%/share (1 share received VND 9,500) at the time of payment.

**Voting results:**

Total number of votes (participating in voting):	697,925,845 votes
Voting method:	Directly at the meeting
Total number of valid votes:	697,925,845 votes
Total number of invalid votes:	0 votes



Total number of approving votes:	697,925,845 votes, equivalent to 100% of total votes with voting rights to attend the meeting and participate in voting
Total number of disapproving votes:	0 votes, equivalent to 0% of total votes with voting rights to attend the meeting and participate in voting
Total number of votes with no opinion:	0 votes, equivalent to 0% of total votes with voting rights to attend the meeting and participate in voting

**Article 6.** To approve the advance of 2025 dividends from retained earnings of the Company, with a maximum dividend advance of 60% (i.e. 1 share will receive a maximum 2025 dividend advance of VND 6,000). To authorize the Board of Directors, subject to the business results, business plan and optimizing cash flow, to decide at its sole discretion all matters related to the advance of 2024 dividend, including including whether or not to make the dividend advance, the ratio of dividends to be advanced, number of payment phases, timing, payment method and other matters related to the advance of dividends to the shareholders.

**Voting results:**

Total number of votes (participating in voting):	697,925,845 votes
Voting method:	Directly at the meeting
Total number of valid votes:	697,925,845 votes
Total number of invalid votes:	0 votes
Total number of approving votes:	697,925,845 votes, equivalent to 100% of total votes with voting rights to attend the meeting and participate in voting
Total number of disapproving votes:	0 votes, equivalent to 0% of total votes with voting rights to attend the meeting and participate in voting
Total number of votes with no opinion:	0 votes, equivalent to 0% of total votes with voting rights to attend the meeting and participate in voting

**Article 7.** To appoint one of the following auditing firms as the Company's auditing firm for the financial year 2025 and authorize the Board of Directors, and to allow the Board of Directors to authorize the Chairman or CEO to select and decide and enter into audit service agreement with one of these auditing firms:

- KPMG Limited;
- Deloitte Vietnam Company Limited;
- PwC (Vietnam) Limited; and
- Ernst & Young Vietnam Limited.

**Voting results:**

Total number of votes (participating in voting):	697,925,845 votes
Voting method:	Directly at the meeting
Total number of valid votes:	697,925,845 votes
Total number of invalid votes:	0 votes

Total number of approving votes:	697,925,845 votes, equivalent to 100% of total votes with voting rights to attend the meeting and participate in voting
Total number of disapproving votes:	0 votes, equivalent to 0% of total votes with voting rights to attend the meeting and participate in voting
Total number of votes with no opinion:	0 votes, equivalent to 0% of total votes with voting rights to attend the meeting and participate in voting

**Article 8.** To approve the remuneration for the members of the Board of Directors in 2025: VND0 and projected budget plan for operational expenses of the Board of Directors, including committees under the Board of Directors (if any), in 2025 is not higher than VND2 billion.

**Voting results:**

Total number of votes (participating in voting):	697,925,845 votes
Voting method:	Directly at the meeting
Total number of valid votes:	697,925,845 votes
Total number of invalid votes:	0 votes
Total number of approving votes:	697,925,845 votes, equivalent to 100% of total votes with voting rights to attend the meeting and participate in voting
Total number of disapproving votes:	0 votes, equivalent to 0% of total votes with voting rights to attend the meeting and participate in voting
Total number of votes with no opinion:	0 votes, equivalent to 0% of total votes with voting rights to attend the meeting and participate in voting

**Article 9.** To approve the issuance plan of shares under the employee stock option plan of the Company:

**1. Issuance plan:**

- Purpose of the issuance: issuance of shares to the employees of the Company and its subsidiaries under the employee stock option plan to recognize their contribution to the Company, its subsidiaries over the last year, motivate employees to successfully complete their tasks and long-term commitment to the Company and its subsidiaries.
- Plan of using the proceeds from the issuance: the proceeds from the issuance will be used to increase charter capital, for business requirements through the supplementing the Company's working capital.
- Type of shares to be issued: ordinary shares.
- Par value: VND10,000/share.
- Proposed timeline of the issuance: within 2025 or first 4 months in 2026.
- Issuance method: new shares will be issued directly to the employees.



- Proposed number of shares to be issued: up to 0.5% of the Company's total outstanding shares.
  - Issuance price: VND10,000/share.
  - Subscribers: employees of the Company and its subsidiaries with outstanding achievements, making 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.
  - Criteria for employees to participate in the Employee Stock Option Plan:
    - ✓ The number of ESOP shares distributed to each employee is based on the following criteria:
      - Contribution to the development of the Company and its subsidiaries;
      - Assigned responsibilities and workload;
      - Results of completing work of departments and individuals;
      - Position;
      - Salary; and
      - Rank.
    - ✓ The Board of Directors shall base on the above criteria to decide in detail the evaluation criteria, principles for determining the number of shares distributed to each employee and the list of employees participating in the ESOP.
  - Plan to handle the number of shares that are not fully distributed: In case the employees do not exercise their right to buy or do not buy all the entitled shares, it will be assigned to the Board of Directors to issue these unpurchased shares to other employees in the original list at the same price and/or record the actual purchase amount and complete the issuance.
  - Lock-up: all of shares issued under the ESOP shall be restricted from transferring within 1 year from the date of completion of the issuance.
2. To approve the increase of charter capital of the Company that is equivalent to the total par value of the actually issued shares.
  3. To approve the amendment of the Charter regarding the new charter capital based on the total par value of the actually issued shares.
  4. To approve the additional depository and trading registration of the actually issued shares at the Vietnam Securities Depository and Clearing Corporation and on the Stock Exchange.
  5. To delegate to the Board of Directors, and to allow the Board of Directors to authorize the Chairman or the Chief Executive Officer:
    - to promulgate policy on issuance of shares to the employees under the ESOP;
    - to decide the total number of shares to be issued in accordance with the issuance plan and the applicable laws; to decide list of employees participating in the program;

- determination principle and specific number of shares to be allocated to each employee and timing for implementation;
- to approve the plan to ensure the issuance of shares to meet the regulations on foreign ownership ratio in the case of issuing shares to employees who are foreign investors;
  - to implement necessary procedures to register the new charter capital with the Department of Finance of Ho Chi Minh City, to implement additional depository of the actually issued shares at the Vietnam Securities Depository and Clearing Corporation and additional trading registration of the actually issued shares on the Stock Exchange;
  - to deal with unsubscribed shares;
  - to supplement or change the issuance plan at the requests of the state authorities and/or for the compliance purposes with applicable regulations;
  - to decide other matters and implement other actions in relation to the issuance of shares under the ESOP as deemed necessary by the Board of Directors or the Chairman or the Chief Executive Officer;
  - The Board of Directors is authorized the Chairman of the Board of Directors or the Chief Executive Officer to perform one or more of the above tasks.

**Voting results:**

Total number of votes (participating in voting):	697,925,845 votes
Voting method:	Directly at the meeting
Total number of valid votes:	697,925,845 votes
Total number of invalid votes:	0 votes
Total number of approving votes:	697,925,585 votes, equivalent to 100% of total votes with voting rights to attend the meeting and participate in voting
Total number of disapproving votes:	0 votes, equivalent to 0% of total votes with voting rights to attend the meeting and participate in voting
Total number of votes with no opinion:	260 votes, equivalent to 0% of total votes with voting rights to attend the meeting and participate in voting

**Article 10.** To approve the amendment of the Company's Charter:

1. To approve the amendment of the Company's charter in accordance with the provisions of the 2020 Law on Enterprises, the 2019 Securities Law and related guidelines documents. The new charter shall replace the old charter dated 1 April 2021 and its amendments from time to time.
2. To approve the amendment to the charter and record in the charter the new charter capital and the actual number of issued shares according to the implementation of the plan to increase the charter capital of the Company by issuing shares to employees of the Company under the ESOP Program.
3. To authorize the Board of Directors (and approve the re-authorization of the Board of Director to the Chairman), to draft and write the amendments to the Charter, and record in



3. To authorize the Board of Directors (and approve the re-authorization of the Board of Director to the Chairman), to draft and write the amendments to the Charter, and record in the Charter the charter capital and the total outstanding shares according to the number of ordinary shares to be actually issued as a result of the implementation of the plan to increase the charter capital by issuing shares to employees of the Company under the ESOP Program.

**Voting results:**

Total number of votes (participating in voting):	697,925,845 votes
Voting method:	Directly at the meeting
Total number of valid votes:	697,925,845 votes
Total number of invalid votes:	0 votes
Total number of approving votes:	697,885,957 votes, equivalent to 99.99428% of total votes with voting rights to attend the meeting and participate in voting
Total number of disapproving votes:	0 votes, equivalent to 0% of total votes with voting rights to attend the meeting and participate in voting
Total number of votes with no opinion:	39,888 votes, equivalent to 0.00572% of total votes with voting rights to attend the meeting and participate in voting

**Article 11.** To approve the amendment of the Internal Regulation on Corporate Governance:

1. To approve the amendment of the Internal Regulation on Corporate Governance (the “**Governance Regulation**”) in accordance with the provisions of the 2020 Law on Enterprises, the 2019 Securities Law and related guidelines documents. The new Governance Regulation shall replace the old Internal Regulation on Corporate Governance dated 1 April 2021 of the Company.
2. To authorize the Chairman of the Board of Directors to sign the amendment of the Governance Regulation.

**Voting results:**

Total number of votes (participating in voting):	697,925,845 votes
Voting method:	Directly at the meeting
Total number of valid votes:	697,925,845 votes
Total number of invalid votes:	0 votes
Total number of approving votes:	697,885,957 votes, equivalent to 99.99428% of total votes with voting rights to attend the meeting and participate in voting
Total number of disapproving votes:	0 votes, equivalent to 0% of total votes with voting rights to attend the meeting and participate in voting
Total number of votes with no opinion:	39,888 votes, equivalent to 0.00572% of total votes with voting rights to attend the meeting and participate in voting

The Meeting ended at 12:55 pm on the same day.

The shareholders and persons authorized by the shareholders have read the Meeting minutes and the Meeting have approved this Meeting minutes.

**SECRETARY**



**DO THI HOANG YEN**

**CHAIRPERSON**



**DANNY LE**

