



MASAN CONSUMER CORPORATION

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COLLECTIVE LABOR AGREEMENT

Ho Chi Minh City, August 2024



COLLECTIVE LABOR AGREEMENT

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MASAN CONSUMER CORPORATION

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

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COLLECTIVE LABOR AGREEMENT

- Pursuant to the Labor Code of the Socialist Republic of Vietnam, which was approved by the 14th National Assembly at its 8th session on 20/11/2019 and takes effect from 01/01/2021;
- Decree No. 145/2020/ND-CP of the Government issued on December 14, 2020 effective from February 1, 2021 detailing and guiding the implementation of a number of articles of the Labor Code on working conditions and labor relations;
- Pursuant to the agreement between the two parties of the Employer and the Employee Collective after consulting the representative of the Employee in the enterprise;

In order to ensure the legitimate rights and obligations of each party in the labor relationship, we include:

1. Employer Representative

Full name: **Mr. TRUONG CONG THANG**

Duty : **Chief Executive Officer**

2. Employee Representatives

Full name: **Ms. NGUYEN THUY GIAO**

Duty : **The Chairman of The Trade Union**

Jointly sign a Collective Labor Agreement with the following provisions:



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Chapter I

GENERAL PROVISIONS

Article 1: Subjects of Implementation

1. The employer is represented by **Mr. TRUONG CONG THANG** – (Employer)
2. Employee Representative: Executive Committee of the Company's Trade Union
3. All employees working in the Company (Employees)

Article 2: Term of Collective Labor Agreement

1. This Collective Labor Agreement is valid for **3 (three) years** from the date of signing.
2. Within 90 days before the expiration date of the Collective Labor Agreement, the parties may negotiate to extend the term of the Collective Labor Agreement or sign a new Collective Labor Agreement. In case the parties agree to extend the term of the Collective Labor Agreement, they must collect opinions according to the provisions of Article 76 of the Labor Code.

When the Collective Labor Agreement expires but the parties continue to negotiate, the old Collective Labor Agreement may continue to be implemented for a period not exceeding 90 days from the date the Collective Labor Agreement expires, unless otherwise agreed by the parties.

3. During the effective period of the Collective Labor Agreement, based on the operational business conditions of the enterprise in each period and the socio-economic conditions when the regulations on regimes and policies change in accordance with the provisions of law, the Collective Labor Agreement shall be considered. amendments and supplements must be discussed and agreed upon by the two parties and sent 01 copy to the Department of Labor, War Invalids and Social Affairs of District 1, 01 copy to the Trade Union directly superior to the grassroots.

During the time of amending and supplementing the Collective Labor Agreement, the interests of employees shall be implemented in accordance with the provisions of law.

4. In the course of implementation of the Collective Labor Agreement, if the following cases occur, they shall be settled as follows:
 - 4.1. In case of division, separation, consolidation or merger; sale, lease or transformation of enterprise types; transfer of the ownership and use rights of the enterprise's assets, the next employer and the employee's representative organization shall have the right to negotiate according to the provisions of Article 68 of the Labor Code based on the labor use plan to consider and select the continuation of the implementation. amend and supplement the Collective Labor Agreement of the old enterprise or negotiate to sign a new Collective Labor Agreement.
 - 4.2. In case the Collective Labor Agreement expires due to the termination of operation by the employer, the employee's interests shall be settled in accordance with the provisions of the labor law.

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Article 3: Commitment to the Implementation of the Collective Labor Agreement

Responsibilities of Employers

- 1.1. Ensuring the freedom of employees to participate in trade union activities and mass organizations recognized by the State, creating conditions for Trade Union officials to operate in accordance with the law and the Charter of the Vietnam Trade Union.
- 1.2. Strictly comply with the State's regulations on hiring and employing labor.
- 1.3. Fully implement the agreements stated in the Collective Labor Agreement and Labor Contracts.
- 1.4. Ensure occupational safety, occupational hygiene, environmental protection and employee health.
- 1.5. Create conditions for employees to improve their cultural, professional, technical and professional qualifications to complete their assigned jobs.

Responsibilities of the Employee Representative Organization

- 2.1. Organize the dissemination, education and mobilization of employees to fully implement the regulations and provisions in the Collective Labor Agreement and the promulgated Internal Labor Regulations.
- 2.2. Direct the Executive Committee of the Trade Union of the division to properly perform its functions and tasks, operate in accordance with the Trade Union Law. Encourage employees and union members to enthusiastically emulate creative labor, complete assigned tasks, take care of building and developing an increasingly strong contingent of Cadres and Employees.
- 2.3. Coordinate with the Employer in settling in a reasonable and lawful manner issues arising when implementing the Collective Labor Agreement, taking care of material and spiritual life, implementing regimes and policies for employees who are working or retiring, etc well participate in emulation movements and local social work.

Responsibilities of Employees

- 3.1. Strictly comply with the terms signed in the Collective Labor Agreement, Labor Contract and Internal Labor Regulations that have been promulgated.
- 3.2. Striving to constantly improve their cultural, professional, technical and professional qualifications to complete the assigned work.
- 3.3. Actively participate in the activities of the Trade Union and other unions in the Company, help each other complete tasks, contribute to building a constantly growing and strong collective and unit.

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Chapter II CONTENTS OF COLLECTIVE LABOR AGREEMENTS

Article 4: Recruitment principles

1. According to the production and business needs of each department and division on the basis of approval by the Board of Directors.
2. Recruit in accordance with the order and procedures and have a probationary period in accordance with the Labor Law.
3. The salary during the probationary period shall be at least 85% of the salary grade for that job. During the probationary period, either party has the right to terminate the probationary contract or the labor contract without prior notice and without any compensation obligation, if the employee's performance does not meet the agreed requirements
4. End of probationary period:
 - 4.1. Within 03 days before the end of the probationary period, for employees doing jobs with a probationary period specified in Clauses 1, 2, 3, Article 25 of the Labor Code 2019, the Company shall inform the employee of the results of the employee's probationary work.
 - 4.2. Upon the end of the probationary period for employees doing jobs with a probationary period specified in Clause 4, Article 25 of the Labor Code 2019, the Company shall inform the employee of the results of the employee's probationary work.
 - 4.3. In case the probationary work is satisfactory, at the end of the probationary period, the Company must immediately conclude a labor contract with the employee in accordance with the provisions of the Internal Labor Regulations and/or the Company's regulations and procedures issued from time to time.

Article 5: Coordination and assignoemployees to perform a work which is not described in employee's labor contract

1. In case of business expansion, technological innovation and work needs, the employer can coordinate employees between departments and departments from the place of surplus to the place where there is a shortage of employees to ensure stable employment for employees throughout the company.
2. The employer temporarily assign the employee to perform a job which is not described in employee's labor contract as follows:
 - 2.1. The employer is entitled to temporarily assign the employee to to perform a job which is not described in employee's labor contract in the following unexpected difficulties:
 - Natural disasters, fires, epidemics;
 - Apply measures to prevent and remedy occupational accidents and diseases;
 - Electricity and water incidents;
 - Due to production and business needs.



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Cases in which the employer is allowed to temporarily assign the employee to perform a job which is not described in employee's labor contract due to production and business needs include:

- Production output and production demand decreased due to a decrease in orders;
- Change of production and business locations;
- Change of business lines;
- Changing business forms, methods, and organizational structures;
- Technological change;
- Changing the product structure (e.g., switching to product lines that do not require human resources,);
- Participate in project implementation or perform unexpected tasks.

2.2. If the employer has temporarily assigned the employee to perform a work which is not described in employee's labor contract for full 60 working days accumulated in a year, if it continues to have to temporarily assign the employee to perform a work which is not described in employee's labor contract, the written consent of the employee must be obtained.

2.3. If the employee does not agree to temporarily perform a work which is not described in employee's labor contract specified in Clause 2.2 of this Article and has to suspend the employment, the employer must pay the suspension salary according to the provisions of Clause 1, Article 99 of the Labor Code 2019.

3. When temporarily assigning an employee to perform a work which is not described in employee's labor contract, the employer shall inform the employee at least 03 working days in advance, clearly notify the temporary working period and arrange the job in accordance with the employee's health and gender.
4. Employees who temporarily do other jobs as prescribed in Clause 1 of this Article are paid according to their new jobs. If the salary of the new job is lower than the salary of the old job, the salary of the old job shall be kept the same for 30 working days. The salary of the new job must be at least equal to 85% of the salary of the old job but not lower than the regional minimum wage level prescribed by the State.
5. In case the Employer temporarily assign the Employee to perform a work which is not described in employee's labor contract and in accordance with the provisions of law but the Employee does not agree and does not come to the Company to work, it is considered that the Employee voluntarily quit the job.
6. In case the employee is not healthy enough to perform the work under the labor contract (based on the assessment of the competent medical facility), the company will reassign the employee to another suitable job, and at the same time renegotiate with the employee the terms of the new labor contract (salary and other corresponding benefits) with a new job position).

Article 6: Working hours, rest time

1. The working hours and rest time of employees shall comply with the current Internal Labor Regulations that the Employer has registered with the labor management agency and/or regulations



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on determination of working days or relevant regulations and procedures issued by the Company from time to time.

2. Annual leave is calculated from the joining date of the employee and only applies when the employee has signed an official labor contract with the Company.
3. In case due to the specific nature of the work, the employer can arrange working shifts according to the actual situation but still ensure appropriate working hours and rest times as prescribed in Articles 105 and 109 of the Labor Code 2019.
4. In case of seasonal order settlement, ... The employer can arrange the compensation leave for the time spent working overtime (the conversion rate is in accordance with the current labor law).
5. Female employees during menstruation are entitled to 30 minutes of rest per day, and during the period of raising children under 12 months of age, they are entitled to 60 minutes of rest per day during working time. The leave period is still entitled to full salary according to the labor contract.

Article 7: Salary and salary payment

1. The salary is agreed upon by the employer and the employee in the labor contract, the salary is paid according to labor productivity, quality and work efficiency. The salary of the employee must not be lower than the regional minimum wage prescribed by the State.
2. The actual monthly salary is calculated according to the salary agreed upon in the labor contract, other supports and supplements (if any), social insurance contributions, occupational accident and unemployment insurance, health insurance, unemployment insurance, personal income tax according to the law and the number of working days and days off shown on the employee's actual monthly timesheet.
3. Cases in which employees use more than the quota of phones and taxi...according to the Company's policy, the Administration Department and/or related departments will send information to employees and inform to the Human Resources Department for deduction in employee's monthly payroll.
4. Employees'salary is considered the special information owned by the Company and confidential information, so all salary information must not be disclosed to any other individual or organization without the consent of the General Director or the person authorized by the General Director. except for cases where they must be provided as prescribed by law.
5. The monthly salary calculation day will be calculated from the 26th of the previous month to the end of the 25th of the current month.
6. The monthly salary is paid one (01) time to the Employee on the 2nd of the following month. In case the salary payment date coincides with a day off/holiday/Tet, the salary will be paid on the preceding working day.
7. Employees receive salary in Vietnamese dong, cash at the workplace or via bank transfer. In case of a bank transfer, the employee shall provide the account number, name of the bank and the address of the office where the account is opened to the Human Resources Department.
8. Cases of salary payment is difference with those specified in this Article must be approved by the General Director or a person authorized by the General Director and comply with the provisions of current law.



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9. In case due to force majeure reasons the employer has sought all remedial measures but cannot pay salary on time, it must not be delayed for more than 30 days; if the salary payment is delayed for 15 days or more, the employer must compensate to the employee with an amount at least equal to the interest amount of the late payment amount calculated according to the interest rate of 01-month term deposit mobilization announced by the bank where the employer opens the salary payment account for the employee at the time of salary payment.

Article 8: Overtime wages, working at night

1. Employees who work overtime are paid according to their wages according to the jobs they are doing as follows:
 - 1.1. On weekdays, at least equal to 150%;
 - 1.2. On weekly off, at least equal to 200%;
 - 1.3. On public holidays, Tet, and paid holidays, at least equal to 300% of the salary on public holidays, Tet, and paid holidays for employees who receive daily wages.
2. Employees who work at night shall be paid at least 30% of the salary calculated according to the salary unit price or salary according to the work of a normal working day.
3. If an employee works overtime at night, in addition to paying the salary as prescribed in Clauses 1 and 2 of this Article, the employee shall also be paid an additional 20% of the salary calculated according to the salary unit price or the actual salary paid according to the work during the day on a normal working day or on a weekly off or on a public holidayTet

Article 9: Period and conditions for salary increase

1. Salary increase period

Every year, based on the actual situation of the Company, the Board of Directors will consider and decide on salary policies for employees in the Company.

2. Conditions for salary increase

- 2.1. Successfully complete the assigned work in terms of quantity and quality according to the signed labor contract.
- 2.2. Based on the compliance and awareness of compliance with the Internal Labor Regulations and Regulations of the Company.
- 2.3. The salary increase for each individual (if any), based on the results of the performance evaluation, work efficiency, awareness of compliance with the Internal Labor Regulations/Company rules and salary benchmarking with the labor market. Salary increase/salary adjustment proposals are approved based on the salary budget approved by the General Director or a person authorized by the General Director.
- 2.4. Cases of reporting reduction of social insurance leave, unpaid leave, suspension of an employment contract...the new salary (if any) will take effect immediately after the employee returns to work.
- 2.5. Cases of disciplinary violations, the validity of the new salary will be considered based on the violation and the form of handling of disciplinary violations, the effective time of the new salary will be decided by the Board of Directors or a person authorized by the Board of Directors.
- 2.6. Special cases shall be decided by the General Director or a person authorized by the General Director.



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Article 10: Allowances and support payments

Based on the needs of production and business and the specifics of the job, depending on each specific case, the Employer will consider the support payment and/or allowances for each individual to create favorable conditions for the Employee in the working process:

- Part-time allowance
- Responsibility allowance (including job responsibility allowance and promotion responsibility allowance)
- Harzadous allowance
- Environmental allowance
- Special allowances
- Reassignment allowance
- Meal allowance
- Transportation allowance
- Housing allowance
- Mobile phone allowance
- Parking allowance
- Tuition allowance
- Other allowances/supports (if any)

Subjects and levels of support and/or allowances: apply according to relevant regulations and procedures issued by the Company from time to time.

Article 11: Other Benefits

1. VacationTeam building

- 2.1. Every year, based on the actual situation of the Company, the vacation time/team building schedule and budget each year will be decided by the Board of Directors in coordination with the Executive Committee of tTrade Union.
- 2.2. Target Audience:
 - ✓ The official employee has completed the probationary period and signed a labor contract with the Company; the term of the labor contract is 12 months or more;
 - ✓ And employees working on a seasonal basis or temporary replacement employee(labor contract term of less than 12 months): having worked at the Company for a full 6 months or more.
- 2.3. Employees who are not eligible for the above conditions whom they want to participate in team building with the Company, they will be supported by 50% of the cost of the program.
- 2.4. Annual vacation time/eam building with no reservations and no cash repayment.
- 2.5. If the vacation time/team building coincides with a working day, it is counted as work.



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2. Filial piety, joy, visiting the sick

The Board of Directors coordinates with the Executive Committee of the Trade Union to visit and support the courtesy and joy of the employees and their relatives, and the employees undergoing inpatient treatment. Expenses for direct support for employees are deducted from the Trade Union fund and not included in the total income subject to personal income tax according to current regulations:

Items	Support Level
Legally married employees	2,000,000 VND/person
Biological children and adopted children of legally married employees	1,000,000 VND/person
Female employees give birth	2,000,000 VND/head
Employee dies	50,000,000 VND/person
Biological father, biological mother, adoptive father, adoptive mother; biological fathers, mothers, adoptive fathers or adoptive mothers of spouses; spouse; biological children or adopted children of deceased employees	2,000,000 VND/person
The employee's sibling dies	1,000,000 VND/person
Employees undergoing surgery or inpatient treatment for 3 days or more (based on the hospital discharge certificate)	2,000,000 VND/time
Employees treated for critical illnesses and accidents ^(*)	Medium accident: 10,000,000 VND/time Critical illness/serious accident: 20,000,000 VND/time Serious accident: 30,000,000 VND/time

The above level of support may change from time to time in accordance with the actual situation and according to the decision of the Board of Directors and the Executive Committee of the Trade Union.

^(*) According to the list of critical illnesses specified in Official Letter 6383/BTC-TCT of the Ministry of Finance dated 18/05/2015; the list of injuries to determine the type of serious occupational accident is issued together with Decree No. 39/2016/ND-CP and other updated lists according to the current Law (if any). The levels of Critical Illness and Accident shall be based on the diagnosis and treatment indications of medical examination and treatment units and the list as prescribed in this Article, excluding all cases in which the employee deliberately violates the law, intentionally causes injury, etc. driving a vehicle with an alcohol concentration exceeding the provisions of the Traffic Law, etc

3. Health Examination

Every year, the Company organizes periodic health check-ups for employees who have signed an official labor contract with the Company.

Depending on the actual situation and other provisions of the current Law, the Board of Directors will approve the medical examination program for other special cases at the request of the Head of Function/Department and Human Resources Department.



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4. Accident Insurance and Medical Insurance

In addition to compulsory insurance according to the State's regulations, the Company also implements the welfare regime of Medical Insurance and 24/24 Accident Insurance as follows:

- 24/24 accident insurance: applied to all employees of the Company from the date of starting work.

In case the employee suffers an occupational accident and is responsible for compensation of the Company, the Company will coordinate with the insurance company to perform the compensation responsibility for the employee, ensuring that the level of entitlement is in accordance with the provisions of current law with the following steps:

- The company advances the treatment expenses to the employee as soon as the employee provides the original medical vouchers and invoices for treatment expenses and advances 100% of the salary to the employee during the occupational accident treatment break as designated by the lawful medical facility;
- After completing the claim application and receiving a notice of compensation from the Insurance Company, the Human Resources Department will proceed to pay the expenses related to the occupational accident (including medical expenses and wages during the treatment period). The difference between medical expenses and salary expenses paid by the Insurance Company is incomplete, which will be paid by the Company in accordance with the provisions of current law. In case the amount of the advance is higher than the amount received by the employee, the employee will refund this amount to the Company.
- Medical insurance: applies to full-time employees of rank 5up (excluding cases of doing short-term or temporary replacement jobs) who have signed an official labor contract with the effect date of the labor contract. Other cases approved by the Board of Directors.
- Program classification:

Program	Ranks	Content
1	1	The Company buys insurance for the Employee and all relatives of the Employee (including spouse and legal children).
2	2	The Company buys insurance for the Employee and all relatives of the Employee (including spouse and legal children).
3	3	The Company buys insurance for the Employee and up to 02 relatives of the Employee (including spouse and legal children).
4S	4 (Employees of the Sales Department, working outside the market)	The company buys insurance for employees



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Program	Ranks	Content
4VP	4 (Workers of other departments)	The company buys insurance for employees
5S	5 (Employees of the Sales Department, working outside the market)	The company buys insurance for employees
5VP	5 (Other department workers)	The company buys insurance for employees
6	6	The company buys insurance for employees

- When the employee no longer holds a position entitled to the insurance regime or terminates the labor contract, the employee is not entitled to the above insurance regime.
- The company will bear the costs related to PIT arising (if any) from the cost of purchasing Medical Insurance & Personal Accident Insurance for relatives of employees of level 3 or higher. The company will convert, calculate on the payroll, declare and pay PIT to the tax authority in the month in which the cost of buying insurance is incurred annually. Employees who quit their jobs in the year will be able to calculate and deduct PIT arising from the cost of buying insurance in the last payment month.
- For employees who have signed a labor contract with the Company from rank 5up who are not subject to the Company for buying insurance of their relatives, the Company will coordinate with the Executive Committee of Trade Union to support the employee to contact the Insurance Company to participate in the voluntary relatives insurance program without limiting the number of relatives (including: biological father, biological mother, father-in-law, mother-in-law, father-in-law, mother-in-law, legal wife, legal husband, legal child). Employees will bear the costs associated with this insurance plan.
 - The Company and the Executive Committee of Trade Union support Employees to contact the Insurance Company 01 time in 01 year;
 - The specific terms of the Insurance program (including costs and benefits) will be detailed in accordance with the agreements between the Insurance Company and the Employee.
- The Board of Directors of the Company decided:
 - Select of insurance providers and contents of accident and medical insurance plans;
 - Renew and review the list for the annual program.
- All employees participating in the program need to learn and comply with the regulations and guidelines of each insurance plan.



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Article 12: Rewards

1. 13th month salary

1.1. Condition

- All employees have signed an official labor contract with the Company and are still working at the time of 31/12 of the counted year.
- In cases where the employee signs a contract with a definite term of less than 12 months, it is necessary to ensure the working time at the time of December 31 of the counted year, specifically:
 - ✓ Rank 6B & 6C: working at the Company for 1 month or more
 - ✓ Rank 6A or higher: working at the Company for full 2 months or more

1.2. Principles and calculation method

$$\text{13th month salary} = \frac{\text{Average salary} \times \text{Actual number of working months in a year}}{12 \text{ months}}$$

In which:

- Average salary = total basic salary / actual number of working months in a year
(for cases in which the mid-month salary is effective, the average basic salary in the month shall be taken)
- Actual number of working months in a year: is the actual number of working months of the Employee under a continuous labor contract with the company, including the probationary period calculated from January 1 to the end of December 31 of each year, excluding cases of unpaid leave, mutual agreement of labor contract suspension during the period of suspension of the Labor Contract due to the fault of the Employee, ...
- For employees who are transferred back and forth between departments/divisions, between member companies in the Group, the actual working time in the year is determined as the total working time at member companies in the Group.
- For employees who are disciplined with the form of salary increment postponement period or dismissal the 13th month salary will be entitled is 75% of the prescribed entitlement.
- Special cases will be decided by the Board of Directors.
- The number of working months is rounded up as follows:
 - Working time from the 1st – 14th of the month: full month
 - Working time from the 15th – 31st of the month: excluding that month

1.3. Time to pay 13th month salary: at least 01 week before the Lunar New Year

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2. Reward and Performance Bonus:

2.1. Reward principles:

- Efficiency of employees' contributions to the Company's production and business activities (productivity, job completion);
- Having excellent and outstanding achievements;
- Comply with the Company's internal rules and labor discipline;
- The Company's production and business results.

2.2. Types of Rewards

- Incentives for completing production and business targets (KPIs):
 - Applied to employees who work in Sales , operation and production departments when completing or exceeding the assigned targets in the month/quarter.
 - Depending on the actual situation of the Department and the Company, the targets, bonus levels and bonus conditions may be different and shall be decided by the Board of Directors from time to time.
- Performance Bonus:
 - The performance bonus applies to employees who have signed an official labor contract with the Company at the time of 31/12 of the year of consideration for bonuses. In cases where the employee signs a contract with a definite term of less than 12 months, it is necessary to ensure the working time at 31/12 of the bonus year, specifically:
 - ✓ Rank 6B & 6C: working at the Company for 1 month or more
 - ✓ Rank 6A or higher: working at the Company for full 2 months or more
 - Those who have quit their jobs or have announced their resignation before the bonus payment date will not be eligible to receive the bonus.
 - Actual working time in the year of consideration and reward: is the actual working time of the Employee with the company, including the probationary period calculated from January 1 to the end of December 31 of each year, excluding cases of unpaid leave, maternity leave, etc. sick leave for more than 30 days, mutual agreement of suspension employment contract or during the period of suspension of the labor contract due to the fault of the employee, ...
 - Based on the actual annual situation of the Company and the level of achievement of targets of the Company, Departments and Employees, the Company considers the bonus plan for employees working at the Company. Achievement bonuses for employees (if any) and special cases are decided and approved by the Board of Directors.

Article 13: Labor discipline

Comply with the Company's Internal Labor Regulations registered with the authorities, other relevant guiding documents and the disciplinary process issued by the Company, if any.



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In case the employee is disciplined from a written reprimand or higher, the year-end performance evaluation result will not exceed the meet expectation level (not exceeding the E grade).

Article 14: Settlement of labor disputes and violations of labor contracts

When a dispute or violation of the Labor Contract occurs, the Employer and the Executive Committee of the Trade Union shall negotiate in conciliation method of the spirit of respecting the terms of the Labor Contract, the Internal Labor Regulations, the Collective Labor Agreement and the Labor Code. In case of disagreement, the Executive Committee of the Trade Union, employees and employers have the right to request the settlement of labor disputes in accordance with the order prescribed by law.

Chapter III IMPLEMENTATION PROVISIONS

1. This Collective Labor Agreement is a legal document of the Company and serves as a basis for settling labor relations arising in the Company, regulating the labor relationship between 02 parties regarding the responsibilities and interests of each party during the effective period of the agreement. All cases not specified in this agreement and the attached appendices (if any) will be settled in accordance with the provisions of law.
2. The adjustment of the contents of the Collective Labor Agreement (if any) must be carried out in accordance with the order of law.
3. The Company's previous regulations that are contrary to this Collective Labor Agreement are annulled.
4. This Collective Labor Agreement has been prepared in five copies, with one copy submitted to the Department of Labor, War Invalids and Social Affairs of District 1.
5. The two parties agree to properly implement and comply with the provisions of this Collective Labor Agreement and the State's legal documents related to labor relations.
6. This Collective Labor Agreement takes effect from the date of signing.

This agreement was signed on August 8, 2024 at Masan Consumer Corporation.

Employee Representatives
CHAIRMAN OF THE TRADE UNION

Employer Representative
GENERAL DIRECTOR

NGUYEN THUY GIAO

TRUONG CONG THANG