

Ho Chi Minh City, 25 April 2025

RESOLUTION OF 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

MASAN MEATLIFE CORPORATION

THE GENERAL MEETING OF SHAREHOLDERS

- Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the National Assembly on 17 June 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 approved by the National Assembly on 26 November 2019;
- Pursuant to the Charter of Masan MEATLife Corporation (the “Company”) dated 18 October 2021, as amended and supplemented from time to time; and
- Pursuant to the Meeting Minutes of the 2025 Annual General Meeting of Shareholders No. 01/2025/BBH-ĐHĐCĐ on 25 April 2025.

RESOLVES

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 of the independent member of the Board of Directors on operation in the Audit Committee in 2024.

Article 3. To approve the 2024 Financial Statements of the Company audited by KPMG Company Limited.

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

Unit: VND billion

Contents	Plan of 2025
Net revenue	8,250 – 8,750
NPAT - Pre MI	25 - 205

Article 5. To approve the distribution of dividends of 2024 as follows:

- Dividend percentage: 0%.

Article 6. To approve the selection of one of following auditing companies to be the Company’s auditing firm for the financial year 2025 and to designate the Board of Directors to select and sign an audit contract with one of those companies:

- KPMG Company Limited;



- Deloitte Viet Nam Audit Company Limited;
- PwC (Viet Nam) Company Limited; and
- Ernst & Young Viet Nam Company Limited.

Article 7. 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 VND1 billion.

Article 8. To approve the issuance plan of new shares under the employee stock option plan (ESOP) as follows:

1. Issuance plan:

- Purpose of the issuance: issuance of new shares to the employees of the Company and subsidiary companies to recognize their contribution to the Company and subsidiary companies over the last year, create motivation for employees to perform tasks excellently and remain committed to the Company and its subsidiaries in the long term.
- Plan of using the proceeds from the issuance: the proceeds from the issuance will be used to increase charter capital, for business requirements by supplementing the Company's working capital.
- Type of shares to be issued: ordinary shares.
- Par value: VND10,000/share.
- Proposed timeline of the issuance: In 2025 or the first 4 months of 2026, before the 2026 Annual General Meeting of Shareholders. To designate the Board of Directors to decide specific timing for issuance of ESOP shares.
- Issuance method: new shares will be issued directly to the employees of the Company and subsidiary companies.
- Proposed number of shares to be issued: up to 3.5% of the Company's total outstanding shares.
- Issuance price: VND 10,000/share.
- Subscribers: Employees of the Company and its subsidiaries who have outstanding performance and 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.
- Criteria for employees to participate in the Employee Stock Ownership Plan (ESOP) selection program:
 - ✓ The number of ESOP shares distributed to each employee is based on the following criteria:
 - Contribution results to the development of the Company and its subsidiaries;
 - Assigned responsibilities and workload;
 - Performance results of the department and the individual;
 - Position;
 - Salary level; and
 - Rank and grade.

- ✓ The Board of Directors, based on the above criteria, will decide on the detailed evaluation criteria, the principles for determining the number of shares distributed to each employee, and the list of employees participating in the ESOP program.
- Action plan regarding the undistributed shares: in case there is any employee not exercising the right to purchase the whole or a part of shares entitled to buy, the BoD is allowed to decide on issuing these undistributed shares to other eligible employees, who are mentioned in the original list, with the same asking price and/or record the actual purchase amount and close the issuance.
- Lock-up: all of new 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 registering and depository of the actually issued shares at the Viet Nam Securities Depository and Clearing Corporation and on the Hanoi Stock Exchange.
- 5. To designate the Board of Directors:
 - to promulgate policy on issuance of new 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; list of employees participating in the program; determination principle; specific number of shares to be allocated to each employee and timing for implementation;
 - to implement necessary work and procedures to temporarily lock ownership percentage by foreign investors or implement other methods before issuing new shares to the employees in case where the employees are foreigners in order for the issuance of new shares under ESOP to satisfy the foreign ownership limitation at the Company (if any);
 - to amend the Charter to record the new charter capital based on the total par value of the actually issued shares;
 - to implement necessary procedures to register the new charter capital with the Ho Chi Minh City Department of Finance, to implement additional depository of the actually issued shares at the Viet Nam Securities Depository and Clearing Corporation and additional registering of the actually issued shares on the Hanoi Stock Exchange;
 - to supplement or change the issuance plan at the requests of the Competent state agency and/or for the compliance purposes with applicable regulations;
 - to decide on the plan to deal with the undistributed shares;
 - to decide other matters and implement other actions in relation to the issuance of new shares under the ESOP as deemed necessary by the Board of Directors; and
 - The Board of Directors is authorized to delegate the Chairman or the General Director to perform one or more of the aforementioned tasks.

Article 9. The Board of Directors, Board of Management and shareholders are responsible for implementing this Resolution.

Article 10. This Resolution is effective from the signing date. *ll*

O.B.H THE GENERAL MEETING OF *ll*
SHAREHOLDERS
CHAIRMAN



DANNY LE



Ho Chi Minh City, 25 April 2025

MEETING MINUTES
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
MASAN MEATLIFE CORPORATION

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

THE ATTENDANTS OF THE MEETING:

1.1. Shareholders:

47 shareholders and authorized persons of shareholders attending the meeting, representing **318,065,925** voting shares of the Company, equivalent to **96.66%** of the total voting shares of the Company (the list of the shareholders and authorized representatives of shareholders attending the meeting is attached to this meeting minutes).

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

Mr. Danny Le,	Chairman;
Mr. Tran Phuong Bac,	Member.
Mr. Nguyen Quoc Trung,	Member;
Mr. Huynh Viet Thang,	Independent Member.

1.3. The Audit Committee

Mr. Huynh Viet Thang,	Head;
Mr. Tran Phuong Bac,	Member.

1.4. The Management Board

Mr. Nguyen Quoc Trung	Chief Executive Officer (CEO);
Mrs. Nguyen Thi Hong Diem	Chief Financial Officer (CFO).

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 - APPOINTMENT OF SECRETARY, VOTE COUNTING COMMITTEE:

The Meeting appointed the Secretary, Vote counting committee:

1. The Secretary:

- Mrs. Do Thi Thu Nga.

2. 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 present 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:
 - To approve the Board of Directors' report on management and performance results of the Board of Directors in 2024;
 - To approve the report of the independent member of the Board of Directors on operation in the Audit Committee in 2024;
 - To approve the 2024 Financial Statements of the Company audited by KPMG Company Limited;
 - To approve the following 2025 business plan of the Company on a consolidated basis;
 - To approve the distribution of dividends of 2024;
 - To approve the selection of the Company's auditing firm for the financial year 2025;

- To approve the remuneration for the members of the Board of Directors and projected budget plan for operational expenses of the Board of Directors in 2025;
- To approve the issuance plan of new shares under the employee stock option plan (ESOP).

V- RESOLUTIONS OF THE MEETING:

After discussion, the shareholders approved 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):	318,028,879 votes
Voting method:	Directly at the meeting
Total number of valid votes:	318,028,879 votes
Total number of invalid votes:	0 votes
Total number of approving votes:	318,028,879 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 of the independent member of the Board of Directors on operation in the Audit Committee in 2024.

Voting results:

Total number of votes (participating in voting):	318,028,879 votes
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Total number of valid votes:	318,028,879 votes
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Article 3. To approve the 2024 financial statements of the Company audited by KPMG Company Limited.

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Unit: VND billion

Contents	Plan of 2025
Net revenue	8,250 – 8,750
NPAT - Pre MI	25 - 205

Voting results:

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Voting method:	Directly at the meeting
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- Dividend percentage: 0%.

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Article 6. To approve the selection of one of following auditing companies to be the Company's auditing firm for the financial year 2025 and to designate the Board of Directors to select and sign an audit contract with one of those companies:

- KPMG Limited;
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- PwC (Vietnam) Limited; and
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Article 7. 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 VND1 billion.

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Article 8. To approve the issuance plan of new shares under the employee stock option plan (ESOP) as follows:

1. Issuance plan:

- Purpose of the issuance: issuance of new shares to the employees of the Company and subsidiary companies to recognize their contribution to the Company and subsidiary companies over the last year, create motivation for employees to perform tasks excellently and remain committed to the Company and its subsidiaries in the long term.
- Plan of using the proceeds from the issuance: the proceeds from the issuance will be used to increase charter capital, for business requirements by supplementing the Company's working capital.
- Type of shares to be issued: ordinary shares.
- Par value: VND10,000/share.
- Proposed timeline of the issuance: In 2025 or the first 4 months of 2026, before the 2026 Annual General Meeting of Shareholders. To designate the Board of Directors to decide specific timing for issuance of ESOP shares.
- Issuance method: new shares will be issued directly to the employees of the Company and subsidiary companies.
- Proposed number of shares to be issued: up to 3.5% of the Company's total outstanding shares.
- Issuance price: VND 10,000/share.
- Subscribers: Employees of the Company and its subsidiaries who have outstanding performance and 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.
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 - ✓ The Board of Directors, based on the above criteria, will decide on the detailed evaluation criteria, the principles for determining the number of shares distributed to each employee, and the list of employees participating in the ESOP program.
- Action plan regarding the undistributed shares: in case there is any employee not exercising the right to purchase the whole or a part of shares entitled to buy, the BoD is allowed to decide on issuing these undistributed shares to other eligible employees, who are mentioned in the original list, with the same asking price and/or record the actual purchase amount and close the issuance.
- Lock-up: all of new 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 registering and depository of the actually issued shares at the Viet Nam Securities Depository and Clearing Corporation and on the Hanoi Stock Exchange.
5. To designate the Board of Directors:
 - to promulgate policy on issuance of new 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; list of employees participating in the program; determination principle; specific number of shares to be allocated to each employee and timing for implementation;
 - to implement necessary work and procedures to temporarily lock ownership percentage by foreign investors or implement other methods before issuing new shares to the employees in case where the employees are foreigners in order for the issuance of new shares under ESOP to satisfy the foreign ownership limitation at the Company (if any);
 - to amend the Charter to record the new charter capital based on the total par value of the actually issued shares;
 - to implement necessary procedures to register the new charter capital with the Ho Chi Minh City Department of Finance, to implement additional depository of the actually issued shares at the Viet Nam Securities Depository and Clearing Corporation and additional registering of the actually issued shares on the Hanoi Stock Exchange;
 - to supplement or change the issuance plan at the requests of the Competent state agency and/or for the compliance purposes with applicable regulations;
 - to decide on the plan to deal with the undistributed shares;
 - to decide other matters and implement other actions in relation to the issuance of new shares under the ESOP as deemed necessary by the Board of Directors; and
 - The Board of Directors is authorized to delegate the Chairman or the General Director to perform one or more of the aforementioned tasks.

Voting results:

Total number of votes (participating in voting):	318,028,879 votes
Voting method:	Directly at the meeting
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Total number of invalid votes:	0 votes
Total number of approving votes:	318,020,779 votes, equivalent to 100% of total votes with voting rights to attend the meeting and participate in voting
Total number of disapproving votes:	8,100 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

The Meeting ended at 12:55 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 THU NGA



CHAIRPERSON

DANNY LE

