

ENGLISH TRANSLATION

**PROPOSAL ON
THE ISSUANCE PLAN OF NEW SHARES UNDER THE EMPLOYEE STOCK
OPTION PROGRAM (ESOP)**

- Pursuant to Law on Enterprises No. 59/2020/QH14 enacted by the National Assembly on June 17, 2020 and its implementation documents;
- Pursuant to Law on Securities 54/2019/QH14 enacted by the National Assembly on November 26, 2019 and its implementation documents;
- Pursuant to the Charter of Masan High-Tech Materials Corporation dated April 12, 2021, as amended from time to time;
- Pursuant to Resolution No. 68/2025/NQ-HDQT dated 22/03/2025 of the Board of Directors of Masan High-Tech Materials Corporation.

The Board of Directors of Masan High-Tech Materials Corporation (the “**Company**”) would like to propose the 2025 Annual General Meeting of Shareholders the issuance plan of new shares under the employee stock option program (ESOP) as follows:

1. Issuance plan:

- Issuance purpose: Issue shares under employee stock option program of the Company, its subsidiaries and affiliates in order to recognize the contribution of employees to the Company, its subsidiaries in the past year, creating motivation for employees to excellently complete their tasks and have a long-term commitment to the Company and its subsidiaries.
- Plan to use the proceeds from the issuance: the proceeds from the issuance will be used to increase charter capital, serve the needs of business operations and approve to add to the Company's working capital.
- Type of shares to be issued: ordinary shares.
- Par value: 10,000 VND/share.
- Expected issuance time: in 2025 or first 4 months of 2026.
- Issuance method: directly issue to the employees of the Company, its subsidiaries and affiliates.
- Number of shares to be issued: maximum 1% of the total outstanding shares of the Company.
- Price: 10,000 VND/share.
- Participants: are 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.

- Standards for employees participating in the ESOP:
 - ✓ 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 Program.
 - 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 quantity and close the issue.
 - Lock-up: The entire number of shares issued under the employee selection program will be restricted from being transferred within 1 year from the end of the issuance.
2. To approve the increase of the Company's charter capital equivalent to the total par value of the number of actual issued shares after ESOP's completion.
 3. To approve the amendment of the Charter to record the new charter capital based on the total par value of the number of actual issued shares.
 4. To approve additional securities registration and trading registration for the number of actual issued shares with the Vietnam Securities Depository and Clearing Corporation and Hanoi Stock Exchange.
 5. To assign the Board of Directors:
 - promulgate regulations on issuing shares under the employee stock option program;
 - decide total number of shares to be issued in accordance with the issuance plan and laws; list of employees participate in the program; principles of determination and number of shares to be issued for each employee and execution time;
 - handle the number of shares that are not fully distributed in accordance with the issuance plan;

- 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;
- amendment of the Charter to record the new charter capital based on the total par value of the number of actually issued shares;
- to perform necessary procedures to register the increase of the charter capital at Ho Chi Minh City Department of Planning and Investment, to implement the securities registration with Vietnam Securities Depository and Clearing Corporation and trading registration with Hanoi Stock Exchange for the number of actually issued shares;
- to supplement or change the plan of offering of shares and use of proceeds at requests of the State Securities Commission of Vietnam and/or for compliance with relevant regulations; and
- to decide other matters and to implement other works in relation to the plan of offering of shares under the employee stock option program as deemed necessary by the Board of Directors or the Chairman.
- The Board of Directors is authorized to authorize the Chairman of the Board of Directors or the General Director to perform one or more of the above tasks.

Ho Chi Minh City, March 27, 2025

ON BEHALF OF THE BOARD OF DIRECTORS

[signed and sealed]

DANNY LE
Chairman of the Board of Directors