

PROPOSAL ON REMUNERATION AND BUDGET FOR OPERATIONAL EXPENSES OF THE BOARD OF DIRECTORS IN 2025

- 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 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 as follows:

To approve the remuneration for the members of the Board of Directors in 2025: 0 VND and projected budget plan for operational expenses of the Board of Directors, including committees under the Board in 2025 is not higher than 1 billion dong.

Ho Chi Minh City, 27 March, 2025

ON BEHALF OF THE BOARD OF DIRECTORS

[Signed and sealed]

DANNY LE
Chairman of the Board of Directors