

Thành phố Hồ Chí Minh, ngày 27 tháng 03 năm 2025

THÔNG BÁO HỌP ĐẠI HỘI ĐỒNG CỔ ĐÔNG THƯỜNG NIÊN NĂM 2025

Kính gửi: **CỔ ĐỒNG CÔNG TY CỔ PHẦN MASAN HIGH – TECH MATERIALS**

Đồng kính gửi: **ỦY BAN CHỨNG KHOÁN NHÀ NƯỚC**

SỞ GIAO DỊCH CHỨNG KHOÁN TP. HÀ NỘI

Hội đồng Quản trị Công ty Cổ phần Masan High- Tech Materials (“**Công ty**”) xin trân trọng thông báo họp Đại Hội đồng Cổ đông thường niên năm 2025 như sau:

Thời gian : 08:00, thứ Ba, ngày 22 tháng 04 năm 2025
Địa điểm : Sảnh C, Tầng 5, Phòng Hội trường 5.2, Khách sạn May Plaza Thái Nguyên
Địa chỉ : Số 668 Phan Đình Phùng, tổ 7, Thành phố Thái Nguyên, tỉnh Thái Nguyên

Nội dung chương trình Cuộc họp: Thảo luận và thông qua các vấn đề sau:

- Thông qua báo cáo của Hội đồng Quản trị về quản trị và kết quả hoạt động của Hội đồng Quản trị trong năm 2024.
- Thông qua báo cáo hoạt động của thành viên Hội đồng Quản trị độc lập trong Ủy ban Kiểm toán năm 2024.
- Thông qua Báo cáo Tài chính năm 2024 của Công ty đã được Công ty TNHH KPMG kiểm toán.
- Thông qua việc lựa chọn Công ty kiểm toán năm 2025.
- Thông qua thù lao cho các thành viên Hội đồng Quản trị của Công ty trong năm 2025 và kế hoạch ngân sách cho chi phí hoạt động của Hội đồng Quản trị, bao gồm cả các ủy ban trực thuộc Hội đồng Quản trị (nếu có).
- Thông qua Kế hoạch kinh doanh năm 2025 trên cơ sở hợp nhất của Công ty.
- Thông qua phương án chia cổ tức năm 2024 của Công ty (nếu có).
- Thông qua phương án phát hành cổ phần mới theo chương trình lựa chọn cho người lao động (ESOP).
- Một số vấn đề khác thuộc thẩm quyền của Đại hội đồng Cổ đông.

Tài liệu phục vụ cho Cuộc họp: Chi tiết chương trình họp và các tài liệu họp được đăng tải trên trang web của Công ty tại địa chỉ: https://masanhightechmaterials.com/investor_category/corporate-announcement/ (Mục “Tài liệu họp Đại Hội đồng Cổ đông thường niên năm 2025”).

Đăng ký và xác nhận tham dự: Để chuẩn bị cho việc tổ chức Cuộc họp, trân trọng đề nghị Quý Cổ đông gửi xác nhận tham dự trước **17h00 ngày 15 tháng 04 năm 2025** cho cô Nguyễn Hà Phương, theo số điện thoại (+84-24) 3718 2490 (Ext: 8888), Fax: (+84-24) 3718 2491, Mobile: 0912.357.166, Email: rsvp@mht.masangroup.com hoặc phuong.nguyen7@mht.masangroup.com ; hoặc gửi thư xác nhận về Công ty tại địa chỉ: Văn phòng đại diện Công ty Cổ phần Masan High – Tech Materials tại Hà Nội, Tầng 15, Tòa nhà Hòa Bình, Số 106 Hoàng Quốc Việt, phường Nghĩa Tân, Quận Cầu Giấy, Hà Nội.

Khi đến dự họp, đề nghị Quý Cổ đông mang theo Thư mời họp đã được gửi tới Quý Cổ đông cùng với giấy tờ chứng thực cá nhân (đối với trường hợp tham dự trực tiếp), hoặc bản gốc Giấy ủy quyền và giấy tờ chứng thực cá nhân của người được ủy quyền (đối với trường hợp ủy quyền) để làm thủ tục đăng ký họp.

Trân trọng.

TM. HỘI ĐỒNG QUẢN TRỊ




Danny Le

CÁC VẤN ĐỀ DỰ KIẾN TRONG CHƯƠNG TRÌNH NGHỊ SỰ ĐHĐCĐ MHT 2025
2025 MHT'S AGM PROPOSED MATTERS

| Số/No | Vấn đề/Matters |
|-------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. | Thông qua báo cáo của Hội đồng Quản trị về quản trị và kết quả hoạt động của Hội đồng Quản trị trong năm 2024 <i>To approve the report on management and performance results of the Board of Directors in 2024</i> |
| 2. | Thông qua báo cáo hoạt động của thành viên Hội đồng Quản trị độc lập trong Ủy Ban Kiểm Toán năm 2024. <i>To approve the report on activities of Independent Member of the Board of Directors in Audit Committee in 2024</i> |
| 3. | Thông qua Báo cáo tài chính năm 2024 của Công ty đã được Công Ty TNHH KPMG kiểm toán <i>To approve the 2024 financial statements of the Company audited by KPMG Company Limited</i> |
| 4. | Thông qua Kế hoạch kinh doanh hợp nhất năm 2025 của Công Ty <i>To approve the 2025 business plan of Company on a consolidated basis</i> |
| 5. | Thông qua phương án chia cổ tức của Công ty năm 2024 của Công ty <i>To approve the plan for distribution of the Company's dividend for 2024</i> |
| 6. | Thông qua việc chỉ định công ty kiểm toán cho Công ty trong năm tài chính 2024 <i>To appoint the Company's auditing firm for the 2024 financial year</i> |
| 7. | Thông qua thù lao cho các thành viên Hội đồng Quản trị của Công Ty trong năm 2025, và kế hoạch ngân sách cho chi phí hoạt động của Hội đồng Quản trị, bao gồm cả các ủy ban trực thuộc Hội đồng quản trị (nếu có) <i>To approve the remuneration for the members of the Board of Directors in 2025 and projected budget plan for operational expenses of the Board of Directors, including committees under the Board (if any)</i> |
| 8. | Thông qua phương án phát hành cổ phần mới theo chương trình lựa chọn cho người lao động (ESOP) theo Tờ trình của Hội đồng Quản trị <i>To approve the issuance of new shares under ESOP according to the Proposal of the Board of Directors</i> |

ENGLISH TRANSLATION

**REPORT OF THE BOARD OF DIRECTORS
AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Dear Shareholders,

The Board of Directors (the “**BOD**”) of Masan High-Tech Materials Corporation (“**MHT**”) is honored to submit to shareholders the BOD’s Company’s 2024 performance assessment report.

BOD’S ASSESSMENT OF THE COMPANY’S PERFORMANCE

The Board of Directors (BOD) is entrusted with representing the interests of shareholders and providing strategic oversight of the company’s operations and performance. In a year marked by persistent challenges—including commodity price volatility driven by global demand-supply imbalances, softening demand from China, rising operating costs due to sustained inflation, higher energy and labor expenses, and local currency depreciation in emerging markets such as Vietnam—the Management Team at Masan High-Tech Materials (MHT) remained focused on driving operational efficiency and enhancing profitability. Through the implementation of the Fit for Future cost efficiency program, MHT achieved a significant improvement in financial performance, with EBITDA increasing by approximately 15% from VND 1,550 billion in FY2023 to VND 1,785 billion in FY2024. This was equivalent to a 145-basis point expansion in EBITDA margin, from 11.00% in FY2023 to 12.45% in FY2024. This improvement was primarily driven by lower unit production costs for NPMC products, resulting from management's cost optimization efforts, as well as higher sales of high-margin product copper.

Following the divestment of H.C. Starck Holding GmbH (“HCS”) on December 18, 2024, the Fit for Future program continues to be actively implemented across MHT’s Vietnam operations, and is expected to deliver further improvements in profitability and margins throughout 2025.

From a financial perspective, Masan High-Tech Materials achieved total revenue of VND 14,336 billion in FY2024, representing a 2% increase compared to the record VND 14,093 billion generated in FY2023. Despite a decline in overall production volumes in Vietnam—attributable to softer market demand for tungsten and a temporary disruption in fluorite production caused by blasting interruptions at the Nui Phao Mining Company (NPMC)—MHT successfully maintained its market share in the tungsten intermediate markets amid a highly competitive environment. Notably, the Company continued to monetize its copper concentrate stockpile, achieving the highest ever domestic sale of c.59,000 wet metric tonnes into the domestic market during FY2024.

The Company recorded an after-tax loss of VND 1,638 billion in FY2024, a marginal decrease of VND 62 billion compared to the loss of VND 1,576 billion in FY2023. The decline in

profitability was influenced by several factors, including reduced production volumes, the write-off of certain suspended capital projects, and increased material costs driven by global inflationary pressures. To strengthen its financial position, MHT has initiated an equity raise process and is actively engaging with potential investors to further reduce its financial leverage and support future growth initiatives.

MHT continues to make substantial contributions to the Vietnamese State budget as well as to local economies across its global operations. In Vietnam, MHT has fully met its tax obligations and fee payment responsibilities at both the national and provincial levels, contributing a total of VND 860 billion in 2024. This includes payments for corporate income tax, personal income tax, royalty tax, mining rights fees, environmental protection fees, and other statutory obligations. In recognition of its significant fiscal contribution, MHT was honored in 2024 as the largest taxpayer in Thai Nguyen province, underscoring the Company's commitment to responsible corporate citizenship and sustainable economic development in the communities where it operates.

MHT continues applying world-class standards and practices across all our businesses and areas relating to the community, health, environment, sustainability, and safety. In Vietnam the business continues to be recognized as a leader in sustainability and aims to meet all requirements of international sustainable business practices. The Board sees the whistleblower initiative as particularly important to ensure that stakeholders have a way in which to raise concerns and get feedback on these concerns anonymously.

MHT is the recipient of a number of prestigious awards in 2024 including “Great Place to Work” for two consecutive years (2023-2024 and 2024-2025). At MHT, we strongly believe that true success is not solely defined by business performance, but equally by the happiness, development, and well-being of our people, who remain at the center of everything we do. Besides this, MHT was also conferred an award for a Vietnamese Company with the highest contribution to the Thai Nguyen Provincial Budget; Top 10 Most Innovative Enterprises – Vietnam; Top 100 Sustainable Enterprises – Vietnam; Top 50 Vietnam The Best. These accolades not only honor our achievements in the past year but also serve as catalysts, propelling us towards larger production and commercial goals in 2025, and affirming our commitment to sustainable growth and enduring impact.

The BOD has accomplished its duties in reviewing and approving the resolutions on the operation of the Company and its subsidiaries. In 2024, no members of the BOD received any remuneration for their duties as BOD's members, nor have they incurred any expenses.

The resolution passed in the 2024 Annual General Meeting but not yet implemented is:

- To approve the issuance plan of new shares under the employee stock option plan (ESOP).

Reason: Due to the Board of Directors found that the market in 2024 is not suitable to issue ESOPs to employees.

BOD'S ASSESSMENT OF THE COMPANY MANAGEMENT TEAM PERFORMANCE

The Management Team continues to manage the Company in a manner deserving the BOD's and shareholders' on-going trust and support. The Chief Executive Officer and other managers fulfilled their duties and functions in 2024, and properly implemented all resolutions from the General Meetings of Shareholders.

BOD PLANS AND DIRECTIONS

The company developed its Vision and Mission in 2020.

Vision

To be the leading integrated supplier of high-tech advanced materials critical to global innovation.

Mission

We aim to be the partner of choice for high-tech industries where our products are a key component in evolving and shaping the future of our world. Through the application of our materials, we will create unparalleled solutions to drive innovation and productivity which will deliver superior outcomes for all our partners and stakeholders.

The Vision and Mission were reviewed by the Executive Management Team in 2024 and remain unchanged, as they continue to reflect the Company's strategic direction and aspirations. The Board of Directors fully endorses Management's ongoing efforts to grow the business and execute on this Vision and Mission.

Ho Chi Minh City, 27th March, 2024

ON BEHALF OF THE BOARD OF DIRECTORS

[signed and sealed]

DANNY LE

Chairman of the Board of Directors

ANNEX

1. In 2024, the Company does not pay remuneration to members of the Board of Directors as the Resolution of the 2024 Annual General Meeting of Shareholders dated April 23, 2024;
2. The members of the Board of Directors in 2024 has discussed and approved for the important resolutions at the meetings of the Board of Directors as follows:

| No. | Resolution No. | Date | Content | Percentage |
|-----|------------------|------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| 1 | 34/2024/NQ-HDQT | 18/01/2024 | - Approve the appointment Mr. Nguyen Huy Tuan as the Chief Financial Officer of the Company. | 100% |
| 2 | 96/2024/NQ-HDQT | 05/03/2024 | - Dissolve the Sustainability Committee under the Board of Directors of the Company - Establish the Environmental, Social, and Governance (ESG) Committee under the Board of Directors of the Company | 100% |
| 3 | 99/2024/NQ-HDQT | 02/04/2024 | - Approve the meeting date of the Annual General Meeting of Shareholders for 2024 - Approve the scheduled meeting agenda of AGM 2024 - Approve the submission of the audited financial statements for 2023 to the General Meeting of Shareholders | 100% |
| 4 | 243/2024/NQ-HĐQT | 11/06/2024 | - Approval of obtaining written shareholder opinions to address the following matters: <ul style="list-style-type: none"> • Acceptance of Mr. Tadakazu Ohashi's resignation from his position as a Board Member. • Adjustment of the number of Board Members for the 2021–2026 term. | 100% |



| | | | | |
|---|------------------|------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|
| | | | - Change of the Company's headquarters address. | |
| 5 | 410/2024/NQ-HĐQT | 20/09/2024 | - Approval of the Delegation of Authority (DoA) matrix for management positions in the Company. | 100% |
| 6 | 507/2024/NQ-HĐQT | 25/11/2024 | <ul style="list-style-type: none">- Approval of obtaining written shareholder opinions on the following matters:<ul style="list-style-type: none">• Acceptance of Mr. Craig Richard Bradshaw's resignation from his position as a Board Member.• Approval of the appointment of Mr. Ashley James McAleese as a Board Member for the 2021–2026 term of the Company.. | 100% |
| 7 | 526/2024/NQ-HĐQT | 05/12/2024 | - Dismissal and appointment of positions for the General Director and Deputy General Directors. | 75% |
| 8 | 527/2024/NQ-HĐQT | 05/12/2024 | - Approval of adjustments to the Delegation of Authority (DoA) matrix for management positions in the Company. | 100% |
| 9 | 551/2024/NQ-HĐQT | 23/12/2024 | - Approval of the Company providing guarantees for the payment obligations of Nui Phao Mining Company LTD and Masan Tungsten Limited Liability Company concerning short-term credit facilities granted by VPBank. | 100% |

3. In 2024, the Company has performed the transactions between the Company and the affiliated persons or between the Company and major shareholders, internal persons and related persons of internal persons as follows:

| N o. | Name of organization/ individual | Relationship with the Company | ID/Registration Number*, date of issue, place of issue | Head office address/ Contact address | Transaction time with the Company | Resolution/Decision Number passed by the General Meeting of Shareholders/ Board of Directors, etc. (if any, specify the date of issue) | Content, quantity, total value of transaction |
|------|------------------------------------------|-------------------------------|--------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------|----------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|
| 1 | Masan Tungsten Limited Liability Company | Subsidiary | 4601163743, issued on 15/1/2014 in Thai Nguyen | Suoi Cat Hamlet, Ha Thuong Commune, Dai Tu District, Thai Nguyen Province | 2024 | 138/2018/NQ-DHDCD dated 20/04/2018 | MHT's income from business cooperation agreement |
| 2 | Masan Tungsten Limited Liability Company | Subsidiary | 4601163743, issued on 15/1/2014 in Thai Nguyen | Suoi Cat Hamlet, Ha Thuong Commune, Dai Tu District, Thai Nguyen Province | 2024 | 138/2018/NQ-DHDCD dated 20/04/2018 | MHT's interest costs |
| 3 | Nui Phao Mining Company Limited | Subsidiary | 4600864513, issued on 5/7/2010 in Thai Nguyen | Suoi Cat Hamlet, Ha Thuong Commune, Dai Tu District, Thai Nguyen Province | 2024 | 138/2018/NQ-DHDCD dated 20/04/2018 | MHT's income from business cooperation agreement |
| 4 | Nui Phao Mining Company Limited | Subsidiary | 4600864513, issued on 5/7/2010 in Thai Nguyen | Suoi Cat Hamlet, Ha Thuong Commune, Dai Tu District, Thai Nguyen Province | 2024 | 138/2018/NQ-DHDCD dated 20/04/2018 | MHT's long-term loan to NPM |

Ho Chi Minh City, March 27, 2025

**PERFORMANCE REPORT OF INDEPENDENT MEMBER OF THE
BOARD OF DIRECTORS IN THE AUDIT COMMITTEE**

(Year 2025)

To: General Meeting of Shareholders of Masan High-Tech Materials Corporation

Pursuant to:

- *Law on Securities No. 54/2019/QH14 dated November 26, 2019;*
- *Law on Enterprises No. 59/2020/QH14 dated June 17 2020;*
- *The role, authority, and responsibilities of the Audit Committee (AC) provided in the Charter of Masan High-Tech Materials Corporation.*
- *The working Regulation of the Audit Committee of Masan High-Tech Materials Corporation.*

On behalf of the Audit Committee, I would like to present the General Meeting of Shareholders our performance report 2024 as follows:

I. PERFORMANCE OF THE AUDIT COMMITTEE IN 2024

1. Organizational structure

The Audit Committee's organizational structure in 2024 consist of:

| Full name | Position | | |
|----------------------|----------------------------|----------|------------------------|
| Ms. Nguyen Thu Hien | Independent Board Member | Chairman | of the Audit Committee |
| Mr. Nguyen Thieu Nam | Non-executive Board member | Member | of the Audit Committee |

2. Meeting sessions

In 2024, the Audit Committee held 02 meeting sessions, specifically:

- **19/04/2024:** Discussed and agreed on the targets and action plans for the Audit Committee in 2024.
- **30/12/2024:** Assessed the implementation of the Resolution of the Board of Directors in 2024; Assessed and commented on transactions with related parties; Discussed the working plan with focuses for Quarter 1/2025; Supervise the truthfulness of the financial statements and the operations of the Company; Monitor the internal control system on the basis of internal audit results.

II. 2024 PERFORMANCE RESULTS

1. Supervision of the Audit Committee toward the Board of Directors - Management Team

Through the Audit Committee's supervision on the performance of the Board of Directors and Management team in the financial year 2024, the Audit Committee acknowledged the following results:

- The Company's business activities were in line with our business registration Certificate, Company's Charter and compliant to the legal regulations, State management regimes on financial accounting and taxes;
- The contents of the Resolutions of the General Meeting of Shareholders issued in the 2024 Fiscal Year (including: Resolution No. 111/NQ-DHDCD, Resolution No. 293/NQ-DHDCD, and Resolution No. 575/NQ-DHDCD) have been fully implemented by the Board of Directors, except for 01 issue related to the issuance of new shares under the employee stock option program (ESOP) which has not been implemented due to objective reasons, in particular:
 - To approve the issuance of plan of new shares under the employee stock option plan (ESOP).
Reason: Due to the Board of Directors found that the market in 2024 is not suitable to issue ESOPs to employees.
- The meeting sessions of the Board of Directors held to discuss and vote to approve the contents were in compliance with legal regulations and the authority of the Board of Directors. The contents voted by collecting written opinions were conducted as per requirements;
- Members of the Board of Directors correctly performed their duties and responsibilities as per duty allocation Table for the members of the Board of Directors;
- Based on the Board of Directors' Resolution, the Management team fully performed the contents of the Resolution in the business management of the Company.

2. Supervision of preparation of the financial statement

The Audit Committee supervised the presentation of the quarterly, first half-year or second half-year financial statements 2024 before the Management team submitted them the Board of Directors, General Meeting of Shareholders or to be publicly released in accordance with legal regulations. The audit results showed that:

- The quarterly and annual financial statements 2024 were developed and released in line with the accounting standards and accounting policy and applicable legal regulations;
- The selected audit company provided a reliable, honest auditing service, complied with the audit time limit and professional regulations and ensured the independence and objectivity in providing audit comments.

3. Supervision of the independent audit service

- In 2024, the independent auditor provided mid-year and annual report audit services for the Company. The scope, content, method and duration of the audit were performed in accordance with the signed contract by the independent auditor;
- The Audit Committee also discussed and made clear information related the financial statements before the auditor published the audit report;
- The Audit Committee highly appreciated the independence and quality of the auditing service at the Company.

4. Assessment results of the Company's internal control and risk management

- The Company issued and strictly implemented the internal audit and risk management procedures in compliance with legal regulations and international practices.
- The Audit Committee oversights the Internal Audit Department at MHT to implement independent assessment on the internal audit and risk management system.

5. Supervision of the internal transactions.

- Transactions between the Company, subsidiaries, other companies with at least 50% of its charter capital controlled by the Company with its members of the Board of Directors and other Related Persons of such members; transactions between the Company and a company in which a member of the Company's Board of Directors, the General Director, other executives is its founding member or manager within the latest 3 years prior to the transaction time were supervised by the Audit Committee; The Audit Committee also provided recommendations on transactions required approval from the Board of Directors or General Meeting of Shareholders.

6. Assessment results of the cooperation between the Audit Committee and the Board of Directors,

the General Director, and Shareholders

During operation, the Audit Committee closely worked with the Board of Directors, General Director and Shareholders. The Audit Committee was not interfered during performance of its duties, created favorable conditions to access the documents related to the Company's business operations, discuss with other members of the Board of Directors, General Director, Chief accountant to collect information serving the operation of the Audit Committee. Any arising issue was discussed and addressed in a timely manner.

7. Remuneration, operating costs and other benefits of the Audit Committee and each member of the Audit Committee as prescribed by the Law on Enterprise

Remuneration, operational costs and other benefits for the Audit Committee and each member of the Audit Committee were compliant to the Law on Enterprise and Company's Charter. The further detail was provided in the Company's consolidated financial statements 2024.

III. ACTION PLAN OF THE AUDIT COMMITTEE IN 2025

To achieve the set targets, the Audit Committee outlined its action plan for 2025 with the following focuses:

- The Board of Directors continues to update and improve the system of documents on governance, risk management and internal operations, and operating procedures of the Company's departments/offices to standardize operations and improve the effectiveness of the internal control system;
- Perform its functions of inspection and supervision of the Board of Directors' activities, the management team's management and operation; Check the validity, legitimacy, legality, transparency and due diligence in the management and compliance and effectiveness;
- Support the Board of Directors in ensuring that the corporate governance was in line with the legal regulations and Company's Charter;
- Contribute to the perfection of the corporate risk management system in line with the Company's business situation, applicable legal regulations and toward international practices;
- Supervise the service quality of the independent auditor during the audit periods for 2025;
- Supervise the operation of the Internal Audit Committee in 2025;
- Perform other tasks as provided in the working Regulations of the Audit Committee of Masan High-Tech Materials.

The above is the performance Report of the Company's Audit Committee in 2024 and action Plan for 2025. We hope our General Meeting of Shareholders will be greatly successful.

**FOR AND ON BEHALF OF AUDIT
COMMITTEE**

[Sign & Seal]

**NGUYEN THU HIEN
CHAIRMAN**

ENGLISH TRANSLATION

2025 BUSINESS PLAN

- 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 business plan for 2025 as follows:

To approve the 2025 business plan of Company on a consolidated basis as follows:

| <i>Content</i> | <i>2025 business plan (Unit: VND billion)</i> | |
|----------------|---------------------------------------------------|----------|
| | Low End | High End |
| Net revenue | 6.487 | 7.487 |
| NPAT - Pre MI | (1.000) | 0 |

Yours faithfully,

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

PROPOSAL ON DIVIDEND DISTRIBUTION OF 2024

- 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 dividend distribution of 2024 as follows:

| No. | Description | Amount (VND) |
|-----|------------------------------------------|-----------------|
| 1 | Retained profits as of December 31, 2024 | 369.562.771.000 |
| 2 | Dividends distribution | 0 |
| 3 | Remaining retained profits | 369.562.771.000 |

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

PROPOSAL ON SELECTION OF AUDITING FIRM FOR THE FINANCIAL YEAR 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 Audit Committee of Masan High-Tech Materials Corporation (the “**Company**”) would like to propose the 2025 Annual General Meeting of Shareholders to approve the selection of auditing firm for the financial year 2025 as follows:

Approve to select one of the following firms as the auditing company for the fiscal year 2025 of the Company and authorize the Board of Directors to select and sign the auditing services contract with one of such companies:

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

Ho Chi Minh City, 27 March, 2025

ON BEHALF OF THE AUDIT COMMITTEE

[Signed and sealed]

NGUYEN THU HIEN
Chairman

**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

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 and affiliates in the past year.
- 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 add to the Company's working capital.
- Type of shares to be issued: ordinary shares.
- Par value: 10,000 VND/share.
- Expected issuance time: assign to the Board of Directors to decide the time to issue ESOP's shares after being approved by the State Securities Commission.
- 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: employees of the Company, its subsidiaries and affiliates who are entitled to participate in the issuance of shares under the approved employee selection 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 and allow the Board of Directors to authorize the Chairman of the Board of Directors or the General Director to issue these unpurchased shares to other employees in the original list at the same price.
- 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, and allow the Board of Directors to reauthorize the Chairman or the Chief Executive Officer:
 - 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; standards of employees, list of employees participate in the program; 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.

MASAN HIGH-TECH MATERIALS CORPORATION
23 Le Duan, Ben Nghe Ward, District 1, Ho Chi Minh City, Vietnam

M A S A N
HIGH-TECH MATERIALS



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

ENGLISH TRANSLATION

VOTING CARD

**2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
MASAN HIGH-TECH MATERIALS CORPORATION**

Shareholder:
Identity number:
Authorized representative (if any):
Identity number of the authorized representative:
Number of shares:

| 1. | To approve the report on management and performance results of the Board of Directors in 2024 | Agree <input type="checkbox"/> Disagree <input type="checkbox"/> No opinion <input type="checkbox"/> | | | | | | | | | | | | |
|---------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|-------------------------------------------|---------------------------|---------|------------------------------------------|-----------------|-------|------------------------|---------------|---------|----------------------------|------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|
| 2. | To approve the report on activities of Independent Member of the Board of Directors in Audit Committee in 2024 | Agree <input type="checkbox"/> Disagree <input type="checkbox"/> No opinion <input type="checkbox"/> | | | | | | | | | | | | |
| 3. | To approve the 2024 financial statements of the Company audited by KPMG Company Limited | Agree <input type="checkbox"/> Disagree <input type="checkbox"/> No opinion <input type="checkbox"/> | | | | | | | | | | | | |
| 4. | To approve the 2025 business plan of Company on a consolidated basis as follows: <table border="1" data-bbox="271 1288 922 1485"> <tr> <th rowspan="2">(VND billion)</th> <th colspan="2">2025 business plan (Unit: VND billion)</th> </tr> <tr> <th>Low End</th> <th>High End</th> </tr> <tr> <td>Net revenue</td> <td>6,487</td> <td>7,487</td> </tr> <tr> <td>NPAT - Pre MI</td> <td>(1,000)</td> <td>0</td> </tr> </table> | (VND billion) | 2025 business plan (Unit: VND billion) | | Low End | High End | Net revenue | 6,487 | 7,487 | NPAT - Pre MI | (1,000) | 0 | Agree <input type="checkbox"/> Disagree <input type="checkbox"/> No opinion <input type="checkbox"/> | |
| (VND billion) | 2025 business plan (Unit: VND billion) | | | | | | | | | | | | | |
| | Low End | High End | | | | | | | | | | | | |
| Net revenue | 6,487 | 7,487 | | | | | | | | | | | | |
| NPAT - Pre MI | (1,000) | 0 | | | | | | | | | | | | |
| 5. | To approve the plan for distribution of the Company's dividend for 2023 (Including approval of the executed dividend advance payment) as follows: <table border="1" data-bbox="213 1585 1024 1877"> <tr> <th>No.</th> <th>Description</th> <th>Amount (thousand Dong)</th> </tr> <tr> <td>1</td> <td>Retained profits as of December 31, 2024</td> <td>369,562,771,000</td> </tr> <tr> <td>2</td> <td>Dividends distribution</td> <td>0</td> </tr> <tr> <td>3</td> <td>Remaining retained profits</td> <td>369,562,771,000</td> </tr> </table> | No. | Description | Amount (thousand Dong) | 1 | Retained profits as of December 31, 2024 | 369,562,771,000 | 2 | Dividends distribution | 0 | 3 | Remaining retained profits | 369,562,771,000 | Agree <input type="checkbox"/> Disagree <input type="checkbox"/> No opinion <input type="checkbox"/> |
| No. | Description | Amount (thousand Dong) | | | | | | | | | | | | |
| 1 | Retained profits as of December 31, 2024 | 369,562,771,000 | | | | | | | | | | | | |
| 2 | Dividends distribution | 0 | | | | | | | | | | | | |
| 3 | Remaining retained profits | 369,562,771,000 | | | | | | | | | | | | |
| 6. | Approve to select one of the audit firms as the auditing company for the fiscal year 2025 of the Company | Agree <input type="checkbox"/> Disagree <input type="checkbox"/> No opinion <input type="checkbox"/> | | | | | | | | | | | | |

VOTING CARD (Cont.)

**2024 ANNUAL GENERAL MEETING OF SHAREHOLDERS
MASAN HIGH-TECH MATERIALS CORPORATION**

Shareholder:
Identity number:
Authorized representative (if any):
Identity number of the authorized representative:
Number of shares:

| | | |
|----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|
| 7. | 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 01 (one) billion dong | Agree <input type="checkbox"/> Disagree <input type="checkbox"/> No opinion <input type="checkbox"/> |
| 8. | To approve the issuance of new shares under ESOP | Agree <input type="checkbox"/> Disagree <input type="checkbox"/> No opinion <input type="checkbox"/> |

Note:

- The shareholder/person authorized to attend the meeting is kindly required to choose only **01** option: Agree or Disagree or No opinion.

CÔNG TY CỔ PHẦN MASAN
HIGH-TECH MATERIALS
MASAN HIGH-TECH MATERIALS
CORPORATION

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

Số/No.: ____/2025/NQ-ĐHĐCĐ

Hà Nội, ngày 22 tháng 04 năm 2025
Hà Nội, 22nd April, 2025

NGHỊ QUYẾT ĐẠI HỘI ĐỒNG CỔ ĐÔNG THƯỜNG NIÊN NĂM 2025
RESOLUTION OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

ĐẠI HỘI ĐỒNG CỔ ĐÔNG
GENERAL MEETING OF SHAREHOLDERS

Căn cứ Luật Doanh nghiệp số 59/2020/QH14 đã được Quốc hội nước Cộng hòa Xã hội Chủ nghĩa Việt Nam thông qua ngày 17/06/2020;

Pursuant to Law on Enterprises No. 59/2020/QH14 promulgated by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

Căn cứ Luật Chứng khoán số 54/2019/QH14 được Quốc hội thông qua ngày 26 tháng 11 năm 2019;

Pursuant to Law on Securities No. 54/2020/QH14 promulgated by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;

Căn cứ Điều lệ Công ty ngày 12 tháng 04 năm 2021 của Công Ty Cổ Phần Masan High-Tech Materials (“**Công Ty**”) như được sửa đổi, bổ sung tùy thời điểm (“**Điều lệ**”); và

*Pursuant to the Charter of the Company dated April 12, 2021 of Masan High-Tech Materials Corporation (the “**Company**”) as amended from time to time (the “**Charter**”); and*

Căn cứ Biên bản họp Đại Hội đồng Cổ đông thường niên năm 2025 của Công Ty ngày 22 tháng 04 năm 2025,

Pursuant to the Meeting Minutes of the 2024 Annual General Meeting of Shareholders dated 22th April, 2025,

QUYẾT NGHỊ:
RESOLVES:

Điều 1. Thông qua báo cáo của Hội đồng Quản trị về quản trị và kết quả hoạt động của Hội đồng Quản trị trong năm 2024.

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

Điều 2. Thông qua báo cáo hoạt động của thành viên Hội đồng Quản trị độc lập trong Ủy Ban Kiểm Toán năm 2024.

Article 2: To approve the report on activities of Independent Member of the Board of Directors in Audit Committee in 2024.

Điều 3. Thông qua Báo cáo tài chính năm 2024 của Công ty đã được Công Ty TNHH KPMG kiểm toán.

Article 3. To approve the 2024 financial statements of the Company audited by KPMG Company Limited.

Điều 4. Thông qua Kế hoạch kinh doanh hợp nhất năm 2025 của Công Ty như sau:

| Nội dung | Kế hoạch năm 2025 (Đơn vị: tỷ đồng) | |
|-----------------------------------------|----------------------------------------|-------|
| | Thấp | Cao |
| Doanh thu thuần (Net revenue) | 6.487 | 7.487 |
| Lợi nhuận sau thuế TNDN (NPAT - Pre MI) | (1.000) | 0 |

Article 4. To approve the 2025 Business plan of Company on a consolidated basis as follows:

| Content | 2025 business plan (Unit: VND billion) | |
|---------------|-------------------------------------------|----------|
| | Low End | High End |
| Net revenue | 6,487 | 7,487 |
| NPAT - Pre MI | (1,000) | 0 |

Điều 5. Thông qua phương án chia cổ tức của Công ty năm 2024 sau:

| STT | Diễn giải | Số tiền (nghìn VNĐ) |
|-----|----------------------------------------------|---------------------|
| 1 | Lợi nhuận chưa phân phối tính đến 31/12/2024 | 369.562.771.000 |
| 2 | Chia cổ tức | 0 |
| 3 | Lợi nhuận chưa phân phối còn lại | 369.562.771.000 |

Article 5. To approve the plan for distribution of the Company’s dividend for 2024 as follows:

| <i>No.</i> | <i>Description</i> | <i>Amount (thousand Dong)</i> |
|------------|-------------------------------------------------|-------------------------------|
| 1 | <i>Retained profits as of December 31, 2024</i> | 369,562,771,000 |
| 2 | <i>Dividends distribution</i> | 0 |
| 3 | <i>Remaining retained profits</i> | 369,562,771,000 |

Điều 6. Thông qua việc lựa chọn một trong các công ty kiểm toán dưới đây là đơn vị kiểm toán cho năm tài chính 2025 của Công ty và ủy quyền cho Hội đồng Quản trị lựa chọn và ký kết hợp đồng kiểm toán với một trong các công ty đó:

- Công ty TNHH KPMG;
- Công ty TNHH Deloitte Việt Nam;
- Công ty TNHH PwC (Việt Nam); và
- Công ty TNHH Ernst & Young Việt Nam.

Article 6. Approve to select one of the following firms as the auditing company for the fiscal year 2025 of the Company and authorize the Board of Directors to select and sign the auditing services contract with one of such companies:

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

Điều 7. Thông qua thù lao cho các thành viên Hội đồng Quản trị của Công ty trong năm 2025 là: 0 VNĐ và kế hoạch ngân sách cho chi phí hoạt động của Hội đồng Quản trị, bao gồm cả các ủy ban trực thuộc Hội đồng quản trị, trong năm 2025 là không quá 1 tỷ VNĐ.

Article 7. 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.

Điều 8. Thông qua phương án phát hành cổ phần mới theo chương trình lựa chọn cho người lao động (ESOP) như sau:

1. Phương án phát hành:

- Mục đích phát hành: phát hành cổ phần theo chương trình lựa chọn cho người lao động của Công ty và các công ty con trong Công ty nhằm ghi nhận đóng góp của người lao động cho Công ty, các công ty con trong năm qua.
- Kế hoạch sử dụng số tiền thu được từ việc phát hành: số tiền thu được từ việc phát hành sẽ được sử dụng để tăng vốn điều lệ, phục vụ cho nhu cầu hoạt động kinh doanh và bổ sung vốn lưu động của Công ty.
- Loại cổ phần phát hành: cổ phần phổ thông.
- Mệnh giá: 10.000 đồng/cổ phần.

- Thời điểm phát hành dự kiến: giao cho Hội đồng Quản trị quyết định thời điểm phát hành cổ phần ESOP sau khi được Ủy ban Chứng khoán Nhà nước chấp thuận.
 - Phương thức phát hành: phát hành trực tiếp cho người lao động của Công ty và các công ty con.
 - Số lượng cổ phần dự kiến phát hành: tối đa 1% tổng số cổ phần đang lưu hành của Công ty.
 - Giá phát hành: 10.000 đồng/cổ phần.
 - Đối tượng phát hành: là nhân viên của Công ty và các công ty con được quyền tham gia phát hành cổ phần theo chương trình lựa chọn cho người lao động được phê duyệt.
 - Phương án xử lý số cổ phiếu không phân phối hết: trong trường hợp người lao động không thực hiện quyền mua hoặc không mua hết số lượng cổ phần được quyền mua, giao cho Hội đồng Quản trị và cho phép Hội đồng Quản trị được ủy quyền cho Chủ tịch Hội đồng Quản trị hoặc Tổng Giám đốc quyết định phát hành số cổ phần chưa được mua này cho người lao động khác trong danh sách ban đầu với cùng mức giá phát hành và/hoặc ghi nhận số lượng mua thực tế và kết thúc đợt phát hành.
 - Hạn chế chuyển nhượng: toàn bộ số lượng cổ phần phát hành theo chương trình lựa chọn cho người lao động sẽ bị hạn chế chuyển nhượng trong vòng 01 năm kể từ ngày kết thúc đợt phát hành.
2. Thông qua việc tăng vốn điều lệ của Công ty tương ứng với tổng mệnh giá số lượng cổ phần thực tế được phát hành.
3. Thông qua việc sửa đổi Điều lệ về mức vốn điều lệ mới trên cơ sở tổng mệnh giá số lượng cổ phần thực tế được phát hành.
4. Thông qua việc đăng ký chứng khoán và đăng ký giao dịch bổ sung cho số lượng cổ phần thực tế được phát hành với Tổng Công ty Lưu ký và Bù trừ chứng khoán Việt Nam và Sở Giao dịch Chứng khoán Hà Nội.
5. Giao Hội đồng Quản trị, và cho phép Hội đồng Quản trị được ủy quyền cho Chủ tịch Hội đồng Quản trị hoặc Tổng Giám đốc:
- ban hành quy chế phát hành cổ phần theo chương trình lựa chọn cho người lao động;
 - quyết định tổng số lượng cổ phần phát hành phù hợp phương án phát hành và quy định của pháp luật; tiêu chuẩn người lao động, danh sách người lao động được tham gia chương trình; nguyên tắc xác định và số lượng cổ phiếu phát hành cho từng người lao động và thời gian thực hiện;
 - xử lý số cổ phần không phân phối hết phù hợp với phương án phát hành;
 - thông qua phương án đảm bảo việc phát hành cổ phiếu đáp ứng quy định về tỷ lệ sở hữu nước ngoài trong trường hợp phát hành cổ phiếu cho người lao động là nhà đầu tư nước ngoài;

- sửa đổi Điều lệ ghi nhận mức vốn điều lệ mới trên cơ sở tổng mệnh giá số lượng cổ phần thực tế được phát hành;
- thực hiện các thủ tục cần thiết để đăng ký tăng vốn điều lệ tại Sở Kế hoạch và Đầu tư Thành phố Hồ Chí Minh, đăng ký lưu ký bổ sung số cổ phần thực tế phát hành tại Tổng Công ty Lưu ký và Bù trừ chứng khoán Việt Nam và đăng ký giao dịch bổ sung số cổ phần thực tế phát hành tại Sở Giao dịch Chứng khoán Hà Nội;
- bổ sung hoặc sửa đổi phương án phát hành theo yêu cầu của Cơ quan nhà nước có thẩm quyền và/hoặc cho mục đích tuân thủ các quy định pháp luật có liên quan; và
- quyết định những vấn đề khác và thực hiện những công việc khác mà Hội đồng Quản trị hoặc Chủ tịch Hội đồng Quản trị thấy là cần thiết liên quan đến việc phát hành cổ phần theo chương trình lựa chọn cho người lao động.

To approve the issuance of new shares under ESOP as follows:

1. Issuance plan:

- *Issuance purpose: Issue shares under employee stock option program of the Company and its subsidiaries in order to recognize the contribution of employees to the Company and its subsidiaries in the past year.*
- *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 add to the Company's working capital.*
- *Type of shares to be issued: ordinary shares.*
- *Par value: 10,000 VND/share.*
- *Expected issuance time: assign to the Board of Directors to decide the time to issue ESOP's shares after being approved by the State Securities Commission.*
- *Issuance method: directly issue to the employees of the Company and its subsidiaries.*
- *Number of shares to be issued: maximum 1% of the total outstanding shares of the Company.*
- *Price: 10,000 VND/share.*
- *Participants: employees of the Company and its subsidiaries who are entitled to participate in the issuance of shares under the approved employee selection 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 and allow the Board of Directors to authorize the Chairman of the Board of Directors or the General Director to issue these unpurchased shares to other employees in the original list at the same price and/or record the actual purchase amount and close the issuance.*
- *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 Viet Nam Securities Depository And Clearing Corporation and Hanoi Stock Exchange.*
5. *To assign the Board of Directors, and allow the Board of Directors to reauthorize the Chairman or the Chief Executive Officer:*
 - *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; standards of employees, 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 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 Competent state agency 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.*

Điều 9. Nghị quyết này có hiệu lực kể từ ngày được ghi tại phần đầu của Nghị quyết này.

Article 9. *This Resolution shall take effect from the date first written above.*

CHỦ TỌA CUỘC HỌP
CHAIRMAN OF THE MEETING

DANNY LE
Chủ tịch Hội đồng Quản trị
Chairman of the Board of Directors

POWER OF ATTORNEY

Shareholder's name:
ID card number (for Vietnamese individuals):
Enterprise registration number/License number (for Vietnamese institutions):
Securities trading code number (for foreign individuals and institutions):
Issued on by
Registered residential address/ Head office address:

(In case shareholder is an institution, please fill in the following information:

Legal representative/Authorized representative:

Full name:

ID card/ Passport No.:

Issued onby.....

Share ownership: shares.

(the “**Authorizing Person**”)

hereby would like to authorize:

Mr./ Mrs......

ID card/ Passport No.¹:

Issued on: by:

Registered residential address:

Telephone:

(the “**Authorized Person**”)

to attend and vote on behalf of the Authorizing Person, to the extent of the Authorizing Person's shares in respect of all matters at 2025 Annual General Meeting of Shareholders of Masan High-Tech Materials Corporation held on 22 April 2025.

The Authorized Person is responsible for implementation of the authorization mentioned above.

Authorization term: this Power of Attorney takes effect from the signing date and shall expire upon completion of the authorization.

Date:, 2025

AUTHORIZING PERSON²
**(Sign with full name and sealed if
shareholder is an institution)**

AUTHORIZED PERSON
(sign with full name)

Signature: _____
Full name: _____

Signature: _____
Full name: _____

¹ The Authorized Person is required to present the Invitation letter, his original ID card/Passport and a photocopy of the Authorized Person's ID card/Passport when registering.

² If the shareholder is an institution, the Authorizing Person must be its legal representative/authorized representative.