

Form 08_CBT/SGDHN

(Issued with the Decision No.../QĐ-SGDHN on, 2016 of the CEO of Hanoi Stock Exchange on the Information Disclosure Regulation of Hanoi Stock Exchange)

**CÔNG TY CỔ PHẦN HÀNG
TIÊU DÙNG MASAN
MASAN CONSUMER
CORPORATION**

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

Số: 10281/2025/CV-MSC
No: /

Tp. Hồ Chí Minh, ngày 28 tháng 10 năm 2025
....., day ... month ... year

**CÔNG BỐ THÔNG TIN BẤT THƯỜNG
EXTRAORDINARY INFORMATION DISCLOSURE**

**Kính gửi: Ủy ban chứng khoán Nhà nước
Sở Giao dịch Chứng khoán Hà Nội**

**To: State Securities Commission
Hanoi Stock Exchange**

1. Tên tổ chức/Name of organization: CÔNG TY CỔ PHẦN HÀNG TIÊU DÙNG MASAN

- Mã chứng khoán/Stock code: MCH

- Địa chỉ/Address: Số 23 Lê Duẩn, Phường Sài Gòn, Thành phố Hồ Chí Minh

- Điện thoại liên hệ/Tel.: 028. 62555660

Fax: 028. 38109463

- E-mail: information@msc.masangroup.com

2. Nội dung thông tin công bố/Contents of disclosure:

- Ngày 28/10/2025, Công ty nhận được thư từ nhiệm thành viên Hội đồng Quản trị của bà Nguyễn Thu Hiền.
On 28/10/2025, the Company received the resignation letter from the position as a member of the Board of Directors of Ms. Nguyen Thu Hien.
- Thông báo V/v đề cử, ứng cử bầu bổ sung thành viên Hội đồng Quản trị nhiệm kỳ 2024 – 2029.
Notice on the nomination, self-nomination for the additional election of members of the Board of Directors for the term 2024 - 2029.

(Đối với trường hợp đính chính hoặc thay thế thông tin đã công bố cần giải trình rõ nguyên nhân đính chính hoặc thay thế)/*In case of correction or replacement of previously disclosed information, explanation is needed)*

3. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 28/10/2025 tại đường dẫn <https://masanconsumer.com/> This information was published on the company's website on/10/2025, as in the link <https://masanconsumer.com/>



Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố/*We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.*

*** Tài liệu đính kèm/Attached documents:**
Tài liệu liên quan đến nội dung thông tin công bố/*Documents on disclosed information.*

Đại diện tổ chức
Organization representative
Người UQ CBTT
Person authorized to disclose information
(Ký, ghi rõ họ tên, chức vụ, đóng dấu)
(*Signature, full name, position, and seal*)


Đỗ Thị Hoàng Yến


HỒ CHÍ MINH
440-C.T.C.T.

ĐƠN TỪ NHIỆM
RESIGNATION LETTER

Kính gửi: Hội đồng quản trị Công ty Cổ phần Hàng tiêu dùng Masan
To: The Board of Directors of Masan Consumer Corporation

Tôi, Nguyễn Thu Hiền, người ký tên dưới đây, hiện là thành viên độc lập Hội đồng Quản trị của Công ty Cổ phần Hàng tiêu dùng Masan ("Công ty") nhiệm kỳ 2024 - 2029.

I, Nguyen Thu Hien, the undersigned, am currently independent Board Member of Masan Consumer Corporation (the "Company") for the term 2024 - 2029.

Bằng văn bản này xin từ nhiệm khỏi chức vụ thành viên Hội đồng Quản trị của Công ty trước khi kết thúc nhiệm kỳ.

By this letter, I would like to resign from my position as a member of the Board of Directors before the end of the term.

Việc từ nhiệm nêu trên sẽ có hiệu lực kể từ ngày được Đại hội đồng cổ đông Công ty chấp thuận.

The resignation will take effect from the date that is approved by the General Meeting of Shareholders of the Company.

Tôi xin chân thành cảm ơn sự hỗ trợ của các thành viên Hội đồng Quản trị và Ban điều hành Công ty trong thời gian qua.

I would like to thank the other members of the Board of Directors and the Board of Management of Masan Consumer Corporation for the support during my term.

Trân trọng.

Yours faithfully,

TP. HCM, ngày 28 tháng 10 năm 2025
HCMC, dated 28 October 2025



Nguyễn Thu Hiền



MASAN CONSUMER CORPORATION
Address: No. 23 Le Duan Street, Sai Gon Ward,
Ho Chi Minh City, Vietnam
Tel: (84-28) 62 555 660 Fax: (84-28) 38 109 463

Ho Chi Minh City, 28 October 2025

NOTICE OF THE BOARD OF DIRECTORS OF MASAN CONSUMER CORPORATION

(On the nomination, self-nomination for the additional election of members of the Board of Directors for the term 2024 - 2029)

To: SHAREHOLDERS OF MASAN CONSUMER CORPORATION

Pursuant to:

- Pursuant to the Law of Enterprise No. 59/2020/QH14 passed by the National Assembly of Social Republic of Vietnam on 17 June 2020, as amended from time to time (the “**Law of Enterprise**”);
- Pursuant to the Securities Law No. 54/2019/QH14 passed by the National Assembly of Social Republic of Vietnam on 26 November 2019, as amended from time to time;
- The Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government guidelines on some articles of the Securities Law, , as amended from time to time (the “**Decree 155**”);
- The Charter of Masan Consumer Corporation (the “**Company**”) dated 1 August 2025;

The Board of Directors of Masan Consumer Corporation would like to notify all shareholders of the nomination, self-nomination for the additional election of members of the Board of Directors for the term 2024 - 2029 as follows:

- I. Number of members of the Board of Directors for the term 2024 - 2029 to be elected:** 1 independent members (to replace Ms. Nguyen Thu Hien, who submitted her resignation letter dated 28/10/2025)
- II. Standards and conditions for a independent member of the Board of Directors:** according to Clause 1, 2 Article 155 of the Law of Enterprises, Article 275 Decree 155 and Clause 4 Article 26 of the Charter of the Company

A independent member of the Board of Directors must have the following criteria and conditions:

- a. Not belong to the category of persons prohibited from managing an enterprise as provided in the Law of Enterprises;

The subjects not permitted to establish and manage enterprises include:

- Cadres [senior employees], State officials and State employees in accordance with the Law on Cadres, State officials and State employees.



- Officers, non-commissioned officers, career servicemen and national defense workers and employees in agencies and units of the People's Army of Vietnam; officers and career non-commissioned officers in agencies and units of the People's Public Security of Vietnam, except for persons appointed to be authorized representatives to manage the State share of capital contribution in enterprises.
 - Management personnel and professional management personnel in State owned enterprises, except for those appointed to be authorized representatives to manage the State share of capital contribution in other enterprises.
 - Minors, persons whose capacity for civil acts is restricted or lost, organizations without legal entity status.
 - Persons who are prosecuted for criminal liability, serving prison sentences or administrative decisions at compulsory drug rehabilitation establishments or compulsory educational establishments, or being prohibited from conducting business, assuming certain positions or doing certain work relating to business pursuant to a decision of a court; other cases as stipulated by the law on bankruptcy and anti-corruption.
- b. Has qualifications and experience of business administration or of the business lines of the Company and are not necessarily shareholders of the Company;
 - c. Can not hold the position of members of the Board of Directors or the Members' Council of more than 5 other companies;
 - d. Is not working for the Company or its parent company or subsidiary company; did not work for the Company or its parent company or subsidiary company within the last 03 years or longer;
 - e. Is not receiving a salary from the Company, except for the allowances to which members of the Board of Directors are entitled as per regulations;
 - f. Does not have spouse, biological parents, adoptive parents, biological children, adopted children and siblings are major shareholders of the Company, executives of the Company or its subsidiary company;
 - g. Is not directly or indirectly holding 1% of the Company's voting shares or more;
 - h. Did not hold the position of member of the Board of Directors or the Supervisory Board of the Company within the last 05 years or longer unless he/she was designated in 02 consecutive terms.

III. Conditions of nomination, self-nomination for membership of the Board of Directors:

3.1. Conditions of self-nomination for membership of the Board of Directors:

According to Point 2 Article 26 of the Charter of the Company, a Shareholder holding more than 10% of the total voting shares of the Company and meeting all the conditions for membership of the Board of Directors specified in Section II of this Notice shall have the right of self-nomination for membership of the Board of Directors of the Company.

3.2. Conditions of nomination for membership of the Board of Directors:

According to Point 2 Article 26 of the Charter of the Company, a Shareholder or a group of Shareholders holding more than 10% of the total voting shares of the Company have the right to nominate candidates to the Board of Directors.



A Shareholder or a group of Shareholders holding 10% or more of the total voting shares of the Company shall have the right to nominate members of the Board of Directors in accordance with provisions of this Article. A Shareholder or a group of the Shareholder holding from 10% and less than 20% of the total voting shares shall have the right to nominate one (01) candidate; from 20% to less than 30% shall have the right to nominate up to two (02) candidates; from 30% to less than 40% shall have the right to nominate up to three (03) candidates; from 40% to less than 50% shall have the right to nominate up to four (04) candidates; and from 50% to less than 65% shall have the right to nominate up to five (05) candidates; and from 65% or more shall have the right to nominate a full number of candidates.

Where the number of candidates that shareholders or groups of shareholders nominate is lower than the required number of candidates for membership of the Board of Directors, the number of remaining candidates shall be nominated by the current Board of Directors.

IV. Documents for nomination/self-nomination:

Shareholders satisfying all criteria for nomination, self-nomination for additional election of members of the Board of Directors of Masan Consumer Corporation for the term 2024 - 2029 shall send nomination, self-nomination documents to the Office of the Board of the Company by 5 PM of 1 November 2025:

Office of the Board - Masan Consumer Corporation

Address: No. 23 Le Duan, Sai Gon Ward, Ho Chi Minh City

Contact person: Ms. Dao Thi Thanh Huong

Tel: +84 559 911 758

Email: rsvp@msc.masangroup.com

Documents for nomination, self-nomination shall include:

- Nomination or self-nomination for membership of the Board of Directors (according to the required form);
- Curriculum vitae of candidate (according to the required form);
- Certified true copies of Citizen ID card/passport, relevant degrees.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD

