

PROPOSAL 09

Re: Approval of the treasury stock sold under the 2021 Employee Stock Ownership Plan (ESOP 2021)

Respectfully to: The General Meeting of Shareholders of Minh Phu Seafood Corp

In order to enhance the roles, responsibilities and interests of the employees, as well as increase employee retention, the Board of Directors hereby respectfully submit to the General Meeting of Shareholders (AGM) consider to approve the plan to sell treasury stocks at preferential prices to employees under the 2021 employee stock Ownership Plan as follows:

1. Detailed plan

- Name of Share: Minh Phu Seafood Corporation share
- Type of Share: Ordinary Share
- Par Value: VND 10.000 / share
- Issued shares: 200.000.000 shares
- Shares Outstanding: 199.366.830 shares
- Total number of treasury shares before trading (which the Company is holding): 633.170 shares
- Tentative total number of treasury stock to be sold: 633.170 shares, (tentative issuance ratio 0,32%)
- Pricing method: preferential price for Company's employees under ESOP. Tentative price is VND 10,000 per share
- Total value of tentative treasury stock sold: VND 6.331.700.000
- Purpose: sell treasury stocks to employees under the 2021 employee stock Ownership Plan
- Eligible buyer: the Company's employees under the list approved by BOD.
- Transfer restriction: Following the Regulation of ESOP 2021 as decided by the BOD at the issuance time.
- Transaction method: via VSD's ownership transfer system in line with the decision by the State Securities Commission of Vietnam.
- Timing: after getting the approval from the General Meeting of Shareholders, the State Securities Commission of Vietnam.

2. Approval and authorize to the Board of Director:

Delegation and authorization for the BOD to decide on/complete the items related to ESOP, including but not limited to the following:

- Defining the criteria and eligible list of employees for ESOP and the specific number of shares for each employee, as well as publishing the Regulation on ESOP 2021 issuance to the employee to implement this plan.

- Revision and supplements to the plan for treasury stock sale under ESOP in line with requirements by the regulatory agencies and the law.
- Appropriate timing;
- Decide the plan to use the proceeds from the treasury stock sale;
- Appointment of the securities company as the agent for the transaction (if necessary)
- Other relevant issues related to the implementation of ESOP.
- Authorization for the BOD to delegate authority to the Chairman and/or the Chief Executive Officer to execute the rights/tasks above.

Respectfully submitted to the AGM for consideration and approval.

ON BEHALF OF THE BOD

LE VAN QUANG