**KHS: Board Resolution**

On March 5, 2024, Kien Hung Joint Stock Company announced Resolution No. 01/24/NQ-HDQT/KHS as follows:

Article 1: Approve the production and business results in 2023 as follows:

Unit: Million VND

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Targets | Consolidated figures | | | Holding Company | | |
| 2023 Plan | 2023 Results | Rate of Results compared to Plan | 2023 Plan of the Holding Company | 2023 Results | Rate of Results compared to Plan (%) |
| Net revenue | 753,039 | 704,324 | 93.53% | 753,039 | 629,396 | 83.58% |
| Gross profit | 87,750 | 42,309 | 48.22% | 87,750 | 51,084 | 58.22% |
| Total profit before tax | 26,518 | (10,212) | -38.51% | 26,518 | (15,531) | -58.57% |
| Profit after tax | 25,749 | (10,212) | -39.66% | 25,749 | (15,531) | -60.32% |
| Profit after tax of shareholders of the Holding company | 25,749 | 1,089 | 4.23% | 25,749 | (15,531) | -60.32% |
| Rate of profit after tax/net revenue | 3.52% |  |  | 3.52% |  |  |

Article 2: Approve the business plan for 2024 to submit to the General Meeting of Shareholders:

Unit: Million VND

|  |  |  |
| --- | --- | --- |
| Targets | Consolidated | Holding Company |
| Net revenue | 527,127 | 527,127 |
| Gross profit | 61,425 | 61,425 |
| Total profit before tax | 18,562 | 18,562 |
| Profit after tax | 18,024 | 18,024 |
| Profit after tax of shareholders of the Holding company | 18,024 | 18,024 |
| Rate of profit after tax/net revenue | 3.42% | 3.42% |

Article 3: Approve the profit distribution plan in 2024, the remuneration for the Board of Directors and the Supervisory Board to submit to the General Meeting of Shareholders:

|  |  |  |
| --- | --- | --- |
| Profit distribution in 2024 | Rate/ amount | Note |
| Dividends | 8%-15% | Payment/ Profit after tax |
| Remuneration payment for the Board of Directors and the Supervisory Board | VND 360 million. |  |
| Bonus and welfare fund | 8%-10% | Payment/Profit after tax |
| Fund for the activities of the Executive Board of the Company | 1% | Payment/Profit after tax |
| Investment and development fund |  | The remainder after distributing profits to the above items. |

In which, dividends can be paid in cash, or in both share and cash according to the rate, structure and time selected by the Board of Directors and reported to the General Meeting of Shareholders.

The details of remuneration for the Board of Directors and the Supervisory Board in 2024 are as follows:

|  |  |
| --- | --- |
| Position | Amount/month (VND 1,000) |
| Chair of the Board of Directors | 6,000 |
| Member of the Board of Directors | 3,000 |
| Chief of the Supervisory Board | 3,000 |
| Member of the Supervisory Board | 2,000 |
| Non-executive members of the Supervisory Board | 1,000 |

Article 4: Approve the plan to organize the Annual General Meeting of Shareholders 2024:

* Expected meeting date: April 27, 2024.
* Record date: March 28, 2024.
* Venue: To be announced in the invitation letter.

Article 5: Approve signing a transaction contract between the Company and affiliated persons of PDMR as follows:

* Affiliated person (organization) of PDMR: LienViet Post Joint Stock Commercial Bank - Kien Giang Branch (Mr. Huynh Thanh Dung - Member of the Board of Directors, Branch Manager)
* Content: Approve the Company borrowing capital of VND 3,000,000,000 or equivalent foreign currency conversion at LienViet Post Commercial Joint Stock Bank - Kien Giang Branch to supplement working capital and prepay HXT fishmeal.

Article 6: Implementation:

This Resolution was approved by the Board of Directors on March 5, 2024.

The Board of Directors, the Board of Management, units and departments of the Company are responsible for implementing this Resolution.