**VSN: Annual General Mandate**

On April 26, 2024, Vissan Joint Stock Company announced General Mandate No. 01/NQDHDCD-VISSAN as follows:

Article 1. Approve the Report on production and business activities in 2023; Directions and tasks for 2024 with the following main contents:

1. Production and business results in 2023:

* Total revenue: VND 3,384,604,951,353
* Total profit before tax: VND 138,570,974,640
* Output:
* Pork of all kinds: 9,854 tons
* Beef: 616 tons;
* Processed foods: 21,511 tons

1. Production and business plan in 2024

* Total revenue: VND 3,570,000,000,000
* Total profit before tax: VND 141,500,000,000
* Output:
* Pork of all kinds: 10,000 tons
* Beef: 600 tons
* Processed foods: 23,500 tons

‎‎Article 2. Approve the Report on the activities of the Board of Directors in 2023

‎‎Article 3. Approve the Report on the activities of the Supervisory Board in 2023.

‎‎Article 4. Approve the distribution of profits in 2023 and the Plan for profit distribution, provisional appropriation of bonus and welfare funds in 2024, specifically as follows:

1 Profit distribution in 2023: (Unit: VND)

| No. | Target | Amount |
| --- | --- | --- |
| (1) | Profit after tax of 2023 | 106,794,229,453 |
| (2) | Appropriation of Funds in 2023, including: | 73,018,025,545 |
| (2a) | Development and investment fund (15%) | 16,019,134,418 |
| (2b) | Bonus and welfare fund (02 months of average actual salary in 2023 of employees, plus 20% of the profit exceeding the plan but not exceeding 03 months of average salary) | 56,535,984,534 |
| (2c) | Bonus fund for managers (1.5 months of average actual salary in 2023 of executive managers multiplied by the rate of Adjusted profit plan in 2023/Approved profit plan in 2023) | 462,906,593 |
| (3) | Remaining profit after appropriation of funds in 2023 (3) = (1) - (2) | 33,776,203,908 |
| (4) | Remaining profit from previous years | 189,355,293,359 |
| (5) | Dividends in 2023 (6% of face value) | 48,542,700,000 |
| (6) | Remaining profit after distribution (6) = (3) + (4) - (5) | 174,588,797,267 |

1. Plan on profit distribution for 2024:

* Investment and development fund Appropriate 15% of profit after tax
* Appropriation for Bonus and welfare fund: based on the actual business results in 2024, the appropriation of the Bonus and Welfare Fund for Employees will be decided at the Annual General Meeting of Shareholders 2025.
* Bonus fund for managers: based on the actual business results in 2024, the appropriation of the Bonus Fund for managers will be decided at the Annual General Meeting of Shareholders 2025
* Dividends paid to shareholders: 5%/par value

1. Provisional appropriation of Bonus and welfare fund in 2024: Provisionally appropriate 10% of profit after tax.

‎‎Article 5. Approve the Salary and remuneration fund of the Board of Directors and Supervisory Board in 2023 and the Plan for 2024, specifically as follows:

1. Actual salary fund in 2023 of the executive Chair of the Board of Directors, executive Chief of the Supervisory Board; Actual remuneration fund in 2023 of the Board of Directors and Supervisory Board:
   1. Actual salary fund in 2023 of the executive Chair of the Board of Directors, executive Chief of the Supervisory Board:

Unit VND

| No. | Position | Plan 2023 | Adjusted Plan 2023 | Results 2023 |
| --- | --- | --- | --- | --- |
| 1 | Executive Chair of the Board of Directors | 804,000,000 | 684,000,000 | 684,000,000 |
| 2 | Executive Chief of the Supervisory Board | 720,000,000 | 600,000,000 | 600,000,000 |
| Total | | 1,524,000,000 | 1,284,000,000 | 1,284,000,000 |

* 1. Actual remuneration fund in 2023 of the Board of Directors and Supervisory Board: Unit VND

| No. | Position | Plan 2023 | Adjusted Plan 2023 | Results 2023 |
| --- | --- | --- | --- | --- |
| 1 | The Board of Directors  (non-executive members) | 480,000,000 | 384,000,000 | 384,000,000 |
| 2 | The Supervisory Board  (non-executive members) | 192,000,000 | 144,000,000 | 144,000,000 |
| Total | | 672,000,000 | 528,000,000 | 528,000,000 |

For the remuneration of members of the Board of Directors and Supervisory Board who propose not to receive, the Company will handle it in accordance with regulations.

1. Salary plan for the executive Chair of the Board of Directors, executive Chief of the Supervisory Board in 2024; remuneration of the Board of Directors and Supervisory Board in 2024:
   1. Salary plan for the executive Chair of the Board of Directors, executive Chief of the Supervisory Board in 2024:

Unit: VND

| No. | Position | Salary Fund per Plan 2024 |
| --- | --- | --- |
| 1 | Executive Chair of the Board of Directors | 684,000,000 |
| 2 | Executive Chief of the Supervisory Board | 600,000,000 |
| Total | | 1,284,000,000 |

1. Remuneration plan of the Board of Directors and Supervisory Board in 2024:

* Board of Directors (non-executive members): VND 384,000,000
* Supervisory Board (non-executive members): VND 144,000,000

‎‎Article 6. Approve the audited Financial Statements for 2023 of Vissan Joint Stock Company.

‎‎Article 7. Approve the selection of PwC (Vietnam) Limited Company to perform the audit and review of the Financial Statements 2024 of Vissan Joint Stock Company.

‎‎Article 8. Approve the Report on the reduction of charter capital due to the Company's repurchase of issued shares from employees upon early termination of labor contracts before the committed term in accordance with the law, specifically:

* Current total charter capital: VND 809,143,000,000, corresponding to 80,914,300 shares.
* Adjusted decrease: VND 92,000,000, corresponding to 9,200 shares.
* Total charter capital after decrease: VND 809,051,000,000, corresponding to 80,905,100 shares.

Assign Mr. Nguyen Ngoc An - General Manager of the Company (Legal representative) to carry out the necessary procedures to reduce the charter capital in accordance with the provisions of law.

‎‎Article 9. Approve the contents of amendments and supplements to the Charter of Vissan Joint Stock Company.

‎‎Article 10. Approve the Report on the implementation status of the project "Relocation and technological innovation of Vissan's livestock slaughtering and food processing factory".

‎‎Article 11. Terms of enforcement

This General Mandate was unanimously approved by the Annual General Meeting of Shareholders 2024 of Vissan Joint Stock Company in its entirety at the meeting and takes effect from the date of signing.

All shareholders, the Board of Directors, the Supervisory Board, the Board of Management, affiliated units, and related individuals are responsible for implementing this General Mandate and deploying it in accordance with their operational functions in compliance with current legal regulations and the Charter of Vissan Joint Stock Company.