**PSL: Annual General Mandate 2024**

On June 26, 2024, Phu Son Livestock Joint Stock Company announced General Mandate No. 04/NQ-DH as follows:

‎‎Article 1. Approve the report on production and business results 2023 with the following main targets:

* Breeding pig: 119 tons achieved 108.2% of the plan;
* Porker: 2,178 tons achieved 99.9% of the plan;
* Total revenue: VND137,844 million, achieved 100.7% of the plan
* Profit before tax: VND10,568 million, achieved 109.5% of the plan
* Profit after tax: VND8,173 million, achieved 100.3% of the plan

-Payable to State budget: VND3,820 million, achieved 156.1% of the plan

* Profit after tax/Charter capital: 4.97% achieved 88.4% of the plan;
* Dividends: 3.5%/charter capital achieved 100.0% of the plan.

‎‎Article 2. Approve the Report of the Board of Directors 2023

‎‎Article 3. Approve the Report of Supervisory Board 2023.

‎‎Article 4. Approve the Audited Financial Statements 2023

‎‎Article 5. Approve the production and business plan 2024 with the following main targets:

* Output of product consumption:
* Breeding pig: 120 tons
* Porker: 1,995 tons
* Total revenue: VND134,500 million;
* Profit before tax: VND5,300 million;
* Profit after tax: VND4,500 million;
* Payable to State budget: VND1,200 Million.
* Profit after tax/state capital (%): 3.1%
* Dividends: More than 2.5%/charter capital

Assign The Board of Directors to implement the production and business plan 2024.

‎‎Article 6. Approve the profit distribution Plan after corporate income tax and dividend payments 2023

1. Profit after tax 2023: VND8,173,312,009.
2. Distribution of profit after corporate income tax 2023:

The amount of profit after corporate income tax 2023:is distributed: VND8,173,312,009 - VND5,782,028 ((adjusted according to the audit results 2022 of State Audit) = VND8,167,529,981 (According to audit results Notice No. 891/TB-KV XIII dated December 29, 2023 issued by State Audit Region XIII).

Profit after corporate income tax 2023: VND8,167,529,981 was appropriated for funds and dividend payments as follows:

* Bonus and welfare fund for employees: Implement according to Decree No. 53/2016/ND-CP dated June 13, 2016 of the Government and Circular 28/2016/TT- BLDTBXH dated September 1, 2016 of the Ministry of Labor, guiding regulations on labor, salaries, and bonuses for companies with shares and state-contributed capital: VND2,508,592,975.
* Appropriate for bonus fund for managers (According to Clause 2, Article 18 of Circular No. 28/2016/TT- BLDTBXH dated June 13, 2016): Quantity: 8 people, with an average bonus equivalent to 1.5 months' salary of the executive Managers: VND400,605,000.
* Appropriate for investment and development Fund: VND1,123,957,981 (a balance between the company capital needs for production and business investment and shareholder benefits).
* Dividends payment for shareholders in 2023 Distribute 100% of the remaining profit after corporate income tax after appropriation for funds in cash, dividend payment rate is 3.5% of charter capital equivalent to VND350/1 share, the amount is: VND4,134,375,000, including:
* Dividends prepayment 2023 in cash to shareholders: Rate of 2.5%/ charter capital, (spending level of VND250/ 1 share), equivalent to the amount of VND2,953,125,000. The record date for the shareholders to register: December 26, 2023, paid from March 28, 2024.
* Dividends to be paid in cash to shareholders in 2023: Rate of 1%/charter capital (spending level VND/1 share) equivalent to the amount of VND1,181,250,000.

The General Meeting of Shareholders assigned the Board of Directors of the Company to carry out procedures for the recorded list of shareholders in the Q3/2024 and continue to pay dividends 2023 in cash in the Q4/2024 in accordance with regulations.

‎‎Article 7. Approve the Plan of the distribution of profit after corporate income tax and dividend payment 2024

* Planned profit before corporate income tax 2024: VND5,300 million
* Planned profit after corporate income tax 2024: VND4,500 million;
* Distribution of profit after corporate income tax 2024:
* Appropriation for bonus fund for employees and bonus and welfare fund for Managers: Implement according to Decree No. 53/2016/ND-CP dated June 13, 2016 of the Government and Circular 28/2016/TT-BLDTBXH dated September 1, 2016 of the Ministry of Labor, Invalids and Social Affairs, providing guidance on regulations concerning labor, salaries, and bonuses for companies with shares or state-contributed capital, along with relevant legal documents, and aligning with the actual situation and characteristics of the company.
* Investment and development fund The amount of appropriation proposed by the Board of Directors of the Company is based on the actual production and business situation of the Company.
* Dividends in 2024: In cash, distributed 100% of the remaining profit after tax after the appropriation for funds mentioned above, with a dividend rate of more than 2.5%/charter capital

The General Meeting of Shareholders authorizes the Board of Directors of the Company to base on the production and business results 2024 to decide on the level of dividend prepayment 2024 and carry out related procedures in accordance with regulations.

‎‎Article 8. Approve the transfer of the Charter Capital Reserve Fund of owners' equity to the Investment and development Fund:

To comply with the current financial accounting regulations of the company, the Board of Directors proposes transferring the balance of the Reserve Fund for increasing Charter Capital (belong to owners’ equity) to the Investment and development Fund, with the amount of: VND6,750,000,000;

‎‎Article 9. Approve the salary, the bonus and the remuneration of Managers of the Company in 2023.

* The salary of the Executive Manager of the company in 2023 is implemented according to Circular No. 28/2016/TT-BLDTBXH dated September 1, 2016, of the Ministry of Labor, Invalids and Social Affairs, and Minutes No. 01/BB-CTPS dated March 25, 2024 on the approval on implementation of the salary fund 2023 between Phu Son Livestock Joint Stock Company and Dong Nai Food Industrial Corporation (Holding company).

The executive Chair of the Board of Directors and executive members of he Supervisory Board receive executive salary (no remuneration). The implemented salary (according to the settled amount) of the executive Chair of the Board of Directors: VND438 million, executive Members of he Supervisory Board: VND187.2 million;

* The total remuneration implemented in 2023 in accordance with Annual General Mandate 2023: VND390 million, of which:
* The Board of Directors: VND240 million
* The Supervisory Board VND102 million
* Secretariat-Person in charge of corporate governance: VND48 Million.
* Bonus for Managers: Appropriate from profit after tax 2023, implemented according to Clause 2, Article 18 of Circular 28/2016/TT-BLDTBXH dated September 1, 2016 of the Ministry of Labor Invalids and Social Affairs, quantity: 8 people with amount: VND400,605,000.

‎‎Article 10. Approve the planned salary, bonus and the remuneration of Managers of the Company in 2024.

* Salaries and bonuses of Managers (executive and non-executive) in 2024 include: The Board of Directors, Manager, Deputy Manager, Chief Accountant and the Supervisory Board: implemented according to Decree No. 53/2016/ND-CP dated June 13, 2016 of the Government and Circular No. 28/2016/TT-BLDTBXH dated September 1, 2016 of the Ministry of Labor, Invalids and Social Affairs, relevant legal documents on the basis of actual situation the production and business.and characteristics of the Company. The executive Chair of the Board of Directors-Legal Representative and executive Member of Supervisory Board receives salary not remuneration.
* Remuneration of the Board of Directors, Supervisory Board and the Company secretary in 2024: Implement spending levels equal to spending level 2023 as follows:

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| No. | Contents | Unit | Spending level/person/month |
| 1 | 01 Chair of the Board of Directors (executive and non-executive) | VND | 6,000,000 |
| 2 | 04 members of the Board of Directors  | VND | 5,000,000 |
| 3 | 01 Chief of the Supervisory Board | VND | 4,500,000 |
| 4 | 01 member of the Supervisory Board | VND | 4,000,000 |
| 5 | 01 executive member of the Supervisory Board | VND | 0 |
| 6 | 01 Secretary-Person in charge of corporate governance | VND | 4,000,000 |

* Operating budget of the Board of Directors in 2024: VND120 million;

‎‎Article 11. Approve the selection of an independent audit company to audit the Financial Statements 2024.

The General Meeting of Shareholders authorized the Board of Directors to select an audit company from the list approved by the Ministry of Finance and base on the request of the Chief of Supervisory Board to select a company audit the Financial Statements 2024.

‎‎Article 12. Terms of enforcement

1. This General Mandate was approved on June 26, 2024 and takes effect from the date of getting approval from the General Meeting of Shareholders.
2. Members of the Board of Directors, the Supervisory Board, the Executive Board, shareholders of Phu Son Livestock Joint Stock Company relevant units and individuals are responsible for organizing and implementing this General Mandate according to their authority and functions and ensuring the shareholders’ benefits and company and cmply with the provisions of law and the Company's Charter./.