

EMPLOYEE STOCK OWNERSHIP PLAN (ESOP)

At Niugini Swine Farming Corporation, we believe that our employees are the backbone of our success. To recognize their contributions and align their interests with the company's growth, we have established a separate Employee Stock Ownership Plan (ESOP). This initiative allows eligible employees to become shareholders, fostering a culture of ownership, accountability, and long-term commitment.

HOW OUR ESOP WORKS

1. Eligibility & Participation

Employees become eligible to purchase ESOP shares after completing their probation period. Participation is open to full-time employees across all departments, from farm operations to corporate leadership.

2. Share Allocation & Vesting

Shares are allocated based on various factors such as position, performance, and tenure. To encourage long-term commitment, ESOP shares will follow a vesting schedule over 1 to 5 years.

3. Employee Contributions & Buy-In Option

Once employees complete their probation period, they can purchase ESOP shares. The company may also offer matching contributions, where Niugini Swine Farming Corporation contributes additional shares for every share an employee purchases.

4. Dividend Payouts & Profit Sharing

Employees who hold ESOP shares receive dividends based on the company's profitability. This ensures that as the company grows, employees directly benefit from the financial success.

5. Exit & Buyback Options

If an employee leaves the company, they have the option to:

- ☒ sell their shares back to the company at fair market value.

- ✓ Hold onto their vested shares and continue receiving dividends (if applicable).
- ✓ Transfer shares according to ESOP guidelines to the retirement plan.

BENEFITS OF OUR ESOP

For Employees:

- **Wealth Creation:** Build financial stability through share ownership.
- **Performance-Based Rewards:** Earn shares based on contributions and tenure.
- **Long-Term Security:** Benefit from dividends and share value appreciation.

For the Company:

- **Increased Employee Engagement:** Employees are more invested in the company's success.
- **Reduced Turnover:** Long-term incentives encourage retention.
- **Stronger Organizational Growth:** A committed workforce drives innovation and efficiency.

At Niugini Swine Farming Corporation, our ESOP is more than just a financial benefit—it's a commitment to shared prosperity and sustainable growth. By empowering employees with ownership, we create a future where everyone contributes to and benefits from our success.