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| **I.D.I INTERNATIONAL DEVELOPMENT AND INVESTMENT CORPORATION**      Number: 0424//2025/BC-HĐQT | **SOCIALIST REPUBLIC OF VIETNAM**  **Independence – Freedom – Happiness**  *Thanh Hoa, April 24th, 2025* |

**REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024 AND THE PLANS FOR 2025**

**To:** The Annual General Meeting of Shareholders of I.D.I Multinational Investment and Development Joint Stock Company

On behalf of the Board of Directors (BOD) of I.D.I Multinational Investment and Development Joint Stock Company, I would like to extend my warm greetings and sincere thanks for the trust, support, and partnership that the shareholders have shown towards the company over the past year. Below is a summary of the activities of the BOD in 2024 and the planned activities for 2025.

**I. RESULTS OF THE BOARD OF DIRECTORS’ ACTIVITIES IN 2024:**

In 2024, the company successfully organized the Annual General Meeting of Shareholders (AGM) and elected the BOD and Supervisory Board (SB) for the 2024-2029 term to ensure that the company operates in accordance with the provisions of the 2020 Enterprise Law and to address several key matters approved by the AGM to ensure the company’s efficient operation.

Also in 2024, the Board of Directors held 32 meetings and issued 32 decisions, including decisions on loans, guarantees with banks, transactions with related parties, and the distribution of dividends in stock for the years 2022 and 2023 at a rate of 20%. Notably, the Board also successfully decided to issue a non-convertible bond package worth VND 1,000 billion to fund two projects: the U.S. Seafood Processing Plant and the Sao Mai High-tech Aquatic Breeding Center. This decision was also disclosed according to regulations. All decisions were based on the consensus of all members and in line with the functions and powers of the BOD.

With a strong sense of responsibility, the Board of Directors focused on monitoring and proactively offering timely solutions and supporting the General Director in managing production and business operations, maintaining traditional customer relationships while expanding into potential markets, including the U.S. market, where anti-dumping duties were significantly reduced. Additionally, the BOD enhanced governance in various areas such as production management, human resources, and particularly financial management amid the challenging global economic situation and high inflation, ensuring the completion of the tasks outlined in the 2024 AGM resolution.

**1. Organizational Work:**

**a. Personnel:**

* In light of the economic difficulties affecting the company's production and business operations, the BOD directed the General Director to reorganize the company’s structure and recruitment process to align with the company’s development model, aiming to reduce costs while still meeting customer order demands.
* The BOD maintained its policy of training staff, regularly providing consultations, guidance, and opportunities for skill development to help employees improve their qualifications, keep up with modern technology, and develop a young workforce to support the company’s effective and sustainable growth.

**b. Shareholder Relations:**

* The BOD prepared the necessary programs, content, documents, convened the meeting, and successfully organized the 2024 Annual Shareholders' Meeting.
* The BOD also completed all pre-meeting procedures for this year’s AGM: issuing the decision to convene the meeting, preparing the list of eligible shareholders, creating the meeting agenda and content, and preparing related documents.
* Information on emerging issues was disclosed in a timely and compliant manner to enhance transparency in the company’s governance activities, helping shareholders understand the company’s performance and ensuring the protection of shareholders’ rights and interests.

**2. Supervisory and Directive Role in Business Operations and Financial Accounting:**

In 2024, the BOD actively supervised and directed the resolution of various issues, including:

* Holding regular and ad-hoc meetings to improve governance and closely monitor business operations. Additionally, the BOD engaged in frequent discussions and coordination between members to address issues arising outside of formal meetings.
* To effectively perform its governance role, the BOD regularly monitored business operations through periodic reports and ad hoc reports, thereby providing timely guidance to resolve emerging issues.
* Approved the signing of a contract with the Southern Financial, Accounting, and Auditing Consulting Services Co., Ltd. (AASCS) to audit the 2024 financial statements in line with the schedule, and this contract was also disclosed as required by current regulations.
* The company set up development investment funds, financial reserves, and bonus funds from undistributed after-tax profits in accordance with the 2024 AGM resolution.
* Completed the distribution of stock dividends for the years 2022 and 2023 at a rate of 20%, as previously approved at the prior AGM, in accordance with the provisions of the Enterprise Law within six months of the AGM conclusion.
* The Board of Directors consistently directed the General Director to strengthen and improve accounting practices, ensuring compliance with current financial accounting regulations, adhering to legal requirements, and fulfilling obligations to the state budget.
* The BOD closely monitored the company’s financial management policies and internal spending regulations through daily income and expense reports, weekly debt reports, and management reports, helping the BOD manage cash flow effectively and control costs. Additionally, the BOD kept updated on the financial situation to guide future plans and strategies.

**II. PLANS AND DIRECTIONS OF THE BOARD OF DIRECTORS FOR 2025:**

In 2025, the BOD will continue to set objectives and plans to further promote the company’s growth and sustainable development in light of positive signals from global economic recovery. This will positively impact global consumer spending and demand. Vietnam’s tra fish industry remains a key essential commodity due to its ease of cultivation, nutritional value, and low price, making it an attractive alternative to more expensive foods as the global economy begins to recover. In response to these developments, the BOD has formulated an appropriate business strategy, striving to achieve the 2025 target of VND 8,000 billion in net revenue and VND 170 billion in net profit.

* The company will continue to focus on completing the closed-loop seafood production chain, accelerating the U.S. Seafood Processing Plant and Sao Mai High-tech Aquatic Breeding Center projects, and focusing on expanding export markets, particularly in North America, Europe, and East Asia. The company will prioritize increasing product value, improving quality, and meeting the stringent requirements of international customers.
* The BOD will strengthen its role in management, supervision, and support for the General Director and other managers in driving the company’s growth.
* The company will continue to streamline its organizational structure in line with the company’s scale, ensuring efficiency.
* The BOD will approve investment plans in modern technologies, including sustainable aquaculture methods and automation in the processing chain to improve product quality and reduce costs.
* The BOD will continue to revise and improve the company’s charter, governance regulations, and BOD operation procedures to suit the organizational model.
* The BOD will enhance supervision and control over the execution of the business plan for 2025.
* The BOD will remain committed to protecting the rights and interests of shareholders and employees.
* Environmental protection measures throughout the supply chain will continue to be implemented to ensure sustainable development and commitment to local communities.

With the achievements made in 2024 and clear direction for 2025, the Board of Directors of I.D.I Multinational Investment and Development Joint Stock Company commits to continue working diligently to enhance shareholder value, develop the company sustainably, and contribute positively to the community and the environment.

This is the full report of the BOD for 2024 and the plans for 2025. The BOD respectfully submits it for the AGM’s consideration and approval.

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| **ON BEHALF OF THE BOARD OF DIRECTORS** **CHAIRMAN**  **LE THANH THUAN** |