

## RESOLUTION

### Annual General Meeting of Shareholders in 2026

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020; Law No. 03/2022/QH15 dated January 11, 2022; Law No. 76/2025/QH15 dated 17/06/2025, amending the Law on Enterprises;

- Pursuant to the Law on Securities No. 54/2019/QH14 dated 26/11/2019; Law No. 56/2024/QH15 dated 29/11/2024, regulating securities and the securities market;

- Pursuant to the Charter of organization and operation of Ca Mau Seafood Joint Stock Company dated 27/03/2021;

- Pursuant to the Minutes of the Annual General Meeting of Shareholders of Ca Mau Seafood Joint Stock Company in 2026, dated April 04, 2026.

Total number of shareholders attending the general meeting of ownership and ownership representatives: 6,361.015 shares/9,249,173 shares, equivalent to 68.77% of voting shares.

The Annual General Meeting of Shareholders unanimously approved the Resolution of the General Meeting of Shareholders of Ca Mau Seafood Joint Stock Company in 2026, with the following main contents:

#### 1. Approved data on the implementation of a number of basic production and business targets in 2025.

Criteria	Unit of calculation	Implementation
1. <u>Total finished product production</u>	Tons	<b>4.859</b>
In which:		
- Manufactured from raw materials	Tons	4.289
- Manufactured from semi-finished products	Tons	570
2. <u>Total consumption</u>	Tons	<b>5.454</b>
3. <u>Total revenue</u>	VND	<b>860.759.378.230</b>
4. <u>Export turnover</u>	USD	<b>32.027.427</b>
5. <u>Profit before corporate income tax</u>	VND	<b>59.731.566.164</b>
6. <u>Investment in capital construction and machinery and equipment</u>	Billion VND	<b>6,922</b>

Approval voting rate: 100% in favor; 0% disapprove; 0% have no opinions.

## 2. Approve the targets of the basic production and business plan in 2026.

### \* Production of aquatic products:

Unit: Ton

UNIT INTERPRETATION	New Enterprises	Dam Doi Enterprises	Song Doc Enterprises	Whole Company
- Frozen shrimp	1.450	1.450	0	2.900
- Surimi	0	0	2.000	2.000
<b>Total</b>	<b>1.450</b>	<b>1.450</b>	<b>2.000</b>	<b>4.900</b>

### \* Consumption volume, total revenue, export turnover and profit:

Criteria	Unit	Official
+ Consumption	Tons	6.000
+ Total revenue from sales and service provision	VND	834.750.000.000
+ Export turnover	USD	30.500.000
+ Domestic consumption	USD	1.000.000
+ Profit before corporate income tax	VND	43.000.000.000

### \* Investment plan for construction and machinery and equipment:

TT	Works/Investment Items	Concept (Million VND)	Notes
1	Construction of the Company's office and cold storage cover, at 8 Cao Thang, Ly Van Lam Ward, Ca Mau Province.	22.000	Forward
2	Cold storage of 3,800 pallets, at 8 Cao Thang, Ly Van Lam ward, Ca Mau province.	30.000	Forward
3	Investment in cold storage rooftop solar power system	1.500	
4	Upgrading the system and replacing 2 flakes of 10 tons/mortar/day, including ice warehouses at the New Enterprise	2.000	
5	Upgrading and converting from R22 gas to NH3 gas for Nam Dung conveyor belt (Changing the coil of the indoor unit) at the New Enterprise	2.000	
6	Upgrading the internal road at the New Enterprise	2.000	Forward
7	Upgrading and rearranging the production line of workshop 196 - New Enterprise, connected to a cold storage of 3,800 pallets.	5.000	Forward



8	Newly equipped with a 700kg/h re-freezing conveyor belt; including compressors, condensers at Dam Doi Enterprise	5.500	Forward
9	Upgrading and repairing part of the processing and sizing area at Dam Doi Enterprise	550	
10	Raising the internal foundation at Dam Doi Enterprise	300	
11	Upgrading and converting from R22 gas to NH3 gas for the cold storage system (Replacing the indoor unit, connecting the high-voltage side with the Block freezer system) at Song Doc Enterprise	500	
12	Installation of fire protection system at Song Doc Enterprise	840	
13	Building 20 new rooms for workers at Song Doc Enterprise	2.000	
<b>TOTAL</b>		<b>74.190</b>	

Approval voting rate: 100% in favor; 0% disapprove; 0% have no opinions.

### **3. Approve the 2025 Financial Statements.**

Through the presentation of the 2025 Financial Statements audited by RSM Vietnam Auditing & Consulting Co., Ltd. by the Chief Accountant of the Company.

Approval voting rate: 100% in favor; 0% disapprove; 0% have no opinions.

### **4. Approve the Report of the Supervisory Board in 2025.**

Through the presentation of the Report on the results of assessment and supervision of the Supervisory Board in 2025 by the Representative of the Supervisory Board of the Company.

Approval voting rate: 100% in favor; 0% disapprove; 0% have no opinions.

### **5. To approve the Report on the activities of the Board of Directors in 2025.**

Through the presentation of the Report on the activities of the Board of Directors in 2025 by the Chairman of the Board of Directors of the Company.

Approval voting rate: 100% in favor; 0% disapprove; 0% have no opinions.

### **6. To approve the dividend payment plan in 2025 and the dividend payment plan in 2026.**

Pursuant to the Resolution of the Company's Annual General Meeting of Shareholders dated 05/04/2025, the decision on the dividend payment in 2025 is expected to be 15%.

With the positive results of production and business activities as reported by the Board of Directors, on January 29, 2026, the Board of Directors met to decide to submit to the General Meeting of Shareholders the cash dividend payment rate in 2025 is 20%, of which the specific plan is as follows:

### 6.1. Expenditure on the 1st dividend advance in 2025.

- On 08/01/2026, the Board of Directors decided to pay the 1st dividend advance in 2025 in cash, at the rate of 15%. Specifically:

- Stock code: CAT
- Total number of shares: 9,748,579 shares
- Number of shares outstanding: 9,249,173 shares
- Number of treasury shares: 499,406 shares
- Payout rate: **15%** (equivalent to 1,500 VND/share)
- Total dividend payment value: 9,249,173 shares x 1,500 VND = **13,873,759,500**

**VND.**

### 6.2. The 2nd dividend payment in 2025.

- Securities name: Shares of Ca Mau Seafood Joint Stock Company
- Stock code: CAT
- Total number of shares (expected after issuance): 14,373,166 shares
- Number of shares outstanding: 13,873,760 shares
- Number of treasury shares: 499,406 shares
- Payout rate: **5%** (equivalent to 500 VND/share)
- Total expected dividend payment value: 13,873,760 shares x 500 VND =

**6,936,880,000 VND.**

- Source of payment: Undistributed after-tax profit on the audited financial statements in 2025.

- Form of payment: All in cash.

- Payment time: After having a list of shareholders closed on the last registration date to exercise the right to receive the 2nd dividend in 2025 of the Vietnam Securities Depository and Clearing Corporation – Ho Chi Minh City Branch (CNVSDC).

- Objects of payment: Existing shareholders according to the above list of CNVSDC.

- Payment method: the same as the dividend paid in 2024.

- Authorize the General Director: Decide on detailed plans for dividend payment.

### 6.3. Dividend payment plan in 2026.

Through analysis, assessment, assessment of the situation and based on the targets of the production and business plan in 2026, the Board of Directors agreed to submit to the



General Meeting of Shareholders for approval the dividend payment in 2026: Expected **15%** (Fifteen percent).

Approval voting rate: 100% in favor; 0% disapprove; 0% have no opinions.

## **7. Remuneration of the Board of Directors and the Control Board.**

Pursuant to Clauses 2 and 3, Article 28 of the Company's Charter on organization and operation, and after reviewing the report of the Board of Directors, the General Meeting of Shareholders agreed that the total remuneration of the Board of Directors in 2025 is: 420,000,000 VND, i.e. 5,000,000 VND/person/month. The total remuneration of the Supervisory Board and the Secretary of the Board of Directors, the company's administrator is: 168,000,000 VND, specific level: Head of the Supervisory Board, Secretary of the Board of Directors of the company's administrator: 4,000,000 VND/person/month, Controller: 3,000,000 VND/person/month. The total remuneration is: 588,000,000 VND.

In which:

- The total remuneration of 03 members of the Board of Directors who directly participate in the management of the enterprise and the Supervisory Board and the Secretary of the Board of Directors and the company's administrator is VND 348,000,000, which shall be accounted into expenses.

- The total remuneration of 04 members of the Board of Directors who do not directly participate in the management of the enterprise is VND 240,000,000, which is deducted from the profit after CIT in 2025.

Approval voting rate: 100% in favor; 0% disapprove; 0% had no opinion.

## **8. To deduct a part of the after-tax profit for setting up the reward and welfare fund and the development investment fund.**

8.1. Based on the results of the company's production and business activities in 2025. After reviewing the company's reward and welfare fund, in order to create conditions for the Board of Directors to have a source of expenditure in necessary cases, year-end commendation, the General Meeting of Shareholders agreed to deduct: **6%** from the profit after corporate income tax of 2025 to the reward fund, company welfare (*in which: reward fund 4.5%, welfare fund 1.5%*); deduct **2%** from profit after corporate income tax in 2025 to the reward fund of the company's Board of Directors.

8.2. In order to be proactive in investment, production and business development, the General Meeting of Shareholders agreed to deduct: **50%** from undistributed after-income tax profits to the development investment fund, specific data based on the financial statements in 2025.



Approval voting rate: 100% in favor; 0% disapprove; 0% had no opinion.

**9. Bonuses in excess of profit targets for senior officials.**

**9.1.** Pursuant to the Resolution of the Annual General Meeting of Shareholders dated 05/04/2025, it is agreed to deduct and reward the profit exceeding the profit target for senior officials in 2025 from 15 - 20%/ the profit exceeding the annual plan target. Based on the results of the profit exceeding the target of the plan in 2025, the General Meeting of Shareholders agreed that the level of bonus deduction exceeding the target of profit for senior officials in 2025 is 15%. Specific data is based on the financial statements in 2025.

**9.2.** To encourage, motivate and encourage senior managers to further improve their roles in managing and administering work according to their assigned functions and tasks and bring about the highest possible efficiency. In addition to the usual annual bonus, the General Meeting of Shareholders agreed to deduct a bonus for exceeding the profit target for senior officials in 2026 from 15 to 20%/ profit exceeding the annual plan target. Regarding specific subjects and levels of commendation, the General Director shall consider and decide.

Approval voting rate: 100% in favor; 0% disapprove; 0% have no opinions.

**10. To approve the amended Charter of the Company.**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020; Law No. 03/2022/QH15 dated January 11, 2022, Law No. 76/2025/QH15 dated June 17, 2025 amending a number of articles of the Law on Enterprises.

In order to facilitate the storage, lookup, copying and implementation, the Board of Directors has directed the integration of appendices, updating and amending the Company's Charter as presented. The General Meeting of Shareholders unanimously voted to approve the amended Charter of Ca Mau Seafood Joint Stock Company, dated 04/04/2026.

Approval voting rate: 100% in favor; 0% disapprove; 0% have no opinions.

**11. Select an Independent Auditing Firm.**

Pursuant to Point k, Clause 2, Article 15, Charter of organization and operation of the Company. The General Meeting of Shareholders agreed: Authorize the Board of Directors to choose an independent auditing firm in 2026, provided that it meets the standards prescribed by the Ministry of Finance and is the most cost-effective for the Company.

Approval voting rate: 100% in favor; 0% disapprove; 0% have no opinions.

**12. The** General Meeting of Shareholders shall assign the Board of Directors to direct the implementation of the contents approved in this Resolution and report the implementation results to the General Meeting of Shareholders in the 2027 Annual General Meeting.

The Congress ended at 11:50 a.m. on the same day, the Resolution was read again to the Congress to listen to and unanimously approve.

**CHAIRMAN OF THE BOARD OF DIRECTORS**  
**CHAIRMAN OF THE MEETING**



*Đã Vĩnh Hoàng Chương*

