

**RESOLVE**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**  
**THUAN PHUOC SEAFOODS AND TRADING CORPORATION**

- Pursuant to the Enterprise Law No. 59/2020/QH14 issued on June 17, 2020 and implementing documents;
- Pursuant to the Securities Law No. 54/2019/QH14 issued on November 26, 2019
- Pursuant to the Charter of organization and operation of Thuan Phuoc Seafoods and Trading Corporation;
- Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders of Thuan Phuoc Seafoods and Trading Corporation dated March 15, 2025.

**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**  
**THUAN PHUOC SEAFOODS AND TRADING CORPORATION**

**RESOLUTION**

**ARTICLE 1: Approval of the Board of Directors' Report on 2024 business results and 2025 business plan (according to the content of Report No. : 39 /BC-BGD, dated March 11, 2025.**

1/ Approval of 2024 production and business results:

- Total revenue : **VND 3,092 billion**
- Export turnover : **121.92 million USD**
- Export output : **12,646 tons of products**
- Profit before tax : **VND 18.31 billion**
- Dividend : **04%**
- Average income (26 working days) : **8,500,000 VND/person/month**

The vote passed with 100% approval of the total number of votes of all shareholders attending and voting at the meeting.

2/ Production and business plan 2025:

- Total revenue : VND 2,600 - 3,100 billion
- Export turnover : 100 - 120 million USD
- Export output : 11,500 - 12,700 tons of products
- Profit before tax : VND 15 - 20 billion
- Dividend : 0% - 03%
- Average income (26 working days) : 8,500,000 VND/person/month

The vote passed with 100% approval of the total number of votes of all shareholders attending and voting at the meeting.

**ARTICLE 2: Approval of the Board of Directors' 2024 Operational Report and 2025 Plan (according to the content of Report No.: 40 /BC-HĐQT, dated March 11, 2025 attached)**

The vote passed with 100% approval of the total number of votes of all shareholders attending and voting at the meeting.

**ARTICLE 3: Approval of the 2024 Company Supervisory Board's Operation Report (according to the content of Report No.: 41 /BC-BKS, dated March 11, 2025, attached)**

The vote passed with 100% approval of the total number of votes of all shareholders attending and voting at the meeting.

**ARTICLE 4: Approval of the selection of an auditing unit to audit the Company's 2025 Financial Statements (according to the content of Submission No. : 42 /TT-BKS, dated March 11, 2025, attached)**

- Authorizing the Board of Directors to negotiate with ECOVIS AFA Viet Nam Audit – Appraisal and Consulting Company Limited to audit the company's 2025 financial statements.

- In case the Board of Directors cannot negotiate with ECOVIS AFA Viet Nam Audit – Appraisal and Consulting Company Limited on the audit fee, quality and progress of the audit, etc., the General Meeting of Shareholders authorizes the Board of Directors to have full authority to find another suitable auditing unit that is on the list of qualified auditors for public companies in Vietnam recognized by the State Securities Commission.

The vote passed with 100% approval of the total number of votes of all shareholders attending and voting at the meeting.

**ARTICLE 5: Approval of the audited 2024 Financial Report (according to the content of Submission No.: 43 /TT-HĐQT, dated March 11, 2025, attached)**

The vote passed with 100% approval of the total number of votes of all shareholders attending and voting at the meeting.

**ARTICLE 6: Approval of profit distribution and dividend payment for 2024 and the Profit Distribution and Dividend Payment Plan for 2025 (according to the content of Submission No.: 44/TT-HDQT, dated March 11, 2025, attached)**

1/ Approval of Profit Distribution and Dividend Payment for 2024 :

No.	Items	Amount (VND)	Ratio / Profit after tax
1	Total profit before tax	18,312,220,756	
2	Corporate income tax	1,858,225,782	
3	Total profit after tax	16,453,994,974	
4	Dividend payment to shareholders (4%)/charter capital	8,644,314,000	4%/ VĐL
5	Development investment fund provision	3,109,680,974	18.9 %/LNST
6	Deduction to reward and welfare fund	3,100,000,000	18.9 %/LNST
7	Extract from the Board of Directors and Supervisory Board's reward fund	1,600,000,000	10%/LNST

The vote passed with 100% approval of the total number of votes of all shareholders attending and voting at the meeting.

2/ Approval of the 2025 Profit Distribution and Dividend Payment Plan :

No.	Items	Amount (VND)	Amount (VND)	Ratio / Profit after tax
1	Total profit before tax (15-20 billion)	15,000,000,000	20,000,000,000	
2	Corporate income tax	2,250,000,000	3,000,000,000	15%/LNST
3	Total profit after tax	12,750,000,000	17,000,000,000	
4	Dividend payment to shareholders (0 - 03%)/charter capital	0	6,483,235,500	0%-3%
5	Development investment fund provision	5,775,000,000	4,416,764,500	25-45%
6	Deduction to reward and welfare fund	5,700,000,000	4,400,000,000	25-45%
7	Extract from the Board of Directors and Supervisory Board's reward fund	1,275,000,000	1,700,000,000	10%

The vote passed with 100% approval of the total number of votes of all shareholders attending and voting at the meeting.

**ARTICLE 7: Approval of remuneration and bonus payment for the Board of Directors and Supervisory Board in 2024 and the Remuneration and Bonus Payment Plan for the Board of Directors and Supervisory Board in 2025 (according to the content of Submission No. : 45 /TT-HĐQT, dated March 11, 2025 attached).**

**I. Approval of remuneration and bonuses for the Board of Directors and the Board of Supervisors in 2024:**

**1./ Remuneration for the Board of Directors and the Board of Supervisors**

- Remuneration for the Board of Directors (4 members): 32,000,000 VND/month x 12 months = VND 384,000,000.

- Remuneration for the Board of Supervisors (03 members): 18,000,000 VND /month x 12 months = VND 216,000,000.

**Total remuneration for the Board of Directors and the Board of Supervisors in 2024: VND 600,000,000.**

**2. Bonuses of the Board of Directors and the Board of Supervisors**

According to the Resolution of the 2024 Annual General Meeting of Shareholders: The Company's planned pre-tax profit is: **VND 15 billion**. Due to effective business operations in 2024, the Company's pre-tax profit reached **VND 18.31 billion**, equivalent to after-tax profit of **VND 16.45 billion**. According to the Resolution of the 2024 Annual General Meeting of Shareholders on the bonus of the Board of Directors and the Board of Supervisors is 10% of after-tax profit if the plan is achieved and exceeded, so the total bonus for the Board of Directors and the Board of Supervisors is: **VND 1,600,000,000**.

The vote passed with 100% approval of the total number of votes of all shareholders attending and voting at the meeting.

**II. Approval of the expected remuneration and bonus levels of the Board of Directors and the Board of Supervisors in 2025:**

1. Remuneration of the Board of Directors (04 members): 32,000,000 VND/month x 12 months = VND 384,000,000.

2. Remuneration of the Board of Supervisors (03 members): VND 18,000,000/month x 12 months = VND 216,000,000.

**Total remuneration in 2025: VND 600,000,000**

**3. Bonus levels of the Board of Directors and the Board of Supervisors:**

- Bonus level of the Board of Directors and the Board of Supervisors is 07% of the total profit after tax if the plan is not achieved.
- Bonus level of the Board of Directors and the Board of Supervisors is 10% of the total profit after tax if the plan is achieved and exceeded.

The vote passed with 100% approval of the total number of votes of all shareholders attending and voting at the meeting.

**Article 8: Implementation provisions.**

The full text of this Resolution was read at the 2025 Annual General Meeting of Shareholders of Thuan Phuoc Seafood and Trading Joint Stock Company and was unanimously approved by shareholders attending the meeting with 100% of the votes in favor, effective from March 15, 2025. The 2025 Annual General Meeting of Shareholders assigns the Board of Directors, the Board of Management, the Board of Supervisors and relevant persons to be responsible for implementing this Resolution.

ON BEHALF OF THE GENERAL MEETING OF  
SHAREHOLDERS  
CHAIRMAN OF THE MEETING

Recipients:

- Shareholders;
- Board of Directors, Board of Management, Board of Supervisors;
- State Audit Commission, Hanoi Stock Exchange;
- Information Disclosure Department;
- Document storage.



CÔNG TY  
CỔ PHẦN  
THỦY SẢN VÀ T. MẠI  
THUAN PHƯỚC  
S.Đ. K.K.D. C.T.C.P.  
SUN TRÀ - TP. ĐÀ NẴNG

TRAN VAN LINH



CÔNG TY  
CỔ PHẦN  
THUAN PHƯỚC  
S.Đ. K.K.D. C.T.C.P.  
SUN TRÀ - TP. ĐÀ NẴNG

**MINUTES OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025  
THUAN PHUOC SEAFOODS AND TRADING CORPORATION**

- - Company name: Thuan Phuoc Seafoods and Trading Corporation.
- - Head office address: 02 Bui Quoc Hung, Da Nang Seafood Service Industrial Park, Tho Quang Ward, Son Tra District. Da Nang City.
- - Business registration certificate: No. 0400100432 issued by the Department of Planning and Investment of Da Nang City for the first time on June 29, 2007, the 9th change on October 25, 2024.
- - Opening time: 08:00 on March 15, 2025.
- - Meeting location: Company hall - 02 Bui Quoc Hung, Da Nang Seafood Service Industrial Park, Tho Quang Ward, Son Tra District, Da Nang City.
- - Meeting agenda: According to the agenda of the 2025 Annual General Meeting of Shareholders. - Invitees: All shareholders listed on the list of shareholders as of February 4, 2025 of the Vietnam Securities Depository and Clearing Corporation (VSDC).

**PART I: OPENING OF THE CONGRESS**

**I/ Report on checking shareholder qualifications**

Mr. Mai Dang Hai - Head of the Shareholders' Qualifications Checking Committee reported the results of checking the qualifications of shareholders attending the General Meeting as follows:

- Total number of shares of the company: 21,611,185 shares, including treasury shares: 400 shares.
- Total number of shares with voting rights according to the list closed on February 4, 2025 issued by the Vietnam Securities Depository and Clearing Corporation (VSDC) is: 21,610,785 shares.

Total number of shareholders attending/ authorized to attend the General Meeting as of 08:00, March 15, 2025 is: 11 shareholders, owning and representing ownership for : 19.347.522 shares, equivalent to the rate : 89,52% of the total number of shares with voting rights of the company.

Thus, with the rate of : 89,52 %, the 2025 Annual General Meeting of Shareholders of the company is legally organized, valid and qualified to proceed according to the provisions of current law and the Company Charter..

**I/ Announcement of reasons and opening of the meeting.**

Mr. Mai Dang Hai, on behalf of the Organizing Committee, announced the reasons for convening the 2025 Annual General Meeting of Shareholders and introduced the participants of the meeting.

### **III/ Approval of the Congress Chairman, Congress Secretary, and Ballot Counting Committee:**

Election of the Presidium, Secretariat and Counting Committee

The Congress elected the Presidium, Secretariat and Counting Committee as follows:

1/ Election of the Presidium:

Mr. Tran Van Linh - Chairman of the Board of Directors - Chairman of the Congress

The Congress approved the Chairman by raising the Voting Card, with the following results:

- Number of shares voting in favor : 19,347,522 shares, accounting for 100% of the total number of shares attending the Congress
- Number of shares voting against : 0 shares, accounting for 0% of the total number of shares attending the Congress
- Number of shares voting without an opinion : 0 shares, accounting for 0% of the total number of shares attending the Congress

2/ Election of the Congress Secretary and the Ballot Counting Committee including:

+ Congress Secretary including:

- Ms. Huynh Thi Nguyet

+ Ballot Counting Committee including:

- Mr. Mai Dang Hai - Head of the Committee.

- Ms. Nguyen Thi Hong Linh - Member.

- Mr. Hoang Xuan Ngoc - Member.

The Congress approved the Congress Secretary and the Ballot Counting Committee by raising the Voting Card, with the following results:

- Number of shares voting in favor : 19,347,522 shares, accounting for 100% of the total number of shares attending the Congress
- Number of shares voting against : 0 shares, accounting for 0% of the total number of shares attending the Congress
- Number of shares voting without an opinion : 0 shares, accounting for 0% of the total number of shares attending the Congress

### **IV. Approval of the Regulations for organizing the 2025 Annual General Meeting of Shareholders:**

Mr. Tran Van Linh - Chairman of the Congress presented the Regulations of the Congress

The Congress approved the Regulations of the 2025 Annual General Meeting of Shareholders by raising the Voting Card, with the following results:

- Number of shares voting in favor : 19,347,522 shares, accounting for 100% of the total number of shares attending the Congress
- Number of shares voting against : 0 shares, accounting for 0% of the total number of shares attending the Congress
- Number of shares voting without an opinion : 0 shares, accounting for 0% of the total number of shares attending the Congress

## **V. Approval of the 2025 Annual General Meeting of Shareholders Agenda :**

Mr. Tran Van Linh - Chairman of the General Meeting presented the Agenda of the 2025 Annual General Meeting of Shareholders, including the following contents:

- 1/ Report on production and business results in 2024 and Production and Business Plan in 2025;
- 2/ Report on the activities of the Board of Directors in 2024 and the plan for 2025;
- 3/ Report on the activities of the Board of Supervisors in 2024;
- 4/ Proposal on selecting an auditing unit for the 2025 Financial Report;
- 5/ Proposal on the audited 2024 Financial Report;
- 6/ Proposal on the Profit Distribution and Dividend Payment Plan in 2024 and the Profit Distribution and Dividend Payment Plan in 2025;
- 7/ Report on Remuneration, bonus of the Board of Directors, Board of Supervisors in 2024 and plan for 2025.

The General Meeting approved the Program of the 2025 Annual General Meeting of Shareholders by raising Voting Cards, with the following results:

- Number of shares voting in favor : 19,347,522 shares, accounting for 100% of the total number of shares attending the Congress
- Number of shares voting against : 0 shares, accounting for 0% of the total number of shares attending the Congress
- Number of shares voting without an opinion : 0 shares, accounting for 0% of the total number of shares attending the Congress

## **PART II: CONFERENCE CONTENT**

The Congress listened to the presentation of the following reports and submissions:

1. The Congress listened to Ms. Duong Thi Tuyet Hang, member of the Board of Directors - Deputy General Director presenting Report No. 39/BC-BGD, dated March 11, 2025 on the business results of 2024 and the business plan for 2025.
2. The Congress listened to Mr. Tran Van Linh - Chairman of the Board of Directors presenting Report No. 40/BC-HDQT dated March 11, 2025 on the activities of the Board of Directors in 2024 and the plan for 2025.
3. The Congress listened to Mr. Nguyen Van Trung - Head of the Supervisory Board presenting:
  - Report No. 41/BC-BKS dated March 11, 2025 on the activities of the Supervisory Board in 2024
  - Submission No. 42/TT-BKS dated March 11, 2025 on selecting an auditing unit for the 2025 Financial Report.
4. The Congress listen to Ms. Duong Thi Tuyet Hang - Member of the Board of Directors, Deputy General Director present:



- Submission No.: 43/TT-HĐQT dated March 11, 2025 on the audited Financial Statements for 2024;
- Submission No.: 44/TT-HĐQT dated March 11, 2025 on Profit Distribution and Dividend Payment for 2024 and the Profit Distribution and Dividend Payment Plan for 2025;
- Submission No.: 45/TT-HĐQT dated March 11, 2024 on Remuneration and Bonuses of the Board of Directors and Supervisory Board in 2024 and the plan for 2025.

### PART III: DISCUSSION AND VOTING

The Chairman of the General Meeting discussed the above issues.

The General Meeting discussed the contents of the reports and proposals to the General Meeting of Shareholders. The General Meeting highly agreed on the contents presented and explained at the General Meeting and had no other comments.

1/ Second qualification check:

Mr. Mai Dang Hai, on behalf of the Shareholders' Qualification Check Committee, reported and updated the results of the second qualification check for shareholders to attend the 2025 Annual General Meeting of Shareholders before voting as follows:

As of : 10 : 30 on March 15, 2025, the total number of shareholders present and eligible to attend the General Meeting is : 11 shareholders, owning and representing ownership of : 19.347.522 shares, accounting for 89,52 % of the total number of voting shares of the Company.

2/ The Congress proceeds to vote: Mr. Tran Van Linh - Chairman of the Congress proposed that the Congress proceed to vote to approve the reports and proposals. The Congress proceeds to vote on the following contents:

**Content 1: Approval of 2024 business production results and 2025 business production plan (according to the content of Report No.: 39/BC-BGD, March 11, 2025 attached).**

1/ Approval of 2024 production and business results:

- Total revenue: VND 3,092 billion
- Export turnover: 121.92 million USD
- Export output: 12,646 tons of products
- Profit before tax: VND 18.31 billion
- Dividend: 04%
- Average income (26 working days): 8,500,000 VND/person/month

a. Total number of votes :	19,347,522	Votes
- Number of votes issued :	19,347,522	Votes, 100% of the vote.
- Number of votes collected :	19,347,522	Votes, 100%.
- Number of valid votes :	19,347,522	Votes, 100%.

- Number of invalid votes :	0	Votes, 0%.
-----------------------------	---	------------

b. Voting results:

Voting Opinions	Total votes	Ratio of votes to total votes of shareholders attending the meeting
Agree :	19,347,522	100%
Disagree :	0	0%
No Opinion :	0	0%

This issue was passed with a 100% approval vote of the total number of votes of all shareholders attending and voting at the meeting.

2/ Production and business plan 2025:

- Total revenue : VND 2,600 - 3,100 billion
- Export turnover : 100 - 120 million USD
- Export output : 11,500 - 12,700 tons of products
- Profit before tax : VND 15 - 20 billion
- Dividend : 0% - 03%
- Average income (26 working days) : 8,500,000 VND/person/month

a. Total number of votes :	19,347,522	Votes
- Number of votes issued :	19,347,522	Votes, 100% of the vote.
- Number of votes collected :	19,347,522	Votes, 100%.
- Number of valid votes :	19,347,522	Votes, 100%.
- Number of invalid votes :	0	Votes, 0%.

b. Voting results:

Voting Opinions	Total votes	Ratio of votes to total votes of shareholders attending the meeting
Agree :	19,347,522	100%
Disagree :	0	0%
No Opinion :	0	0%

This issue was passed with a 100% approval vote of the total number of votes of all shareholders attending and voting at the meeting.

**Content 2: Approval of the Board of Directors' 2024 Operational Report and 2025 Plan (according to the content of Report No.: 40/BC-HĐQT, March 11, 2025 attached).**

a. Total number of votes :	19,347,522	Votes
----------------------------	------------	-------

- Number of votes issued :	19,347,522	Votes, 100% of the vote.
- Number of votes collected :	19,347,522	Votes, 100%.
- Number of valid votes :	19,347,522	Votes, 100%.
- Number of invalid votes :	0	Votes, 0%.

b. Voting results:

Voting Opinions	Total votes	Ratio of votes to total votes of shareholders attending the meeting
Agree :	19,347,522	100%
Disagree :	0	0%
No Opinion :	0	0%

This issue was passed with a 100% approval vote of the total number of votes of all shareholders attending and voting at the meeting.

**Content 3: Approval of the 2024 Company Supervisory Board's Operation Report (according to the content of Report No.: 41 /BC-BKS, March 11, 2025 attached).**

a. Total number of votes :	19,347,522	Votes
- Number of votes issued :	19,347,522	Votes, 100% of the vote.
- Number of votes collected :	19,347,522	Votes, 100%.
- Number of valid votes :	19,347,522	Votes, 100%.
- Number of invalid votes :	0	Votes, 0%.

b. Voting results:

Voting Opinions	Total votes	Ratio of votes to total votes of shareholders attending the meeting
Agree :	19,347,522	100%
Disagree :	0	0%
No Opinion :	0	0%

This issue was passed with a 100% approval vote of the total number of votes of all shareholders attending and voting at the meeting.

**Content 4: Approval of the selection of an auditing unit to audit the Company's 2025 Financial Statements (according to the content of Submission No.: 42 /TT-BKS, March 11, 2025 attached).**

- Authorizing the Board of Directors to negotiate with ECOVIS AFA Viet Nam Audit – Appraisal and Consulting Company Limited to audit the company's 2025 financial statements.

- In case the Board of Directors cannot negotiate with ECOVIS AFA Viet Nam Audit – Appraisal and Consulting Company Limited on the audit fee, quality and progress of the audit, etc., the General Meeting of Shareholders authorizes the Board of Directors to have full authority to find another suitable auditing unit that is on the list of qualified auditors for public companies in Vietnam recognized by the State Securities Commission.

a. Total number of votes :	19,347,522	Votes
- Number of votes issued :	19,347,522	Votes, 100% of the vote.
- Number of votes collected :	19,347,522	Votes, 100%.
- Number of valid votes :	19,347,522	Votes, 100%.
- Number of invalid votes :	0	Votes, 0%.

b. Voting results:

Voting Opinions	Total votes	Ratio of votes to total votes of shareholders attending the meeting
Agree :	19,347,522	100%
Disagree :	0	0%
No Opinion :	0	0%

This issue was passed with a 100% approval vote of the total number of votes of all shareholders attending and voting at the meeting.

**Content 5: Approval of the audited 2024 Financial Report (according to the content of Submission No.: 43 /TT-HĐQT, March 11, 2025 attached).**

a. Total number of votes :	19,347,522	Votes
- Number of votes issued :	19,347,522	Votes, 100% of the vote.
- Number of votes collected :	19,347,522	Votes, 100%.
- Number of valid votes :	19,347,522	Votes, 100%.
- Number of invalid votes :	0	Votes, 0%.

b. Voting results:

Voting Opinions	Total votes	Ratio of votes to total votes of shareholders attending the meeting
Agree :	19,347,522	100%
Disagree :	0	0%
No Opinion :	0	0%

This issue was passed with a 100% approval vote of the total number of votes of all shareholders attending and voting at the meeting.

**Content 6: Approval of profit distribution and dividend payment for 2024 and Profit distribution and dividend payment plan for 2025 (according to the attached Submission No.: 44 /TT-HĐQT, March 11, 2025 attached)**

1/ Approval of Profit Distribution and Dividend Payment for 2024 :

No.	Items	Amount (VND)	Ratio / Profit after tax
1	Total profit before tax	18,312,220,756	
2	Corporate income tax	1,858,225,782	
3	Total profit after tax	16,453,994,974	
4	Dividend payment to shareholders (4%)/charter capital	8,644,314,000	4%/ VDL
5	Development investment fund provision	3,109,680,974	18.9 %/LNST
6	Deduction to reward and welfare fund	3,100,000,000	18.9 %/LNST
7	Extract from the Board of Directors and Supervisory Board's reward fund	1,600,000,000	10%/LNST

a. Total number of votes :	19,347,522	Votes
- Number of votes issued :	19,347,522	Votes, 100% of the vote.
- Number of votes collected :	19,347,522	Votes, 100%.
- Number of valid votes :	19,347,522	Votes, 100%.
- Number of invalid votes :	0	Votes, 0%.

b. Voting results:

Voting Opinions	Total votes	Ratio of votes to total votes of shareholders attending the meeting
Agree :	19,347,522	100%
Disagree :	0	0%
No Opinion :	0	0%

This issue was passed with a 100% approval vote of the total number of votes of all shareholders attending and voting at the meeting.

2/ Approval of the 2025 Profit Distribution and Dividend Payment Plan :

No.	Items	Amount (VND)	Amount (VND)	Ratio / Profit after tax
1	Total profit before tax (15-20	15,000,000,000	20,000,000,000	

	billion)			
2	Corporate income tax	2,250,000,000	3,000,000,000	15%/LNTT
3	Total profit after tax	12,750,000,000	17,000,000,000	
4	Dividend payment to shareholders (0 - 03%)/charter capital	0	6,483,235,500	0%-3%
5	Development investment fund provision	5,775,000,000	4,416,764,500	25-45%
6	Deduction to reward and welfare fund	5,700,000,000	4,400,000,000	25-45%
7	Extract from the Board of Directors and Supervisory Board's reward fund	1,275,000,000	1,700,000,000	10%

a. Total number of votes :	19,347,522	Votes
- Number of votes issued :	19,347,522	Votes, 100% of the vote.
- Number of votes collected :	19,347,522	Votes, 100%.
- Number of valid votes :	19,347,522	Votes, 100%.
- Number of invalid votes :	0	Votes, 0%.

b. Voting results:

Voting Opinions	Total votes	Ratio of votes to total votes of shareholders attending the meeting
Agree :	19,347,522	100%
Disagree :	0	0%
No Opinion :	0	0%

This issue was passed with a 100% approval vote of the total number of votes of all shareholders attending and voting at the meeting.

**Content 7: Approval of remuneration and bonus payment for the Board of Directors and Supervisory Board in 2024 and the Remuneration and Bonus Payment Plan for the Board of Directors and Supervisory Board in 2025 (according to the content of the Submission : 45 /TT-HĐQT, March 11, 2024 attached)**

I. Approval of remuneration and bonuses for the Board of Directors and the Board of Supervisors in 2024:

1./ Remuneration for the Board of Directors and the Board of Supervisors

- Remuneration for the Board of Directors (4 members): 32,000,000 VND/month x 12 months = 384,000,000 VND.

- Remuneration for the Board of Supervisors (03 members): 18,000,000 VND /month x 12 months = 216,000,000 VND.

Total remuneration for the Board of Directors and the Board of Supervisors in 2024: 600,000,000 VND

## 2. Bonuses of the Board of Directors and the Board of Supervisors

According to the Resolution of the 2024 Annual General Meeting of Shareholders: The Company's planned pre-tax profit is: 15 billion VND. Due to effective business operations in 2024, the Company's pre-tax profit reached 20.5 billion VND, equivalent to after-tax profit of 16.03 billion VND. According to the Resolution of the 2024 Annual General Meeting of Shareholders on the bonus of the Board of Directors and the Board of Supervisors is 10% of after-tax profit if the plan is achieved and exceeded, so the total bonus for the Board of Directors and the Board of Supervisors is: 1,600,000,000 VND.

a. Total number of votes :	19,347,522	Votes
- Number of votes issued :	19,347,522	Votes, 100% of the vote.
- Number of votes collected :	19,347,522	Votes, 100%.
- Number of valid votes :	19,347,522	Votes, 100%.
- Number of invalid votes :	0	Votes, 0%.

### b. Voting results:

Voting Opinions	Total votes	Ratio of votes to total votes of shareholders attending the meeting
Agree :	19,347,522	100%
Disagree :	0	0%
No Opinion :	0	0%

This issue was passed with a 100% approval vote of the total number of votes of all shareholders attending and voting at the meeting.

## II. Approval of the expected remuneration and bonus levels of the Board of Directors and the Board of Supervisors in 2025:

1. Remuneration of the Board of Directors (04 members): 32,000,000 VND/month x 12 months = 384,000,000 VND.

2. Remuneration of the Board of Supervisors (03 members): VND 18,000,000/month x 12 months = 216,000,000 VND.

**Total remuneration in 2025: 600,000,000 VND**

### 3. Bonus levels of the Board of Directors and the Board of Supervisors:

- Bonus level of the Board of Directors and the Board of Supervisors is 7% of the total profit after tax if the plan is not achieved.

- Bonus level of the Board of Directors and the Board of Supervisors is 10% of the total profit after tax if the plan is achieved and exceeded.

a. Total number of votes :	19,347,522	Votes
- Number of votes issued :	19,347,522	Votes, 100% of the vote.
- Number of votes collected :	19,347,522	Votes, 100%.
- Number of valid votes :	19,347,522	Votes, 100%.
- Number of invalid votes :	0	Votes, 0%.

b. Voting results:

Voting Opinions	Total votes	Ratio of votes to total votes of shareholders attending the meeting
Agree :	19,347,522	100%
Disagree :	0	0%
No Opinion :	0	0%

This issue was passed with a 100% approval vote of the total number of votes of all shareholders attending and voting at the meeting.

#### **PART IV: APPROVAL OF MINUTES AND RESOLUTIONS OF THE CONGRESS**

1/ Ms. Huynh Thi Nguyet - Secretary read the draft Minutes and Resolution of the 2025 Annual General Meeting of Shareholders of Thuan Phuoc Seafood and Trading Joint Stock Company.

2/ Approve the minutes of the 2025 Annual General Meeting of Shareholders of Thuan Phuoc Seafood and Trading Joint Stock Company by raising the Voting Card, with the voting results as follows:

- Number of shares voting in agreement : **19,347,522 shares, accounting for 100%** of the total number of shares attending the meeting

- Number of shares voting against: **0 shares, accounting for 0%** of the total number of shares attending the meeting

- Number of shares voting without opinion: **0 shares, accounting for 0%** of the total number of shares attending the meeting

The meeting unanimously approved the Minutes of the 2025 Annual General Meeting of Shareholders with the approval voting rate reaching 100% of the total number of voting shares of all shareholders attending the meeting.

3/ Approve the minutes of the Resolution of the 2025 Annual General Meeting of Shareholders of Thuan Phuoc Seafood and Trading Joint Stock Company by raising the Voting Card, with the voting results as follows:



- Number of shares voting in agreement : **19,347,522 shares, accounting for 100%** of the total number of shares attending the meeting
- Number of shares voting against: **0 shares, accounting for 0%** of the total number of shares attending the meeting
- Number of shares voting without opinion: **0 shares, accounting for 0%** of the total number of shares attending the meeting

The meeting unanimously approved the Resolution of the 2025 Annual General Meeting of Shareholders with the approval voting rate reaching 100% of the total number of voting shares of all shareholders attending the meeting.

### **PART V: CLOSING OF THE CONGRESS**

Mr. Tran Van Linh - Chairman of the Board of Directors - Chairman of the Meeting declared the closing of the 2025 Annual General Meeting of Shareholders of Thuan Phuoc Seafood and Trading Joint Stock Company.

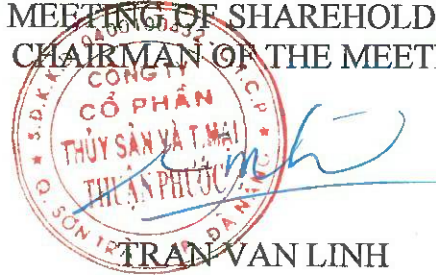
The minutes of this meeting are made in 04 (four) copies with equal legal value. The meeting ended at 11:00, March 15, 2025.

ON BEHALF OF THE SECRETARIAT  
SECRETARY



HUYNH THI NGUYET

ON BEHALF OF THE GENERAL  
MEETING OF SHAREHOLDERS  
CHAIRMAN OF THE MEETING



TRẦN VĂN LINH



**REPORT ON PRODUCTION AND BUSINESS RESULTS IN 2024  
AND PRODUCTION AND BUSINESS ACTIVITIES PLAN FOR 2025**

To : Annual General Meeting of Shareholders 2025

Pursuant to the Charter of Organization and Operation of Thuan Phuoc Seafoods and Trading Corporation;

Pursuant to Resolution No. 05/ND-DHĐCĐ dated March 30, 2024 of the General Meeting of Shareholders of Thuan Phuoc Seafoods and Trading Corporation;

Pursuant to the Audited Financial Statements for 2024;

On behalf of the Board of Directors, Report to the Congress on the implementation of production and business tasks in 2024 and the direction of production and business tasks in 2025 as follows:

**I/ Results of production and business performance in 2024:**

**1. General situation:**

In 2024, the world's political and economic situation is still unstable, from the increasingly fierce conflict between Russia and Ukraine, to the increasingly complicated conflict in the Middle East, disruptions in trade flows, supply chain disruptions, rising fuel and food prices... negatively affecting domestic growth and making it difficult for businesses to operate. In addition to the above difficulties, businesses face challenges and potential risks such as currency fluctuations, rising input costs, fierce competition from suppliers, inventory pressure, declining consumer demand around the world... which have greatly affected the company's production and business activities. But with the determination of the company's Board of Directors, timely solutions have been proposed to overcome difficulties, so in 2024 the company's production and business activities achieved encouraging results.

**2. Production and business results in 2024:**

No.	Item	Unit	Plan 2024	Implementation 2024	Implementation 2024/ Plan 2024
1	Total revenue	Billion VND	2,460-2,960	3,092	125,69
2	Export turnover	Million USD	100-120	121.92	121.92
3	Export output	Tons	11,000-12,000	12,646	114.96
4	Profit before tax	Billion VND	15-20	18.31	122.06
5	Dividends	%	1,5 - 03%	04%	266.66
6	Average income (26 working days)	VND/person/month	8,500,000	8,500,000	100.00

This result is the result of the efforts of the Board of Directors, the Management Board and the collective of employees. From implementing many solutions to adjust labor attraction policies; removing market difficulties, shortage of raw materials, implementing saving policies, implementing appropriate business strategy policies, etc., it has really brought about encouraging results in the context of a year of extremely difficult and challenging world economy, but the company still maintained its growth rate, ensuring the lives of employees and the interests of shareholders.

## II- Production and business tasks in 2025:

### 1/ General comments:

In 2025, the world's political and economic situation continues to face many challenges, unpredictable instability, and armed conflicts between Russia and Ukraine and Middle Eastern countries are escalating.

Many countries are applying harsh protectionist production policies. The risk of trade wars, geopolitical and economic instability in major European economies... will have a profound impact on the world economy.

Domestically, raw materials are increasingly scarce and competition is fierce, labor is lacking; input costs of supplied goods are increasing while selling prices are not increasing... have directly affected the production and business activities of enterprises.

Based on the above comments, the Board of General Directors carefully considers and sets out the production and business plan for 2025 according to the following main indicators :

- Total revenue : VND 2,600 – 3,100 Billion
- Export turnover : 100 – 120 Million USD
- Export output : 11,500 – 12,700 Tons of Product
- Profit before tax : VND 15 – 20 Billion
- Dividends : 0 – 03%
- Average income (26 working days) : 8,500,000 VND/person/month

The plan and goals set for 2025 are extremely difficult and challenging, but with the solidarity of the company's staff and shareholders, we are confident that the company will overcome all difficulties and challenges to complete the tasks set by the 2025 Annual General Meeting of Shareholders.

On behalf of the Board of General Directors, I wish the 2025 Annual General Meeting of Shareholders great success.

Respectfully submit to the General Meeting for consideration and approval.

*Recipients:*

- *As above,*

- *Save the document*

THUAN PHUOC SEAFOODS AND  
TRADING CORPORATION  
GENERAL DIRECTOR



NGUYEN THI PHI ANH



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

**To : Annual General Meeting of Shareholders 2025**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of Thuan Phuoc Seafoods and Trading Corporation;
- Pursuant to Resolution No. 05/ND-ĐHĐCĐ dated March 30, 2024 of the General Meeting of Shareholders of Thuan Phuoc Seafoods and Trading Corporation.

On behalf of the Board of Directors of Thuan Phuoc Seafoods and Trading Corporation, I would like to report to the General Meeting of Shareholders on the activities of the Board of Directors in 2024 and orientation for 2025.

1/ Production and business situation in 2024: In 2024, the enterprise faced many difficulties and challenges due to the unstable economic and political situation in the world. However, with the determination of the Board of Directors to propose solutions to overcome difficulties, to maintain continuous production activities while ensuring income for employees, the targets set out in the Resolution of the 2024 Annual General Meeting of Shareholders achieved encouraging results, specifically:

No.	Item	Unit	Plan 2024	Implementation 2024	Implementation 2024/ Plan 2024
1	Total revenue	Billion VND	2,460-2,960	3,092	125,69
2	Export turnover	Million USD	100-120	121.92	121.92
3	Export output	Tons	11,000-12,000	12,646	114.96
4	Profit before tax	Billion VND	15-20	18.31	122.06
5	Dividends	%	1,5 - 03%	04%	266.66
6	Average income (26 working days)	VND/person/month	8,500,000	8,500,000	100.00

## 2. Main activities of the Board of Directors:

In 2024, the Board of Directors issued 23 Resolutions, approving many contents: Approving the 2024 production and business plan; preparations for the 2024 Annual General Meeting of Shareholders; Approving personnel issues; Approving the Bank loan plan, personal loans to supplement working capital and other issues under the authority of the Board of Directors.

In the past year, the Resolutions and decisions of the Board of Directors always closely followed the actual situation, had high consensus and achieved good results. The proposals of the Board of Directors or outstanding issues were considered by the Board of Directors, making timely decisions to meet the production and business activities of the company.

## 3. Assessment of the Board of Directors on the management and operation of the Board of Directors:

In the past year, the Board of Directors assessed that the Board of Directors has made many efforts in organizing and implementing production and business activities, while performing well in internal management.

In 2024, the results of production and business activities were recorded with VND 3,092 billion in revenue, reaching 125,69%; Pre-tax profit reached VND 18.31 billion, reaching 122.06% compared to the 2024 plan set forth in the resolution of the General Meeting of Shareholders. The Board of Directors has proposed flexible and timely management solutions, in line with the orientation of the Board of Directors and market developments. Organized and directed the implementation of Quarterly Financial Reports, Semi-Annual Financial Reports, Annual Financial Reports, Management Reports and Annual Reports. Supervise and direct the implementation of information disclosure with the aim of ensuring transparency and timeliness in accordance with regulations. Supervise the implementation of resolutions issued by the General Meeting of Shareholders and the Board of Directors, and inspect the management activities of the Board of Directors in production and business activities.

## 4. Remuneration, Salary, Bonus and Benefits of the Board of Directors, Board of Supervisors and Board of Management in 2024

### 4.1. Remuneration for members of the Board of Directors and Supervisory Board:

No.	Details	Position	Remuneration (VND)
I	Board of Directors		
1	Mr Tran Van Linh	Chairman of the Board of Directors	-
2	Ms nguyen Thi Phi Anh	Member of the Board of Directors	96.000.000

3	Ms Duong Thi Tuyet Hang	Member of the Board of Directors	96.000.000
4	Ms Le Thanh Thao	Member of the Board of Directors	96.000.000
5	Ms Le Thi Minh Thao	Member of the Board of Directors	96.000.000
	<b>total</b>		<b>384.000.000</b>
II	Board of Supervisors		
1	Mr. Nguyen Van Trung	Head of Supervisory Board	96.000.000
2	Mr. Mai Dang Hai	Member	60.000.000
3	Ms. Huynh Thi Nguyet	Member	60.000.000
	<b>total</b>		<b>216.000.000</b>
	<b>Total ( I+II)</b>		<b>600.000.000</b>

4.2 Salary and bonus for members of the Board of Directors, Board of Supervisors, and Board of General Directors in 2024:

No.	Details	Position	Salary, bonus (VND)
I	Board of Directors and Board of General Directors		
1	Mr Tran Van Linh	Chairman of the Board of Directors	465,736,000
2	Ms nguyen Thi Phi Anh	Member of the Board of Directors/General Director	671,070,000
3	Ms Duong Thi Tuyet Hang	Member of Board of Directors/ Deputy General Director	283,608,000
4	Ms Le Thanh Thao	Member of Board of Directors/ Deputy General Director	330,876,000
5	Ms Le Thi Minh Thao	Member of Board of Directors/ Deputy General Director	361,718,000
6	Mr Pham Dinh Nguyen	Deputy General Director	441,854,000
7	Mr Doan Huu Ly	Deputy General Director	234,841,000
	Total		2,789,703,000
II	Board of Supervisors		

1	Mr. Nguyen Van Trung	Head of Supervisory Board	139,625,000
2	Mr. Mai Dang Hai	Member	213,651,000
3	Ms. Huynh Thi Nguyet	Member	188,636,000
	Total		541,912,000
	Total (I+II)		3,331,615,000

5. Stock transactions of insiders and related parties of insiders: none.

6. Contracts and transactions with internal shareholders:

- The company signed contract No. 01/2023/ThuanPhuoc-TGD dated January 18, 2023 on borrowing personal capital from Ms. Nguyen Thi Phi Anh - Member of the Board of Directors/General Director to supplement the company's working capital with a total amount of VND 12 billion, term of 24 months.

- Contract No. 02/2023/ThuanPhuoc-CTHĐQT dated July 3, 2023 on borrowing personal capital from Mr. Tran Van Linh - Chairman of the Board of Directors to supplement the company's working capital with a total amount of VND 7 billion.

- Contract No. 03/2023/ThuanPhuoc-LTMT dated December 28, 2023 on borrowing personal capital from Ms. Le Thi Minh Thao - Member of the Board of Directors/Deputy General Director to supplement the company's working capital with a total amount of VND 10 billion.

- Contract No. 04/2023/ThuanPhuoc-LTT dated December 28, 2023 on personal loan from Ms. Le Thanh Thao - Member of the Board of Directors/Deputy General Director to supplement the company's working capital with a total amount of: 15 billion VND.

- The company signed Contract No. 01/2024/ThuanPhuoc-NTPA dated December 30, 2024 on personal loan from Ms. Nguyen Thi Phi Anh - Member of the Board of Directors/General Director to supplement the company's working capital with a total amount of: 25 billion VND.

7. Production and business plan for 2025

7.1. Main targets for production and business plan in 2025, specifically:

- Total revenue	: VND 2,600 – 3,100 Billion
- Export turnover	: 100 – 120 Million USD
- Export output	: 11,500 – 12,700 Tons of Product



- Profit before tax	: VND 15 – 20 Billion
- Dividends	: 0 - 03%
- Average income (26 working days)	: 8,500,000 VND/person/month

**7.2. Solutions to implement the tasks in 2025:**

- Invest in upgrading machinery, equipment, and factories to improve labor productivity.
- Closely monitor, closely follow, and quickly grasp market developments, exchange rate fluctuations, loan interest rates, and prices to have timely and effective response solutions.
- Apply new shrimp farming technology, research reasonable farming processes to effectively increase harvest productivity.
- Improve working conditions and environment, enhance employee welfare.
- Strengthen inspection and control work to ensure that the resolutions of the Board of Directors and the resolutions of the General Meeting of Shareholders are effectively implemented throughout the company.

The above is the report on the activities of the Board of Directors and the orientation of tasks for the coming time. On behalf of the Board of Directors, I would like to wish the 2025 Annual General Meeting of Shareholders great success.

Respectfully submit to the General Meeting of Shareholders for consideration and approval.

ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN



**TRAN VAN LINH**

**Place of sending:**

- As above;
- Save the document.



\*\*\*\*\*

\*\*\*\*\*

...../BC-BKS

Da nang, March.../..., 2025

## REPORT ON THE ACTIVITIES OF THE SUPERVISORY BOARD IN 2024

To : Annual General Meeting of Shareholders 2025

- Pursuant to the charter of organization and operation of Thuan Phuoc Seafoods and Trading Corporation on the functions and tasks of the Board of Supervisors
  - Pursuant to the results of the inspection and supervision activities of the Board of Supervisors in 2024.
  - Pursuant to the 2024 Financial Report prepared by the Company and audited by ECOVIS AFA Viet Nam Audit – Appraisal and Consulting Company Limited.
- Performing the functions and tasks of the Board of Supervisors (BKS) in accordance with the provisions of law, according to the Charter of Thuan Phuoc Seafoods and Trading Corporation, hereby report the results of inspection and supervision of the Company's activities in 2024 as follows:

### 1. Activities of the Board of Supervisors.

- The Board of Supervisors has inspected and supervised compliance with the provisions of the Enterprise Law, the Charter of Organization and Operation of the Company in the management and implementation of the Company's production and business activities in 2024, specifically as follows:
  - Supervised the activities of the Board of Directors and the Board of General Directors of the Company in implementing the production and business plans approved in the Resolution of the Annual General Meeting of Shareholders in 2024.
  - The Board of General Directors of the Company has implemented and complied with the Company's Charter, the laws of the State and the Internal Regulations.
  - Appraised the reports of the Board of Directors, the Business Performance Report of the General Director, Quarterly, Semi-annual and Annual Financial Reports.
  - The Board of Supervisors has 03 members, 01 Head and 02 members. In 2024, the Board of Supervisors met 02 times with the following contents: deploying the activities of the Board of Supervisors, approving quarterly financial reports, semi-annual financial reports and annual financial reports; proposing the selection of an auditing company and performing other tasks according to the operating regulations of the Board of Supervisors.

### 2/ Results of monitoring the operation and financial situation in 2024.

#### 2.1. Assets and capital situation as of December 31, 2024

Based on the report results of ECOVIS AFA Viet Nam Audit – Appraisal and Consulting Company Limited. The company's assets and capital situation are summarized as follows:

2.1.1. Regarding assets:

Unit : VND

ASSETS	As of December 31, 2024	As of January 1, 2024
<b>A. SHORT-TERM ASSETS</b>	<b>880.684.632.953</b>	<b>1,045,129,291,071</b>
<b>I. Cash and cash equivalents</b>	<b>61.956.297.904</b>	<b>48.966.196.602</b>
1. Cash	61.956.297.904	45.066.196.602
2. Cash equivalents	0	3,900,000,000
<b>II. Short-term financial investments</b>	<b>7,364,167,388</b>	<b>7,160,429,778</b>
1. Trading securities	2,738,174,988	2,580,020,628
2. Provision for devaluation of trading securities	-374,007,600	-419,590,850
3. Investments held to maturity	5,000,000,000	5,000,000,000
<b>III. Short-term receivables</b>	<b>354.311.934.406</b>	<b>328.678.092.681</b>
1. Short-term receivables from customers	328,623.114.839	281.854.536,861
2. Short-term prepayments to suppliers	5,414,969,065	13,799,013,228
3. Other short-term receivables	20,337,795,102	33,088,587,192
4. Short-term provision for doubtful receivables	-64,044,600	-64,044,600
<b>IV. Inventories</b>	<b>446.024.843.982</b>	<b>646.901.965.233</b>
1. Inventories	446.026.629.922	646.981.717.858
2. Provision for devaluation of inventories	-1,785,940	-79,752,625
<b>V. Other short-term assets</b>	<b>11.207.489.273</b>	<b>13,422,606,777</b>
1. Short-term prepaid expenses	640,990,934	1,079,278,249
2. Deductible VAT	10.386.498,339	12,343,328,528
3. Taxes and other receivables from the State	-	-
<b>B. LONG-TERM ASSETS</b>	<b>444.231.296.942</b>	<b>483.240.078.591</b>
<b>I. Long-term receivables</b>	<b>6,413,754,000</b>	<b>6,116,320,000</b>
1. Long-term receivables from customers	-	-
2. Other long-term receivables	6,413,754,000	6,116,320,000
<b>II. Fixed assets</b>	<b>393.708.114.057</b>	<b>432.395.109.979</b>
1. Tangible fixed assets	357.844.978.184	395.541.450.158
Original cost	741.703.733.260	733.853.080.204
Accumulated depreciation	-383,858,755,076	-338.311.630.046
2. Intangible fixed assets	35.863.135.873	36,853,659,821
Original cost	41,680,871,696	41,680,871,696
Accumulated depreciation	-5,817,735,823	-4,827,211,875
<b>IV. Long-term unfinished assets</b>	<b>7,061,756,481</b>	<b>4,693,650,000</b>

1. Long-term unfinished production and business costs	0	0
2. Unfinished capital construction costs	7,061,756,481	4,693,650,000
V. Long-term financial investments	-	-
1. Investments in subsidiaries	-	-
VI. Other long-term assets	37.047.672.404	40,034,998,612
1. Long-term prepaid expenses	37.047.672.404	40,034,998,612
2. Goodwill	0	0
<b>TOTAL ASSETS</b>	<b>1,324,915,929,895</b>	<b>1,528,369,369,662</b>

2.1.2. *Debt Payable* :

Unit : VND

<b>CAPITAL SOURCES</b>	<b>As of December 31, 2024</b>	<b>As of January 1, 2024</b>
<b>C. LIABILITIES</b>	<b>969.166.946.862</b>	<b>1.174.174.989.103</b>
<b>I. Short-term liabilities</b>	<b>859.644.020.310</b>	<b>1,021,388,062,551</b>
1. Short-term trade payables	51,877,575,099	46.745.450.608
2. Short-term advance payments from customers	17,660,583,982	9,797,957,486
3. Taxes and other payables to the State	1,973,068,583	5,730,327,195
4. Payables to employees	40,953,445,258	38,552,098,382
5. Short-term payable expenses	5,447,866,284	6,811,729,255
6. Other short-term payables	5,722,869,985	1,810,617,823
7. Short-term loans and financial leasing debts	723.448.978.286	897.520.651.969
8. Bonus and welfare funds	12,559,632,833	14,419,229,833
<b>II. Long-term liabilities</b>	<b>109.522.926. 552</b>	<b>152.786.926.552</b>
2. Long-term loans and financial leasing debts	109.522.926.552	152.796.926.552
<b>D. OWNER'S EQUITY</b>	<b>355.748.983.033</b>	<b>354.194.380.559</b>
<b>I. Owner's equity</b>	<b>355.748.983.033</b>	<b>354.194.380.559</b>
1. Owner's capital	216,111,850,000	216,111,850,000
Common shares with voting rights	216,111,850,000	216,111,550,000
4. Treasury shares	-4,234,000	-4,234,000
5. Development investment fund	127.509.529.059	123.881.807.660
6. Undistributed profit after tax	12,131,837,974	14,204,956,899

Undistributed profit after tax accumulated to previous period	-	-
Undistributed profit after tax of this period	12,131,837,974	14,204,956,899
II. Other sources of funds, funds	-	-
<b>TOTAL CAPITAL SOURCES</b>	<b>1,324,915,929,895</b>	<b>1,528,369,369,662</b>

## 2.2 About production and business results :

<i>Indicators</i>	2024	2023	Compare the year 2024/2023	
			Increase (+), Decrease (-)	
			%	Value
1. Net sales and service revenue	3,083,431,447,375	2,881,071,755,985	107	202.359.691.390
2. Net profit from business activities	18,883,259,324	19,705,362,473	95.8	-822.103.149
3. Other profits	-571,038,568	242,553,649		
4. Profit before tax	18,312,220,756	19,947,916,122	91.8	-1,635,695,366
5. Profit after tax Corporate income	16,453,994,974	14,204,956,899	112.8	2,249,038,075
6. Basic earnings per share	560	468		

## 2.3 Major financial indicators :

<i>Indicators</i>	2024	2023
1. Liquidity ratio:		
+ Current ratio (Current assets / Current liabilities)	1.024	1.023
+ Quick ratio (Current assets minus inventories) / Current liabilities)	0.505	0.390
2. Capital structure ratio:		
+ Debt / Total assets ratio (Total liabilities / Total assets)	0.731	0.768
+ Debt / Equity ratio (Total liabilities / Equity)	2.724	3.315
3. Operating capacity ratio		
+ Inventory turnover (Cost of goods sold / Average inventory)	5.167	5.017
+ Net revenue / Total assets	2.327	1.885
4. Profitability ratio		

+ Profit after tax ratio / Net revenue	0.0053	0.0049
+ Profit after tax ratio / Equity	0.0462	0.0401
+ Profit after tax ratio / Total assets	0.0124	0.0093
+ Profit from operating activities ratio / Net revenue	0.0061	0.0068

3/ Assessment of financial activities and financial reports of the Board of Supervisors:

- The Company's financial activities in 2024 are transparent and fully comply with the provisions of law and the Company's charter.
- The process of managing cash flow, capital and assets of the enterprise ensures the highest level of safety, minimizing risks for the enterprise.
- All financial reports reflect the financial situation of the Company in a transparent, correct and reasonable manner.
- All financial reports are issued and published periodically in accordance with regulations on information disclosure.

4. Supervisory activities of the Board of Supervisors over the Board of Directors, the Executive Board and shareholders: Participating in meetings of the Company's Board of Directors, the Board of Supervisors performs the function of supervising the management and operation of the Board of Directors, the Board of General Directors and the Company's production and business activities in compliance with the charter, internal regulations on corporate governance as well as resolutions of the General Meeting of Shareholders.

To carry out the above tasks, the Board of Supervisors organizes meetings such as: checking quarterly, semi-annual and annual financial reports; proposing the selection of an auditing company and performing other tasks according to the Board of Supervisors' operating regulations. Accordingly, the Board of Directors and the Board of General Directors have fully complied with the provisions of law in their operations and functions and tasks as prescribed.

5. Coordination between the Supervisory Board and the Board of Directors, the Board of Management and other managers:

- The Supervisory Board has proactively discussed and agreed with the Board of Directors on the contents, plans, supervision, and coordinated with the Executive Board during the supervision process.
- The Board of Management has created favorable conditions for the Supervisory Board to collect information and documents related to production and business activities.
- The Board of Directors has provided the Supervisory Board with all the Resolutions and decisions of the Board of Directors.
- The Board of Directors, the Board of Management, the Supervisory Board and the company's managers have had a close coordination relationship in the operation and management of production and business activities.

6. Remuneration, salary, bonus of the Board of Directors, Board of Supervisors and Board of General Directors in 2024:

6.1 Remuneration for members of the Board of Directors and Board of Supervisors:

No.	Details	Position	Remuneration (VND)
I	Board of Directors		
1	Mr Tran Van Linh	Chairman of the Board of Directors	-
2	Ms nguyen Thi Phi Anh	Member of the Board of Directors	96,000,000
3	Ms Duong Thi Tuyet Hang	Member of the Board of Directors	96,000,000
4	Ms Le Thanh Thao	Member of the Board of Directors	96,000,000
5	Ms Le Thi Minh Thao	Member of the Board of Directors	96,000,000
	<b>total</b>		384,000,000
II	Board of Supervisors		
1	Mr. Nguyen Van Trung	Head of Supervisory Board	96,000,000
2	Mr. Mai Dang Hai	Member	60,000,000
3	Ms. Huynh Thi Nguyet	Member	60,000,000
	<b>total</b>		216,000,000
	<b>Total ( I+II)</b>		600,000,000

6.2 Salary and bonus for members of the Board of Directors, Board of Supervisors, and Board of General Directors in 2024:

No.	Details	Position	Salary, bonus (VND)
I	Board of Directors and Board of General Directors		
1	Mr Tran Van Linh	Chairman of the Board of Directors	465,736,000
2	Ms nguyen Thi Phi Anh	Member of the Board of Directors/General Director	671,070,000
3	Ms Duong Thi Tuyet Hang	Member of Board of Directors/ Deputy General Director	283,608,000
4	Ms Le Thanh Thao	Member of Board of Directors/ Deputy	330,876,000

		General Director	
5	Ms Le Thi Minh Thao	Member of Board of Directors/ Deputy General Director	361,718,000
6	Mr Pham Dinh Nguyen	Deputy General Director	441,854,000
7	Mr Doan Huu Ly	Deputy General Director	234,841,000
	Total		2,789,703,000
II	Board of Supervisors		
1	Mr. Nguyen Van Trung	Head of Supervisory Board	139,625,000
2	Mr. Mai Dang Hai	Member	213,651,000
3	Ms. Huynh Thi Nguyet	Member	188,636,000
	Total		541,912,000
	Total (I+II)		3,331,615,000

#### 7. Contracts and transactions with internal shareholders:

- The company signed contract No. 01/2023/ThuanPhuoc-TGD dated January 18, 2023 on borrowing personal capital from Ms. Nguyen Thi Phi Anh - Member of the Board of Directors/General Director to supplement the company's working capital with a total amount of VND 12 billion.

- Contract No. 02/2023/ThuanPhuoc-CTHĐQT dated July 3, 2023 on borrowing personal capital from Mr. Tran Van Linh - Chairman of the Board of Directors to supplement the company's working capital with a total amount of VND 7 billion.

- Contract No. 03/2023/ThuanPhuoc-LTMT dated December 28, 2023 on borrowing personal capital from Ms. Le Thi Minh Thao - Member of the Board of Directors/Deputy General Director to supplement the company's working capital with a total amount of VND 10 billion.

- Contract No. 04/2023/ThuanPhuoc-LTT dated December 28, 2023 on personal loan from Ms. Le Thanh Thao - Member of the Board of Directors/Deputy General Director to supplement the company's working capital with a total amount of : VND 15 billion .

- The company signed Contract No. 01/2024/ThuanPhuoc-NTPA dated December 30, 2024 on personal loan from Ms. Nguyen Thi Phi Anh - Member of the Board of Directors/General Director to supplement the company's working capital with a total amount of: VND 25 billion.

#### 8. On implementing the resolution of the 2024 General Meeting of Shareholders:



No.	Item	Unit	Plan 2024	Implementation 2024	Implementation 2024/ Plan 2024
1	Total revenue	Billion VND	2,460-2,960	3,092	125,69
2	Export turnover	Million USD	100-120	121.92	121.92
3	Export output	Tons	11,000-12,000	12,646	114.96
4	Profit before tax	Billion VND	15-20	18.31	122.06
5	Dividends	%	1,5 - 03%	04%	266.66
6	Average income (26 working days)	VND/person/month	8,500,000	8,500,000	100.00

9. The Board of Supervisors' future operational direction:

- Monitor the implementation of the targets set by the General Meeting of Shareholders' Resolution, the Board of Supervisors concretizes them into implementation plans and strives to fulfill the functions and tasks assigned by shareholders.
- Inspect and supervise the management activities, the activities of the Executive Board, and business management according to the functions and tasks prescribed in the company's charter and the Law on Enterprises.
- Review and appraise the quarterly, semi-annual and annual financial reports for 2025.
- Inspect and supervise the company's financial investment sector, supervise the implementation of the charter and internal regulations on corporate governance.

The above is the entire report on the activities of the Board of Supervisors in the past year. We would like to sincerely thank our shareholders, the Board of Directors, the Board of Management and all staff for creating favorable conditions for our Board of Supervisors to carry out its duties in accordance with the provisions of the Law and to successfully complete the tasks entrusted to us by our shareholders./.

Best regards.

ON BEHALF OF THE BOARD OF SUPERVISION  
HEAD OF SUPERVISORY BOARD



*Place of sending:*

- As above;
- Save the document.

NGUYEN VAN TRUNG

Da nang, March. 11., 2025



No: 42 /TT-BKS

## PROPOSAL

On selecting an auditor for the 2025 Financial Statements”

### To : Annual General Meeting of Shareholders 2025

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of Thuan Phuoc Seafoods and Trading Corporation.

The Board of Supervisors of Thuan Phuoc Seafoods and Trading Corporation respectfully submits to the General Meeting of Shareholders the selection of an independent auditing unit to audit the Company's 2025 Financial Statements as follows:

1/ Criteria for selecting an independent auditing company:

- Is an auditing company with a reputation for audit quality and is on the list of qualified auditors for public companies in Vietnam recognized by the State Securities Commission;
- Meets the Company's requirements on audit scope and progress;
- Has reasonable audit fees consistent with audit quality.

2/ Suggested opinions:

- ECOVIS AFA Viet Nam Audit – Appraisal and Consulting Company Limited. is a reputable independent auditing unit that has audited the company's Financial Statements in the past with quality audits, ensuring on-time progress and meeting information disclosure requirements.
- Comparing with the selection criteria and the results of financial statement audit services in recent years as assessed above, the Board of Supervisors respectfully submits to the General Meeting of Shareholders to authorize the Board of Directors to negotiate with ECOVIS AFA Viet Nam Audit – Appraisal and Consulting Company Limited to audit the company's 2025 financial statements.
- In case the Board of Directors cannot negotiate with ECOVIS AFA Viet Nam Audit–Appraisal and Consulting Company Limited on audit fees, audit quality and progress..., the Board of Supervisors respectfully submits to the General Meeting of Shareholders to authorize the Board of Directors to have full authority to search for another suitable auditing unit that is on the list of qualified auditors for public companies in Vietnam recognized by the State Securities Commission.

The Board of Supervisors of Thuan Phuoc Seafoods and Trading Corporation respectfully submitted to the General Meeting of Shareholders for consideration and approval./.

Best regards./.

ON BEHALF OF THE BOARD OF SUPERVISION  
HEAD OF SUPERVISORY BOARD

NGUYEN VAN TRUNG

*Place of sending:*

- As above;
- Save the document.

No : 43./TT-HĐQT

Da nang, March 11, 2025

**PROPOSAL**

**“On the approval of the audited Financial Statements for 2024”**

**To : Annual General Meeting of Shareholders 2025**

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of organization and operation of Thuan Phuoc Seafoods and Trading Corporation;
- Pursuant to the audited financial statements for 2024.

The Board of Directors of Pursuant to the Charter of organization and operation of Thuan Phuoc Seafoods and Trading Corporation respectfully submits to the Annual General Meeting of Shareholders for approval of the audited financial statements for 2024.

The financial statements for 2024 have been disclosed in accordance with the law and have been posted on the Company's website: [www.thuanphuoc.vn](http://www.thuanphuoc.vn), including some basic indicators on the financial statements as follows:

**1/ About Assets :**

Unit : VND

ASSETS	As of December 31, 2024	As of January 1, 2024
<b>A. SHORT-TERM ASSETS</b>	<b>880.684.632.953</b>	<b>1,045,129,291,071</b>
<b>I. Cash and cash equivalents</b>	<b>61.956.297.904</b>	<b>48.966.196.602</b>
1. Cash	61.956.297.904	45.066.196.602
2. Cash equivalents	0	3,900,000,000
<b>II. Short-term financial investments</b>	<b>7,364,167,388</b>	<b>7,160,429,778</b>
1. Trading securities	2,738,174,988	2,580,020,628
2. Provision for devaluation of trading securities	-374,007,600	-419,590,850
3. Investments held to maturity	5,000,000,000	5,000,000,000
<b>III. Short-term receivables</b>	<b>354.311.934.406</b>	<b>328.678.092.681</b>
1. Short-term receivables from customers	328,623.114.839	281.854.536.861
2. Short-term prepayments to suppliers	5,414,969,065	13,799,013,228
3. Other short-term receivables	20,337,795,102	33,088,587,192
4. Short-term provision for doubtful receivables	-64,044,600	-64,044,600
<b>IV. Inventories</b>	<b>446.024.843.982</b>	<b>646.901.965.233</b>
1. Inventories	446.026.629.922	646.981.717.858
2. Provision for devaluation of inventories	-1,785,940	-79,752,625
<b>V. Other short-term assets</b>	<b>11.207.489.273</b>	<b>13,422,606,777</b>
1. Short-term prepaid expenses	640,990,934	1,079,278,249
2. Deductible VAT	10.386.498.339	12,343,328,528

3. Taxes and other receivables from the State	-	-
<b>B. LONG-TERM ASSETS</b>	<b>444.231.296.942</b>	<b>483.240.078.591</b>
<b>I. Long-term receivables</b>	<b>6,413,754,000</b>	<b>6,116,320,000</b>
1. Long-term receivables from customers	-	-
2. Other long-term receivables	6,413,754,000	6,116,320,000
<b>II. Fixed assets</b>	<b>393.708.114.057</b>	<b>432.395.109.979</b>
<b>1. Tangible fixed assets</b>	<b>357.844.978.184</b>	<b>395.541.450.158</b>
Original cost	741.703.733.260	733.853.080.204
Accumulated depreciation	-383,858,755,076	-338.311.630.046
<b>2. Intangible fixed assets</b>	<b>35.863.135.873</b>	<b>36,853,659,821</b>
Original cost	41,680,871,696	41,680,871,696
Accumulated depreciation	-5,817,735,823	-4,827,211,875
<b>IV. Long-term unfinished assets</b>	<b>7,061,756,481</b>	<b>4,693,650,000</b>
1. Long-term unfinished production and business costs	0	0
2. Unfinished capital construction costs	7,061,756,481	4,693,650,000
<b>V. Long-term financial investments</b>	<b>-</b>	<b>-</b>
1. Investments in subsidiaries	-	-
<b>VI. Other long-term assets</b>	<b>37.047.672.404</b>	<b>40,034,998,612</b>
1. Long-term prepaid expenses	37.047.672.404	40,034,998,612
2. Goodwill	0	0
<b>TOTAL ASSETS</b>	<b>1,324,915,929,895</b>	<b>1,528,369,369,662</b>

*2/ Debt Payable :*

Unit : VND

<b>CAPITAL SOURCES</b>	<b>As of December 31, 2024</b>	<b>As of January 1, 2024</b>
<b>C. LIABILITIES</b>	<b>969.166.946.862</b>	<b>1.174.174.989.103</b>
<b>I. Short-term liabilities</b>	<b>859.644.020.310</b>	<b>1,021,388,062,551</b>
1. Short-term trade payables	51,877,575,099	46.745.450.608
2. Short-term advance payments from customers	17,660,583,982	9,797,957,486
3. Taxes and other payables to the State	1,973,068,583	5,730,327,195
4. Payables to employees	40,953,445,258	38,552,098,382
5. Short-term payable expenses	5,447,866,284	6,811,729,255
6. Other short-term payables	5,722,869,985	1,810,617,823
7. Short-term loans and financial leasing debts	723.448.978.286	897.520.651.969
8. Bonus and welfare funds	12,559,632,833	14,419,229,833
<b>II. Long-term liabilities</b>	<b>109.522.926.552</b>	<b>152.786.926.552</b>
2. Long-term loans and financial leasing debts	109.522.926.552	152.796.926.552

D. OWNER'S EQUITY	355.748.983.033	354.194.380.559
I. Owner's equity	355.748.983.033	354.194.380.559
1. Owner's capital	216,111,850,000	216,111,850,000
Common shares with voting rights	216,111,850,000	216,111,550,000
4. Treasury shares	-4,234,000	-4,234,000
5. Development investment fund	127,509,529,059	123,881,807,660
6. Undistributed profit after tax	12,131,837,974	14,204,956,899
Undistributed profit after tax accumulated to previous period	-	-
Undistributed profit after tax of this period	12,131,837,974	14,204,956,899
II. Other sources of funds, funds	-	-
TOTAL CAPITAL SOURCES	1,324,915,929,895	1,528,369,369,662

### 3/ About production and business results :

Indicators	2024	2023	Compare the year 2024/2023	
			Increase (+), Decrease (-)	
			%	Value
1. Net sales and service revenue	3,083,431,447,375	2,881,071,755,985	107	202.359.691.390
2. Net profit from business activities	18,883,259,324	19,705,362,473	95.8	-822.103.149
3. Other profits	-571,038,568	242,553,649		
4. Profit before tax	18,312,220,756	19,947,916,122	91.8	-1,635,695,366
5. Profit after tax Corporate income	16,453,994,974	14,204,956,899	112.8	2,249,038,075
6. Basic earnings per share	560	468		

Respectfully submit to the Company's General Meeting of Shareholders for consideration and approval.

ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN

Place of sending:

- As above;

- Save the document.



TRAN VAN LINH



Respectfully submit to the Company's General Meeting of Shareholders for consideration and approval.

ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN



Place of sending:  
- As above;  
- Save documents..

TRAN VAN LINH



## PROPOSAL

Regarding: Payment of remuneration and bonuses to the Board of Directors and Supervisory Board in 2024 and Remuneration and bonus plan for the Board of Directors and Supervisory Board in 2025

To : Annual General Meeting of Shareholders 2025

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of Thuan Phuoc Seafoods and Trading Corporation;
- Pursuant to the Resolution of the 2024 Annual General Meeting of Shareholders;
- Pursuant to the results of production and business activities in 2024.

The Board of Directors respectfully submits to the 2025 Annual General Meeting of Shareholders for approval the following contents:

### I. Remuneration of the Board of Directors and the Board of Supervisors in 2024:

1./ Remuneration of the Board of Directors and the Board of Supervisors

- Remuneration for the Board of Directors (4 members): 32,000,000 vnd/month x 12 months = VND 384,000,000.

- Remuneration for the Board of Supervisors (03 members): 18,000,000 vnd /month x 12 months = VND 216,000,000.

Total remuneration of the Board of Directors and the Board of Supervisors in 2024: VND 600,000,000

2. Bonuses of the Board of Directors and the Board of Supervisors

According to the Resolution of the 2024 Annual General Meeting of Shareholders: The Company's planned pre-tax profit is : VND 15 billion. Due to effective business operations in 2024, the Company's pre-tax profit reached VND 18.31 billion, equivalent to after-tax profit of VND 16.45 billion. According to the Resolution of the 2024 Annual General Meeting of Shareholders on the bonus of the Board of Directors and the Board of Supervisors is 10% of after-tax profit if the plan is achieved and exceeded, so the total bonus for the Board of Directors and the Board of Supervisors is: VND 1,600,000,000.

### II. Expected remuneration and bonus levels of the Board of Directors and the Board of Supervisors in 2025

1. Remuneration of the Board of Directors (04 members): 32,000,000 vnd /month x 12 months = VND 384,000,000.

2. Remuneration of the Board of Supervisors (03 members): 18,000,000 vnd /month x 12 months = VND 216,000,000.

**Total remuneration in 2025: VND 600,000,000**

3. Bonus levels of the Board of Directors and the Board of Supervisors:

- Bonus level of the Board of Directors and the Board of Supervisors is 7% of the total profit after tax if the plan is not achieved.

- Bonus level of the Board of Directors and the Board of Supervisors is 10% of the total profit after tax if the plan is achieved and exceeded.





Respectfully submit to the General Meeting of Shareholders of the Company for consideration and approval.

ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN

Place of sending:  
- As above;  
- Save the document.



TRAN VAN LINH





THUAN PHUOC SEAFOODS AND TRADING CORPORATION  
Address : No. 02 Bui Quoc Hung Street, Da Nang Seafood Service Industrial  
Park, Tho Quang Ward, Son Tra District, Da Nang City, Vietnam.  
Telephone: 0236.3920920 - Fax: 0236.3923308 - Email: info@thuanphuoc.vn

Da nang, March. 11., 2025

**WORKING REGULATIONS  
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025  
THUAN PHUOC SEAFOODS AND TRADING CORPORATION**

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter, Internal regulations on governance, operating regulations of the Board of Directors, Operating regulations of the Supervisory Board of Thuan Phuoc Seafoods and Trading Coporation

To implement the plan and the Company's Charter of Organization and Operation. The Organizing Committee of the Congress drafts the Working Regulations for the 2025 Annual General Meeting of Shareholders of Thuan Phuoc Seafoods and Trading Coporation as follows:

**Article 1. Purpose:**

- To ensure that the order, principles of conduct and voting at the Company's annual General Meeting of Shareholders are conducted in accordance with regulations.
- The resolutions of the General Meeting of Shareholders represent the unanimous will of the General Meeting of Shareholders, meet the aspirations and interests of shareholders and are in accordance with the law.

**Article 2. Subjects and scope:**

- Subjects: All shareholders and authorized representatives attending the Company's Annual General Meeting of Shareholders must comply with and comply with the provisions of this Regulation, the Company's Charter and current regulations of law.

- Scope of application: This Regulation is used for organizing the 2025 Annual General Meeting of Shareholders of Thuan Phuoc Seafoods and Trading Coporation.

**Article 3. Conditions for holding the General Meeting of Shareholders:**

- The General Meeting of Shareholders is held when the number of shareholders attending the meeting represents more than 50% of the total number of shares with voting rights.

**Article 4. Delegates attending the General Meeting of Shareholders**

1. Shareholders of the Company and authorized representatives of shareholders owning shares with voting rights (according to the list of shareholders registered on February 4, 2024) are entitled to attend the General Meeting of Shareholders;
2. Shareholders and authorized representatives hereinafter referred to as "Delegate" must be present at the specified time when entering the General Meeting room and complete the registration procedures with the Organizing Committee of the General Meeting;

3. During the General Meeting of Shareholders, Delegates must comply with the instructions of the Chairman, behave in a civilized and polite manner and maintain the order of the General Meeting;
4. Delegates must keep secrets, comply with the regulations on the use and preservation of documents, and must not copy or record documents for people outside the General Meeting without the permission of the Chairman of the General Meeting;
5. Do not smoke in the General Meeting room;
6. Do not talk privately, do not use mobile phones during the General Meeting, and keep mobile phones in the silent mode.

#### **Article 5. Presidium of the General Meeting:**

1. Presidium: The Chairman of the Board of Directors is the chairman of the General Meeting.
2. Duties of the Chairman of the General Meeting:
  - a. Conduct the activities of the General Meeting of Shareholders according to the agenda approved by the General Meeting of Shareholders at the General Meeting;
  - b. Guide the Delegates and the General Meeting to discuss the contents of the agenda;
  - c. Submit drafts and conclusions on necessary issues for the General Meeting to vote on;
  - d. Respond to issues requested by the General Meeting;
  - e. Resolve issues arising during the General Meeting.
  - f. The Chairman exercises the rights and obligations as stipulated in the company's charter.
3. Working principles of the Chairman:  
Work according to the principles of collective, democratic centralism, and majority decision.

#### **Article 6. Congress Secretary**

1. The Congress Secretary consists of 01 member nominated by the Chairman.
2. The Secretariat's duties:
  - Assist the Congress Chairman in checking the qualifications of the Delegates attending the meeting (when necessary);
  - Assist the Congress Chairman in announcing the draft conclusions and Resolutions of the Congress and sending the Congress Chairman's notice to the Delegates when requested;
  - Receive and review the Discussion Ballots and Delegates' opinions, and submit them to the Congress Chairman for decision;
  - Record fully and honestly the entire content of the Congress proceedings and the issues that have been approved or are still being noted in the Congress minutes;
  - Draft Resolutions on the issues approved at the Congress.

#### **Article 7. Delegate Qualification Examination Committee**

1. The shareholder qualification examination committee consists of one (01) Head of the Committee and 02 members appointed by the Company's Board of Directors to perform the following functions and tasks:
  - a. Checking the qualifications of shareholders or authorized representatives of shareholders attending the meeting: Requesting shareholders attending the General Meeting and invited guests to present their citizen identification cards, identity cards or passports, and authorization letters (for authorized representatives);

b. Issuing to shareholders or authorized persons attending the meeting: Voting cards; Voting ballots; and other relevant meeting documents;

c. Reporting to the General Meeting on the results of checking the qualifications of shareholders attending the General Meeting at the following times:

- Before the opening of the General Meeting;

- Before each vote of the General Meeting if there is a change in the number of shareholders registered to attend the General Meeting (shareholders arriving late register to attend the meeting).

d. Perform other tasks assigned by the Organizing Committee or the Chairman.

2. The Shareholders' Qualifications Examination Committee has the right to establish a support unit to complete the Committee's tasks.

3. In case a person attending the meeting does not have full qualifications to attend the General Meeting, the Shareholders' Qualifications Examination Committee has the right to refuse that person's right to attend the meeting, refuse to issue voting cards, ballots and distribute documents of the General Meeting.

#### **Article 8. Ballot Counting Committee**

1. The Ballot Counting Committee consists of 01 Head and 02 members proposed by the Chairman and approved by the General Meeting of Shareholders.

2. Duties of the Ballot Counting Committee:

- The Ballot Counting Committee is responsible for preparing ballot boxes, instructing on how to use voting cards, ballots and conducting vote counting, calculating and excluding relevant shareholders who do not have voting rights (if any) for each voting issue.

- The Head of the Ballot Counting Committee reports to the General Meeting on the vote counting results.

- The Ballot Counting Committee has the right to establish a support unit to complete the task.

- The Ballot Counting Committee is responsible for the accuracy and honesty of the announced vote counting results.

- The Ballot Counting Committee is responsible for keeping, preserving and handing over all voting cards, election ballots, and vote counting minutes to the Board of Directors immediately after the end of the General Meeting.

#### **Article 9. Discussion at the General Meeting**

1. Principles:

- Discussions shall only be conducted within the prescribed time and within the scope of the issues presented in the agenda of the General Meeting of Shareholders;

- Delegates shall raise their hands when they need to speak or debate, and may only speak when the Chairman agrees. Each Delegate shall speak for no more than 05 minutes, the content shall be concise and avoid duplication.

2. Answering Delegates' opinions:

- Based on the Delegates' discussion opinions, the Chairman or a member designated by the Chairman shall answer the Delegates' opinions;

- In case of time constraints, questions that have not been answered directly at the General Meeting will be answered directly in writing by the company.

## **Article 10. Voting to approve issues**

### **1. Principles:**

- All issues in the agenda and meeting content of the General Meeting must be discussed publicly by the General Meeting of Shareholders and voted publicly by Voting Cards or Voting Ballots.

- Voting Cards and Voting Ballots are printed, stamped and sent directly to delegates at the meeting by the Company. Each delegate is given 01 Voting Card and 01 Voting Ballot. The Voting Card and Voting Ballot clearly state the delegate's code, full name, number of shares owned and authorized to vote of that delegate.

- The form of voting to approve issues at the General Meeting of Shareholders is as follows:

+ Voting by raising Voting Cards: this form is used to approve general issues of the General Meeting except for reports and submissions at the General Meeting such as: General Meeting Agenda; Working Regulations at the General Meeting; approval of the Delegate Qualification Examination Committee, Vote Counting Committee, General Meeting Secretariat; approve the Minutes of the General Meeting, Resolutions of the General Meeting and other contents at the General Meeting (if any);

+ Voting by filling out the Voting Form: this form is used to approve reports and proposals of the General Meeting, which are identified and clearly stated in each voting form sent to each shareholder.

### **2. Voting method:**

- Delegates vote to Approve, Disapprove or No opinion on an issue put to vote at the Congress by raising the Voting Card or filling in the options on the Voting Card corresponding to the contents to be voted on according to the regulations.

- When voting by filling in the Voting Card, for each content, delegates choose one of the three options "Approve", "Disapprove", "No opinion" printed in the Voting Card by marking an "X" or "√" in the box they choose.

- In case a Delegate or authorized person arrives after the Voting Card has ended, they are still allowed to register as a delegate and vote on issues arising after the Delegate has registered as a delegate but are not allowed to participate in voting on issues that have been voted on. In this case, the validity of the votes that have been conducted is not affected.

- After completing all the contents that need to be voted on at the Congress, the delegates send the Voting Form to the sealed ballot box at the Congress according to the instructions of the Ballot Counting Committee.

- The Voting Form must be signed and clearly state the full name of the delegate.

### **3. Valid voting ballots:**

- Ballots issued by the Organizing Committee.

- No erasures, scratches, corrections, tears... no additional voting content. When there is additional content, write the correct order number of the content to be voted upon as required by the Organizing Committee.

- Sign and write the full name of the Delegate attending.

On the voting ballot, the voting content is valid when the Delegate ticks one (01) out of three (03) voting statuses of that content. Invalid voting content is content that does not comply with the regulations of valid voting content.

**4. Invalid ballots:**

- Adding other content to the ballot.
- Not signing and writing the full name of the Delegate.
- The ballot does not follow the pre-printed form issued by the Organizing Committee, the ballot does not have the company's red seal or is erased, scratched, corrected, or has additional content written outside the regulations for the ballot, then all voting content on the ballot is invalid.

**5. Voting rules: as prescribed in Article 21 of the Company Charter**

- Issues requiring a vote at the General Meeting shall only be approved when the Approval voting rate is reached when more than 50% of the voting shares attending the General Meeting are present.
- For the following contents, the number of shareholders representing 65% of the total number of Voting Votes of all Delegates attending the meeting must vote "Approval" (as prescribed in Clause 1, Article 21 of the Company Charter); Amendment and supplementation of the Company Charter; Type of shares, and number of shares offered for sale; Change of business lines and fields; Merger, organization and dissolution of the Company; Transactions of purchase and sale of assets of the Company or branches or purchase transactions conducted by the Company or branches with a value equal to or greater than 35% of the total value of the Company's assets calculated according to the most recent audited financial statements; Other issues as prescribed in the Charter.

**Article 11. Minutes and Resolutions of the General Meeting of Shareholders**

The minutes and Resolutions of the General Meeting of Shareholders must be read and approved before the closing of the General Meeting.

**Article 12. Implementation of the Regulations:**

Delegates attending the General Meeting must strictly comply with the Regulations on organizing the General Meeting of Shareholders. If a delegate violates these Regulations, depending on the specific level, the Chairman will consider and take action according to the Company Charter and the Law on Enterprises.

These Regulations consist of 12 Articles and take effect immediately after being voted and approved by the General Meeting of Shareholders of the Company.

ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN



TRẦN VĂN LINH