

**KIEN HUNG JOINT STOCK  
COMPANY VN**

**SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness**

*Kien Giang March 19th, 2025*

Ref. No.: *KHS-COM-OD13/2025*  
*Re: Annual Report Year 2024*

**To: State Securities Commission of Vietnam  
Hanoi Stock Exchange**

1. Organization name : **KIEN HUNG JOINT STOCK COMPANY VN**

- Stock symbol : KHS

- Address : Lot B4-B5, the 1<sup>st</sup> street, Thanh Loc Industrial Zone, Thanh Loc Commune ,  
Chau Thanh District, Kien Giang Province, Vietnam

- Phone number : 02973 838 009

- Email: [info@kihuseavn.com](mailto:info@kihuseavn.com)

- Information disclosure person: Mr. **Nguyen Ngoc Anh**

Information disclosure type:  Periodic  Unusual  24h  On request

2. Information disclosure content :

**Annual Report Year 2024**

3. This information was published on the company's website on March 19th, 2025 at the link :  
[www.kihuseavn.com](http://www.kihuseavn.com)

We hereby commit that the information disclosure above is true and take full legal responsibility  
for the content of the disclosed information.

**\* Attached document:**

*Annual Report Year 2024*

**ORGANIZATION REPRESENTATIVE  
Authorized Information Disclosure Person**



**Nguyen Ngoc Anh**

## **ANNUAL REPORT**

### **Year 2024**

**To: State Securities Commission of Vietnam**  
**Hanoi Stock Exchange**

#### **I. General information**

##### *1. General information:*

- Trading name: Kien Hung Joint Stock Company VN
- Business Registration Certificate No.: 1700339752
- Charter capital: 120,909,690,000 VND
- Owner's capital: 120,909,690,000 VND
- Address: Lot B4 - B5, the 1st street, Thanh Loc Industrial Zone, Thanh Loc Commune, Chau Thanh district, Kien Giang province, Vietnam
- Telephone: 02973 838 009
- Fax:
- Website: [www.kihuseavn.com](http://www.kihuseavn.com)
- Securities code (if any): KHS
- Establishment and development process /Date of establishment, time of listing, and development milestones since the establishment until now).

<b>Year Time</b>	<b>Content</b>
2000	Kien Hung Company Limited was established under Business Registration Certificate No. 56-02-000011 issued on October 4, 2000, as a seafood processing facility for seafood exporting companies in Chau Thanh - Kien Giang due to the mechanism not allowing direct export. However, the goal of self-export has been determined by the Company and the infrastructure has been gradually built.
2002	With a more open policy, creating more favorable conditions for export, the Company completed the construction and put into operation a frozen seafood processing factory. The first export shipment to the Japanese market in December 2012 was the result of the Company's first efforts for its export target.
2003	The company has achieved export code DL297 to the EU market, the products are diversified from raw goods, improving production techniques to sushi products to serve the needs of the Japanese market. At the same time, the company also expands

	the market, increases the proportion of high value-added products in the product structure to increase operational efficiency.
2008	Continuing with the orientation of expanding the scale of operations, the Company participates in the production of fishmeal to diversify the industry and stabilize the development of the Company, while strengthening the power of purchasing raw materials. The Company invested capital to establish Kien Hung Fishmeal Company Limited. Initially, fishmeal products mainly served the domestic market.
2009	Kien Hung Company Limited officially transformed into Kien Hung Joint Stock Company, on the basis of merging Kien Hung Fishmeal Company Limited into Kien Hung Company Limited, according to Business Registration Certificate No. 1700339752 issued by Kien Giang Department of Planning and Investment on December 28, 2009.
2011	The market demand for fishmeal is increasing. The company has invested in Bien Xanh Kien Giang Joint Stock Company with a capital contribution of 51% of the charter capital, to build Bien Xanh Fishmeal Factory located in Linh Huynh Commune, Hon Dat District, Kien Giang Province to satisfy the market demand for high protein fishmeal. At this time, fishmeal products have entered the export market, specifically Japan and Indonesia.
2012	The company contributed capital with Neptune SAS Group (from France) to establish Aoki Seafood Company Limited with 51% of charter capital to build a surimi factory to serve the European market. In 2014, Aoki Seafood Company Limited officially came into operation.
2016	<ul style="list-style-type: none"> <li>- With the desire to bring safe products to users right from the origin of the product, the Company has a policy to manage the 60-hectare industrial shrimp farming area according to ASC (Aquaculture Stewardship Council) standards, orienting the development of high value-added products from shrimp and fish cakes. These shrimp and fish products not only serve the export market but also gradually supply the domestic market. At the same time, this year, to further develop the scale of the Company and stabilize the organizational structure at the affiliated units, the Company merged Bien Xanh Kien Giang Joint Stock Company into the Company, increasing the number of affiliated branches to 02 branches.</li> <li>- In 2016, the Company increased capital in 2 phases: <ul style="list-style-type: none"> <li>+ Phase 1: Increase charter capital from VND 56.02 billion to VND 59.987 billion (January 2016);</li> <li>+ Phase 2: Increase charter capital from VND 59,987 billion to VND 74,02 billion (April 2016).</li> </ul> </li> </ul>
2017	<ul style="list-style-type: none"> <li>- With the development of production and business activities, along with the trend of international economic integration and the requirement to improve product quality, services and labor productivity, diversifying industries and fields of operation, by 2017 , after 17 years of operation, Kien Hung Joint Stock</li> </ul>

	<p>Company had 04 affiliated factories including 01 frozen goods factory (at the Head Office), 02 fishmeal factories (belonging to 02 branches of Kien Hung Fishmeal Factory and Bien Xanh Fishmeal Factory) and 01 surimi factory (belonging to the subsidiary of Aoki Seafood Company Limited).</p> <ul style="list-style-type: none"> <li>- In 2017, the Company increased its charter capital from VND 74.02 billion to VND 107 billion (June 2017).</li> <li>- On October 12, 2017, the Company officially became a public company according to Approval Document No. 6825/UBCK-GSDC dated October 12, 2017 of the State Securities Commission.</li> <li>- On December 26, 2017, the Company's shares were officially listed on the Hanoi Stock Exchange with the stock code "KHS".</li> </ul>
2019	<ul style="list-style-type: none"> <li>- In 2019, the Company increased its charter capital from VND 107 billion to VND 120,909,690,000 (July 2019).</li> <li>- The company completed the construction of a seafood processing factory with a capacity of 3,000 tons of finished products/year at Thanh Loc Industrial Park, Thanh Loc Commune, Chau Thanh District, Kien Giang. Code DL160.</li> </ul>
2021	<ul style="list-style-type: none"> <li>- To optimize capital structure and management, as well as evaluate the business performance of the units, the Company closed two factories, Giuc Tuong and Bien Xanh, to focus resources on more efficient business units.</li> <li>- The company moved its headquarters to Thanh Loc Industrial Park.</li> <li>- Establishment of Aquaculture Farm branch in Linh Huynh commune, Hon Dat district, Kien Giang province.</li> </ul>

- Other events:

*2. Business lines and locations of the business:*

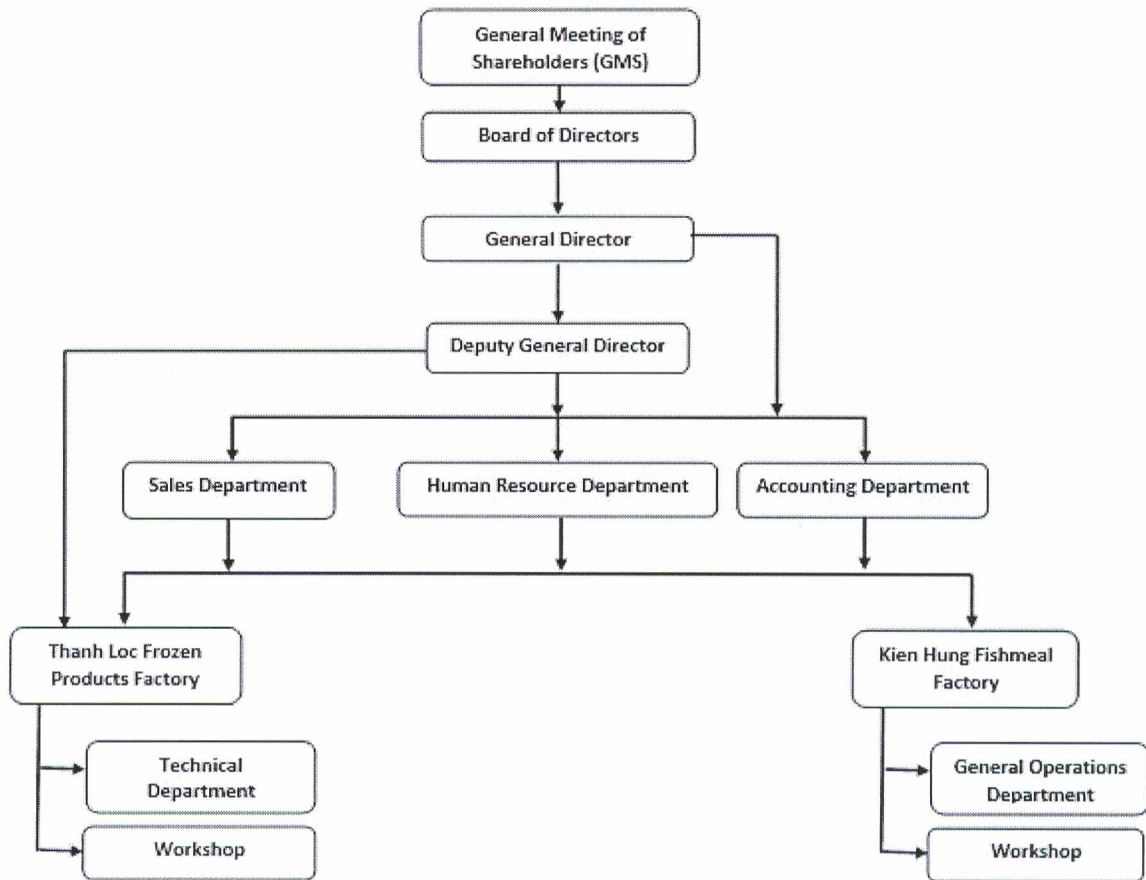
- Business lines: processing and exporting seafood and fishmeal - raw materials for animal feed.

- Location of business: Japan, EU, USA, Canada, Korea, Taiwan, Australia, domestic (fish meal products)....

*3. Information about governance model, business organization and managerial apparatus*

- Governance model: General meeting of shareholders, Board of Directors, Board of Supervisors and General Director

- Management structure



- Subsidiaries, associated companies:

The company currently has 01 subsidiary: Aoki Seafood Co., Ltd. is in the process of filing for bankruptcy under Decision No. 01/2024/QĐ-MTTTPS dated January 31, 2024, by the People's Court of Kiên Giang Province.

#### 4. Development orientations

- Main objectives of the Company:

- + Continue to develop core product lines of seafood and fishmeal.
- + Continue to expand markets and diversify products to minimize risks in production and business activities due to the impacts of epidemics and political and economic instability in the world .
- + Perfecting corporate governance in a modern and professional direction.

- Development strategies in medium and long term:

- + Optimize the existing scale in the medium term. In addition, depending on the actual developments of each period, change the product structure and investment portfolio to ensure production and business efficiency.

Regularly check and evaluate implemented strategies and make optimal adjustments according to the actual situation on the basis of sustainable development of the Company.

-Corporate objectives with regard to Corporate environment, society and community Sustainability.

- + Producing quality goods is inseparable from ensuring safety for the surrounding environment.
- + Fulfill responsibility to society and community.

- + Ensure effective implementation and certification of ISO 9001; ISO 22000 system standards ; maintain effective implementation according to ISO 14001 and OHSAS 18001 system standards .
- + Research BRC, MSC, ASC certification systems, gradually improve and achieve these certifications when needed.

#### 5. Risks:

##### 5.1. Economic risks:

- World economic growth rate: As an enterprise operating in the export sector, the world economic situation has a direct impact on the company's production and business activities. To limit risks, the Company expands its consumer market to many countries and territories around the world and adjusts its sales policy according to the economic growth situation of each region. The market structure and products are flexibly adjusted to suit the economic situation of each market, ensuring production and business efficiency.

- Interest rates: As a business operating in Vietnam, fluctuations in interest rates affect the company's capital preparation for business operations such as working capital, capital for projects, etc. The Company's Board of Directors always monitors and updates the interest rate situation daily and is always cautious and considers carefully before making decisions to use bank loans. Thanks to that, interest rate risks are always controlled by the Company.

- Inflation: inflation affects the input costs of businesses.

- Exchange rate: As a business with import and export activities, exchange rate fluctuations also have a certain impact on the company's business performance. Therefore, the Company's Board of Directors always closely monitors exchange rate fluctuations to make timely decisions related to foreign currency trading to serve the Company's foreign goods trading activities.

##### 5.2. Industry-specific risks:

- Market: The main markets of Kien Hung Joint Stock Company are currently Japan, EU, USA, Canada, Korea and some other small markets. Seafood exports to the EU market continue to slow down due to the Yellow Card imposition, which has significantly affected export output to the EU last year as well as sales strategies to this market in the coming time.

In 2024, the export market situation at the beginning of the year was still very slow, from the negative impact of the fourth quarter of 2023 that lasted until March 2024 due to the exchange rate of the domestic currencies of the Japanese - Korean - EU markets being too weak compared to the US Dollar, causing consumption to slow down, affecting output, export prices as well as production efficiency of the Freezing Factory; until the second quarter of 2024 onwards, the market gradually stabilized and recovered in the last months of the year (fourth quarter of 2024). Regarding fishmeal products, there was high competition in input materials during the year due to low output, in addition to domestic output competition due to the penetration of imported products.

- Raw materials: The Company's frozen seafood products and fish meal are processed from fresh raw materials such as squid, sea fish, freshwater fish, crabs, clams, snails, etc. Currently, due to the State's policies to tighten resource management, ensure the environment and control to remove the Yellow Card and control illegal fishing , the domestic supply of raw materials has decreased. In 2024 , the Company continued its policy of importing goods and raw materials for production . The Company's current

suppliers are quite wide because the Company has created a network of suppliers as well as built its reputation and brand in the market.

5.3. Environmental risks: As a company with many processing factories related to seafood products, the Company's production and business activities have certain impacts on the environment. However, the Company always strives to ensure compliance with state regulations on the environment to ensure sustainable development and social security.

## II. Operations in the Year

### 1. Situation of production and business operations

- Results of business operations in the year:

Target	Unit	Perform 2023	Plan 2024	Perform 2024	Ratio 2024 to 2023	Implementation rate 2024 compared to plan
Revenue	million dong	704,324	527,127	657,528	93.36%	124.74%
Cost of goods sold	million dong	665,273	465,702	579,548	87.11%	124.45%
Expense	million dong	55,397	43,401	64,147	115.80%	147.80%
Gross profit	million dong	39,051	61,425	77,980	199.69%	126.95%
Profit after tax	million dong	(10,212)	18,024	17,085	167.30%	94.79%

- Implementation situation/actual progress against the plan:

Assessing that 2024 still has many difficulties in international and domestic business, the foreign currency exchange rate in major markets has decreased abnormally, the US dollar exchange rate has increased and decreased unpredictably and the war in some countries has not shown any signs of ending, the Board of Directors has surveyed customers and the market, thereby setting out a plan for the company at a circumspect level for the 2024 production and business plan to submit to the Board of Directors as well as the Company's General Meeting of Shareholders for approval at the Annual General Meeting of Shareholders. In the first 3 quarters of the year, the market was still gloomy, however, by the end of the year, the situation in some major markets became more stable, especially the consumption demand in the Company's main market, Japan, which caused the 4th quarter to grow more than other quarters. As a result, the Company's revenue reached 124.74% of the plan and the Company's profit after tax in 2024 reached 167.30% compared to 2023 and 94.79% of the plan.

### 2. Organization and Human resource

- List of the Board of Management:

#### 1. General Director: Mr. Tran Quoc Dung

Sex: Male  
 Date of birth: April 27, 1964  
 ID No. : 091064002913  
 Nationality: Vietnam  
 Place of birth: Rach Gia, Kien Giang.  
 Permanent address: 198 Lam Quang Ky, Vinh Thanh Van Ward , Rach Gia City, Kien Giang Province  
 Professional qualifications: University of Business Administration

Current position: Member of Board of Directors and General Director of Kien Hung Joint Stock Company  
Number of shares held: 3,012,082 shares account for 24.91% of the charter capital of Kien Hung Joint Stock Company

**2. Deputy General Director: Mr. Nguyen Ngoc Anh**

Sex: Male  
Date of birth: October 31, 1968  
ID No.: 033068008381  
Nationality: Vietnam  
Place of birth: Hai Hung  
Permanent address: 200 Nguyen An Ninh, Vinh Thanh Van Ward . Rach Gia City, Kien Giang Province  
Professional qualifications: University of Finance and Accounting  
Current position: Member of Board of Directors and Deputy General Director of Kien Hung Joint Stock Company  
Current positions held at other organizations: Are not  
Number of shares held: 105,768 shares account for 0.87% of the charter capital of Kien Hung Joint Stock Company

**3. Deputy General Director: Mr. Tran Quoc Hung**

Sex: Male  
Date of birth: November 26, 1989  
Number C C C D: 091089015913  
Nationality: Vietnam  
Place of birth: Rach Gia, Kien Giang  
Permanent address: 198 Lam Quang Ky, Vinh Thanh Van Ward , Rach Gia City, Kien Giang Province  
Professional qualifications: Master of Economics  
Current position: Chairman of the Board of Directors and Deputy General Director of Kien Hung Joint Stock Company  
Number of shares held: 719,471 shares account for 5.95% of the charter capital of Kien Hung Joint Stock Company

**4. Chief Accountant: Mr. Nguyen Tan Dat**

Sex: Male  
Date of birth: 12/01/1959  
ID Number: 038059016544  
Nationality: Vietnam  
Place of birth: Ha Trung, Thanh Hoa  
Permanent address: 56 B4 Nguyen Phuong Danh, Vinh Bao Ward, Rach Gia City, Kien Giang Province  
Professional qualifications: Bachelor of Economics



Current position: Deputy Director in charge of finance and Chief Accountant of Kien Hung Joint Stock Company

Number of shares held: 79,100 shares account for 0.65% of the charter capital of Kien Hung Joint Stock Company

- Changes in the Board of Management: none

- Number of staffs. Brief information and changes on the employee's policies.

The number of officers and employees of the entire Company and its branches is 468 people (of which: Female: 268 people)

### **Working conditions, labor safety**

#### *Working conditions:*

+ The Company always pays attention to improving working conditions for employees and workers; strictly implements the State's regulations on labor protection, occupational safety and hygiene; annually provides uniforms for employees; provides tools and equipment for fire prevention and fighting safety work; provides training on occupational safety and hygiene, fire prevention and fighting;

+ Periodic health check-ups for all employees every 6 months and assessment of the impact of the working environment to ensure indicators meet prescribed standards;

+ Organize and implement well the regulations on occupational safety and hygiene for workers directly using machinery and equipment and jobs with the risk of causing occupational accidents, dangers and toxicities;

+ Working conditions are regularly improved and upgraded. The company installs full air conditioning systems to ensure a cool temperature in the workplace to create comfort and increase work efficiency;

#### *Occupational safety and health work:*

+ Occupational safety and health work is always focused and concerned. Every year, the Company organizes training courses for employees on occupational safety, operating techniques, etc., machinery and equipment are periodically inspected for safety, and employees are fully equipped with labor protection equipment;

+ Total number of employees at the Company are classified and 100% are trained;

+ Providing safety equipment and distributing personal protective equipment to workers according to the list of occupations and establishing a distribution book are fully implemented;

+ Develop regulations and operating procedures for machines and equipment regarding safe working measures and labor hygiene at the workplace;

+ Every month, the Company provides in-kind compensation to employees working in dangerous, arduous, and toxic conditions in accordance with regulations;

+ The company has trained and established a first aid team, ready to provide first aid in case of accidents according to regulations and has a medical cabinet at the office;

+ Implement self-inspection of occupational safety and hygiene for machinery, equipment, factories, warehouses; ...

+ Fire prevention and fighting: The company complies with the law:

+ The company has established a Fire Prevention Team; 100% of Fire Prevention Team members are trained and have full certificates;

+ The Company's Fire Prevention Team regularly organizes training sessions and has the skills to be ready to perform tasks when an incident occurs;

+ Fire prevention and fighting work is strictly inspected and seriously implemented.

**Implementing gender equality in business**

- The company pays great attention to female workers, absolutely does not discriminate and implements policies for female workers according to the Law;
- As a unit with nearly 58 % female workers, special attention is paid to caring for female workers; Every year, the Company coordinates with the grassroots Trade Union to develop programs, action plans, and propagate and mobilize all female workers about women's work in the period of promoting industrialization and modernization of the country; Strategy for developing Vietnamese families; Law on Gender Equality; Law on prevention of domestic violence...
- Coordinate with the grassroots Trade Union to organize traditional activities to review the significance of holidays such as International Women's Day March 8, the founding day of the Vietnam Women's Union October 20 and the traditions and movements of excellent women through the ages; organize entertainment and sports activities to create a joyful and exciting atmosphere so that female workers can feel secure in their commitment to the Company;
- Take care of policies for female employees, ensure occupational safety and hygiene for female employees, policies such as sickness, maternity, improve working conditions in the workshop such as reducing noise, reducing temperature, providing labor protection suitable for production conditions...
- Create conditions for female workers to improve their skills and expertise through many forms of training such as: on-site training, participation in professional training at training facilities and centers; arrange suitable jobs; focus on creating opportunities for female workers to develop skills and promote initiatives; create opportunities for female workers to have conditions for promotion and appoint management positions for female workers with suitable conditions.

**Employee welfare policy:**

- The Company coordinates well with the grassroots Trade Union, always paying attention, caring and promptly supporting the lives of employees and workers such as: establishing regulations on visiting and supporting employees when they are sick or in difficult circumstances with specific spending levels, providing practical encouragement; Maintaining visiting, encouraging and giving gifts on the occasion of Lunar New Year. Mobilizing employees and workers to contribute to the Trade Union Shelter Fund. Organizing annual tours for employees and workers... In addition, timely payment of sick leave, maternity leave, and recuperation benefits... for employees and workers.

*3. Investment activities, project implementation*

a) Major investments: none

b) Subsidiaries, associated companies:

Aoki Seafood Company Limited:

Net revenue : 115,870,371 VND

Export turnover: 0 USD

Gross profit: (774,480,103) VND

Profit before tax: (17,524,339,144) VND

Corporate income tax: 0 VND

Profit after tax: (17,524,339,144) VND

Aoki Seafood Co., Ltd. is in the process of filing for bankruptcy under Decision No. 01/2024/QĐ-MTTPS dated January 31, 2024, by the People's Court of Kiên Giang Province.. The loss of AOKI

Seafood Company Limited is mainly interest expense, depreciation of fixed assets, and other fixed costs.

4. Financial situation

a) Financial situation

Indicators	Year 2023	Year 2024	% change
Total asset value	491.117.080.045	493.916.622.698	0.57
Net revenue	704.324.126.865	657.528.281.152	(6.64)
Profit from business activities	(9,237,218,447)	34,756,952,947	476.27
Other profits	(974,947,396)	(17,672,119,219)	(1,712.62)
Profit before tax	(10,212,165,843)	17,084,833,728	267.30
Profit after tax of parent company	1,089,066,186	25,671,759,909	2,257.23
Profit after tax	(10,212,165,843)	17,084,833,728	267.30

- Other figures:

b) Major financial indicators:

Indicators	2023	2024	Note
1. Solvency ratio			
+ Current ratio: (Short term Asset/Short term debt)	0.95	0.96	
+ Quick ratio: Short term Asset - Inventories Short term Debt	0.29	0.32	
2. Capital structure Ratio			
+ Debt/Total assets ratio	0.58	0.55	
+ Debt/Owner's Equity ratio	1.35	1.2	
3. Operation capability Ratio			
+ Inventory turnover: (Cost of goods sold/Average inventory)	3.92	3.8	
+ Total asset turnover: (Net revenue/ Average Total Assets)	1.31	1.34	
4. Profitability			
+ Profit after tax/ Net revenue Ratio	(0.01)	0.03	
+ Profit after tax/ total capital Ratio	(0.05)	0.08	
+ Profit after tax/ Total assets Ratio	(0.02)	0.03	
+ Profit from business activities/ Net revenue Ratio	(0.01)	0.05	

5. Shareholders structure, change in the owner's equity.

a) Shares:

- Total shares: 12,090,969 shares
- Type of shares: common share
- Number of freely transferable shares: 12,090,969
- Number of shares restricted from transfer: 0

b) Shareholders structure:

No.	Shareholders	Number of shares	Value (million VND)	Percentage	Number of shareholders
1	<b>Domestic shareholders</b>	<b>12,066,639</b>	<b>120,666.39</b>	<b>99.80 %</b>	<b>163</b>
	- Individual	10,444,116	104,441.16	86.38%	161
	- Organization	1,622,523	16,225.23	13.42%	2
2	<b>Foreign shareholders</b>	<b>24,330</b>	<b>243.30</b>	<b>0.20 %</b>	<b>7</b>
	- Individual	21,630	216.30	0.18 %	6
	- Organization	2,700	27.00	0.02 %	1
3	<b>Proportional shareholders</b>	<b>12,090,969</b>	<b>120,909.69</b>	<b>100.00%</b>	<b>170</b>
	- Shareholders holding more than 5%	7,525,690	75,256.90	62.24%	5
	- Minor shareholders	4,565,279	45,652.79	37.76%	165
<b>Total</b>		<b>12,090,969</b>	<b>120,909.69</b>	<b>100.00%</b>	<b>170</b>

(Source: List of securities owners No. 701/2024-KHS/VSDC-ĐK dated April 02, 2024 prepared by Vietnam Securities Depository and Clearing Corporation )

\*Note: No state shareholders.

c) Change in the owner's equity: None

d) Transaction of treasury stocks: None

e) Other securities: None

6. *Environment-Social-Governance (ESG) Report of the Company*

6.1. Impact on the environment:

Total direct and indirect GHG emission: none

Measures and initiatives to reduce GHG emission: none

6.2. Management of raw materials:

a) The total amount of raw materials used for the manufacture and packaging of the products as well as services of the organization during the year: 25,702 Tons

b) The percentage of materials recycled to produce products and services of the organization: none

6.3. Energy consumption:

a) Energy consumption - directly and indirectly: 5,061,185 KW

b) Energy savings through initiatives of efficiently using energy: None

c) The report on energy saving initiatives (providing products and services to save energy or use renewable energy); report on the results of these initiatives: None

6.4. Water consumption (water consumption of business activities in the year)

a) Water supply and amount of water used: 261,846 m<sup>3</sup>

b) Percentage and total volume of water recycled and reused: None

6.5. Compliance with the law on environmental protection:

a) Number of times the company is fined for failing to comply with laws and regulations on environment: None

b) The total amount to be fined for failing to comply with laws and regulations on the environment: None

6.6. Policies related to employees

a) Number of employees, average wages of workers:

Number of employees: 468; average salary: 9,471,000 VND

b) Labor policies to ensure health, safety and welfare of workers.

- Implementing the collective labor agreement: The Company signs between the Board of Directors and the Chairman of the Trade Union on the terms of the collective labor agreement, ensuring compliance with the regulations registered at the Department of Labor - Invalids and Social Affairs of the Province and announced throughout the Company;
- Ensure stable, long-term employment for employees at the Company, prioritize recruiting local workers;
- Signing labor contracts is always timely, in accordance with regulations, ensuring the rights of employees;
- The company always implements policies according to current regulations to ensure salary levels that meet the needs of employees.
- Workers working at the Company are fully covered by social insurance - health insurance - unemployment insurance in accordance with the Law on Social Insurance; Fully implementing the deduction of social insurance, health insurance, unemployment insurance for employees - reaching 100%. In addition to the benefits and policies implemented in accordance with regulations, to contribute to sharing difficulties in case of illness, accident, and risk, the Company participates in purchasing accident insurance, hospitalization insurance and surgery insurance for employees. For employees working in special environments, the Company also has support policies according to the law;
- The company always cares about improving working conditions for employees and workers. Strictly comply with the State's regulations on labor protection and occupational safety and hygiene. Every year, it provides employees with uniforms; provides tools and equipment for fire safety and fire prevention; and provides training on occupational safety and hygiene and fire prevention.
- Periodic health check-ups for all employees and workers every 6 months and assessment of the impact on the working environment to ensure indicators meet prescribed standards. Organize and implement well the regulations on occupational safety and hygiene for workers directly using machinery and equipment and jobs with the risk of causing occupational accidents, dangers and toxicities.
- Working conditions are regularly improved and upgraded. The company installs full air conditioning systems to ensure a cool temperature in the workplace to create comfort and increase work efficiency;
- To ensure the health of workers, the Company has supported mid-shift meals at 22,000 VND/meal.
- To encourage workers, the Company also provides preferential benefits: Living allowance, travel allowance, allowance for raising children under 6 years old; Diligence bonus, bonus based on actual labor productivity; Organizing birthday gifts every year, once a month for workers whose birthday is in the month.

c) Employee training

- The average number of training hours per year, according to the staff and classified staff
- The skills development and continuous learning program to support workers employment and career development.

Due to the nature of the seafood processing industry requiring the use of unskilled labor, vocational training takes place on-site and regularly every day, with the aim of creating highly skilled, skilled, and proficient workers, thereby improving labor productivity, increasing income for workers, and stabilizing their lives;

#### 6.7. Report on responsibility for local community.

The community investments and other community development activities, including financial assistance to community service

- Mobilize employees and workers to participate in social and charitable activities, especially local humanitarian activities and follow the Company's advocacy policy, including activities such as: Participating in supporting other local advocacy programs such as: Supporting social activities in Chau Thanh district, supporting the fund for the poor in Kien Giang province, participating in supporting the Association of the Blind, School for the Disabled, One Heart Fund, etc.
- Kien Hung Joint Stock Company's motto for business development is that sustainable development cannot be separated from community benefits. For that reason, in the past, the Company has participated in contributing to social work, social funds and a number of social programs organized and launched by the locality.

2024 contribution amount: 55,000,000 VND

#### 6.8. Report on green capital market activities under the guidance of the ssc.

**Note:** As for Section 6 of Part II of this Appendix, the company may set up a separate Sustainability Development Report, in which the items 6.1, 6.2 and 6.3 are not mandatory for companies operating in sector of finance, banking, securities and insurance .

Public companies are encouraged to apply the globally accepted reporting and disclosure standards in preparing their sustainability reports.

### **III. Reports and assessments of the Board of Management / the Board of Management reports and assesses the Company's situation through every facet)**

The Board of Management's reports and assessments shall include at least the following contents:

#### *1. Assessment of operating results*

Assessing that 2024 still has many difficulties in international and domestic business, the foreign currency exchange rate in major markets has decreased abnormally, the US dollar exchange rate has increased and decreased unpredictably and the war in some countries has not shown any signs of ending, the Board of Directors has surveyed customers and the market, thereby setting out a plan for the company at a cautious level for the 2024 production and business plan to submit to the Board of Directors as well as the Company's General Meeting of Shareholders for approval at the Annual General Meeting of Shareholders. In the first 3 quarters of the year, the market was still gloomy, however, by the end of the year, the situation in some major markets became more stable, especially the consumption demand in the Company's main market, Japan, which caused the 4th quarter to grow more than other quarters. As a result, the Company's revenue reached 124.74% of the plan and the Company's profit after tax in 2024 reached 167.30% compared to 2023 and 94.79% of the plan.

#### *2. Financial Situation*

##### a) Assets

Analysis of assets and changes in assets:

Target	Unit of measure	Year-end number	Beginning of year number
Asset structure			
Current assets/Total assets	%	48.56	42.19
Long-term assets/Total assets	%	51.44	57.81
		-	-
Capital structure			
Liabilities/Total Capital	%	54.58	57.54
Equity/Total Capital	%	45.42	42.46
Ability to pay			
Instant payment capability	time	0.13	0.02
Fast payment ability	time	0.32	0.29
Current payment capacity	time	0.96	0.95
Rate of return			
Return on sales			
Pre-tax profit margin on revenue	%	2.58	(1.45)
Profit margin after tax on revenue	%	2.58	(1.45)
		-	-
Return on total assets		-	-
Pre-tax profit margin on total assets	%	3.46	(2.08)
Return on total assets	%	3.46	(2.08)
		-	-
Return on equity after tax	%	7.62	(4.9)

b) Debt Payable

- Current debts, major changes of debts.

Item	Book value		Reasonable value	
	As of Dec. 31, 2024	As of Jan. 01, 2024	As of Dec. 31, 2024	As of Jan. 01, 2024
	Value	Value	Net value	Net value
Loans and Debts	200.242.092.749	222.318.016.153	200.242.092.749	222.318.016.153
Trade and other payables	57,200,512,928	50.200.790.257	57,200,512,928	50.200.790.257
Cost to Pay	3,570,006,899	1,717,618,283	3,570,006,899	1,717,618,283
<b>Total</b>	<b>261.012.612.576</b>	<b>274.236.424.693</b>	<b>261.012.612.576</b>	<b>274.236.424.693</b>

- Analysis of bad debts, impacts of the exchange rate changes on operating results of the Company and impacts of lending rate changes: not incurred.

*3. Improvements in organizational structure, policies, and management.*

Operate and maintain stable ISO 9001:2015, ISO 14001:2015, ISO 22000:2018 and OHSAS 18001:2007 systems.

*4. Development plans in future*

Currently the Company has no further direction for new projects.

*5. Explanation of the Board of Management for auditor's opinions (if any) - (In case the auditor's opinions are not unqualified):* None

## *6. Assessment Report related to environmental and social responsibilities of the Company*

### *a. Assessment concerning the environmental indicators:*

The Company launched environmental action programs in saving water, saving electricity and using stationery throughout the unit, at the Company's headquarters and factories and branches.

### *b. Assessment concerning the labor issues*

- The Company shall sign between the Board of Directors and the Chairman of the Trade Union on the terms of the collective labor agreement, ensuring compliance with the regulations registered at the Department of Labor - Invalids and Social Affairs of the Province and announced throughout the Company;
- Ensure stable, long-term employment for employees at the Company, prioritize recruiting local workers;
- Signing labor contracts is always timely, in accordance with regulations, ensuring the rights of employees;
- The company always implements policies according to current regulations to ensure salary levels that meet the needs of employees.
- Workers working at the Company are fully covered by social insurance - health insurance - unemployment insurance in accordance with the Law on Social Insurance; Fully implementing the deduction of social insurance, health insurance, unemployment insurance for employees - reaching 100%. In addition to the benefits and policies implemented in accordance with regulations, to contribute to sharing difficulties in case of illness, accident, and risk, the Company participates in purchasing accident insurance, hospitalization insurance and surgery insurance for employees. For employees working in special environments, the Company also has support policies according to the law;
- The company always cares about improving working conditions for employees and workers. Strictly comply with the State's regulations on labor protection and occupational safety and hygiene. Every year, it provides employees with uniforms; provides tools and equipment for fire safety and fire prevention; and provides training on occupational safety and hygiene and fire prevention.
- Periodic health check-ups for all employees and workers every 6 months and assessment of the impact on the working environment to ensure indicators meet prescribed standards. Organize and implement well the regulations on occupational safety and hygiene for workers directly using machinery and equipment and jobs with the risk of causing occupational accidents, dangers and toxicities.
- Working conditions are regularly improved and upgraded. The company installs full air conditioning systems to ensure a cool temperature in the workplace to create comfort and increase work efficiency;  
To ensure the health of workers, the Company has supported mid-shift meals, 22,000 VND/meal , and supported workers' accommodation costs.

### *c. Assessment concerning the corporate responsibility for the local community*

- The Company does a good job of mobilizing employees and workers to participate in social and charitable activities, especially local humanitarian activities, and to follow the Company's advocacy policy.

Kien Hung Joint Stock Company's motto for business development is that sustainable development cannot be separated from community benefits. For that reason, in the past, the Company has



participated in contributing to social work, social funds and a number of social programs organized and launched by the locality. In 2024, the amount of contribution: 55,000,000 VND

#### **IV. Assessments of the Board of Directors on the Company's operation (for joint stock companies)**

##### *1. Assessments of the Board of Directors on the Company's operation, including the assessment related to environmental and social responsibilities.*

The company strictly complies with regulations for employees and ensures compliance with environmental regulations. In addition, it does a good job of mobilizing all staff to participate in social and charitable activities in the locality.

The Company launched environmental action programs in saving water, saving electricity and using stationery throughout the unit, at the Company's headquarters and factories and branches. Maintain implementation of management requirements according to ISO 14001:2015 standards to meet environmental control requirements.

Corporate culture is built and maintained well, contributing to encouraging employees to always be enthusiastic and strive to complete assigned tasks.

##### *2. Assessment of Board of Directors on Board of Management s performance*

The Board of Directors supervises the General Director through the following main contents:

- Work to establish and implement planning targets approved by the Board of Directors/Shareholders' Meeting approve;
- Financial, cost and human resource management;
- Implement the Resolutions of the Board of Directors.

The Board of Directors has monitored the completeness of the above contents through the working program at Board of Directors meetings. Regarding effectiveness, efficiency and suitability, the Board of Directors has discussed with the General Director and the Executive Board at quarterly Board of Directors meetings; reported monthly report; through email, phone and meetings. Difficult problems All problems are identified and resolved thoroughly and promptly.

The Board of Directors closely coordinates with the Supervisory Board to monitor and support the Executive Board. improve the effectiveness of the control system, the relevance and reliability of financial statements as well as corporate governance. All comments and contributions from the Board of Supervisors are considered and carefully consider the decisions of the Board of Directors.

The Board of Directors discussed and approved the following decisions by Resolution/Minutes. each meeting on: plans for the next quarter and related issues for the General Director implementation manager

Under the direction of the Board of Directors, the Executive Board has strived to fulfill its assigned tasks in difficult conditions of the world economy and proposed appropriate solutions, in compliance with current legal regulations and Articles of Association. Rules and Regulations of the Company.

The management staff has professional qualifications and skills appropriate to the assigned work, and has the capacity, professional ethics and diligence necessary to carry out and complete the tasks. The coordination and internal solidarity of the management staff has created a professional, friendly and cohesive working environment, helping the Company to complete the assigned goals.

### 3.Plans and orientations of the Board of Directors

Continue to closely direct production and business activities to ensure shareholder rights.

## V. Corporate governance

### 1. Board of Directors

#### a) Members and structure of the Board of Directors

No.	Full name	Position	Share ownership ratio (%)	Independent Member	Position held at other companies
1	Tran Quoc Hung	Chairman of the Board	5.95%		
2	Lam Thi Huong Mai	Non-executive Board Member	13,43%		Director of Tran Quoc Bao Investment Trading Service Company Limited
3	Nguyen Ngoc Anh	Board Member	0.87%		
4	Huynh Cong Luan	Board Member	0.30%		
5	Tran Quoc Dung	Board Member	24.91%		
6	Huynh Thanh Dung	Independent Board Member	0%	x	Director of Lien Viet Post Joint Stock Commercial Bank, Kien Giang Branch
7	Tran Viet Trung	Independent Board Member	0.001%	x	

b) The committees of the Board of Directors: The list of the subcommittees of the Board of Directors and list of members of each subcommittee): not established

#### c) Activities of the Board of Directors:

No.	Resolution/Decision No.	Date	Content	Approval rate
01	01/24/NQ-HĐQT/KHS	Mar. 05, 2024	Approving the contents of preparation for the 2024 Annual General Meeting of Shareholders: - 2023 Business Results. - 2024 Business Plan. - 2024 Profit Distribution Plan, remuneration of the Board of Directors and Supervisory Board. - 2024 Annual General Meeting of Shareholders Plan. - Approving the signing of transaction contracts between the Company and related parties of insiders.	100%

02	02/24/NQ-HĐQT/KHS	Mar. 06, 2024	Approving on Credit Transaction with Lien Viet Post Joint Stock Commercial Bank - Kien Giang Branch	100%
03	03/24/NQ-HĐQT/KHS	May 03, 2024	Implement detailed plans on issuing shares to pay dividends in 2023 according to the content approved by the General Meeting of Shareholders.	100%
04	04/24/NQ-HĐQT/KHS	Oct. 10, 2024	Approving on Credit Transaction with Vietnam Joint Stock Commercial Bank for Industry and Trade - Kien Giang Branch	100%
05	05/24/NQ-HĐQT/KHS	Dec. 28, 2024	Approving on adjusting Credit Transaction plan with Vietnam Joint Stock Commercial Bank for Industry and Trade - Kien Giang Branch	100%

d) Activities of the Board of Directors independent members:

Participate in contributing management and financial solutions to the Board of Directors and managers in the Company to improve operational efficiency.

e) The list of members of the Board of Directors possessing certificates on corporate governance. The list of members of the Board of Directors participating in corporate governance training programs in the year.

No.	Full name	Position	Certificate of training in corporate governance
1	Tran Quoc Hung	Chairman of the Board	x
2	Lam Thi Huong Mai	Board Member	x
3	Nguyen Ngoc Anh	Board Member	x
4	Huynh Cong Luan	Board Member	x
5	Tran Quoc Dung	Board Member	x
6	Huynh Thanh Dung	Board Member	x
7	Tran Viet Trung	Board Member	x

## 2. Board of Supervisors/Audit Committee

a) Members and structure of the Board of Supervisors:

No.	Board Member	Position	Share ownership ratio (%)
1	Mr. Truong Tuyen Minh	Head	0.09%
2	Mr. Ngo Van Thien	Member	0%

3	Ms. Nguyen Thi Thanh Thuy	Member	0%
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b) Activities of the Board of Supervisors:

- The Board of Supervisors performs inspection and supervision work in accordance with the provisions of the Enterprise Law; the Company's Charter of Organization and Operation; the Company's Governance Regulations; and the Board of Supervisors' Operating Regulations;
- The Board of Supervisors coordinates with departments to urge the good implementation of business plan targets assigned by the Board of Directors.
- The Board of Supervisors inspects and controls the Company's investment activities; Perform other tasks according to the functions and tasks of the Board of Supervisors

*3. Transactions, remunerations and benefits of the Board of Directors, Board of Management and Board of Supervisors/ Audit Committee*

a) Salary, rewards, remuneration and other benefits and expenses for each member of the Board of Directors, the Board of Supervisors/ Audit Committee, Director and General Director and managers.

According to the Resolution of the General Meeting of Shareholders, the remuneration of the Board of Directors and the Board of Supervisors is as follows:

No.	Position	Salary (VND/month)
1	Chairman of the Board	6,000,000
2	Board Member	3,000,000
3	Head of Supervisory Board	3,000,000
4	Member of the Board of Supervisors (non-concurrent)	2,000,000
5	Member of the Board of Supervisors (with concurrent positions)	1,000,000

*Remuneration of the Board of Directors , Board of Supervisors and management staff in 2024*

No.	Full name	Position	Total Year 2024	Note
1	Tran Quoc Dung	BOD Member & General Director	1,129,336,868	
2	Nguyen Ngoc Anh	BOD Member & Deputy General Director	977.388.148	
3	Tran Quoc Hung	Chairman of the BOD & Deputy General Director	155,250,000	

4	Huynh Cong Luan	Member of BOD & Director of Fishmeal Factory	904.190.428	
5	Nguyen Tan Dat	Deputy Director of Finance & Accounting	551,666,649	
6	Lam Thi Huong Mai	Board of Directors	36,000,000	
7	Huynh Thanh Dung	Board of Directors	36,000,000	
8	Tran Viet Trung	Board of Directors	36,000,000	
9	Truong Tuyen Minh	Head of Supervisory Board	36,000,000	
10	Ngo Van Thien	Member of Supervisory Board	24,000,000	
11	Nguyen Thi Thanh Thuy	Member of Supervisory Board & HR department	216,072,984	
	<b>Total</b>		<b>4.101.905.077</b>	

Salary and bonus of the Board of Directors: monthly salary, bonus, and mid-shift meals are paid according to the agreement with the Company. There are no other benefits.

b) Information about share transactions of members of Board of Directors, members of the Board of Supervisors/ Audit Committee, Director (General Director), Chief Accountant, the company's managers, secretaries, major shareholders and their affiliated persons): None

c) Contracts or transactions with internal shareholders:

During the past year, the Board of Directors approved transactions with insiders/related parties with insiders under the authority prescribed in the Company Charter, including:

The company signed a credit contract for a loan plan with a limit of 30,000,000,000 VND (In words: Thirty billion VND) or equivalent foreign currency with the related organization of the internal person (Mr. Huynh Thanh Dung - Member of the Board of Directors is the Branch Director) which is Lien Viet Post Joint Stock Commercial Bank, Kien Giang branch.

d) Assessing the Implementation of regulations on corporate governance:

From the Board of Directors to all employees, all comply with the regulations on corporate governance. There are no cases of violating regulations or exceeding authority.

## **VI. Financial statements**

### *1. Auditor's opinions:*

#### **Separate Financial Statements 2024:**

“In our opinion, the separate financial statements give a true and fair view, in all material respects, of the separate financial position of Kien Hung Joint Stock Company VN as at 31 December 2024, and of the separate results of its operations and its separate cash flows for the year then ended in accordance with Vietnamese Accounting Standards, the Vietnamese Accounting System for enterprises and statutory requirements relevant to preparation and presentation of the separate financial statements.”

**Other matters:**

“Without denying the audit opinion mentioned above, as stated in Note I.08, the subsidiary – Aoki Seafood Co., Ltd. is in the process of filing for bankruptcy under Decision No. 12/23/QĐ-AOKI dated July 20, 2023, by the Chairman of the Members' Council of Aoki Seafood Co., Ltd. and Decision No. 01/2024/QĐ-MTTTPS dated January 31, 2024, by the People's Court of Kiên Giang Province. The company has made provisions for the entire investment in this case”

**Consolidated Financial Statements 2024:**

“In our opinion, the consolidated financial statements give a true and fair view, in all material respects, of the consolidated financial position of Kien Hung Joint Stock Company VN as at 31 December 2024, and of the consolidated results of its operations and its consolidated cash flows for the year then ended in accordance with Vietnamese Accounting Standards, the Vietnamese Accounting System for enterprises and statutory requirements relevant to preparation and presentation of the consolidated financial statements.”

**Other matters:**

“Without denying the audit opinion mentioned above, as stated in Note I.07, the subsidiary – Aoki Seafood Company Limited is in the process of filing for bankruptcy under Decision No. 12/23/QĐ-AOKI dated 20 July 2023 by the Chairman of the Members' Council of Aoki Seafood Company Limited and Decision No. 01/2024/QĐ-MTTTPS dated 31 January 2024 by the People's Court of Kien Giang Province. The company has made provisions for the entire investment in this case.”

*2. Audited Financial Statements:*

The separate financial statements for 2024 and the consolidated financial statements for 2024 of Kien Hung Joint Stock Company have been disclosed in accordance with the regulations of the State Securities Commission and the Hanoi Stock Exchange, and are posted on the company's website [www.kihuseavn.com](http://www.kihuseavn.com)

**Recipients:**

- State Securities Commission
- Hanoi Stock Exchange
- Archive: BOD office

**CONFIRMATION BY THE COMPANY’S LEGAL**

**REPRESENTATIVE**

**GENERAL DIRECTOR**

(Signature, full name and seal)



**TRAN QUOC DUNG**