

**Phụ lục VI**  
**Appendix VI**

**CÔNG BỐ THÔNG TIN BẤT THƯỜNG**  
**EXTRAORDINARY INFORMATION DISCLOSURE**

*(Ban hành kèm theo Quyết định số .../QĐ-SGDVN ngày ... của Tổng Giám đốc Sở Giao dịch Chứng khoán Việt Nam về Quy chế Công bố thông tin tại Sở Giao dịch Chứng khoán Việt Nam)*  
*(Issued with the Decision No. .../QĐ-SGDVN on ... of the CEO of Vietnam Exchange on the Information Disclosure Regulation of Vietnam Exchange)*

**CÔNG TY CỔ PHẦN**  
**TẬP ĐOÀN THỦY SẢN MINH PHÚ**

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**CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM**  
**Độc lập - Tự do - Hạnh phúc**  
**THE SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

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Số: 19/TB-MPC25

Tp.HCM, ngày 07 tháng 06 năm 2025

**CÔNG BỐ THÔNG TIN BẤT THƯỜNG**  
**EXTRAORDINARY INFORMATION DISCLOSURE**

**Kính gửi: Sở Giao dịch Chứng khoán Hà Nội**  
**To: Hanoi Stock Exchange**

- 1. Tên tổ chức/Name of organization:** CÔNG TY CỔ PHẦN TẬP ĐOÀN THỦY SẢN MINH PHÚ  
- Mã chứng khoán/Mã thành viên/ Stock code/ Broker code: MPC  
- Địa chỉ/Address: Khu công nghiệp phường 8, Tp. Cà Mau, tỉnh Cà Mau  
- Điện thoại liên hệ/Tel.: 02903.838262 Fax: 02903.833119  
- E-mail: minhphu@minhphu.com

**2. Nội dung thông tin công bố/Contents of disclosure:**

Cập nhật Tài liệu Đại hội đồng cổ đông thường niên năm 2025/ Update to documents of the 2025 Annual General Meeting of Shareholders

- Bổ sung Báo cáo HĐQT, Báo cáo Ban Tổng giám đốc, Báo cáo Ban kiểm soát/ Include the Report of the Board of Directors, the Report of the General Director and the Report of the Supervisory Board.
- Bổ sung Tờ trình ĐHĐCĐ số 2: Phê duyệt hoàn nhập một phần quỹ về lợi nhuận sau thuế chưa phân phối/ Include the proposal to shareholders No.02: Approval of the reversal of fund appropriation to undistributed after-tax profit.
- Bổ sung Tờ trình ĐHĐCĐ số 3: Phê duyệt phương án trích lập các quỹ, phân phối lợi nhuận năm 2024 và Kế hoạch phân phối lợi nhuận năm 2025/ Include the proposal to shareholders No.03: Approval of the profit distribution and funds appropriations in 2024 and the profit distribution plan in 2025.

**3. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 07/06/2025 tại đường dẫn <https://minhphu.com/> This information was published on the company's website on June 07<sup>th</sup>, 2025, as in the link <https://minhphu.com/>**

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố/We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.

***Tài liệu đính kèm/Attached documents:***

Tài liệu Đại hội đồng cổ đông thường niên năm 2025/ *The 2025 Annual General Meeting of Shareholders Documents*

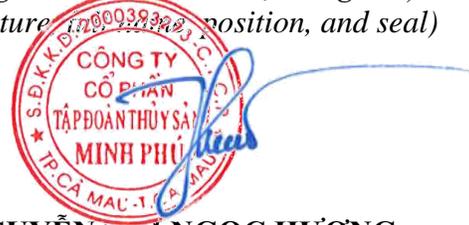
**Đại diện tổ chức/ Organization representative**

Người UQ CBTT

*Person authorized to disclose information*

*(Ký, ghi rõ họ tên, chức vụ, đóng dấu)*

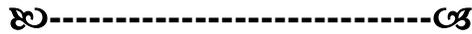
*(Signature, position, and seal)*



**NGUYỄN THỊ NGỌC HƯƠNG**



**MINH PHU SEAFOOD CORPORATION**  
Ward 8 Industrial Park, CaMau City, CaMau Province  
Business registration number: 2000393273  
Tel: (+84) 290-383-9391 - Fax: (+84) 290-366-8795  
Website: <http://minhphu.com/>



## INVITATION LETTER

### TO ATTEND THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

#### Dear: Shareholders of Minh Phu Seafood Corp

The Board of Directors of Minh Phu Seafood Joint Stock Company (Stock Code: MPC), would like to respectfully announce and invite our valued shareholders, investors to participate in the 2025 Annual General Meeting of Shareholders with details as followings:

- ❖ **Time:** at 09h00 AM on June 21<sup>st</sup>, 2025 (local time)
- ❖ **Venue:** 8<sup>th</sup> Floor, Minh Phu Building, 21 Le Quy Don St., Vo Thi Sau ward, Dict. 3, HCMC
- ❖ **Forms of Attending:**
  - + Attend in person and vote/elect directly at the meeting
  - + Authorize other individuals and organizations to attend and vote/elect at the meeting
- ❖ **AGM documents:** documents for the AGM will be available on the Website <http://minhphu.com/>
- ❖ **Attendance requirements:** All shareholders owning shares of Minh Phu Seafood Joint Stock Company according to the list of shareholders as of May 23<sup>rd</sup>, 2025 or authorized person to attend.
- ❖ **Authorization to attend the meeting:** If any shareholder authorizes other person to attend the meeting, such shareholder is kindly requested to send a signed Power of Attorney to below address before June 21<sup>st</sup>, 2025 or authorized person, please bring the power of attorney when attending.

**Organizing Board of Shareholders' Meeting - Minh Phu Seafood Corp**  
Add: 8<sup>th</sup> Floor, Minh Phu Building, 21 Le Quy Don St.,  
Vo Thi Sau ward, Dict.3, HCMC  
Email: [ngochuong@minhphu.com](mailto:ngochuong@minhphu.com)

Your respectfully!

Ca Mau, May 30<sup>th</sup>, 2025  
On behalf of BOD



*Lê Văn Quang*  
**Lê Văn Quang**

**PLEASE NOTE:** Shareholders or Authorized Representatives attending the Meeting please bring your ID card or passport and original Power of Attorney (in case of attendees authorized by Shareholders) to register as attending shareholders.

∞-----∞  
**POWER OF ATTORNEY**

(To attend the 2025 Annual General Meeting of Shareholders)

**The Assignor:**

- Name of individual/ organization: .....
- ID Card/ Business Registration No.: ..... Dated: .....
- Issued by: .....
- Address: .....
- Phone: ..... Email:.....
- Number of owned shares: ..... Shares  
(In word: .....

**The Assignee:**

- Name of individual/ organization : .....
- ID Card/ Business Registration No.: ..... Dated: .....
- Issued by:.....
- Address: .....
- Phone: ..... Email (\*):.....
- Number of representative shares: .....
- (In word: .....

**Or authorize to the BOD member – Mr. Le Van Quang, please kindly click (✓) here:**

**Scope of Authorization:**

The Assignee shall represent the Assignor in attending MPC’s 2025 Annual General Meeting of Shareholders held on June 21<sup>st</sup>, 2025 and executing all rights and obligations in relation to the authorized shares in such meeting, at the same time is not allowed to delegate any authority under this document to any third party.

We commit to take all responsibilities under this authorrization and fully comply with all applicable laws as well as regulation stipulated in the MPC’s Company Chapter.

**Assignee**  
(Full name and signature)

**Assignor**  
(Full name and signature)

**Notes:**

- For the assignor, being an organization or a company, the signature of the assignor’s legal representative and its seal are required.

# AGENDA

## 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

- **Time:** at 09AM on June 21<sup>st</sup>, 2025 (local time)
- **Venue:** 8<sup>th</sup> Floor, Minh Phu Building, No. 21 Le Quy Don Street, Vo Thi Sau Ward, District 3, Ho Chi Minh City.

TIME	CONTENTS
<b>8:00 (60')</b>	<b>Welcome delegates and shareholder' registration</b>
<b>9:00 (10')</b>	<b>OPENING:</b> <ul style="list-style-type: none"> <li>- Opening the Meeting and introducing delegates;</li> <li>- Report on the verification of qualifications of shareholders attending the Meeting;</li> <li>- Nominating and approval of members of the Chairman and the Vote – counting Committee, The Secretary;</li> <li>- Approval for MPC's Regulations on organization and activities at AGM;</li> <li>- Approval of MPC's Regulations on Election;</li> <li>- Approval of the agenda of the 2025 Annual General Meeting of Shareholders.</li> </ul>
<b>9:10 (50')</b>	<b>Presentations:</b> <ul style="list-style-type: none"> <li>- Report of 2024 business performance by the Board of Management;</li> <li>- Report of 2024 activities of the Board of Directors;</li> <li>- Report of the Supervisory Board on the Company's operation 2024.</li> </ul> <b>Proposals:</b> <ol style="list-style-type: none"> <li>1. Approval of the 2024 audited Financial Statements;</li> <li>2. Approval of the reversal of fund appropriation to undistributed after tax profit;</li> <li>3. Approval of the profit distribution and funds appropriations in 2024 and the profit distribution plan in 2025;</li> <li>4. Approval of the production and business plan in 2025;</li> <li>5. Remuneration for the Board of Director, the Supervisory Board;</li> <li>6. Approval of selecting the independent auditor for Annual Financial Statements in 2025;</li> <li>7. Approval of the transactions with relevant party;</li> <li>8. Approval of issuance shares to employees according to the employee selection program in the company (ESOP);</li> <li>9. Approval of the dismissal of a member of the Board of Directors and approval of the list of nominees for the additional election of a member to the Board of Directors for the 2024–2029 term;</li> </ol>
<b>10:00 (30')</b>	<b>Discussion and approval of proposals</b>
<b>10:30 (15')</b>	<b>Tea break</b>
<b>10:45 (10')</b>	<b>Announcement on the voting result</b>
<b>10:55 (15')</b>	<b>Election</b>
<b>11:10 (5')</b>	<b>Announce the election result</b>
<b>11:15 (15')</b>	<b>Approval of the Meeting Minutes and Resolution</b>
<b>11:30</b>	<b>Closing</b>



**MINH PHU SEAFOOD JOINT STOCK COMPANY**  
 Ward 8 Industrial Park, Ward 8, City. Ca Mau, Ca Mau province  
 Business registration number: 2000393273  
 Tel: 02903.838262 Fax: 02903.833119  
 Website: <https://minhphu.com/>

## THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS VOTING BALLOT

### I. SHAREHOLDER INFORMATION

- Name of shareholder: .....
- Number of ownership registration: .....
- Number of shares owned <sup>(1)</sup>: .....

*(1): 01 share = 01 vote*

### II. VOTING CONTENTS

No.	Contents to vote	Agree	Disagree	Abstain
1	Report of the Board of Management;			
2	Report of the Board of Directors;			
3	Report of the Supervisory Board;			
4	Approval of the reversal of fund appropriation to undistributed after tax profit;			
5	Approval of the 2024 audited Financial Statements;			
6	Approval of the profit distribution and funds appropriations in 2024 and the profit distribution plan in 2025;			
7	Approval of the production and business plan in 2025;			
8	Remuneration for the Board of Director, the Supervisory Board;			
9	Approval of selecting the independent auditor for Annual Financial Statements in 2025;			
10	Approval of the transactions with relevant party;			
11	Approval of issuance shares to employees according to the employee selection program in the company (ESOP);			
12	Approval of the dismissal of a member of the Board of Directors and approval of the list of nominees for the additional election of a member to the Board of Directors for the 2024–2029 term;			

*HCMC, June 21<sup>st</sup>, 2025*  
**Name of shareholder/Assignee**  
*(Signature and full name)*

**Note:**

1. Please mark (X) in the box corresponding to your choice of “Agree”, “Disagree”, or “Abstain” for each voting subject.
2. To ensure the legality of the voting ballot, shareholders must sign it and provide their full names.
3. The collected vote will be managed by the Vote Counting Committee and counted during the Congress.



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Website: <https://minhphu.com/>

**THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
ELECTION BALLOT**

- Name of shareholder: .....

- Number of ownership registration: .....

**The candidates listed below will be elected to the BOARD OF DIRECTORS for the term 2024–2029:**

Number of shares eligible to vote: .....x 1

No.	Nominated members	Vote evenly	Number of votes
1	LE THI DIU MINH	<input type="checkbox"/>	

*HCMC, June 21<sup>st</sup>, 2025*

**Name of shareholder/Assignee**

*(Signature and full name)*

**How to fill Election Ballot:**

- If shareholders cast all their votes for one candidate or distribute all votes equally among candidates, shareholders please check the "Vote evenly" box for the respective candidates.
- If shareholders cast an unequal number of votes for each candidate, please clearly state the number of votes in the "Number of votes" box for each respective candidate.

**Note:** This ballot is only valid at the 2025 Annual General Meeting of Shareholders of Minh Phu Seafood Group Joint Stock Company.

## REPORT FROM BOARD OF MANAGEMENT

Dear valued Shareholders,

2024 remained a challenging year for Minh Phu, as its business operations were negatively affected by both internal and external factors. However, with the mission of delivering peace of mind and a great dining experience to consumers, the entire leadership team and employees of Minh Phu stayed united and committed to continuous efforts to bring Vietnamese shrimp in general—and the Minh Phu brand in particular—further and higher in the global export market.

### 1. Report on business operation results

In 2024, the Company recorded growth in both revenue and production output. Specifically, net revenue reached over VND 14,731 billion, an increase of 36.85% compared to 2023, achieving 93.23% of the annual target. Production and export volumes in 2024 increased by 24.31% and 35.68%, respectively, compared to the same period last year. However, due to the continued rise in the cost of raw materials and related expenses driven by market supply and demand, profits were affected. As a result, the Company recorded a pre-tax loss of VND 130.45 billion and an after-tax loss of VND 190.62 billion.

Criteria	Unit	2023	2024	2024 plan	Compared to 2023 (%)	Compared to plan (%)
1- Export revenue	Mil USD	445.76	556.48	-	24.84%	-
2- Production volume	MT	40,929.00	55,805.00	56,000.00	36.35%	99.65%
3- Export volume	MT	40,332.00	54,722.00	-	35.69%	-
4- Net revenue	Bil VND	10,767.00	14,735.00	15,805.80	36.85%	93.23%
5- Profit before Tax	Bil VND	-95.52	-130.45	1,125.60	36.57%	-
6- Profit after tax	Bil VND	-105.07	-190.62	1,021.50	81.42%	-

In 2024, the U.S., Japan, Australia & New Zealand, and the EU remained key markets in the Company's revenue structure. However, export volume and value to the EU, Russia, and South Korea saw notable growth, with export value increasing by 40.41%, 167.42%, and 54.69%, respectively. Deeper market penetration and higher sales volumes in these demanding markets—especially the EU—have created more opportunities for Minh Phu to expand its customer base and reduce reliance on other major markets like the U.S., where trade barriers and tariffs remain unpredictable.

No.	Market	2023		2024	
		Amount (USD)	Ratio (%)	Amount (USD)	Ratio (%)
1	The US	100,572,952.32	22.34%	105,227,695.22	18.66%
2	Japan	95,814,397.12	21.28%	110,795,360.65	19.65%
3	Canada	34,423,688.90	7.65%	45,326,684.87	8.04%
4	Australia & New Zealand	92,245,922.81	20.49%	106,783,936.36	18.94%
5	Hong Kong & Taiwan	18,119,689.68	4.02%	17,927,376.32	3.18%
6	EU	45,945,998.80	10.20%	64,511,906.62	11.44%
7	Russia	15,798,841.05	3.51%	42,249,163.82	7.49%
8	Eastern Europe	181,170.33	0.04%	140,859.00	0.02%
9	South Korea	27,398,427.61	6.09%	42,381,817.09	7.52%
10	China	3,099,309.90	0.69%	3,100,413.88	0.55%

11	Others	16,645,794.16	3.70%	25,382,006.24	4.51%
	<b>Total</b>	<b>450,246,192.67</b>	<b>100%</b>	<b>563,827,220.07</b>	<b>100%</b>

## 2. Assets and Liabilities situation

As of December 31<sup>st</sup>, 2024, Minh Phu’s total assets decreased by 6.58%, to VND 9,536.77 billion, mainly due to asset structure adjustments. Short-term assets accounted for 64.76% of total assets and dropped by 10.36% compared to the same period in 2023. The main reason was a significant reduction in inventory—down by over 21% year-on-year—indicating that sales performance remained stable. On the other hand, long-term assets saw only a slight decrease. Notably, tangible fixed assets increased by over 37%, while construction-in-progress expenses dropped by 28% compared to the same period. This was mainly due to the completion of worker dormitories and the purchase of machinery and equipment for the plant’s processing lines.

In Minh Phu’s debt structure, short-term debt continued to account for over 90% and decreased slightly by 2.07%, while long-term debt saw a sharp decline of 9.28% compared to 2023. In an unfavorable business environment, the Company settled due debts and restructured its capital sources, limiting new borrowings to reduce interest expense pressure. Given that some loans are in USD and exchange rate fluctuations remain unpredictable, this approach to debt repayment and reduced new borrowing has helped Minh Phu maintain financial stability and align with its business strategy.

*Unit: Bil VND*

BALANCE SHEET						
N.o	MAIN INDICATOR	As of December 31 <sup>st</sup> , 2023	Ratio	As of December 31 <sup>st</sup> , 2024	Ratio	Increase/ Decrease
<b>I</b>	<b>Asset</b>	<b>10,208.51</b>	<b>100%</b>	<b>9,536.77</b>	<b>100%</b>	<b>-6.58%</b>
1	Short-term asset	6,890.43	67.50%	6,176.31	64.76%	-10.36%
2	Long-term asset	3,318.08	32.50%	3,360.46	35.24%	+1.27%
<b>II</b>	<b>Liabilities</b>	<b>4,751.31</b>	<b>100%</b>	<b>4,623.92</b>	<b>100%</b>	<b>-2.68%</b>
1	Short-term Liabilites	4,350.55	91.57 %	4,260.37	92.13%	-2.07%
2	Long-term Liabilites	400.76	8.43 %	363.55	7.87%	-9.28%

## 3. Report on financial situation

- **About solvency:** Minh Phu’s solvency showed slight fluctuations in 2024, with the current ratio decreasing from 1.58 to 1.42 times, while the quick ratio increased from 0.44 to 0.53 times. The main reason for the change in the current ratio was a decline of over 20% in inventory and a reduction of more than VND 100 billion in prepayments to suppliers, which caused the Company’s short-term assets to decrease by 10% compared to the same period last year. Meanwhile, short-term liabilities decreased slightly by 2.07% as the Company partially settled its short-term loans. Conversely, Minh Phu’s significant reduction in finished goods and merchandise inventory increased the proportion of highly liquid assets relative to total short-term liabilities, resulting in a 0.09-point increase in the quick ratio.

- **About capital structure:** As of December 31<sup>st</sup>, 2024, the Company’s capital structure showed an increase in the debt-to-total-assets ratio from 46.54% to 48.49%, and the debt-to-equity ratio rose from 87.06% to 94.12%. Although Minh Phu significantly reduced both short-term and long-term borrowings (by 14.70% and 32.64%, respectively), these decreases did not fully offset the decline of more than VND 671 billion in total assets—mainly due to a reduction in short-term assets—resulting in no improvement in the debt-to-total-assets ratio. At the same time, the debt-to-equity ratio increased as

year-end equity fell by over 10%, mainly because of business losses and dividend payments, which reduced undistributed after-tax profits.

- **About operational capacity:** Despite an unfavorable business environment, the Company’s operational efficiency indicators showed notable growth. Specifically, inventory turnover increased from 1.93 to 3.05 times, and total asset turnover rose from 1.03 to 1.49 times. The rise in inventory turnover was mainly driven by a cost of goods sold increase of over 40% compared to the same period last year, combined with strong sales performance of semi-finished products and merchandise, which represent a large portion of inventory. At the same time, total asset turnover improved due to a significant increase in net revenue of nearly VND 4,000 billion, equivalent to over 36% growth year-on-year, despite the Company’s total assets declining by more than 6%.

- **About profitability:** In 2024, the Company’s profitability indicators remained negative due to losses in operating profit and net profit amid a highly competitive market and rising input costs. The initial implementation of new technologies also faced challenges and has yet to yield significant results. Minh Phu continued to proactively seek opportunities to expand into new markets and promote deeply processed and value-added products through investment in a batter-coating plant project. Additionally, the Company focused on improving shrimp quality while reducing farming costs by applying biofloc shrimp farming technology.

Indicator	Unit	2023	2024
1. Solvency			
- Short-term solvency ratio	Times	1.58	1.45
- Quick solvency ratio	Times	0.44	0.53
2. Capital structure			
- Liabilities/Total assets ratio	%	46.54	48.49
- Liabilities/Equity ratio	%	87.06	94.12
3. Operational capacity			
- Inventory turnover	Times	1.93	3.05
- Total assets turnover	Times	1.03	1.49
4. Profitability			
- PAT/Net revenue	%	-0.98	-1.29
- PAT/Equity	%	-1.87	-3.68
- PAT/Total assets	%	-1.01	-1.93
- Profit from business activities/Net revenue	%	-0.53	-0.57

## 4. Changes in shareholders’ capital

As of May 23<sup>rd</sup>, 2025, the finalized list: **2,874** shareholders.

### Total number of company shares:

- Common shares : 400,938,300 shares
- Preferred shares : None
- Treasury shares : None

*Ca Mau, June 21<sup>st</sup>, 2025*

**On behalf of the Board of Management  
Deputy General Director - Le Van Diep**

# REPORT FROM BOARD OF DIRECTORS

Dear General Meeting of Shareholders!

The year 2024 continued to be a challenging one for Minh Phu and the entire Vietnamese shrimp industry, amid a global economy that has yet to fully recover, weakening consumer demand, intensifying competition, and increasing volatility in international markets.

## 1. Activities of BOD

In 2024, the BOD convened quarterly meetings, wherein the attendees comprised BOD, Board of Managers (BOM), Supervisory Board, Chief Accountants, and key officials of the Group. These meetings served as a platform for the BOD to execute strategic directives, outline plans, and provide comprehensive updates on the Group's ongoing projects, while also emphasizing their progress and urging their continued advancement. Furthermore, the BOD took the responsibility of directing and overseeing the activities of the BOM in the following areas:

- Exercising supervision and offering directives regarding information disclosure to ensure adherence to legal requirements while prioritizing transparency and timeliness.
- Presiding over and effectively organizing the Annual General Meeting of Shareholders in 2024.
- Conducting regular assessments and evaluations of business plans and economic objectives to promptly provide guidance for enhancing production and operational efficiency.

No	BOD members	Position	Number of meetings attended	Meeting attendance rate	Note
1	Mrs. Chu Thị Bình	Chairwoman	04	100%	
2	Mr. Lê Văn Quang	Member	04	100%	
3	Mr. Lê Văn Điệp	Member	04	100%	
4	Mr. Bùi Anh Dũng	Member	04	100%	
5	Mr. Nguyễn Nhân Nghĩa	Member	04	100%	
6	Mr. Phan Thanh Lộc	Member	04	100%	
7	Mrs. Hồ Thu Lê	Member	04	100%	
8	Mr. Sasaki Takahiro	Member	04	100%	
9	Mr. Hamaya Harutoshi	Member	02	50%	Resigned on June 25 <sup>th</sup> , 2024
10	Mr. Suzuki Yoshiaki	Member	02	50%	Appointed on June 25 <sup>th</sup> , 2024

## 2. Remuneration for the BOD and Supervisory Board in 2024

The payment of remuneration to the BOD and the Supervisory Board adheres to the Resolution endorsed during the Annual General Meeting of Shareholders in 2024. The specifics are as follows:

- BOD remuneration: non-concurrent BOD members (independent members) receive a remuneration of VND 25,000,000/person/month, while concurrent BOD members receive a remuneration of 12,500,000 VND/person/month (equivalent to 50% of the compensation for independent members).

- Supervisory Board remuneration: Non-concurrent members of the Supervisory Board receive a remuneration of VND 20,000,000/person/month, while concurrent members of the Supervisory Board receive a remuneration of 4,000,000 VND/person/month (equal to 20% of non-concurrent members).

The total expenditure for remuneration, bonuses, and welfare in 2024, allocated to the BOD and Supervisory Board, amounted to VND 2,356,916,667 (*Two billion, three hundred fifty-six million, nine hundred sixteen thousand, six hundred sixty-seven Vietnamese Dong*).

No	Content	Amount (VND)
1	BOD	2,212,916,667
2	Supervisory Board	144,000,000
	<b>TOTAL</b>	<b>2,356,916,667</b>

### 3. Evaluation of the BOD on the activities of the BOM

The BOD diligently carried out its supervisory responsibilities towards the BOM in strict adherence to the Charter and internal regulations governing corporate governance. As a whole, the BOM comprehended the BOD's strategic vision and strived to accomplish the outlined objectives.

Overall assessment of the BOM's performance in the Group's production and business activities:

- The BOM consistently demonstrated prompt recognition of the BOD's orientation and direction, ensuring efficient implementation across the entire Group.
- Drawing upon the operational orientation set forth by the BOD, encompassing crucial strategic objectives and assigned business targets for member companies across the Group, the BOM has devised and executed tailored missions for each period, guiding every department within the organization to fulfill their respective roles.
- During regular BOD meetings, the CEO has provided comprehensive reports on the company's production and business status, notable activities, strategies for fostering growth, business plans, and other topics requested by the BOD.
- The BOM has executed production and business operations in alignment with the resolutions of the General Meeting of Shareholders, the directives of the Board of Directors, and in adherence to the enterprise's Charter and legal regulations.

### 4. Evaluation of the BOD on Company's activities in 2024

- **Regarding production and business outcomes:** In 2024, despite facing major challenges, the Company's revenue increased by 36.85% year-on-year, reaching 93.23% of the annual target. However, due to fluctuations in domestic raw material supply, the cost of goods sold remained above 90%, resulting in a net loss of approximately VND 190.62 billion.

- **Regarding investment endeavors:** During the year, the Company continued to invest in infrastructure development at its farming areas and in the construction of a new processing plant in Khanh An Industrial Park – Ca Mau. At the same time, it entered the final phase of completing the new batter-coating plant of Minh Phu Hau Giang, aiming to expand production capacity and enhance the quality of Minh Phu's products in the market.

- **Regarding dividend payment and share issuance:** The Board of Directors approved the dividend payment in accordance with the resolution passed at the 2024 Annual General Meeting of Shareholders. Specifically, December 10<sup>th</sup>, 2024 was the record date for determining the list of shareholders entitled to receive a cash dividend at a rate of 7.5% (equivalent to VND 750 per share).

- **Regarding environmental and social activities:** environmental and social responsibility is one of the important goals in the Company's development policy. Therefore, the Company always monitors and strictly adheres to the policies related to the environment and social security set forth by the law, and at the same time maintains good volunteering activities to support and assist the disadvantaged local communities.

## **5. Orientation of the BOD in 2025**

Minh Phu, with a vision of developing the shrimp value chain towards a circular economy and a green economy on a digital platform, has been digitizing the shrimp value chain, improving efficiency in the value chain and allowing traceability from the hatchery, to the farm, through the processing plant and distribution system, to the consumer. At the same time, Minh Phu focuses on aiming to get the price of Vietnamese raw shrimp equivalent to the price of Ecuador by 2030 in order to boost competitiveness in the global market. Specific solutions include the following:

1) Complete and promote shrimp post larva production according to MPBiO biotechnology, striving to produce 15 billion shrimp post larva by 2035.

2) Complete and promote commercial shrimp farming according to MPBiO biotechnology, striving to provide 50% of raw shrimp needs for its processing factories by 2035.

3) Continue expanding export markets, improving product quality, and enhancing the value of the Minh Phu brand in the international arena.

As we move into 2025, the global economy continues to face unpredictable fluctuations. However, with a long-term vision, clear strategic direction, and the determination of all employees, I am confident that Minh Phu will steadily achieve its goals, bringing Vietnamese shrimp further onto the global stage and elevating the brand's international presence.

We wish to our valued shareholders for good health, continued success, and happiness.

*Ca Mau, June 21<sup>st</sup>, 2025*

**On behalf of the Board of Directors**  
**Lê Văn Quang**

## **REPORT FROM SUPERVISORY BOARD**

Dear Shareholders!

To perform the functions and duties of the Supervisory Board in accordance with the provisions of law, in accordance with the Charter of organization and operation of Minh Phu Seafood Corporation, the Supervisory Board would like to report to the General Meeting of Shareholders the following main contents:

The Supervisory Board of Minh Phu Seafood Corporation has received and reviewed the Company's reports including:

- Report of the Board of Directors.
- Report of the Board of Management.
- Consolidated financial statements for the accounting year 2024.

The opinion of the Supervisory Board is as follows:

- We agree with the comments of the Board of Directors and the Board of General Directors on the operation situation, business results in 2024 and the development direction of the Company in the coming time.
- We have reviewed and agreed on the truthfulness and reasonableness of the consolidated financial statements for the accounting year 2024 prepared by the Board of Management and audited by KPMG Vietnam Co., Ltd. Audit number: 23-01-00365-25-4 dated 18/03/2025 was posted on the company's website.

### **1. Evaluation on the activities of the Board of Directors**

The Board of Directors (BOD) has fully performed its management responsibilities in compliance with the Law on Enterprises, the Law on Securities, the Charter of the Company, the Resolutions of the General Meeting of Shareholders/Board of Directors of the Company and other provisions of the law. The BOD has organized and maintained regular meetings, promptly implemented resolutions within its authority to deal with the proposals of the members of the BOD and the Board of Management. The members of the BOD operate according to the assigned tasks as well as the general activities of the BOD.

### **2. Evaluation on the activities of the Board of Management (BOM)**

In 2024, despite many difficulties in the global economic - political - social situation, the Board of Management (BOM) made every effort to manage production and business to maintain and stabilize the pace and efficiency of business. The BOM has been searching for business opportunities, developing and expanding export markets. The Supervisory Board finds that the BOM has carried out the Company's business activities effectively and complied with the Enterprise Law, the Company's Charter, and Resolutions of the General Meeting of Shareholders/Board of Directors of the Company. and other relevant laws.

### **3. The coordination between the Supervisory Board, the BOD and the Board of Management (BOM)**

In 2024, the Supervisory Board plans and assigns members to supervise the implementation of the resolutions of the General Meeting of Shareholders, of the BOD as well as production, business and investment activities of the Company. The company complies with the company's charter and current Vietnamese laws. During the year, we continued to recruit, train personnel, perfect the control process at subsidiaries, with a focus on companies in farming areas. In the course of performing its duties, the Supervisory Board has been facilitated by the BOD, BOM and affiliated units for the Supervisory Board to attend important meetings of the BOD. In addition, the Supervisory Board was also provided with adequate and timely information, as well as received comments from the members of the Supervisory Board in order to further improve the operation process, continuously enhance the work of the Supervisory Board management and improve the efficiency of production and business of the company.

Above is the full report of the Supervisory Board. We would like to thank our Shareholders, the BOD, the BOM and all employees for creating favorable conditions for our Supervisory Board to carry out its tasks in accordance with the provisions of the Law and successfully complete the tasks that The Shareholders entrust.

*Ca Mau, June 21<sup>st</sup>, 2025*

**On behalf of The Supervisory Board  
Head of Supervisory Board – Tran Van Khanh**

# **PROPOSAL TO SHAREHOLDERS No. 01**

*Re: Approval of the 2024 audited Financial Statements*

**Respectfully to: The General Meeting of Shareholders of Minh Phu Seafood Corp**

The Board of Directors respectfully submit to the General Meeting of Shareholders (AGM) to approve the 2024 Audited Financial Statements of Minh Phu Seafood Corporation, audited by KPMG Vietnam Company.

The 2024 Audited Financial Statements have been fully disclosed in compliance with requirements and are available on the Minh Phu Seafood Corporation Joint Stock Company's website at this link:

- Consolidated Financial Statements:  
[https://file.fpts.com.vn/FileStore2/File/EzIR/UploadFile/News/2025/04/21/File\\_1\\_2376\\_EN\\_AuditedFinancialStatements\\_Consolidated\\_2024.pdf](https://file.fpts.com.vn/FileStore2/File/EzIR/UploadFile/News/2025/04/21/File_1_2376_EN_AuditedFinancialStatements_Consolidated_2024.pdf)
- Separate Financial Statements:  
[https://file.fpts.com.vn/FileStore2/File/EzIR/UploadFile/News/2025/03/27/File\\_1\\_4020\\_EN\\_AuditedFinancialStatements\\_Separate\\_2024.pdf](https://file.fpts.com.vn/FileStore2/File/EzIR/UploadFile/News/2025/03/27/File_1_4020_EN_AuditedFinancialStatements_Separate_2024.pdf)

Respectfully submitted to the AGM for consideration and approval.

**ON BEHALF OF THE BOD  
LE VAN QUANG**

## PROPOSAL TO SHAREHOLDERS No.02

*Re: Approval of the reversal of fund appropriation to undistributed after-tax profit*

**Respectfully to: The General Meeting of Shareholders of Minh Phu Seafood Corp**

Based on the Company's financial position as of December 31<sup>st</sup>, 2024, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the reversal of a portion from the Bonus and Welfare Fund and the Development Investment Fund to undistributed after tax profit, in order to optimize financial resources and support the Company's profit appropriation plans in the next period:

No.	CATEGORIES	Balance at Dec 31st, 2024 (VND)	Reversed amount (VND)	Balance after reversal (VND)
01	Undistributed consolidated after-tax profit from the retained profits	183,943,803,019		<b>327,585,554,190</b>
02	The Bonus and Welfare Fund	79,735,160,575	-60,465,422,093	<b>19,269,738,482</b>
03	The Development Investment Fund	121,715,806,042	-83,176,329,078	<b>38,539,476,964</b>
<b>Total</b>		<b>385,394,769,636</b>	<b>-143,641,751,171</b>	<b>385,394,769,636</b>

Respectfully submitted to the AGM for consideration and approval.

**ON BEHALF OF THE BOD  
LE VAN QUANG**

# PROPOSAL TO SHAREHOLDERS No.03

*Re: Approval of the profit distribution and funds appropriations in 2024 and the profit distribution plan in 2025*

**Respectfully to:** The General Meeting of Shareholders of Minh Phu Seafood Corp

## 1. Approve the report of fund appropriation and utilization during the year in 2024

CATEGORIES		Amount (VND)
Fund of bonus and welfare for employees	Approved Fund by the 2023 AGM	<b>38,776,065,470 – 77,552,130,941</b>
	- Balance at the beginning of the period (Jan 01 <sup>st</sup> , 2024)	<b>80,778,590,899</b>
	- Appropriation from retained profits of 2024	38,776,065,470
	- Other adjustments	1,002,578,136
	- Reversal during the year	(25,688,629,546)
	- Utilization during the year	(15,133,444,384)
	Closing Balance at Dec 31st, 2024	<b>79,735,160,575</b>
Fund of the Development Investment	Approved Fund by the 2023 AGM	<b>38,776,065,470 – 77,552,130,941</b>
	- Balance at the beginning of the period (Jan 01 <sup>st</sup> , 2024)	<b>103,309,972,911</b>
	- Appropriation from retained profits of 2024	77,552,130,941
	- Other adjustments	335,926,163
	- Reversal during the year	(25,688,629,546)
	- Utilization during the year	(33,793,594,427)
	Closing Balance at Dec 31st, 2024	<b>121,715,806,042</b>

## 2. Approve the profit distribution and funds appropriations from the retained profits up to 2024.

2.1. The Board of Directors hereby respectfully submit to the General Meeting of Shareholders (AGM) consider to approve the profit distribution and funds appropriations from the retained profits up to 2024 as following:

Profit distribution	Value (VND)	Rate (%)
Undistributed consolidated after-tax profit from the retained profits up to 2024, including reversed funds.	<b>327,585,554,190</b>	<b>100%</b>
<i>Dividend Payments by Cash</i>	<i>98,275,666,257 – 311,206,276,481</i>	<i>30% - 95%</i>
<i>Remaining Retained Earnings</i>	<i>16,379,277,710 - 229,309,887,933</i>	<i>05% - 70%</i>

2.2. According to the above profit distribution plan, the Board of Directors of Minh Phu Seafood Corporation would like to submit to the General Meeting of Shareholders to approve the Cash Dividends Payment Plan in 2024, detailed as following:

- Dividend percentage in cash: from 2% to 8% per par value (equivalent to VND 200 – 800 per share)
- Resource: Undistributed consolidated after-tax profit from the retained profits up to 2024, including reversed funds.

- The estimated time: in 2025
- Assign the Board of Directors to decide a specific payout ratio within the above approval range and the specific time to close the list of shareholders after the issuance of shares to employees according to the employees selection program (ESOP 2025) in order to pay the cash dividend for 2024.

### 3. Approve the profit distribution plan in 2025

The Board of Directors hereby respectfully submit to the General Meeting of Shareholders (AGM) consider to approve the profit distribution plan in 2025 as following:

<b>Profit distribution plan</b>	<b>Plan of 2025 (%)</b>
Fund of bonus and welfare for employees	10%
Fund of Research and Development	10%
Dividend Payments	50 - 70%
Remaining Retained Earnings	10 - 30%

Respectfully submitted to the AGM for consideration and approval.

**ON BEHALF OF THE BOD  
LE VAN QUANG**

# PROPOSAL TO SHAREHOLDERS No. 04

*Re: Approval of the production and business plan in 2025*

**Respectfully to: The General Meeting of Shareholders of Minh Phu Seafood Corp**

According to the current business activities of Minh Phu and the real market forecast, the Board of Directors hereby respectfully submits to the General Meeting of Shareholders to approve the Production and Business Plan (consolidated) for 2025 with some targets as follows:

No.	Description	Unit	Target	Unit	Target
1	Finished product	Ton	60,000	Ton	60,000
3	Net Revenue	Bil VND	15,667.2	Mil USD	603.7
4	Net Profit Before Tax	Bil VND	1,091.4	Mil USD	42.1
5	Net Profit After Tax	Bil VND	997.0	Mil USD	38.4

*Exchange Rate: 25,950 VND*

Respectfully submitted to the AGM for consideration and approval.

**ON BEHAFT OF THE BOD  
LE VAN QUANG**

# PROPOSAL TO SHAREHOLDERS No. 05

## *Re: Approval of the remuneration for the Board of Director, the Supervisory Board*

### **Respectfully to: The General Meeting of Shareholders of Minh Phu Seafood Corp**

Pursuant to provisions of the Charter Company, the Board of Directors hereby respectfully submits to the General Meeting of Shareholders consider to approval of the remuneration for the Board of Directors and Supervisory Board as below:

#### **1. The remuneration was disbursed in 2024**

- The remuneration of the BOD was disbursed: VND 2,212,916,667 (*Two billion, two hundred twelve million, nine hundred sixteen thousand, six hundred sixty-seven Vietnamese Dong*)
- The remuneration of the Supervisory Board was disbursed: VND 144,000,000 (*one hundred and forty-four million Vietnam Dong*).
- Total remuneration: VND 2,356,916,667 (*Two billion, three hundred fifty-six million, nine hundred sixteen thousand, six hundred sixty-seven Vietnamese Dong*).

#### **2. The proposed remuneration in 2025**

##### ❖ The proposed remuneration of the BOD:

- + Remuneration for Board members who do not serve concurrently as Corporate Officers: VND 25,000,000/person/month (*twenty-five million Vietnam Dong*);
- + Remuneration for Board members who serve concurrently as Corporate Officers: VND 12,500,000/person/month (*twelve million, five hundred thousand Vietnam Dong*);

##### ❖ The proposed remuneration of the Supervisory Board:

- + Remuneration for Supervisory members who do not serve concurrently as Corporate Officers: VND 20,000,000/ person/month; (*twenty million Vietnam Dong*).
- + Remuneration for Supervisory members who serve concurrently as Corporate Officers: VND 4,000,000 person/month (*four million Vietnam Dong*).

#### **3. The proposed bonus rate in 2025**

Total bonus rate for Board of Director, Supervisory Board, officers and employees:

- Not completing the plan: 0%
- Completed the plan: 8% of Profit after Tax
- Exceeded the plan: 15% of Profit after Tax that exceeded the plan.

Respectfully submitted to the AGM for consideration and approval.

**ON BEHALF OF THE BOD  
LE VAN QUANG**

# PROPOSAL TO SHAREHOLDERS No. 06

*Re: Approval of selecting the independent auditor  
for Financial Statements in 2025*

**Respectfully to: The General Meeting of Shareholders of Minh Phu Seafood Corp**

The Supervisory Board would like to propose that the Annual General Meeting (“the AGM”) delegates the BOD to appoint one of the Big 4 independent audit firms approved by the State Securities Commission of Vietnam to provide the statutory auditing services to listed companies and securities companies in Vietnam, for the interim and annual statutory audit of its financial statements in accordance with the law regulations.

Based on the quality and the reputation of such audit firms in Vietnam, the BOD would like to nominate the following list for your respective selection to audit MPJS's 2025 financial statements as follows:

1. KPMG Vietnam Limited
2. Ernst & Young Vietnam Limited
3. PwC Vietnam Limited
4. Deloitte Vietnam Company Limited

Respectfully submitted to the AGM for consideration and approval.

**ON BEHALF OF THE SUPERVISORY BOARD  
TRAN VAN KHANH**

# PROPOSAL TO SHAREHOLDERS No. 07

*Re: Approval of the transactions with relevant party*

**Respectfully to: The General Meeting of Shareholders of Minh Phu Seafood Corp**

Minh Phu Seafood Joint Stock Company and its member units operate as a group of companies: Parent company, Subsidiary company, Associate company, all of which are related to one another through ownership shares, or contributed capital, or have the same key management members, or other associates. In order to strengthen the synergies based on the operation foundation of the whole Group, as well as ensure the smooth governance and business activities of the whole Group, the Board of Directors would like to submit to the General Meeting of Shareholders for consideration, review, and approval of the following:

**1. Approving Minh Phu Seafood Corporation's (MPC) contracts and transactions with Minh Phu Hau Giang Seafood Joint Stock Company in the period from the date of the 2025 Annual General Meeting of Shareholders to the day before the General Meeting of Shareholders in 2026, provided that the such transactions must be fair, in the best interests of the Company and not less favorable than similar conditions established for other parties, specifics as follows:**

- Subject: Minh Phu Hau Giang Seafood Joint Stock Company (MPHG)
- Relationship: Subsidiary, MPC owns 98.27% of the MPHG's charter capital
- Contents of transactions include: Sales/Purchases of finished goods, sales/purchases of raw materials, sales/purchase of fixed assets, dividend payment, capital contribution, other transactions,...
- Expected transaction value: ~2,000 billion VND (including transactions that result in transaction value arising within 12 months from the date of the first transaction with a value exceeding 35% of the total value of assets registered, recorded in the most recent financial statements).

**2. Assign the General Director to organize the signing and implementation of the above transactions and contracts to ensure the provisions of the Company's Charter and the Law, ensure the rights and interests of the Company.**

Respectfully submitted to the AGM for consideration and approval.

**ON BEHALF OF THE BOD  
LE VAN QUANG**

# PROPOSAL TO SHAREHOLDERS No. 08

*Re: Approval of issuance shares to employees according to the employees selection program (ESOP)*

**Respectfully to: The General Meeting of Shareholders of Minh Phu Seafood Corp**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to the Government's Decree No. 155/2020/ND-CP dated 31/12/2020 detailing the implementation of a number of articles of the Law on Securities;
- Pursuant to the Charter of organization and operation of Minh Phu Seafood Group Joint Stock Company;
- Other relevant legal documents.

The Board of Directors ("BOD") respectfully submits to the General Meeting of Shareholders ("AGM") for consideration and approval of the plan to issue shares under the Employee Selection Program (ESOP), details as follows:

**1. Proposal on issuance shares to employees according to the employees selection program (ESOP):**

1. Name of stock	Shares of Minh Phu Seafood Joint Stock Company
2. Stock Code	MPC
3. Type of stock	Common stock
4. Par value of shares	VND 10.000 /share
5. Current charter capital	VND 4,009,383,000,000 (at the time of submission to the 2025 Annual General Meeting of Shareholders)
6. Number of outstanding shares	400,938,300 shares
7. Number of shares expected to be issued under ESOP	<b>154,700 shares</b>
8. Offering price	The issuance price under the ESOP shall be equal to the par value of each share, which is VND 10,000/share.
9. Total value of shares expected to be issued at par value	<b>1,547,000,000 VND</b>
10. Subject of Issuance,	Officers and employees ("employees") who are working at Minh Phu Seafood Group Joint Stock Company and its subsidiaries according to the standards specified in the ESOP Regulation and the list approved by the Board of Directors (hereinafter collectively referred to as "Employees").

11. Issuance proportion (Number of shares expected to be issued / Number of outstanding shares)	0.04 %
12. Transferring restrictions	ESOP shares will be restricted from transfer for 05 years from the date of completion of the issuance.
13. Plan for handling odd shares and unsold shares in case the employee does not buy or buys part of the shares (Shares to be distributed)	The General Meeting of Shareholders authorizes the Board of Directors to decide to allocate the number of Shares to be distributed to other employees in the initial list at the same issue price.
14. Expected issuance time	It is expected that in 2025, after the State Securities Commission ("SSC") announces the receipt of all issuance report documents.
15. Custody and supplemental listing	All actual shares issued to increase capital will be registered for additional depository at the Vietnam Securities Depository and Clearing Corporation (VSDC) and registered for additional trading on UPCOM.
16. Purpose of the issuance and Plan of using the proceeds from the issuance.	<ul style="list-style-type: none"> <li>- Issuance of new shares to the employees of the Company and member companies to recognize their contribution to the Company and the member companies over the last year. From there, employees will be more cohesive, have a higher sense of responsibility and commit to long-term companionship with the Company.</li> <li>- The proceeds from the issuance will be used to increase charter capital, for business requirements and supplementing the Company's working capital.</li> </ul>

**2. Approving the newly issued shares under the ESOP program will be entitled to receive dividends for the year 2024 (if any).**

**3. Approving the plan to ensure that the issuance plan meet the regulations on foreign ownership ratio.**

The General Meeting of Shareholders authorized the Board of Directors to decide on the plan to ensure the issuance of shares under the option program for employees to meet the regulations on foreign ownership ratio in the Company.

**4. Approving the changes related to the release:**

- To approve the increase of charter capital, amendment of charter capital, number of outstanding shares and other relevant contents in the Company's Charter equivalent to the total par value of the number of shares actually issued under the above-mentioned issuance plan;

- To approve the change of the Business Registration Certificate with the new charter capital according to the result of issuance.

- To approve the additional issued shares will be centrally registered at VSDC and additionally listed at UPCOM in accordance with the provisions of the law.

**5. Authorizing the Board of Directors to do the following:**

The General Meeting of Shareholders assigns and authorizes the Board of Directors to decide and implement the following tasks, including but not limited to:

- Select the issuance consulting unit, make depository registration dossiers and register additional transactions at VSDC and UPCOM;
- Release the Regulation on issuance of shares under the program of selection for employees, deciding on the criteria and list of employees participating in the program, the principles for determining the number of issued shares for each employee, calculating the detailed issuance rate based on the number of issued shares approved by the General Meeting of Shareholders above;
- To decide in detail the plan to use the proceeds from the issuance in accordance with the purposes approved by the General Meeting of Shareholders above; adjust the allocation and use of capital obtained from the issuance; change the purpose and plan of using capital (if necessary) to suit the actual situation to ensure the interests of shareholders and the Company, and report to the latest General Meeting of Shareholders on relevant adjustments to the purpose and plan of using this capital (if any);
- To decide on the time of issuance, develop, edit and explain all dossiers and procedures related to the issuance, modify the issuance plan depending on the actual situation or at the request of competent state agencies, and perform tasks in accordance with law to complete the issuance of shares;
- To decide on the content and sign documents related to the issuance plans, including the issuance report file, the additional depository registration dossier, the additional stock trading registration dossier.
- Carry out necessary procedures to report the issuance results to the SSC;
- To decide and carry out procedures for changing the enterprise registration contents (including carrying out procedures for registration of increase in charter capital after the end of the issuance) and sign necessary dossiers related to the adjustment of the increase in charter capital on the enterprise registration certificate at competent state agencies; to revise the level of Charter Capital, the number of outstanding shares and other relevant contents in the Charter of the Company and other procedures/tasks related to the increase of charter capital mentioned above
- Carry out other necessary tasks for the additional issuance of shares to be registered for additional depository at the Vietnam Securities Depository and Clearing Corporation and additional transactions at UPCOM;
- During the transfer restriction period, if an employee resigns, the number of shares issued to that employee will be handled according to the regulation of the stock issuance program under the employee option program issued by the Board of Directors;
- To decide and take all other actions in accordance with the provisions of law and the Company's Charter to complete the issuance of shares, ensuring safety and efficiency in accordance with the provisions of law;
- The Board of Directors is allowed to authorize the Chairman, the General Director or a person authorized by the General Director to perform one or several of the above tasks in accordance with the Company's Charter and the provisions of law.

Respectfully submitted to the AGM for consideration and approval.

**ON BEHALF OF THE BOD  
LE VAN QUANG**

# PROPOSAL TO SHAREHOLDERS No. 09

*Re: Dismissal and election of additional member(s) to the Board of Directors  
for the 2024 – 2029 tenure*

**Respectfully to: The General Meeting of Shareholders of Minh Phu Seafood Corp**

The Board of Directors hereby presents and proposes to the 2025 Annual General Meeting of Shareholders the following contents:

- 1. Approval of the dismissal from Minh Phu Seafood Corporation Board Member for 2024 – 2029 tenure of Mr. Bui Anh Dung at his resignation letter enclosed to this Proposal.**
- 2. Approval the number of additional members to be elected to Minh Phu Seafood Corporation Board of Directors for the 2024-2029 tenure: 1 member.**
- 3. Approval the list of candidates to be elected to Minh Phu Seafood Corporation Board of Directors which contains the following persons' names:**

No.	Full name	Note
1	Mrs. LE THI DIU MINH	Owens 13,126,840 MPC's shares

*(Curriculum Vitae of the candidate to be elected as an additional member to the Board of Directors of Directors for the 2024-2029 tenure is enclosed to this Proposal)*

Respectfully submitted to the AGM for consideration and approval.

**ON BEHAFT OF THE BOD  
LE VAN QUANG**



**CÔNG TY CỔ PHẦN TẬP ĐOÀN THỦY SẢN MINH PHÚ**  
Khu Công Nghiệp Phường 8, Thành phố Cà Mau, tỉnh Cà Mau  
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Website: <http://minhphu.com/>

☺.....☺

**ĐƠN XIN TỪ NHIỆM**  
**LETTER OF RESIGNATION**

**Kính gửi Hội đồng quản trị Công ty Cổ phần Tập đoàn Thủy sản Minh Phú**  
**Respectfully to: The Board of Director**

Tôi tên là Bùi Anh Dũng, hiện đang là thành viên Hội đồng quản trị kiêm Phó Tổng Giám Đốc của Công ty Cổ phần Tập đoàn Thủy sản Minh Phú.

*My name is Bui Anh Dũng, currently holding the position of Board Member as well as Deputy General Manager at Minh Phu Seafood Corporation.*

Lời đầu tiên, tôi xin cảm ơn Hội đồng quản trị, Ban Tổng giám đốc và tất cả nhân viên của công ty đã đồng hành và hỗ trợ tôi suốt thời gian qua. Là một thành viên Hội đồng quản trị, thành viên Ban Tổng giám đốc, tôi đã luôn cố gắng hết sức mình để đảm bảo lợi ích cho công ty và cổ đông.

*Fist of all, I would like to thanks the Board of Director, the Board of Management and all employees of the Company for accompanying and supporting me during the past time. As the member of the Board of Director, as well as the Board of Management, I have always tried my best to ensure the interest of our Company and Shareholders.*

Tuy nhiên, vì lý do cá nhân, tôi không thể tiếp tục công việc là thành viên Hội đồng quản trị kiêm Phó Tổng Giám Đốc của Công ty. Vì vậy, tôi viết thư này xin từ nhiệm tư cách thành viên Hội đồng quản trị và từ nhiệm chức vụ Phó Tổng giám đốc tại Công ty Cổ phần Tập Đoàn Thủy sản Minh Phú, kể từ ngày 01/04/2025. Tôi kính đề nghị Quý cổ đông, Hội đồng quản trị và Ban Tổng giám đốc xem xét phê duyệt thư từ nhiệm này của tôi.

*However, due to personal reason, I cannot continue my work as the Board Member and Deputy General Manager of the Company. Therefore, I write this letter to request for my resignation from the position of the Board Member and Deputy General Manager of Minh Phu Seafood Corporation from Apr 01<sup>st</sup>, 2025. I respectfully ask the Shareholders, the Board of Director, the Board of Management to consider and accept my resignation.*

Cuối cùng, tôi kính chúc công ty sẽ phát triển mạnh mẽ và bền vững trong thời gian tới.

*Lastly, I would like to wish Minh Phu a strong and sustainable development in the coming time.*

Tôi xin trân trọng cảm ơn!

*Best Regards!*

Tp. HCM., ngày 24 tháng 03 năm 2025

**Người làm đơn**

**BÙI ANH DŨNG**

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM  
Độc lập - Tự do - Hạnh phúc  
THE SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom – Happiness

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**BẢN CUNG CẤP THÔNG TIN/ CURRICULLUM VITAE**

Kính gửi: - Ủy ban Chứng khoán Nhà nước/ *The State Securities Commission*;  
- Sở Giao dịch chứng khoán/ *The Stock Exchange*.

Họ và tên/Full name::	<b>LÊ THỊ DỊU MINH</b>
Giới tính/Gender:	Nữ/ <i>Female</i>
Ngày tháng năm sinh/Date of birth:	1986
Nơi sinh/Place of birth:	Cà Mau
CCCD hoặc Hộ chiếu/ID.No. or Passport No:	
Ngày cấp/ Date of issue:	
Nơi cấp/Place of issue:	Cục cảnh sát Quản lý hành chính về Trật tự xã hội
Quốc tịch/ Nationality	Việt Nam
Dân tộc/ Ethnic	Kinh
Địa chỉ thường trú/ Permanent residence:	Quận 3, TP. HCM/ <i>Dist.3, Ho chi Minh City</i>
Số ĐT liên lạc/ Telephone number	
Địa chỉ email/ Email	
Trình độ chuyên môn/ Qualification	Cử nhân Kinh tế/ <i>Bachelor of Economics</i>
Quá trình công tác/ Working process	05/2006 - 05/2007: Thành viên HĐQT Cty CP Thủy hải sản Minh Phú/ <i>May 2006 – May 2007: Member of the Board of Directors, Minh Phu Seafood Joint Stock Company</i> 6/2007-3/2015: Trợ lý Tổng giám đốc Tập đoàn Thủy sản Minh Phú/ <i>June 2007 – March 2015: Assistant to the General Director, Minh Phu Seafood Group</i> 3/2015-nay: Phó Tổng giám đốc Tập đoàn Thủy sản Minh Phú/ <i>March 2015 – Present: Deputy General Director, Minh Phu Seafood Group</i>
Tên tổ chức là đối tượng công bố thông tin/ Organisation's name subject to information disclosure rules	Công ty Cổ phần Tập đoàn Thủy sản Minh Phú (MPC)
Chức vụ hiện nay tại tổ chức là đối tượng công bố thông tin/ Current position in an organization subject to information disclosure	Phó Tổng giám đốc/ <i>Deputy General Director</i>
Chức vụ đang nắm giữ tại tổ chức khác/ Positions in other companies	Tổng giám đốc Công ty Cổ phần Đầu Tư Long Phụng/ <i>General Director of Long Phung Investment Joint Stock Company</i>

***Phụ lục III - Thông tư số 96/2020/TT-BTC***

Số CP nắm giữ/ <i>Number of owning shares</i>	13.126.840 cổ phần (3,27%)
+ Đại diện sở hữu/ <i>Owning on behalf of</i>	
+ Cá nhân sở hữu/ <i>Owning by Individual</i>	13.126.840 cổ phần (3,27%)
Danh sách người có liên quan của người khai* / <i>List of affiliated persons of declarant:</i>	[Khai báo ở file kèm theo]
Lợi ích liên quan đối với Công ty/ <i>Related interest with public company, public fund (if any):</i>	Không/ <i>None</i>
Quyền lợi mâu thuẫn với Công ty/ <i>Interest in conflict with public company, public fund (if any)</i>	Không/ <i>None</i>

Tôi cam đoan những lời khai trên đây là đúng sự thật, nếu sai tôi xin hoàn toàn chịu trách nhiệm trước pháp luật/*I hereby certify that the information provided in this cv is true and correct and I will bear the full responsibility to the law.*

*Ho Chi Minh, ngày 21 tháng 06 năm 2025*

**NGƯỜI KHAI/DECLARANT**

*(Ký, ghi rõ họ tên)*

*(Signature, full name)*

## Appendix

### DANH SÁCH NGƯỜI NỘI BỘ VÀ NHỮNG NGƯỜI CÓ LIÊN QUAN LIST OF INSIDERS AND THEIR AFFILIATED PERSONS

(Người có liên quan theo quy định tại khoản 46 Điều 4 Luật Chứng khoán ngày 26 tháng 11 năm 2019/  
Affiliated persons are stipulated in Article 4, clause 46 of the Law on Securities dated 26th Nov 2019)

STT	Tên người nội bộ và người có liên quan/	Tài khoản chứng khoán (nếu có)	Chức vụ tại MPC (nếu có)	Mối quan hệ đối với MPC/ người nội bộ (1)	Loại hình giấy NSH (CCCD/ Hộ chiếu/Giấy CN ĐKKD)	Số giấy NSH	Ngày cấp	Nơi cấp	Địa chỉ liên hệ/ Địa chỉ trụ sở chính	SL CP của cá nhân/đại diện sở hữu
No.	Name of person	Securities trading accounts (if available)	Position at the company (if available)	Relations hip with the company/ internal person	Type of documents (ID/Passport/ Business Registration Certificate)	NSH No.	Date of issue	Place of issue	Contact address/ Head office address	Shareholding (shares)
1	2	3	4	5	6		9	10		11
<b>1</b>	<b>Lê Thị Dịu Minh</b>		<b>Phó TGD</b>		<b>CCCD</b>			<b>Cục cảnh sát QLHC về TTXH</b>		<b>13.126.840</b>
1.1	Lê Văn Quang			Cha	CCCD			Cục cảnh sát QLHC về TTXH		64.468.800
1.2	Chu Thị Bình			Mẹ	CCCD			Cục cảnh sát QLHC về TTXH		70.362.860
1.3	Lê Thị Minh Phú			Em gái	CCCD			Cục CS QLHC về TTXH		11.041.636
1.4	Nguyễn Hoàng Liêm			Em rể	CCCD			Cục CS QLHC về TTXH		28.200
1.5	Lê Thị Minh Quý			Em gái	CCCD			Cục CS QLHC về TTXH		11.033.534
1.6	Lê Thị Minh Ngọc			Em gái	CCCD			Cục CS QLHC về TTXH		11.032.634

1.7	Trương Minh Đạt			Chồng	CCCD			Cục cảnh sát QLHC về TTXH	
1.8	Trương Minh Anh			Con gái	Chưa có			Chưa có	
1.9	Trương Thuận Anh			Con trai	Chưa có			Chưa có	
1.10	Trương Minh An			Con gái	Chưa có			Chưa có	

\* **(1)** Người có liên quan theo quy định tại khoản 46 Điều 4 Luật Chứng khoán 2019/ *Affiliated persons are stipulated in Article 4, clause 46 of the Law on Securities 2019:*

- Doanh nghiệp và người nội bộ của doanh nghiệp đó; quỹ đại chúng, công ty đầu tư chứng khoán đại chúng và người nội bộ của quỹ đại chúng hoặc công ty đầu tư chứng khoán đại chúng đó/ *An enterprise and its internal actors; a public fund or public investment company and its internal actors;*
- Doanh nghiệp và tổ chức, cá nhân sở hữu trên 10% số cổ phiếu có quyền biểu quyết hoặc vốn góp của doanh nghiệp đó/ *An enterprise and any organization or individual that holds more than 10% of voting shares or stakes of such enterprise;*
- Tổ chức, cá nhân mà trong mối quan hệ với tổ chức, cá nhân khác trực tiếp, gián tiếp kiểm soát hoặc bị kiểm soát bởi tổ chức, cá nhân đó hoặc cùng với tổ chức, cá nhân đó chịu chung một sự kiểm soát/ *Any organization or individual that directly or indirectly supervises or is directly or indirectly supervised by another organization or individual; two organizations or individuals under the management of the same entity;*
- Cá nhân và bố đẻ, mẹ đẻ, bố nuôi, mẹ nuôi, bố chồng, mẹ chồng, bố vợ, mẹ vợ, vợ, chồng, con đẻ, con nuôi, con dâu, con rể, anh ruột, chị ruột, em ruột, anh rể, em rể, chị dâu, em dâu của cá nhân đó/ *An individual and his/her biological parent, adoptive parent, father- or mother-in-law, spouse, biological child, son- or daughter-in-law, sibling, brother- or sister-in-law;*
- Công ty quản lý quỹ đầu tư chứng khoán và các quỹ đầu tư chứng khoán, công ty đầu tư chứng khoán do công ty quản lý quỹ đầu tư chứng khoán đó quản lý/ *A fund management company and the securities investment funds or investment companies under its management;*
- Quan hệ hợp đồng trong đó một tổ chức, cá nhân là đại diện cho tổ chức, cá nhân kia/ *An organization or individual that is the representative of another organization or individual in a contract;*
- Tổ chức, cá nhân khác là người có liên quan theo quy định của Luật Doanh nghiệp/ *Other organizations and individuals that are relevant persons as defined by the Law on Enterprises.*

## **THE MINUTES**

### **OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

#### **I. Time and place:**

Today, June 21<sup>st</sup>, 2025, the Annual General Meeting of Shareholders of Minh Phu Seafood Joint Stock Company was held::

- Time: At 9:00 a.m.
- Location: on the 8th floor, No. 21 Le Quy Don, Vo Thi Sau Ward, District 3, Ho Chi Minh City
- Form of participation and voting method::
  - + Attend and vote/vote directly at the meeting;
  - + Authorize other individuals and organizations to attend and vote/vote at the meeting;
  - + Send the voting/election ballot to the Organizing Committee via certified mail or email before 21/06/2025;

#### **II. Participants of the Congress**

- Shareholders of the Company
- Representative of Minh Phu Seafood Group:
  1. Ms. Chu Thi Binh – Chairman/ Deputy General Manager
  2. Mr. Le Van Quang – Board Member, General Manager
  3. Mr. Suzuki Yoshiaki – Board Member, Deputy General Manager
  4. Ms. Le Thi Diu Minh – Deputy General Manager
  6. Key Leaders of the Company.

#### **III. Conducting the General Meeting**

##### **1. Procedure:**

- ❖ Opening of the congress
  - + Statement of Reasons,
  - + Introduction of delegates and participants of the Congress,
  - + Introduction of the Shareholder Qualification Examination Committee;
- ❖ Report on examination of delegate qualifications:
  - + The total number of attending delegates was: .... people, representing ... shares, accounting for ...% of the total number of shares entitled to attend the General Meeting of Shareholders (at the time of the start of the meeting).

➤ *The General Meeting is eligible to be conducted in accordance with the company's Charter and the Law on Enterprises.*

- ❖ Introduction of the presiding delegation, the Secretary of the Congress and the Vote Counting Committee
  - The presiding delegation consists of members:
    1. Ms. Chu Thi Binh – Chairman/ Deputy General Director

- 2. Mr. Le Van Quang – Board Member, General Director
- 3. Mr. Ông Suzuki Yoshiaki – Board Member, Deputy General Director
- Secretary of the Congress: Ms. Bui Khanh Linh
- Vote Counting Committee: Ms. Nguyen Thi Ngoc Huong

➤ *Inviting the Presiding Delegation, the Secretariat and the Vote Counting Committee to work*

## **2. Conducting the General Meeting**

- The Head of the Organizing Committee presented the Working Regulations, Election Regulations and Programs of the Congress.

➤ *The General Meeting approved the personnel, working regulations, election regulations and the General Meeting program with an approval rate of 100% calculated from the total number of votes of shareholders attending the meeting.*

### **2.1. Report of the Board of Directors (BOD), Board of Management**

- Mr. Le Van Quang – Board Member and General Manager read the Report of the Board of Management on the company's production and business activities and the report of Board of Directors on the company's highlights in 2024, the activities and evaluations of the Board of Directors as well as setting out the orientation plan for 2025.

### **2.2 The General Meeting listened to the Organizing Committee on behalf of the Board of Directors read the report on the remaining issues to be voted on at the meeting:**

- Report of the Supervisory Board on the Company's operation 2023.;
- Approval of the 2024 audited Financial Statements;
- Approval of the reversal of fund appropriation to undistributed after tax profit;
- Approval of the profit distribution and funds appropriations in 2024 and the profit distribution plan in 2025;
- Approval of the production and business plan in 2025;
- Remuneration for the Board of Director, the Supervisory Board;
- Approval of selecting the independent auditor for Annual Financial Statements in 2025;
- Approval of the transactions with relevant party
- Approval of issuance shares to employees according to the employee selection program in the company (ESOP)
- Approval of the dismissal of a member of the Board of Directors and approval of the list of nominees for the additional election of a member to the Board of Directors for the 2024–2029 term.

### **2.3 The congress discussed the issues presented**

#### **Question 1:**

**Answer:**

#### **Question 2:**

**Answer:**

#### **Question 3:**

**Answer:**

#### **Question 4:**

**Answer:**

**Question 5:**

**Answer:**

**Question 6:**

**Answer:**

➤ **The discussion time is up. Shareholders have no further comments.**

*2.4 The congress voted to approve the issues discussed as follows:*

- The total number of attending shareholders are: ... people, representing ... shares, accounting for ...% of the total number of shares entitled to attend the General Meeting of Shareholders (at the time of voting)
- The total number of issued ballots are: ... people, representing ... votes, accounting for ...% of the total number of votes of shareholders attending the meeting (at the time of voting).
- The total number of collected ballots are: ... people, representing ... votes, accounting for ...% of the total number of votes of shareholders attending the meeting (at the time of voting).
- The total number of uncollected ballots are: ... people, represents ... votes, accounting for ...% of the total number of votes of shareholders attending the meeting (at the time of voting).

**Voting results:**

No	Contents	Approved	Rate	Disapproved	Rate	No Comment	Rate
1	Report of the Board of Management						
2	Report of the Board of Directors						
3	Report of the Supervisory Board						
4	Approval of the 2023 audited Financial Statements;						
5	Approval of the reversal of fund appropriation to undistributed after tax profit;						
6	Approval of the profit distribution and funds appropriations in 2024 and the profit distribution plan in 2025;						
7	Approval of the production and business plan in 2025;						
8	Remuneration for the Board of Director, the Supervisory Board;						
9	Approval of selecting the independent auditor for Financial Statements in 2025;						
10	Approval of the transactions with relevant party *						
11	Approval of issuance shares to employees according to the employee selection program in the company (ESOP) *						
12	Approval of the dismissal of a member of the Board of Directors and approval of the list of nominees for the additional election of a member to the Board of Directors for the 2024–2029 term;						

(\* ) *The votes of shareholders with related interests have been split for these reports, details:*

No.	Contents	Shareholders attending the meeting		Shareholders have related attendance and voting		Shareholders vote legally (After splitting votes)	
		Number of shareholders	Number of Shares	Number of shareholders	Number of Shares	Number of shareholders	Number of Shares

10	Approval of the transactions with relevant party *						
11	Approval of issuance shares to employees according to the employee selection program in the company (ESOP) *						

**2.5. Election of members of the Board of Directors for the term 2024 - 2029**

- The total number of attending shareholders are: ... people, representing ... shares, accounting for ...% of the total number of shares entitled to attend the General Meeting of Shareholders (at the time of election).
- The total number of issued ballots are: ... people, representatives of ... shares, accounting for ...% of the shares with the right to vote at the meeting (at the time of election).
- The total number of collected ballots are: ... people, representatives of ... shares, accounting for ...% of shares with the right to vote at the meeting (at the time of election).
- The total number of uncollected ballots are: ... person, representative of ... share, accounting for ...% of the shares entitled to vote at the meeting (at the time of election).

**Election Results:**

STT	Full Name of BOD	Shares	Rate
1	LE THI DIU MINH	...	

**Accordingly, Ms. Le Thi Diu Minh has been duly elected as a member of the Board of Directors for the 2024–2029 term of Minh Phu Seafood Corporation.**

**2.6 Approving the Resolution and Minutes of the General Meeting of Shareholders**

- Ms. Bui Khanh Linh read the Minutes and the Resolution of the Meeting
- Comments from shareholders: No
- Vote to approve the Minutes and Resolution of the Meeting with the rate: 100%

**The congress ended at 11:30am on the same day.**

This Minutes is fully and honestly recorded by the Secretary of the General Meeting, read again before the General Meeting and unanimously approved by the shareholders attending the General Meeting.

**The 2025 Annual General Meeting of Shareholders**

**Minh Phu Seafood Joint Stock Company**

**Secretary of the Congress**

**Chairman of the Congress**

**Bùi Khánh Linh**

**Lê Văn Quang**

## THE RESOLUTION OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

- Pursuant to business registration certificate No. 2000393273 issued by the Provincial Department of Planning and Investment Ca Mau issued the 12<sup>th</sup> change on October 15<sup>th</sup>, 2024;
- Pursuant to the Charter of Minh Phu Seafood Joint Stock Company;
- Pursuant to the minutes of the 2025 Annual General Meeting of Shareholders No. 01BB.DHDCD25

Today, June 21<sup>st</sup>, 2025, the 2025 Annual General Meeting of Shareholders of Minh Phu Seafood Joint Stock Company is held at 9:00 a.m., at Floor 8th, No. 21 Le Quy Don Str., Vo Thi Sau Ward, District 3, HCM City.

+ At the beginning of the meeting: The total number of shareholders attending is ... people, representatives ... shares, accounting for ...% of the total shares with the right to attend the General Meeting of Shareholders.

+ At the time of voting: The total number of shareholders attending was ... people, representing ... shares, accounting for ...% of the total shares with the right to attend the General Meeting of Shareholders.

+ At the time of election: The total number of shareholder delegates attending was ... people, representing ... shares, accounting for ...% of the total number of shares with the right to attend the General Meeting of Shareholders.

After more than 2 hours of urgent work, the Congress discussed issues according to Agenda, the General Meeting of Shareholders agreed to resolve the following:

**ARTICLE 1.** Approved the Report of the Board of General Directors, Report of the Board of Management and Report of the Supervisory Board.

**ARTICLE 2.** Approved the 2024 audited Financial Statements.

**ARTICLE 3.** Approved of the reversal of fund appropriation to undistributed after tax profit, detailed as following:

No.	CATEGORIES	Balance at Dec 31st, 2024 (VND)	Reversed amount (VND)	Balance after reversal (VND)
01	Undistributed consolidated after-tax profit from the retained profits	183,943,803,019		327,585,554,190
02	The Bonus and Welfare Fund	79,735,160,575	-60,465,422,093	19,269,738,482
03	The Development Investment Fund	121,715,806,042	-83,176,329,078	38,539,476,964
	<b>Total</b>	<b>385,394,769,636</b>	<b>-143,641,751,171</b>	<b>385,394,769,636</b>

**ARTICLE 4. Approved the plan for setting up funds, profit distribution in 2024 and profit distribution plan in 2025, details as follows:**

**4.1. Approved the report of fund appropriation and utilization during the year in 2024:**

CATEGORIES		Amount (VND)
Fund of bonus and welfare for employees	Approved Fund by the 2023 AGM	<b>38,776,065,470 – 77,552,130,941</b>
	- Balance at the beginning of the period (Jan 01 <sup>st</sup> , 2024)	<b>80,778,590,899</b>
	- Appropriation from retained profits of 2024	38,776,065,470
	- Other adjustments	1,002,578,136
	- Reversal during the year	(25,688,629,546)
	- Utilization during the year	(15,133,444,384)
	Closing Balance at Dec 31st, 2024	<b>79,735,160,575</b>
Fund of the Development Investment	Approved Fund by the 2023 AGM	<b>38,776,065,470 – 77,552,130,941</b>
	- Balance at the beginning of the period (Jan 01 <sup>st</sup> , 2024)	<b>103,309,972,911</b>
	- Appropriation from retained profits of 2024	77,552,130,941
	- Other adjustments	335,926,163
	- Reversal during the year	(25,688,629,546)
	- Utilization during the year	(33,793,594,427)
	Closing Balance at Dec 31st, 2024	<b>121,715,806,042</b>

**4.2. Approved the profit distribution and funds appropriations from the retained profits up to 2024:**

Profit distribution	Value (VND)	Rate (%)
Undistributed consolidated after-tax profit from the retained profits up to 2024, including reversed funds.	<b>327,585,554,190</b>	<b>100%</b>
<i>Dividend Payments by Cash</i>	<i>98,275,666,257 – 311,206,276,481</i>	<i>30% - 95%</i>
<i>Remaining Retained Earnings</i>	<i>16,379,277,710 - 229,309,887,933</i>	<i>05% - 70%</i>

**4.3. Approved the Cash Dividends Payment Plan in 2024, detailed as following:**

- Dividend percentage in cash: from 2% to 8% per par value (equivalent to VND 200 – 800 per share)
- Resource: Undistributed consolidated after-tax profit from the retained profits up to 2024, including reversed funds.
- The estimated time: in 2025
- Assign the Board of Directors to decide a specific payout ratio within the above approval range and the specific time to close the list of shareholders after the issuance of shares to employees according to the employees selection program (ESOP 2025) in order to pay the cash dividend for 2024..

**4.4. Approved the profit distribution plan in 2025, detailed as following:**

Profit distribution plan	Plan of 2025 (%)
Fund of bonus and welfare for employees	10%
Fund of Research and Development	10%
Dividend Payments	50 - 70%
Remaining Retained Earnings	10 - 30%

## **ARTICLE 5. Approved the production and business plan in 2025**

No.	Description	Unit	Target	Unit	Target
1	Finished product	Ton	60,000	Ton	60,000
3	Net Revenue	Bil VND	15,667.2	Mil USD	614.4
4	Net Profit Before Tax	Bil VND	1,091.4	Mil USD	42.8
5	Net Profit After Tax	Bil VND	997.0	Mil USD	39.1

*Exchange Rate: 25,950 VND*

## **ARTICLE 6. Approved of remuneration and bonuses for the Board of Directors and Supervisory Board**

### ***6.1. The remuneration was disbursed in 2024:***

- The remuneration of the BOD was disbursed: VND 2,212,916,667 (Two billion, two hundred twelve million, nine hundred sixteen thousand, six hundred sixty-seven Vietnamese Dong)
- The remuneration of the Supervisory Board was disbursed: VND 144,000,000 (one hundred and forty-four million Vietnam Dong).
- Total remuneration: VND 2,356,916,667 (Two billion, three hundred fifty-six million, nine hundred sixteen thousand, six hundred sixty-seven Vietnamese Dong)

### ***6.2. The proposed remuneration in 2025***

- ❖ The proposed remuneration of the BOD:
  - Remuneration for Board members who do not serve concurrently as Corporate Officers: VND 25,000,000/person/month (twenty-five million Vietnam Dong);
  - Remuneration for Board members who serve concurrently as Corporate Officers: VND 12,500,000/person/month (twelve million, five hundred thousand Vietnam Dong);
- ❖ The proposed remuneration of the Supervisory Board:
  - Remuneration for Supervisory members who do not serve concurrently as Corporate Officers: VND 20,000,000/ person/month; (twenty million Vietnam Dong).
  - Remuneration for Supervisory members who serve concurrently as Corporate Officers: VND 4,000,000 person/month (four million Vietnam Dong)

### ***6.3. The proposed bonus rate in 2025***

Total bonus rate for Board of Director, Supervisory Board, officers and employees:

- Not completing the plan: 0%
- Completed the plan: 8% of Profit after Tax
- Exceeded the plan: 15% of Profit after Tax that exceeded the plan..

**ARTICLE 7. Authorizing the Board of Directors to choose one of the auditing firms: KPMG Vietnam Co., Ltd., Ernst & Young Vietnam Co., Ltd., PwC Vietnam Co., Ltd., Deloitte Vietnam Co., Ltd. as the auditing firm for the 2024 financial statements.**

**ARTICLE 8. Approved Minh Phu Seafood Joint Stock Company's contracts and transactions with Minh Phu Hau Giang Seafood Joint Stock Company in the period from the date of the 2025 Annual General Meeting of Shareholders to the day before the General Meeting of Shareholders in 2026, provided that the such transactions must be fair, in the best interests of the Company and not less favorable than similar conditions established for other parties, specifics as follows:**

- Subject: Minh Phu Hau Giang Seafood Joint Stock Company (MPHG)
- Relationship: Subsidiary, MPC owns 98.27% of the MPHG's charter capital
- Contents of transactions include: Sales/Purchases of finished goods, sales/purchases of raw materials, sales/purchase of fixed assets, dividend payment, capital contribution, other transactions,...
- Expected transaction value: ~2,000 billion VND (including transactions that result in transaction value arising within 12 months from the date of the first transaction with a value exceeding 35% of the total value of assets registered, recorded in the most recent financial statements).

**ARTICLE 9. Approved the issuance shares to employees according to the employees selection program (ESOP)**

**9.1. Plan of issuance shares to employees according to the employees selection program (ESOP):**

1. Name of stock	Shares of Minh Phu Seafood Joint Stock Company
2. Stock Code	MPC
3. Type of stock	Common stock
4. Par value of shares	VND 10.000 /share
5. Current charter capital	VND 4,009,383,000,000 (at the time of submission to the 2025 Annual General Meeting of Shareholders)
6. Number of outstanding shares	400,938,300 shares
7. Number of shares expected to be issued under ESOP	<b>154,700 shares</b>
8. Offering price	The issuance price under the ESOP shall be equal to the par value of each share, which is VND 10.000/share.
9. Total value of shares expected to be issued at par value	<b>1,547,000,000 VND</b>
10. Subject of Issuance,	Officers and employees ("employees") who are working at Minh Phu Seafood Group Joint Stock Company and its subsidiaries according to the standards specified in the ESOP Regulation and the list approved by the Board of Directors (hereinafter collectively referred to as "Employees").
11. Issuance proportion (Number of shares expected to be issued / Number of outstanding shares)	0.04 %
12. Transferring restrictions	ESOP shares will be restricted from transfer for 05 years from the date of completion of the issuance.
13. Plan for handling odd shares and unsold shares in case the employee does not buy or buys part of the shares (Shares to be distributed)	The General Meeting of Shareholders authorizes the Board of Directors to decide to allocate the number of Shares to be distributed to other employees in the initial list at the same issue price.

14. Expected issuance time	It is expected that in 2025, after the State Securities Commission ("SSC") announces the receipt of all issuance report documents.
15. Custody and supplemental listing	All actual shares issued to increase capital will be registered for additional depository at the Vietnam Securities Depository and Clearing Corporation (VSDC) and registered for additional trading on UPCOM.
16. Purpose of the issuance and Plan of using the proceeds from the issuance.	<ul style="list-style-type: none"> <li>- Issuance of new shares to the employees of the Company and member companies to recognize their contribution to the Company and the member companies over the last year. From there, employees will be more cohesive, have a higher sense of responsibility and commit to long-term companionship with the Company.</li> <li>- The proceeds from the issuance will be used to increase charter capital, for business requirements and supplementing the Company's working capital.</li> </ul>

***9.2. Approving the newly issued shares under the ESOP program will be entitled to receive dividends for the year 2024 (if any).***

***9.3. Approving the plan to ensure that the issuance plan meet the regulations on foreign ownership ratio.***

The General Meeting of Shareholders authorized the Board of Directors to decide on the plan to ensure the issuance of shares under the option program for employees to meet the regulations on foreign ownership ratio in the Company.

***9.4. Approving the changes related to the release:***

- To approve the increase of charter capital, amendment of charter capital, number of outstanding shares and other relevant contents in the Company's Charter equivalent to the total par value of the number of shares actually issued under the above-mentioned issuance plan;
- To approve the change of the Business Registration Certificate with the new charter capital according to the result of issuance.
- To approve the additional issued shares will be centrally registered at VSDC and additionally listed at UPCOM in accordance with the provisions of the law.

***9.5. Authorizing the Board of Directors to do the following***

The General Meeting of Shareholders assigns and authorizes the Board of Directors to decide and implement the following tasks, including but not limited to:

- Select the issuance consulting unit, make depository registration dossiers and register additional transactions at VSDC and UPCOM;
- Release the Regulation on issuance of shares under the program of selection for employees, deciding on the criteria and list of employees participating in the program, the principles for determining the number of issued shares for each employee, calculating the detailed issuance rate based on the number of issued shares approved by the General Meeting of Shareholders above;
- To decide in detail the plan to use the proceeds from the issuance in accordance with the purposes approved by the General Meeting of Shareholders above; adjust the allocation and use of capital obtained from the issuance; change the purpose and plan of using capital (if necessary) to suit the actual situation to ensure the interests of shareholders and the Company, and report to the latest General Meeting of Shareholders on relevant adjustments to the purpose and plan of using this capital (if any);

- To decide on the time of issuance, develop, edit and explain all dossiers and procedures related to the issuance, modify the issuance plan depending on the actual situation or at the request of competent state agencies, and perform tasks in accordance with law to complete the issuance of shares;
- To decide on the content and sign documents related to the issuance plans, including the issuance report file, the additional depository registration dossier, the additional stock trading registration dossier.
- Carry out necessary procedures to report the issuance results to the SSC;
- To decide and carry out procedures for changing the enterprise registration contents (including carrying out procedures for registration of increase in charter capital after the end of the issuance) and sign necessary dossiers related to the adjustment of the increase in charter capital on the enterprise registration certificate at competent state agencies; to revise the level of Charter Capital, the number of outstanding shares and other relevant contents in the Charter of the Company and other procedures/tasks related to the increase of charter capital mentioned above
- Carry out other necessary tasks for the additional issuance of shares to be registered for additional depository at the Vietnam Securities Depository and Clearing Corporation and additional transactions at UPCOM;
- During the transfer restriction period, if an employee resigns, the number of shares issued to that employee will be handled according to the regulation of the stock issuance program under the employee option program issued by the Board of Directors;
- To decide and take all other actions in accordance with the provisions of law and the Company's Charter to complete the issuance of shares, ensuring safety and efficiency in accordance with the provisions of law;
- The Board of Directors is allowed to authorize the Chairman, the General Director or a person authorized by the General Director to perform one or several of the above tasks in accordance with the Company's Charter and the provisions of law.

**ARTICLE 10. Approved the dismissal of Mr. Bui Anh Dung as a Board member of Minh Phu Seafood Joint Stock Company according to the Letter of Resignation.  
Approved the list of Board of Directors candidates and elect Ms. Le Thi Diu Minh as a member of the Board of Directors for the 2024–2029 term:**

The Resolution of the 2025 Annual General Meeting of Shareholders of Minh Phu Seafood Joint Stock Company was unanimously approved by the shareholders attending the General Meeting at 11:30 am. on the same day.

**The 2025 Annual General Meeting of Shareholders  
Minh Phu Seafood Joint Stock Company**

**Secretary of the Congress**

**Chairman of the Congress**

**Bùi Khánh Linh**

**Lê Văn Quang**