

No : 40 /CBTT-THP

Da nang, March 28, 2026

### INFORMATION DISCLOSURE

To: - State Securities Commission of Viet nam  
- The Ha Noi Stock Exchange.

- Name of organization : THUAN PHUOC SEAFOODS AND TRADING CORPORATION
- Address of head office : No. 02 Bui Quoc Hung Street, Da Nang Seafood Service Industrial Park, Son Tra Ward, Da Nang City, Vietnam.
- Tel: 0236.3920920 Fax: 0236.3923308
- Email: [info@thuanphuoc.vn](mailto:info@thuanphuoc.vn)
- Trading floor: UPCOM.
- Stock code : THP.
- The person who made the information disclosure : Ms Nguyen Thi Phi Anh
- Position : General Director
- Type of information announced:

Abnormal; 24 hours  Require  Periodic

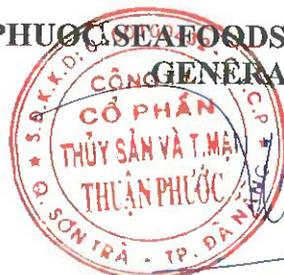
**- Information disclosure content:**

Thuan Phuoc Seafoods and Trading Corporation announces the Resolution and Minutes of the 2026 Annual General Meeting of Shareholders.

This information has been published on the company's website at : <http://www.thuanphuoc.vn>. (Shareholder Relations section)

We guarantee that the above information is true and are fully responsible before the law for the content of the published information.

THUAN PHUOC SEAFOODS AND TRADING CORPORATION  
GENERAL DIRECTOR



NGUYEN THI PHI ANH

**Place of receipt :**

- As above;
- Board of Directors, Supervisory Board, General Director;
- Save documents.

**Attached documents:**

- Resolution and Minutes of the 2026 Annual General Meeting of Shareholders

**RESOLUTION OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
THUAN PHUOC SEAFOODS AND TRADING CORPORATION**

- Pursuant to the Enterprise Law No. 59/2020/QH14 issued on June 17, 2020 and implementing documents;
- Pursuant to the Securities Law No. 54/2019/QH14 issued on November 26, 2019
- Pursuant to the Charter of organization and operation of Thuan Phuoc Seafoods and Trading Corporation;
- Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of Thuan Phuoc Seafoods and Trading Corporation dated March 10, 2026.

**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026  
THUAN PHUOC SEAFOODS AND TRADING CORPORATION**

**RESOLUTION**

**ARTICLE 1: Approval of the Report of the Board of General Directors on the 2025  
Business Performance and the 2026 Business Plan**

**1. Approval of the 2025 Business Performance Results:**

- **Total revenue:** VND 3,333.76 billion
- **Export turnover:** USD 128.76 million
- **Export volume:** 12,314 tons of products
- **Profit before tax:** VND 45.57 billion
- **Dividend payout :** 03%
- **Average monthly income per employee (26 working days):** VND 9,500,000

Approved by voting with an approval rate of 100% of the total voting shares of all shareholders attending and voting at the Meeting.

**2. 2026 Business Plan:**

- **Total revenue :** VND 1,900 – 2,700 billion.
- **Export turnover :** USD 70 – 100 million.
- **Export volume :** 7,500 – 10,000 tons of products.
- **Profit before tax :** VND 05 – 10 billion.
- **Dividend payout :** 0 - 03%.
- **Average monthly income per employee (26 working days) :** VND 9,500,000.

Approved by voting with an approval rate of **100%** of the total voting shares of all shareholders attending and voting at the Meeting.

**ARTICLE 2: Approval of the Report on the Operations of the Board of Directors for 2025 and the Plan for 2026**

Approved by voting with an approval rate of **100%** of the total voting shares of all shareholders attending and voting at the Meeting.

**ARTICLE 3: Approval of the Report on the Operations of the Supervisory Board for 2025**

Approved by voting with an approval rate of **100%** of the total voting shares of all shareholders attending and voting at the Meeting.

**ARTICLE 4: Approval of the Selection of the Auditor for Auditing the Company's 2026 Financial Statements**

Approval of the authorization granted to the Board of Directors to negotiate with ECOVIS AFA Vietnam Auditing, Valuation and Consulting Company Limited to conduct the audit of the Company's 2026 financial statements.

In the event that the Board of Directors fails to reach an agreement with ECOVIS AFA Vietnam Auditing, Valuation and Consulting Company Limited regarding audit fees, audit quality, or audit schedule, the General Meeting of Shareholders authorizes the Board of Directors to fully decide on selecting another appropriate audit firm from the list of audit firms qualified to audit public companies in Vietnam as approved by the State Securities Commission.

Approved by voting with an approval rate of **100%** of the total voting shares of all shareholders attending and voting at the Meeting.

**ARTICLE 5: Approval of the Audited Financial Statements for the Fiscal Year 2025**

Approved by voting with an approval rate of **100%** of the total voting shares of all shareholders attending and voting at the Meeting.

**ARTICLE 6: Approval of the profit distribution and dividend payment for 2025 and the plan for profit distribution and dividend payment for 2026**

**1. Approval of the profit distribution and dividend payment for 2025 :**

No,	Description	Amount (VND)	Ratio / Profit After Tax
1	Total Profit Before Tax	45,578,359,893	
2	Corporate Income Tax	6,102,918,867	15% of Profit Before Tax
3	Total Profit After Tax	39,475,441,026	
4	Dividend Distribution to Shareholders (3% of Charter Capital)	6,483,235,500	3% of Charter Capital
5	Allocation to Development Investment Fund	29,092,205,526	
6	Allocation to Bonus and Welfare Fund	0	
7	Allocation to Bonus Fund for BOD and SB	3,900,000,000	10% of Profit After Tax

Approved by voting, with the approval rate reaching **100%** of the total voting shares of all shareholders attending and voting at the Meeting.

**2. Approval of the plan for profit distribution and dividend payment for 2026:**

No,	Description	Amount (VND) ( Plan 1)	Amount (VND) ( Plan 2)	Ratio / Profit After Tax
1	Total Profit Before Tax (05–10 billion VND)	5,000,000,000	10,000,000,000	
2	Corporate Income Tax	750,000,000	1,500,000,000	15% of Profit Before Tax
3	Total Profit After Tax	4,250,000,000	8,500,000,000	
4	Dividend Distribution to Shareholders (0–3% of Charter Capital)	0	6,483,235,500	3% of Charter Capital
5	Allocation to Development Investment Fund	3,952,500,000	1,421,764,500	
6	Allocation to Bonus and Welfare Fund	0	0	
7	Allocation to Bonus Fund for BOD and SB	297,500,000	595,000,000	7% of Profit After Tax

Approved by voting, with the approval rate reaching **100%** of the total voting shares of all shareholders attending and voting at the Meeting.

**ARTICLE 7:** Approval of the payment of remuneration and bonuses for the Board of Directors and the Supervisory Board for 2025 and the plan for remuneration and bonus payment for the Board of Directors and the Supervisory Board for 2026.

**I. Approval of the remuneration and bonus levels for the Board of Directors and the Supervisory Board for 2025:**

**1. Remuneration for the Board of Directors and the Supervisory Board:**

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

Remuneration for the Supervisory Board (03 members): VND 18,000,000/month × 12 months = VND 216,000,000.

Total remuneration for the Board of Directors and the Supervisory Board in 2025: VND 600,000,000

**2. Bonuses for the Board of Directors and the Supervisory Board:**

According to the Resolution of the Annual General Meeting of Shareholders in 2025, the Company's planned profit before tax was VND 15 billion. Due to effective business performance in 2025, the Company achieved a profit before tax of VND 45.57 billion, corresponding to a profit after tax of VND 39.47 billion.

In accordance with the Resolution of the 2025 Annual General Meeting of Shareholders regarding bonuses for the Board of Directors and the Supervisory Board, a bonus equivalent to



10% of profit after tax shall be granted if the Company meets or exceeds the plan. Accordingly, the total bonus payable to the Board of Directors and the Supervisory Board is VND 3,900,000,000.

Approved by voting, with the approval rate reaching 100% of the total voting shares of all shareholders attending and voting at the Meeting.

## **II. Approval of the estimated remuneration and bonus levels for the Board of Directors and the Supervisory Board for 2026:**

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

**2. Remuneration for the Supervisory Board (03 members):**  
VND 18,000,000/month × 12 months = VND 216,000,000.  
**Total remuneration for 2026: VND 600,000,000**

### **3. Bonus levels for the Board of Directors and the Supervisory Board:**

Bonus level for the Board of Directors and the Supervisory Board: 07% of total profit after tax if the business plan is not achieved.

Bonus level for the Board of Directors and the Supervisory Board: 10% of total profit after tax if the business plan is achieved or exceeded.

Approved by voting, with the approval rate reaching 100% of the total voting shares of all shareholders attending and voting at the Meeting.

## **ARTICLE 8: Approval of the Company Split Plan.**

### **I. Purpose of the Company Separation Plan**

The separation of Thuan Phuoc Seafood and Trading Corporation is intended to achieve the following objectives :

- Restructure the enterprise organization toward specialization in business operations, thereby improving management and operational efficiency;
- Clearly separate business sectors in accordance with the Company's long-term development orientation;
- Enhance autonomy in corporate governance, management, and resource utilization of each company after the separation;
- Facilitate capital mobilization and business expansion of the separated companies;
- Improve the efficiency in the use of assets, labor, and existing resources;
- Ensure the lawful rights and interests of shareholders, employees, and related parties;
- Align with the Company's sustainable development strategy in the coming period.

### **II. Principles for the Company Separation**

The demerger of Thuan Phuoc Seafood and Trading Joint Stock Company shall be implemented in accordance with the following principles:

- The demerger shall be carried out in compliance with the provisions of the Law on Enterprises and other relevant legal regulations;
- The allocation of assets, capital sources, rights and obligations among the companies after the demerger shall be based on accounting data as of December 31, 2025. Asset values shall be determined based on the assets currently existing at An An Factory and F32 Factory as of December 31, 2025. The undistributed profits of 2025 shall not be allocated and shall remain with Thuan Phuoc Seafood and Trading Corporation (THP);
- Assets, liabilities, rights and obligations of Thuan Phuoc Seafood and Trading Corporation shall be allocated to the demerged companies in accordance with the production and business functions of each company;
- The transfer of employees shall be implemented in accordance with the approved labor utilization plan, ensuring the lawful rights and interests of employees in compliance with applicable laws;
- The demerged companies together with Thuan Phuoc Seafood and Trading Corporation shall be jointly responsible for debts, asset obligations and other liabilities in accordance with the law;
- The demerger shall not change the lawful rights and obligations of shareholders in respect of their shareholdings;
- The demerger shall ensure transparency and openness and be consistent with the common interests of the Company and its shareholders.

### III. Company Demerger Plan

#### 1. Demerged Company:

- Company Name: THUAN PHUOC SEAFOODS AND TRADING CORPORATION
- Enterprise Registration No.: 0400100432, first registered on 29/06/2007, 10th amendment dated 09/07/2025 at the Department of Planning and Investment of Da Nang City (now the Department of Finance of Da Nang City).
- Head Office Address: No. 02 Bui Quoc Hung Street, Da Nang Fisheries Service Industrial Zone, Son Tra Ward, Da Nang City, Vietnam.
- Telephone: 0236 3920920
- Fax: 0236 3923308
- Email : [info@thuanphuoc.vn](mailto:info@thuanphuoc.vn)
- Legal Representative :  
+Ms. NGUYEN THI PHI ANH, Date of Birth: 05/09/1959  
+Title : General Director  
+Citizen ID No. : 001159044532  
+Date of Issue : 16/09/2022  
+Place of Issue : Police Department for Administrative Management of Social Order  
+Permanent Address : 11A Bang Lang 3, Group 38, An Hai Ward, Da Nang City, Vietnam.  
Contact Address: 05 Le Binh, Group 93, An Hai Ward, Da Nang City, Vietnam.

DA NANG  
CITY  
THUAN  
PHUOC  
CORP.

- Current Charter Capital: 216,111,850,000 VND.

**Charter capital after the demerger:** Thuan Phuoc Seafoods and Trading Corporation (“THP”) will separate **VND 105,673,120,000** from its charter capital, corresponding to the net asset value (transferred assets minus related liabilities), to form the charter capital of **An An Seafoods and Trading Limited**, and separate **VND 15,103,160,000** from its charter capital, corresponding to the value of transferred assets, to form the charter capital of **Frozen Seafoods Factory No.32**. The remaining charter capital of THP after the demerger will be **VND 95,335,570,000**.

**Shareholders and ownership ratios:** Shareholders and ownership ratios remain unchanged.

## 2. Demerged Company 1

### 2.1 Company Name

- Vietnamese name: **AN AN SEAFOODS AND TRADING LIMITED**
- English name: **AN AN SEAFOODS AND TRADING LIMITED**
- Head office address: Tay Hoa Hamlet, Kim Son Commune, Dong Thap Province, Vietnam.

### 2.2 Labor utilization plan

Thuan Phuoc Seafoods and Trading Corporation will transfer **1,067 employees** to An An Seafoods and Trading Limited. The detailed list is attached in **Appendix I**.

An An Seafoods and Trading Limited will sign labor contracts or labor contract appendices with the transferred employees in compliance with applicable legal regulations.

### 2.3 Assets

Thuan Phuoc Seafoods and Trading Corporation will transfer the following assets to An An Seafoods and Trading Limited. The detailed list of transferred assets is attached in **Appendix I**.

No.	Item	Amount (VND)	Description
1	Land use rights	34,843,083,459	Including land use rights under Land Use Right Certificates No. DM582649 and DM582650
2	Buildings and structures	197,056,173,612	
3	Machinery and equipment	77,990,633,002	
4	Means of transportation and transmission equipment	11,012,033,200	

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5	Office equipment and management tools	111,161,960	
6	Inventories	314,897,375,649	
7	Prepaid expenses	4,117,799,383	
8	Long-term work in progress	5,748,520,370	
	<b>Total</b>	<b>645,776,780,635</b>	

#### 2.4. Rights and obligations transferred from Thuan Phuoc Seafoods and Trading Corporation to An An Seafoods and Trading Limited

After enterprise registration, Thuan Phuoc Seafoods and Trading Corporation and An An Seafoods and Trading Limited shall be jointly liable for the outstanding obligations, unpaid debts, labor contracts and other property-related obligations of Thuan Phuoc Seafoods and Trading Corporation, except for the liabilities specifically transferred as set out below.

##### 2.4.1 Liabilities transferred from Thuan Phuoc Seafoods and Trading Corporation to An An Seafoods and Trading Limited

Pursuant to agreements between Thuan Phuoc Seafoods and Trading Corporation and its creditors, the following liabilities shall be transferred to An An Seafoods and Trading Limited. The total transferred liabilities amount to VND 448,485,786,249 (based on the outstanding balance as of December 31, 2025).

Details are as follows:

##### 2.4.1.1 Payables to suppliers:

Customer Name	Amount (VND)
Long An Logistics Joint Stock Company	113,996,418
Sustainable Community Development Company Limited	1,107,993,126
Ngoc My Private Enterprise	788,603,674
NAQ FOODS INDIA PRIVATE LIMITED	12,620,524,059
ROYALE MARINE IMPEX PVT LTD	10,939,069,440
MAA NACHINDA SEA FOODS PRIVATE LIMITED	13,015,941,666
Z,A, SEAFOODS PVT, LTD	3,031,746,003
<b>Total</b>	<b>41,617,874,386</b>

##### 2.4.1.2 Long-term borrowings:



The Charter of An An Seafoods and Trading Limited is submitted to the General Meeting of Shareholders for consideration and approval together with this Proposal and shall serve as the basis for enterprise registration in accordance with legal regulations.

### 3. Demerged Company 2

#### 3.1 Company Name

- Vietnamese name: FROZEN SEAFOODS FACTORY NO.32
- English name: FROZEN SEAFOODS FACTORY NO.32
- Head office address: 03 Van Don Street, Da Nang Seafood Service Industrial Park, Son Tra Ward, Da Nang, Vietnam.

#### 3.2 Labor utilization plan :

Thuan Phuoc Seafoods and Trading Corporation will transfer **353 employees** to Frozen Seafoods Factory No.32 . The detailed list is attached in **Appendix II**.

Frozen Seafoods Factory No.32 will sign labor contracts or labor contract appendices with the transferred employees in compliance with applicable legal regulations.

#### 3.3 Assets :

Thuan Phuoc Seafoods and Trading Corporation will transfer the following assets to Frozen Seafoods Factory No.32 . The detailed list of transferred assets is attached in **Appendix II**.

No.	Asset	Amount (VND)	Notes
1	Buildings and structures	4.905,166,761	
2	Machinery and equipment	672,957,138	
3	Means of transportation and transmission equipment	0	
4	Inventories	36,093,517,326	
5	Prepaid expenses	149,323,768	
	<b>Total</b>	<b>41,820,964,993</b>	

#### 3.4 Rights and obligations transferred from Thuan Phuoc Seafoods and Trading Corporation to Frozen Seafoods Factory No.32 :

##### 3.4.1.1 Short-term borrowings:

Bank Name	Amount (VND)
Joint Stock Commercial Bank for Foreign Trade of Vietnam (Vietcombank)	10,717,804,993

<b>Total</b>	<b>10,717,804,993</b>
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**3.4.1.2 Development investment fund : 16,000,000,000 VND**

After enterprise registration, Thuan Phuoc Seafoods and Trading Corporation and Frozen Seafoods Factory No.32 shall be jointly liable for the outstanding obligations, unpaid debts, labor contracts and other property-related obligations of Thuan Phuoc Seafoods and Trading Corporation.

**3.5 Charter capital of Frozen Seafoods Factory No.32 :**

VND 15,103,160,000 (Fifteen billion one hundred three million one hundred sixty thousand dong). The charter capital corresponds to the capital sources forming the transferred assets specified in Section 3.3.

**3.6 Shareholders and ownership ratios:**

The shareholders and ownership ratios of shareholders in Thuan Phuoc Seafoods and Trading Corporation and Frozen Seafoods Factory No.32 after the demerger shall remain the same. The number of shares in the two companies shall be calculated based on the ownership ratios in each company and rounded down to the nearest whole share.

**3.7 List of shareholders of Frozen Seafoods Factory No.32 :**

The detailed list is attached in **Appendix II**.

**3.8 Implementation timeline for the company demerger:**

Thuan Phuoc Seafoods and Trading Corporation shall finalize the handover data as of **December 31, 2025** and complete the actual handover relating to the company demerger within **90 days from the date of issuance of this Resolution**.

**3.9 Company Charter:**

The Charter of Frozen Seafoods Factory No.32 is submitted to the General Meeting of Shareholders for consideration and approval together with this Proposal and shall serve as the basis for enterprise registration in accordance with legal regulations.

**II. Authorization to the Board of Directors**

- To decide on and implement all necessary tasks for carrying out the company demerger;
- To perform the relevant legal procedures at the business registration authorities, securities regulatory authorities and other competent authorities in accordance with legal regulations;
- To decide on the management organizational structure of the two demerged companies:
  - An An Seafoods and Trading Limited;
  - Frozen Seafoods Factory No.32 ;
- To decide on the number, list and titles for the two companies;

- Members of the Board of Directors and the Supervisory Board;
- Board of Management and the Legal Representative;
- To decide on the signing of necessary dossiers and documents for enterprise registration in accordance with legal regulations.

*Approved by voting, with the approval rate reaching 100% of the total voting shares of all shareholders attending and voting at the Meeting.*

**ARTICLE 9: Implementation Provisions**

This Resolution has been fully read out at the Annual General Meeting of Shareholders 2026 of Thuan Phuoc Seafoods and Trading Corporation Company and was unanimously approved by the shareholders attending the Meeting with a 100% approval rate. This Resolution shall take effect from March 28, 2026.

The Annual General Meeting of Shareholders 2026 assigns the Board of Directors, the Board of Management, the Supervisory Board, and relevant parties to be responsible for the implementation of this Resolution.

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



TRAN VAN LINH

Recipients:

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

**MINUTES OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
THUAN PHUOC SEAFOODS AND TRADING CORPORATION**

- Company name: Thuan Phuoc Seafoods and Trading Corporation.
- Head office address: No. 02 Bui Quoc Hung Street, Da Nang Fisheries Service Industrial Zone, Son Tra Ward, Da Nang City.
- Business Registration Certificate: No. 0400100432, first issued on June 29, 2007; amended for the 10th time on July 9, 2025 at the Department of Planning and Investment of Da Nang City (now the Department of Finance of Da Nang City).
- Commencement time: 08:00 a.m., March 28, 2026.
- Meeting venue: Company Hall – No. 02 Bui Quoc Hung Street, Da Nang Fisheries Service Industrial Zone, Son Tra Ward, Da Nang City.
- Meeting agenda: In accordance with the agenda of the 2026 Annual General Meeting of Shareholders.
- Invited participants: All shareholders whose names are included in the shareholder list finalized as of January 29, 2026 by the Vietnam Securities Depository and Clearing Corporation (VSDC).

**PART I : OPENING OF THE CONGRESS**

**I/ Report on the Verification of Shareholders' Eligibility**

Mr. Mai Dang Hai – Head of the Shareholder Eligibility Verification Committee – reported the results of verifying the eligibility of shareholders attending the General Meeting as follows:

The Company's total number of shares: 21,611,185 shares, including treasury shares: 400 shares.

The total number of voting shares according to the list finalized on January 29, 2026, provided by the Vietnam Securities Depository and Clearing Corporation (VSDC), is 376 shareholders, corresponding to 21,610,785 shares.

As of 08:30 AM on March 28, 2026, the total number of shareholders attending or authorizing attendance at the General Meeting is 09 shareholders, owning and representing 18,195,118 shares, equivalent to 84.19% of the Company's total voting shares.

Accordingly, with a participation rate of 84.19%, the Company's 2026 Annual General Meeting of Shareholders is duly convened, valid, and eligible to proceed in accordance with applicable laws and the Company's Charter.

**II/ Declaration of Reasons and Opening of the Meeting**

Mr. Mai Dang Hai, on behalf of the Organizing Committee, declared the reasons for convening the 2026 Annual General Meeting of Shareholders and introduced the participants attending the Meeting.

### **III/ Approval of the Presidium, Meeting Secretary, and Vote Counting Committee**

Election of the Presidium, the Secretariat, and the Vote Counting Committee.

The General Meeting proceeded to elect the Presidium, the Secretariat, and the Vote Counting Committee as follows:

#### **1/ Election of the Presidium:**

Mr. Tran Van Linh – Chairman of the Board of Directors – Chairman of the General Meeting.

The General Meeting approved the Chairman by raising Voting Cards, with the following results:

- Number of shares voting in favor : **18,195,118 shares**, accounting for 100% of the total shares attending the Meeting.
- Number of shares voting against: 0 shares, accounting for 0% of the total shares attending the Meeting.
- Number of shares with no opinion: 0 shares, accounting for 0% of the total shares attending the Meeting.

#### **2/ Election of the Meeting Secretary and the Vote Counting Committee, comprising:**

##### **Meeting Secretary:**

Ms. Huynh Thi Nguyet.

##### **Vote Counting Committee:**

Mr. Mai Dang Hai – Head.

Ms. Nguyen Thi Hong Linh – Member.

Mr. Hoang Xuan Ngoc – Member.

The General Meeting approved the Meeting Secretary and the Vote Counting Committee by raising Voting Cards, with the following results:

- Number of shares voting in favor : **18,195,118 shares**, accounting for 100% of the total shares attending the Meeting.
- Number of shares voting against : 0 shares, accounting for 0% of the total shares attending the Meeting.
- Number of shares with no opinion: 0 shares, accounting for 0% of the total shares attending the Meeting.

### **IV/ Approval of the Regulations on the Organization of the 2026 Annual General Meeting of Shareholders**

Mr. Tran Van Linh – Chairman of the General Meeting – presented the Regulations of the Meeting.

The General Meeting approved the Regulations of the 2026 Annual General Meeting of Shareholders by raising Voting Cards, with the following results:

- Number of shares voting in favor : **18,195,118 shares**, accounting for 100% of the total shares attending the Meeting.
- Number of shares voting against: 0 shares, accounting for 0% of the total shares attending the Meeting.
- Number of shares with no opinion: 0 shares, accounting for 0% of the total shares attending the Meeting.

### **V/ Approval of the Agenda of the 2026 Annual General Meeting of Shareholders**

Mr. Tran Van Linh – Chairman of the General Meeting – presented the agenda of the 2026 Annual General Meeting of Shareholders, including the following contents:

- 1/ Report on production and business results for 2025 and the production and business plan for 2026;
- 2/ Report on the activities of the Board of Directors in 2025 and the plan for 2026;
- 3/ Report on the activities of the Supervisory Board in 2025;
- 4/ Proposal on the selection of the auditing firm for the 2026 financial statements;
- 5/ Proposal on the audited financial statements for 2025;
- 6/ Proposal on the profit distribution plan and dividend payment for 2025, and the profit distribution and dividend plan for 2026;
- 7/ Proposal on remuneration and bonuses for the Board of Directors and the Supervisory Board for 2025 and the plan for 2026;
- 8/ Approval of the proposal on the plan for company demerger.

The General Meeting approved the agenda of the 2026 Annual General Meeting of Shareholders by raising Voting Cards, with the following results:

- Number of shares voting in favor : **18,195,118 shares**, accounting for 100% of the total shares attending the Meeting.
- Number of shares voting against : 0 shares, accounting for 0% of the total shares attending the Meeting.
- Number of shares with no opinion : 0 shares, accounting for 0% of the total shares attending the Meeting.

## PART II: CONFERENCE CONTENT

**The General Meeting listened to the presentation of the following reports and proposals:**

1. The General Meeting heard Ms. **Duong Thi Tuyet Hang**, Member of the Board of Directors and Deputy General Director, present Report No. 31/BC-TGD dated March 28, 2026 on the business performance results for 2025 and the business plan for 2026.
2. The General Meeting heard Mr. **Tran Van Linh**, Chairman of the Board of Directors, present Report No. 32/BC-HĐQT dated March 28, 2026 on the activities of the Board of Directors in 2025 and the plan for 2026.
3. The General Meeting heard Mr. **Nguyen Van Trung**, Head of the Supervisory Board, present:
  - Report No. 33/BC-BKS dated March 28, 2026 on the activities of the Supervisory Board in 2025;
  - Submission No. 34/TT-BKS dated March 28, 2026 regarding the selection of an auditing firm for the 2025 Financial Statements;
  - Submission No. 35/TT-HĐQT dated March 28, 2026 regarding the audited Financial Statements for 2024.
4. The General Meeting heard Ms. **Duong Thi Tuyet Hang**, Member of the Board of Directors, present:

- Submission No. 36/TT-HĐQT dated March 28, 2026 on profit distribution and dividend payment for 2025, and the profit distribution and dividend plan for 2026;
- Submission No. 37/TT-HĐQT dated March 28, 2026 on remuneration and bonuses for the Board of Directors and the Supervisory Board in 2025 and the plan for 2026;
- Submission No. 38/TT-HĐQT dated March 28, 2026 regarding the company demerger plan.

### PART III: DISCUSSION AND VOTING

The Chairman of the General Meeting presided over the discussion of the above matters.

The General Meeting conducted discussions on the contents of the reports and proposals submitted to the General Meeting of Shareholders. The General Meeting reached a high level of consensus on the presented contents and explanations at the Meeting and no other opinions were raised.

#### 1/ Second verification of shareholders' eligibility:

Mr. Mai Dang Hai, on behalf of the Shareholders' Eligibility Verification Committee, reported the updated results of the second verification of shareholders' eligibility attending the 2026 Annual General Meeting of Shareholders prior to voting, as follows:

As of 10:00 a.m. on March 28, 2026, the total number of shareholders present and eligible to attend the General Meeting was : **09 shareholders**, owning and representing ownership of **18,195,118 shares**, accounting for **84,19%** of the total voting shares of the Company.

#### 2/ The General Meeting proceeded with voting:

Mr. Tran Van Linh – Chairman of the General Meeting – proposed that the General Meeting conduct voting to approve the reports and proposals. The General Meeting proceeded to vote on the following contents:

#### **Item 1: Approval of the 2025 Business Performance Results and the 2026 Business Plan** (as presented in Report No.: 31/BC-BGD, March 28, 2026 attached hereto).

##### 1/ Approval of the 2025 Business Performance Results:

- **Total revenue** : VND 3,333.76 billion
- **Export turnover** : USD 128.76 million
- **Export volume** : 12,314 tons of products
- **Profit before tax** : VND 45.57 billion
- **Dividend payout** : 03%
- **Average monthly income per employee (26 working days)**: VND 9,500,000

##### a. Total number of voting shares : **18,195,118 shares**

- Number of ballots issued : **18,195,118 shares**, representing 100%.
- Number of ballots collected : **18,195,118 shares**, representing 100%.
- Number of valid ballots : **18,195,118 shares**, representing 100%.
- Number of invalid ballots : 0 shares, representing 0%.

b. Voting results:

<b>Voting opinion</b>	<b>Total number of voting shares</b>	<b>Voting ratio (Based on the total number of voting shares of shareholders attending the meeting)</b>
In favor	18,195,118	100%
Against	0	0%
No opinion	0	0%

This matter was approved with a favorable voting ratio of **100%** of the total voting shares of all shareholders attending and voting at the meeting.

2/ 2026 Business Plan:

- **Total revenue:** VND 1,900 – 2,700 billion.
- **Export turnover:** USD 70 – 100 million.
- **Export volume:** 7,500 – 10,000 tons of products.
- **Profit before tax:** VND 05 – 10 billion.
- **Dividend payout:** 0 - 03%.
- **Average monthly income per employee (26 working days):** VND 9,500,000.

a. Total number of voting shares : **18,195,118** shares

- Number of ballots issued : **18,195,118** shares, representing 100%.
- Number of ballots collected : **18,195,118** shares, representing 100%.
- Number of valid ballots : **18,195,118** shares, representing 100%.
- Number of invalid ballots : 0 shares, representing 0%.

b. Voting results:

<b>Voting opinion</b>	<b>Total number of voting shares</b>	<b>Voting ratio (Based on the total number of voting shares of shareholders attending the meeting)</b>
In favor	18,195,118	100%
Against	0	0%
No opinion	0	0%

This matter was approved with a favorable voting ratio of **100%** of the total voting shares of all shareholders attending and voting at the meeting.

**Item 2: Approval of the Report on the Operations of the Company's Board of Directors in 2025 and the Plan for 2026** (as presented in Report No.: 32/BC-HĐQT, March 28, 2026 attached hereto).

- a. Total number of voting shares : **18,195,118** shares
- Number of ballots issued : **18,195,118** shares, representing 100%.
  - Number of ballots collected : **18,195,118** shares, representing 100%.
  - Number of valid ballots : **18,195,118** shares, representing 100%.
  - Number of invalid ballots : **0** shares, representing 0%.

b. Voting results:

<b>Voting opinion</b>	<b>Total number of voting shares</b>	<b>Voting ratio (Based on the total number of voting shares of shareholders attending the meeting)</b>
In favor	18,195,118	100%
Against	0	0%
No opinion	0	0%

This matter was approved with a favorable voting ratio of **100%** of the total voting shares of all shareholders attending and voting at the meeting.

**Item 3: Approval of the Report on the Operations of the Company's Supervisory Board in 2025** (as presented in Report No.: 33/BC-BKS, March 28, 2026 attached hereto).

- a. Total number of voting shares : **18,195,118** shares
- Number of ballots issued : **18,195,118** shares, representing 100%.
  - Number of ballots collected : **18,195,118** shares, representing 100%.
  - Number of valid ballots : **18,195,118** shares, representing 100%.
  - Number of invalid ballots : **0** shares, representing 0%.

b. Voting results:

<b>Voting opinion</b>	<b>Total number of voting shares</b>	<b>Voting ratio (Based on the total number of voting shares of shareholders attending the meeting)</b>
In favor	18,195,118	100%
Against	0	0%
No opinion	0	0%

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This matter was approved with a favorable voting ratio of **100%** of the total voting shares of all shareholders attending and voting at the meeting.

**Item 4: Approval of the Selection of an Audit Firm to Audit the Company's Financial Statements for the Fiscal Year 2026** (as presented in Submission No.: 34/TT-BKS, March 28, 2026 attached hereto).

Approval of the authorization granted to the Board of Directors to negotiate with ECOVIS AFA Vietnam Auditing – Valuation and Consulting Company Limited to conduct the audit of the Company's financial statements for the fiscal year 2026.

In the event that the Board of Directors fails to reach an agreement with ECOVIS AFA Vietnam Auditing – Valuation and Consulting Company Limited regarding audit fees, audit quality, audit scope, or audit schedule, the General Meeting of Shareholders authorizes the Board of Directors to fully decide on selecting another appropriate audit firm included in the list of audit firms eligible to audit public companies in Vietnam as approved by the State Securities Commission.

- a. Total number of voting shares : **18,195,118** shares
- Number of ballots issued : **18,195,118** shares, representing 100%.
  - Number of ballots collected : **18,195,118** shares, representing 100%.
  - Number of valid ballots : **18,195,118** shares, representing 100%.
  - Number of invalid ballots : **0** shares, representing 0%.

b. Voting results:

Voting opinion	Total number of voting shares	Voting ratio (Based on the total number of voting shares of shareholders attending the meeting)
In favor	18,195,118	100%
Against	0	0%
No opinion	0	0%

This matter was approved with a favorable voting ratio of **100%** of the total voting shares of all shareholders attending and voting at the meeting.

**Item 5: Approval of the Audited Financial Statements for the Fiscal Year 2025** (as presented in Submission No.: 35/TT-HĐQT, March 28, 2026 attached hereto).

- a. Total number of voting shares : **18,195,118** shares
- Number of ballots issued : **18,195,118** shares, representing 100%.
  - Number of ballots collected : **18,195,118** shares, representing 100%.
  - Number of valid ballots : **18,195,118** shares, representing 100%.
  - Number of invalid ballots : **0** shares, representing 0%.

b. Voting results:

Voting opinion	Total number of voting shares	Voting ratio (Based on the total number of voting shares of shareholders attending the meeting)
In favor	18,195,118	100%
Against	0	0%
No opinion	0	0%

This matter was approved with a favorable voting ratio of 100% of the total voting shares of all shareholders attending and voting at the meeting.

**Item 6: Approval of the Profit Distribution and Dividend Payment for the Fiscal Year 2025 and the Plan for Profit Distribution and Dividend Payment for the Fiscal Year 2026 (as presented in Submission No.: 36/TT-HĐQT, March 28, 2026 attached hereto).**

1. Approval of Profit Distribution and Dividend Payment for the Fiscal Year 2025 :

No,	Description	Amount (VND)	Ratio / Profit After Tax
1	Total Profit Before Tax	45,578,359,893	
2	Corporate Income Tax	6,102,918,867	15% of Profit Before Tax
3	Total Profit After Tax	39,475,441,026	
4	Dividend Distribution to Shareholders (3% of Charter Capital)	6,483,235,500	3% of Charter Capital
5	Allocation to Development Investment Fund	29,092,205,526	
6	Allocation to Bonus and Welfare Fund	0	
7	Allocation to Bonus Fund for BOD and SB	3,900,000,000	10% of Profit After Tax

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a. Total number of voting shares : **18,195,118** shares

- Number of ballots issued : **18,195,118** shares, representing 100%.
- Number of ballots collected : **18,195,118** shares, representing 100%.
- Number of valid ballots : **18,195,118** shares, representing 100%.
- Number of invalid ballots : 0 shares, representing 0%.

b. Voting results:

<b>Voting opinion</b>	<b>Total number of voting shares</b>	<b>Voting ratio (Based on the total number of voting shares of shareholders attending the meeting)</b>
In favor	18,195,118	100%
Against	0	0%
No opinion	0	0%

This matter was approved with a favorable voting ratio of **100%** of the total voting shares of all shareholders attending and voting at the meeting.

2. Approval of the Plan for Profit Distribution and Dividend Payment for the Fiscal Year 2026 :

<b>No,</b>	<b>Description</b>	<b>Amount (VND) ( Plan 1)</b>	<b>Amount (VND) ( Plan 2)</b>	<b>Ratio / Profit After Tax</b>
1	Total Profit Before Tax (05–10 billion VND)	5,000,000,000	10,000,000,000	
2	Corporate Income Tax	750,000,000	1,500,000,000	15% of Profit Before Tax
3	Total Profit After Tax	4,250,000,000	8,500,000,000	
4	Dividend Distribution to Shareholders (0–3% of Charter Capital)	0	6,483,235,500	3% of Charter Capital
5	Allocation to Development Investment Fund	3,952,500,000	1,421,764,500	
6	Allocation to Bonus and Welfare Fund	0	0	
7	Allocation to Bonus Fund for BOD and SB	297,500,000	595,000,000	7% of Profit After Tax

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- a. Total number of voting shares : **18,195,118** shares
- Number of ballots issued : **18,195,118** shares, representing 100%.
  - Number of ballots collected : **18,195,118** shares, representing 100%.
  - Number of valid ballots : **18,195,118** shares, representing 100%.
  - Number of invalid ballots : 0 shares, representing 0%.

b. Voting results:

<b>Voting opinion</b>	<b>Total number of voting shares</b>	<b>Voting ratio (Based on the total number of voting shares of shareholders attending the meeting)</b>
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In favor	18,195,118	100%
Against	0	0%
No opinion	0	0%

This matter was approved with a favorable voting ratio of **100%** of the total voting shares of all shareholders attending and voting at the meeting.

**Item 7: Approval of the Payment of Remuneration and Bonuses for the Board of Directors and the Supervisory Board for the Fiscal Year 2025 and the Plan for Payment of Remuneration and Bonuses for the Board of Directors and the Supervisory Board for the Fiscal Year 2026 (as presented in Submission No.: 37/TT-HĐQT, March 28, 2026 attached hereto)**

**I. Approval of the Remuneration and Bonuses for the Board of Directors and the Supervisory Board for the Fiscal Year 2025**

1. Remuneration of the Board of Directors and the Supervisory Board :

- Remuneration for the Board of Directors (04 members):  
VND 32,000,000/month × 12 months = VND 384,000,000.
- Remuneration for the Supervisory Board (03 members):  
VND 18,000,000/month × 12 months = VND 216,000,000.

Total remuneration for the Board of Directors and the Supervisory Board in 2025:  
VND 600,000,000

3. Bonuses for the Board of Directors and the Supervisory Board :

According to the Resolution of the Annual General Meeting of Shareholders in 2025, the Company's planned profit before tax was **VND 15 billion**. Due to effective business performance in 2025, the Company achieved a profit before tax of **VND 45.57 billion**, corresponding to a profit after tax of **VND 39.47 billion**.

In accordance with the Resolution of the 2025 Annual General Meeting of Shareholders regarding bonuses for the Board of Directors and the Supervisory Board, a bonus equivalent to **10% of profit after tax** shall be granted if the Company meets or exceeds the plan. Accordingly, the total bonus payable to the Board of Directors and the Supervisory Board is **VND 3,900,000,000**.

a. Total number of voting shares : **18,195,118** shares

- Number of ballots issued : **18,195,118** shares, representing 100%.
- Number of ballots collected : **18,195,118** shares, representing 100%.
- Number of valid ballots : **18,195,118** shares, representing 100%.
- Number of invalid ballots : **0** shares, representing 0%.

b. Voting results:

<b>Voting opinion</b>	<b>Total number of voting shares</b>	<b>Voting ratio (Based on the total number of voting shares of shareholders attending the meeting)</b>
In favor	18,195,118	100%
Against	0	0%
No opinion	0	0%

This matter was approved with a favorable voting ratio of **100%** of the total voting shares of all shareholders attending and voting at the meeting.

## **II. Approval of the Proposed Remuneration and Bonuses for the Board of Directors and the Supervisory Board for the Fiscal Year 2026**

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

2. Remuneration for the Supervisory Board (03 members):  
VND 18,000,000/month × 12 months = **VND 216,000,000**  
**Total remuneration for 2026: VND 600,000,000**

3. Bonus level for the Board of Directors and the Supervisory Board :

- Bonus rate of **07% of total profit after tax** if the Company fails to meet the planned target.
- Bonus rate ranging **10% of total profit after tax** if the Company achieves or exceeds the planned target.

a. Total number of voting shares : **18,195,118** shares

- Number of ballots issued : **18,195,118** shares, representing 100%.
- Number of ballots collected : **18,195,118** shares, representing 100%.
- Number of valid ballots : **18,195,118** shares, representing 100%.
- Number of invalid ballots : **0** shares, representing 0%.

b. Voting results:

<b>Voting opinion</b>	<b>Total number of voting shares</b>	<b>Voting ratio (Based on the total number of voting shares of shareholders attending the meeting)</b>
In favor	18,195,118	100%
Against	0	0%
No opinion	0	0%

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This matter was approved with a favorable voting ratio of **100%** of the total voting shares of all shareholders attending and voting at the meeting.

**Item 8: Approval of the Submission on the Company Demerger Plan (as presented in Submission No.: 38 /TT-HĐQT, March 28, 2026 attached hereto)**

**I. Company Demerger Plan**

**1. Demerged Company:**

- Company Name: THUAN PHUOC SEAFOODS AND TRADING CORPORATION
- Enterprise Registration No.: 0400100432, first registered on 29/06/2007, 10th amendment dated 09/07/2025 at the Department of Planning and Investment of Da Nang City (now the Department of Finance of Da Nang City).
- Head Office Address: No. 02 Bui Quoc Hung Street, Da Nang Fisheries Service Industrial Zone, Son Tra Ward, Da Nang City, Vietnam.
- Telephone: 0236 3920920
- Fax: 0236 3923308
- Email : [info@thuanphuoc.vn](mailto:info@thuanphuoc.vn)
- Legal Representative :  
+Ms. NGUYEN THI PHI ANH, Date of Birth: 05/09/1959  
+Title : General Director  
+Citizen ID No. : 001159044532  
+Date of Issue : 16/09/2022  
+Place of Issue : Police Department for Administrative Management of Social Order  
+Permanent Address : 11A Bang Lang 3, Group 38, An Hai Ward, Da Nang City, Vietnam.  
Contact Address: 05 Le Binh, Group 93, An Hai Ward, Da Nang City, Vietnam.
- Current Charter Capital: 216,111,850,000 VND.

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**Charter capital after the demerger:** Thuan Phuoc Seafoods and Trading Corporation (“THP”) will separate **VND 105,673,120,000** from its charter capital, corresponding to the net asset value (transferred assets minus related liabilities), to form the charter capital of **An An Seafoods and Trading Limited**, and separate **VND 15,103,160,000** from its charter capital, corresponding to the value of transferred assets, to form the charter capital of **Frozen Seafoods Factory No.32** . The remaining charter capital of THP after the demerger will be **VND 95,335,570,000**.

**Shareholders and ownership ratios:** Shareholders and ownership ratios remain unchanged.

**2. Demerged Company 1**

**2.1 Company Name**

- Vietnamese name: **AN AN SEAFOODS AND TRADING LIMITED**
- English name: **AN AN SEAFOODS AND TRADING LIMITED**
- Head office address: Tay Hoa Hamlet, Kim Son Commune, Dong Thap Province, Vietnam.

## 2.2 Labor utilization plan

Thuan Phuoc Seafoods and Trading Corporation will transfer **1,067 employees** to An An Seafoods and Trading Limited. The detailed list is attached in **Appendix I**.

An An Seafoods and Trading Limited will sign labor contracts or labor contract appendices with the transferred employees in compliance with applicable legal regulations.

## 2.3 Assets

Thuan Phuoc Seafoods and Trading Corporation will transfer the following assets to An An Seafoods and Trading Limited. The detailed list of transferred assets is attached in **Appendix I**.

No.	Item	Amount (VND)	Description
1	Land use rights	34,843,083,459	Including land use rights under Land Use Right Certificates No. DM582649 and DM582650
2	Buildings and structures	197,056,173,612	
3	Machinery and equipment	77,990,633,002	
4	Means of transportation and transmission equipment	11,012,033,200	
5	Office equipment and management tools	111,161,960	
6	Inventories	314,897,375,649	
7	Prepaid expenses	4,117,799,383	
8	Long-term work in progress	5,748,520,370	
	<b>Total</b>	<b>645,776,780,635</b>	

## 2.4. Rights and obligations transferred from Thuan Phuoc Seafoods and Trading Corporation to An An Seafoods and Trading Limited

After enterprise registration, Thuan Phuoc Seafoods and Trading Corporation and An An Seafoods and Trading Limited shall be jointly liable for the outstanding obligations, unpaid debts, labor contracts and other property-related obligations of Thuan Phuoc Seafoods and Trading Corporation, except for the liabilities specifically transferred as set out below.

### 2.4.1 Liabilities transferred from Thuan Phuoc Seafoods and Trading Corporation to An An Seafoods and Trading Limited

Pursuant to agreements between Thuan Phuoc Seafoods and Trading Corporation and its creditors, the following liabilities shall be transferred to An An Seafoods and Trading Limited. The total transferred liabilities amount to VND 448,485,786,249 (based on the outstanding balance as of December 31, 2025).

Details are as follows:

**2.4.1.1 Payables to suppliers:**

Customer Name	Amount (VND)
Long An Logistics Joint Stock Company	113,996,418
Sustainable Community Development Company Limited	1,107,993,126
Ngoc My Private Enterprise	788,603,674
NAQ FOODS INDIA PRIVATE LIMITED	12,620,524,059
ROYALE MARINE IMPEX PVT LTD	10,939,069,440
MAA NACHINDA SEA FOODS PRIVATE LIMITED	13,015,941,666
Z,A, SEAFOODS PVT, LTD	3,031,746,003
<b>Total</b>	<b>41,617,874,386</b>

**2.4.1.2 Long-term borrowings:**

Bank Name	Amount (VND)
Vietnam Joint Stock Commercial Bank for Industry and Trade (VietinBank)	44,694,511,124
<b>Total</b>	<b>44,694,511,124</b>

**2.4.1.3 Short-term borrowings:**

Bank Name	Amount (VND)
Vietnam Joint Stock Commercial Bank for Industry and Trade (VietinBank)	292,458,102,566
Joint Stock Commercial Bank for Foreign Trade of Vietnam (Vietcombank)	111,333,172,559
<b>Total</b>	<b>403,791,275,125</b>

**2.4.2 Development investment fund: 50,000,000,000 ( VND)**

**2.5. Charter capital of An An Seafoods and Trading Limited:**

VND 105,673,120,000 (One hundred five billion six hundred seventy-three million one hundred twenty thousand dong). The charter capital corresponds to the capital sources forming the transferred assets specified in Section 2.3 minus the liabilities specified in Section 2.4.

## 2.6. Shareholders and ownership ratios:

The shareholders and ownership ratios of shareholders in Thuan Phuoc Seafoods and Trading Corporation and An An Seafoods and Trading Limited after the demerger shall remain the same. The number of shares in the two companies shall be calculated based on the ownership ratios in each company and rounded down to the nearest whole share.

**2.7. List of shareholders of An An Seafoods and Trading Limited:** Detailed list is attached in Appendix I.

## 2.8. Implementation timeline for the company demerger:

Thuan Phuoc Seafoods and Trading Corporation shall finalize the handover data as of December 31, 2025 and complete the actual handover relating to the company demerger within 90 days from the date of issuance of this Resolution.

## 2.9. Company Charter:

The Charter of An An Seafoods and Trading Limited is submitted to the General Meeting of Shareholders for consideration and approval together with this Proposal and shall serve as the basis for enterprise registration in accordance with legal regulations.

## 3. Demerged Company 2

### 3.1 Company Name

- Vietnamese name: FROZEN SEAFOODS FACTORY NO.32
- English name: FROZEN SEAFOODS FACTORY NO.32
- Head office address: 03 Van Don Street, Da Nang Seafood Service Industrial Park, Son Tra Ward, Da Nang, Vietnam.

### 3.2 Labor utilization plan :

Thuan Phuoc Seafoods and Trading Corporation will transfer **353 employees** to Frozen Seafoods Factory No.32 . The detailed list is attached in **Appendix II**.

Frozen Seafoods Factory No.32 will sign labor contracts or labor contract appendices with the transferred employees in compliance with applicable legal regulations.

### 3.3 Assets :

Thuan Phuoc Seafoods and Trading Corporation will transfer the following assets to Frozen Seafoods Factory No.32 . The detailed list of transferred assets is attached in **Appendix II**.

No.	Asset	Amount (VND)	Notes
1	Buildings and structures	4.905,166,761	
2	Machinery and equipment	672,957,138	
3	Means of transportation and transmission equipment	0	

4	Inventories	36,093,517,326	
5	Prepaid expenses	149,323,768	
	<b>Total</b>	<b>41,820,964,993</b>	

### 3.4 Rights and obligations transferred from Thuan Phuoc Seafoods and Trading Corporation to Frozen Seafoods Factory No.32 :

#### 3.4.1.1 Short-term borrowings:

Bank Name	Amount (VND)
Joint Stock Commercial Bank for Foreign Trade of Vietnam (Vietcombank)	10,717,804,993
<b>Total</b>	<b>10,717,804,993</b>

#### 3.4.1.2 Development investment fund : 16,000,000,000 VND

After enterprise registration, Thuan Phuoc Seafoods and Trading Corporation and Frozen Seafoods Factory No.32 shall be jointly liable for the outstanding obligations, unpaid debts, labor contracts and other property-related obligations of Thuan Phuoc Seafoods and Trading Corporation.

### 3.5 Charter capital of Frozen Seafoods Factory No.32 :

VND 15,103,160,000 (Fifteen billion one hundred three million one hundred sixty thousand dong). The charter capital corresponds to the capital sources forming the transferred assets specified in Section 3.3.

### 3.6 Shareholders and ownership ratios:

The shareholders and ownership ratios of shareholders in Thuan Phuoc Seafoods and Trading Corporation and Frozen Seafoods Factory No.32 after the demerger shall remain the same. The number of shares in the two companies shall be calculated based on the ownership ratios in each company and rounded down to the nearest whole share.

### 3.7 List of shareholders of Frozen Seafoods Factory No.32 :

The detailed list is attached in **Appendix II**.

### 3.8 Implementation timeline for the company demerger:

Thuan Phuoc Seafoods and Trading Corporation shall finalize the handover data as of **December 31, 2025** and complete the actual handover relating to the company demerger within **90 days from the date of issuance of this Resolution**.

### 3.9 Company Charter:

The Charter of Frozen Seafoods Factory No.32 is submitted to the General Meeting of Shareholders for consideration and approval together with this Proposal and shall serve as the basis for enterprise registration in accordance with legal regulations.

## II. Authorization to the Board of Directors

- To decide on and implement all necessary tasks for carrying out the company demerger;
- To perform the relevant legal procedures at the business registration authorities, securities regulatory authorities and other competent authorities in accordance with legal regulations;
- To decide on the management organizational structure of the two demerged companies:
  - An An Seafoods and Trading Limited;
  - Frozen Seafoods Factory No.32 ;
- To decide on the number, list and titles for the two companies:
  - Members of the Board of Directors and the Supervisory Board;
  - Board of Management and the Legal Representative;

To decide on the signing of necessary dossiers and documents for enterprise registration in accordance with legal regulations..

a. Total number of voting shares : **18,195,118** shares

- Number of ballots issued : **18,195,118** shares, representing 100%.
- Number of ballots collected : **18,195,118** shares, representing 100%.
- Number of valid ballots : **18,195,118** shares, representing 100%.
- Number of invalid ballots : **0** shares, representing 0%.

b. Voting results:

Voting opinion	Total number of voting shares	Voting ratio (Based on the total number of voting shares of shareholders attending the meeting)
In favor	18,195,118	100%
Against	0	0%
No opinion	0	0%

This matter was approved with a favorable voting ratio of 100% of the total voting shares of all shareholders attending and voting at the meeting.

## PART IV: APPROVAL OF THE MINUTES AND RESOLUTION OF THE GENERAL MEETING

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1/ Ms. Huynh Thi Nguyet – the Secretary – read out the draft Minutes of the Meeting and the Resolution of the 2026 Annual General Meeting of Shareholders of Thuan Phuoc Seafoods and Trading Corporation.

2/ Approval of the Minutes of the 2026 Annual General Meeting of Shareholders of Thuan Phuoc Seafoods and Trading Corporation by raising Voting Cards, with the voting results as follows:

- Number of shares voting in favor : **18,195,118** shares, representing 100% of the total shares attending the Meeting;
- Number of shares voting against: 0 shares, representing 0% of the total shares attending the Meeting;
- Number of shares with no opinion: 0 shares, representing 0% of the total shares attending the Meeting.

The Meeting unanimously approved the Minutes of the 2026 Annual General Meeting of Shareholders, with the approval rate reaching 100% of the total voting shares of all shareholders attending the Meeting.

3/ Approval of the Resolution of the 2026 Annual General Meeting of Shareholders of Thuan Phuoc Seafoods and Trading Corporation by raising Voting Cards, with the voting results as follows:

- Number of shares voting in favor : **18,195,118** shares, representing 100% of the total shares attending the Meeting;
- Number of shares voting against: 0 shares, representing 0% of the total shares attending the Meeting;
- Number of shares with no opinion: 0 shares, representing 0% of the total shares attending the Meeting.

The Meeting unanimously approved the Resolution of the 2026 Annual General Meeting of Shareholders, with the approval rate reaching 100% of the total voting shares of all shareholders attending the Meeting.

## PART V: CLOSING OF THE MEETING

Mr. **Tran Van Linh** – Chairman of the Board of Directors and Chairman of the Meeting – declared the closing of the 2026 Annual General Meeting of Shareholders of Thuan Phuoc Seafoods and Trading Corporation.

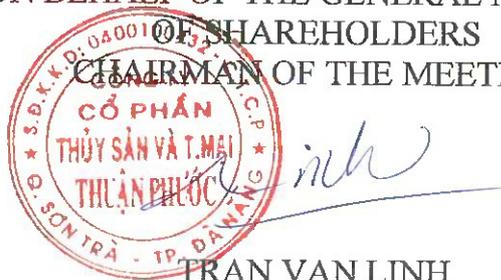
This Minutes of Meeting is made in four (04) copies of equal legal validity. The meeting was concluded at 11:30 a.m. on March 28, 2026.

ON BEHALF OF THE SECRETARIAT  
SECRETARY



HUYNH THI NGUYET

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



CỔ PHẦN  
THỦY SẢN VÀ T. MẠI  
THUAN PHƯỚC

TRAN VAN LINH



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

Da nang, March..2026

**WORKING REGULATIONS  
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026  
THUAN PHUOC SEAFOODS AND TRADING CORPORATION**

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

To implement the plan and the Company's Charter of Organization and Operation. The Organizing Committee of the Congress drafts the Working Regulations for the 2026 Annual General Meeting of Shareholders of Thuan Phuoc Seafoods and Trading Coporation as follows:

**Article 1. Purpose:**

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

**Article 2. Subjects and scope:**

- Subjects: All shareholders and authorized representatives attending the Company's Annual General Meeting of Shareholders must comply with and comply with the provisions of this Regulation, the Company's Charter and current regulations of law.
- Scope of application: This Regulation is used for organizing the 2026 Annual General Meeting of Shareholders of Thuan Phuoc Seafoods and Trading Coporation.

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

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

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

1. Shareholders of the Company and authorized representatives of shareholders owning shares with voting rights (according to the list of shareholders registered on February 29, 2026) are entitled to attend the General Meeting of Shareholders;
2. Shareholders and authorized representatives hereinafter referred to as "Delegate" must be present at the specified time when entering the General Meeting room and complete the registration procedures with the Organizing Committee of the General Meeting;

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

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

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

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

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

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

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

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

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

- Before the opening of the General Meeting;

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

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

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

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

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

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

2. Duties of the Ballot Counting Committee:

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

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

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

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

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

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

1. Principles:

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

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

2. Answering Delegates' opinions:

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



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

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

### **1. Principles:**

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

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

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

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

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

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

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

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

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

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

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

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

- Ballots issued by the Organizing Committee.

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

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



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

#### 4. Invalid ballots:

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

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

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

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

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

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

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

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

ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN



TRẦN VĂN LINH

**REPORT ON BUSINESS PERFORMANCE RESULTS IN 2025  
AND BUSINESS OPERATION PLAN FOR 2026**

**Submitted to:** The Annual General Meeting of Shareholders 2026

- Pursuant to the Charter on organization and operation of Thuan Phuoc Seafoods and Trading Corporation;
- Pursuant to Resolution No. 06/NQ-ĐHĐCĐ dated March 15, 2025 of the Annual General Meeting of Shareholders of Thuan Phuoc Seafoods and Trading Corporation;
- Pursuant to the audited Financial Statements for the year 2025;

On behalf of the Board of Management, we hereby report to the Annual General Meeting of Shareholders on the implementation of business performance tasks in 2025 and the orientation and business operation plan for 2026, as follows:

## **II. Business Performance Results in 2025**

### **1. General Situation**

In 2025, the global political and economic environment continued to experience complex developments and latent risks, exerting widespread impacts on business and production activities. The prolonged conflict between Russia and Ukraine, together with unpredictable geopolitical tensions in the Middle East, significantly disrupted global supply chains, leading to increased energy, logistics and raw material costs.

In addition, the tariff policies of the United States and several major economies have continued to be adjusted in a more protectionist direction, alongside the increasing imposition of technical barriers, environmental standards, and rules of origin. These factors have exerted significant pressure on import and export activities, increasing costs, prolonging shipment lead times, and adversely affecting enterprises' competitiveness in the international market.

In this context, the production and business activities of the Company in particular, and export-oriented enterprises in general, were affected by multiple factors, including market fluctuations, rising input costs, exchange rate risks and partial decline in global consumer demand. In response to these challenges, the Company's management proactively monitored market developments, implemented flexible solutions, adjusted production and business plans, strengthened risk management and optimized costs in order to maintain stable operations and gradually enhance adaptability amid global economic volatility. As a result, in 2025, the Company achieved encouraging business performance outcomes.

## 2. Business Performance Results in 2025 :

No.	Indicator	Unit	2025 Plan	2025 Actual	2025 Actual / 2025 Plan
1	Total revenue	VND billion	2,600-3,100	3,333.76	128.22
2	Export turnover	USD million	100-120	128.76	128.76
3	Export volume	Tons	11,500-12,700	12,314	107.08
4	Profit before tax	VND billion	15-20	45.57	303.80
5	Dividend payout	%	0 - 03%	3.0	300
6	Average employee income	VND/pers on/month	8,500,000	9,500,000	111.76

The above-mentioned results were achieved thanks to the strong consensus and determination of the Board of Directors, the Board of Management, and all employees of the Company. During the year, the Company implemented various comprehensive measures, including adjusting policies to attract and stabilize human resources; proactively addressing market difficulties and raw material shortages; strictly implementing cost-saving and cost-optimization measures; and deploying appropriate business strategies. These efforts yielded encouraging results amid a global economic environment characterized by volatility, difficulties and challenges, enabling the Company to maintain reasonable growth, ensure stable livelihoods for employees and harmonize the interests of shareholders.

## III. Business Operation Tasks for 2026

### 1. General Assessment :

In 2026, the global political and economic environment is expected to continue facing numerous complex and unpredictable challenges. Geopolitical conflicts in the Middle East, particularly the prolonged war between Russia and Ukraine, show no clear signs of ending and continue to exert negative impacts on global energy security, supply chains, and international trade.

At the same time, protectionist trends in production and trade have continued to intensify in many countries through the implementation of tariff policies, technical barriers, environmental standards, and increasingly stringent compliance requirements. The risk of trade conflicts, together with economic and financial instability in major economies, is expected to continue exerting widespread impacts on global economic growth as well as import and export activities.

Domestically, the production and business environment continues to face numerous difficulties and challenges. Input raw materials have become increasingly scarce, competition has intensified, and labor shortages have not shown significant improvement. Meanwhile, input costs for supplied goods have continued to rise, while selling prices remain under considerable pressure and are difficult to adjust accordingly. These factors

have directly and adversely affected the operational efficiency and business performance of enterprises.

Based on the above assessments, the Board of Management has carefully considered and prudently developed the production and business plan for 2026, with the key targets as follows:

**2/ Production and Business Plan for 2026 :**

- **Total revenue** : VND 1,900 – 2,700 billion.
- **Export turnover** : USD 70 – 100 million.
- **Export volume** : 7,500 – 10,000 tons of products.
- **Profit before tax** : VND 05 – 10 billion.
- **Dividend payout** : 0 - 03%.
- **Average monthly income per employee (26 working days):** VND 9,500,000

The business plan and targets set for 2026 are expected to be extremely challenging. However, with the solidarity and determination of the Company's management, employees and shareholders, we firmly believe that the Company will overcome difficulties and challenges to successfully fulfill the tasks approved by the Annual General Meeting of Shareholders 2026.

On behalf of the Board of Management, we respectfully wish the Annual General Meeting of Shareholders 2026 every success.

Respectfully submitted for the General Meeting's consideration and approval.

THUAN PHUOC SEAFOODS AND TRADING CORPORATION  
GENERAL DIRECTOR



NGUYEN THI PHI ANH

*Recipients:*

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**REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025  
AND TASKS PLAN FOR 2026**

**Submitted to:** The 2026 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of Thuan Phuoc Seafoods and Trading Corporation;
- Pursuant to Resolution No. 06/NQ-DHĐCĐ dated March 15, 2025 of the General Meeting of Shareholders of Thuan Phuoc Seafoods and Trading Corporation.

On behalf of the Board of Directors of Thuan Phuoc Seafoods and Trading Corporation, we respectfully submit to the General Meeting of Shareholders a report on the activities of the Board of Directors in 2025 and orientations for 2026.

**1. Production and business performance in 2025**

In 2025, the Company faced numerous difficulties and challenges due to global economic and political instability. However, with the determination of the Board of General Directors in proposing solutions to overcome difficulties, while maintaining continuous production activities and ensuring income for employees, the targets set forth in the Resolution of the 2025 Annual General Meeting of Shareholders were achieved with encouraging results, specifically as follows :

No.	Indicator	Unit	2025 Plan	2025 Actual	2025 Actual / 2025 Plan
1	Total revenue	VND billion	2,600-3,100	3,333.76	128.22
2	Export turnover	USD million	100-120	128.76	128.76
3	Export volume	Tons	11,500-12,700	12,314	107.08
4	Profit before tax	VND billion	15-20	45.57	303.80
5	Dividend payout	%	0 - 03%	3.0	300
6	Average employee income	VND/pers on/month	8,500,000	9,500,000	111.76

## 2. Key activities of the Board of Directors

In 2025, the Board of Directors issued 19 resolutions approving various matters, including:

Approval of the 2025 production and business plan; preparation for organizing the 2025 Annual General Meeting of Shareholders and Extraordinary General Meeting of Shareholders; approval of plans for bank loans and personal loans to supplement working capital, and other matters under the authority of the Board of Directors.

During the year, the resolutions and decisions of the Board of Directors closely followed actual conditions, received high consensus, and achieved positive results. Proposals from the Board of General Directors and arising issues were promptly reviewed and decided by the Board of Directors to meet the Company's production and business requirements.

## 3. Assessment by the Board of Directors of the management and administration of the Board of General Directors

Over the past year, the Board of Directors assessed that the Board of General Directors made significant efforts in organizing and implementing production and business activities, while effectively carrying out internal governance.

In 2025, the Company recorded positive results in its production and business operations. Total revenue reached VND 3,333.76 billion, up 28.22%, while profit before tax reached VND 45.57 billion, an increase of 203.80% compared to the 2025 plan approved by the General Meeting of Shareholders. The Board of Management implemented flexible and timely management measures, in line with the strategic direction of the Board of Directors and market developments.

The Board of General Directors effectively organized and directed the preparation of quarterly financial statements, semi-annual financial statements, annual financial statements, corporate governance reports, and the annual report.

The Board of Directors supervised and directed information disclosure to ensure transparency and timeliness in compliance with regulations; supervised the implementation of resolutions issued by the General Meeting of Shareholders and the Board of Directors; and inspected the executive activities of the Board of General Directors in production and business operations.

## 4. Remuneration, bonuses, and other benefits of the Board of Directors, Supervisory Board, and Board of General Directors in 2025

### 4.1. Remuneration for Members of the Board of Directors and the Supervisory Board

No.	Details	Position	Remuneration (VND)
I	Board of Directors		

1	Tran Van Linh	Chairman of the Board of Directors	0
2	Nguyen Thi Phi Anh	Member of the Board of Directors / General Director	96,000,000
3	Duong Thi Tuyet Hang	Member of the Board of Directors	96,000,000
4	Le Thi Minh Thao	Member of the Board of Directors / Deputy General Director	96,000,000
5	Le Thanh Thao	Member of the Board of Directors / Deputy General Director	96,000,000
	<b>Total</b>		<b>384,000,000</b>
<b>II</b>	<b>Supervisory Board</b>		
1	Nguyen Van Trung	Head of the Supervisory Board	96,000,000
2	Mai Dang Hai	Member of the Supervisory Board	60,000,000
3	Huynh Thi Nguyet	Member of the Supervisory Board	60,000,000
	<b>Total</b>		<b>216,000,000</b>
	<b>Grand total (I + II)</b>		<b>600,000,000</b>

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**4.2. Salaries and bonuses for Members of the Board of Directors, Supervisory Board, and Board of General Directors in 2025 :**

No.	Details	Position	Salary & Bonus (VND)
<b>I</b>	<b>Board of Directors and Board of Management</b>		
1	Tran Van Linh	Chairman of the Board of Directors	438,260,000
2	Nguyen Thi Phi Anh	Member of the Board of Directors / General Director	683,838,000
3	Duong Thi Tuyet Hang	Member of the Board of Directors	46,994,000
4	Le Thi Minh Thao	Member of the Board of Directors / Deputy General Director	342,556,000
5	Le Thanh Thao	Member of the Board of Directors / Deputy General Director	358,310,000
6	Pham Dinh Nguyen	Deputy General Director	451,001,000

7	Doan Huu Ly	Deputy General Director	204,798,000
	<b>Subtotal (I)</b>		<b>2,525,757,000</b>
<b>II</b>	<b>Supervisory Board</b>		
1	Nguyen Van Trung	Head of the Supervisory Board	152,751,000
2	Mai Dang Hai	Member of the Supervisory Board	241,597,000
3	Huynh Thi Nguyet	Member of the Supervisory Board	204,559,000
	<b>Subtotal (II)</b>		<b>598,907,000</b>
	<b>Total (I + II)</b>		<b>3,124,664,000</b>

**5. Share transactions of insiders and related parties of insiders: None.**

**6. Contracts and transactions with internal shareholders**

The transaction between the Company and Ms. Le Thi Minh Thao – Member of the Board of Directors / Deputy General Director, with a value of VND 5,000,000,000, was approved under Resolution No. 20/NQ-HĐQT dated October 1, 2025.

**7. Production and business plan for 2026**

**7.1. Key targets of the 2026 production and business plan**

- **Total revenue** : VND 1,900 – 2,700 billion.
- **Export turnover** : USD 70 – 100 million.
- **Export volume** : 7,500 – 10,000 tons of products.
- **Profit before tax** : VND 05 – 10 billion.
- **Dividend payout** : 0-03%.
- **Average monthly income per employee (26 working days):** VND 9,500,000.

**7.2. Solutions to implement tasks in 2026**

- Invest in upgrading machinery, equipment, and factories to improve labor productivity.
- Closely monitor market developments, exchange rate fluctuations, interest rates, and prices to proactively implement timely and effective response measures.
- Apply new shrimp farming technologies; research and improve suitable farming processes to enhance productivity and harvesting efficiency.
- Improve working conditions and strengthen welfare policies for employees.
- Enhance inspection and supervision to ensure effective implementation of resolutions issued by the Board of Directors and the General Meeting of Shareholders.

Above is the report on the activities of the Board of Directors and the orientation of tasks in the coming period. On behalf of the Board of Directors, we respectfully wish the 2026 Annual General Meeting of Shareholders great success.

ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN



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Recipients:  
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## REPORT ON THE ACTIVITIES OF THE SUPERVISORY BOARD IN 2025

To : Annual General Meeting of Shareholders 2026

- Pursuant to the Enterprise Law and the Charter on organization and operation of Thuan Phuoc Seafood and Trading Corporation regarding the functions and duties of the Supervisory Board;
- Pursuant to the results of inspection and supervision activities of the Supervisory Board in 2025;
- Pursuant to the 2025 Financial Statements prepared by the Company and audited by ECOVIS AFA Vietnam Auditing, Valuation and Consulting Co., Ltd.

In performing its functions and duties in accordance with the provisions of law and the Company Charter, the Supervisory Board hereby reports on the results of inspection and supervision of the Company's operations in 2025 as follows:

### 1. Activities of the supervisory board :

In 2025, the Supervisory Board inspected and supervised the Company's compliance with the provisions of the Enterprise Law, the Company Charter and internal regulations in the management and implementation of production and business activities.

The Supervisory Board supervised the activities of the Board of Directors and the Board of General Directors in implementing the production and business plans approved in the Resolution of the 2025 Annual General Meeting of Shareholders.

The Supervisory Board reviewed reports of the Board of Directors, business performance reports of the General Director, quarterly, semi-annual and annual financial statements, and corporate governance reports.

The Supervisory Board consisted of 03 members, including 01 Head and 02 members. In 2025, the Supervisory Board held 02 meetings to implement its work plan, review quarterly, semi-annual and annual financial statements, propose the selection of the independent auditing firm, and perform other duties in accordance with its operating regulations.

### 2. Results of supervision over business operations and financial status in 2025

#### 2.1. Assets and Capital Structure as at 31 December 2025

Based on the report issued by ECOVIS AFA Vietnam Auditing – Valuation and Consulting Co., Ltd., the Company's assets and capital structure are summarized as follows:

2.1.1. Assets :

Unit: VND

ASSETS	As at 31/12/2025	As at 01/01/2025
<b>A. CURRENT ASSETS</b>	<b>1,016,043,767</b>	<b>880,684,632,953</b>
<b>I. Cash and cash equivalents</b>	<b>38,431,067,790</b>	<b>61,956,297,904</b>
1. Cash	14,981,067,790	61,956,297,904
2. Cash equivalents	23,450,000,000	0
<b>II. Short-term financial investments</b>	<b>5,953,940,000</b>	<b>7,364,167,388</b>
1. Trading securities	1,364,547,600	2,738,174,988
2. Allowance for impairment of trading securities	-410,607,600	-374,007,600
3. Held-to-maturity investments	5,000,000,000	5,000,000,000
<b>III. Short-term receivables</b>	<b>268,897,807,777</b>	<b>354,311,834,406</b>
1. Short-term trade receivables	250,910,537,602	328,623,114,839
2. Short-term advances to suppliers	5,930,862,271	5,414,969,065
3. Other short-term receivables	12,120,452,504	20,337,795,102
4. Allowance for doubtful short-term receivables	-64,044,600	-64,044,600
<b>IV. Inventories</b>	<b>639,359,055,914</b>	<b>446,024,843,982</b>
1. Inventories	639,360,841,854	446,026,629,922
2. Allowance for inventory devaluation	-1,785,940	-1,785,940
<b>V. Other current assets</b>	<b>63,401,578,286</b>	<b>11,027,489,273</b>
1. Short-term prepaid expenses	654,950,678	640,990,934
2. Deductible VAT	62,746,627,608	10,386,498,339
<b>B. NON-CURRENT ASSETS</b>	<b>419,671,079,582</b>	<b>444,231,296,942</b>
<b>I. Long-term receivables</b>	<b>0</b>	<b>6,413,754,000</b>
1. Long-term receivables from customers	0	0
2. Other long-term receivables	0	6,413,754,000
<b>II. Fixed assets</b>	<b>372,331,698,124</b>	<b>393,708,114,057</b>
1. Tangible fixed assets	337,459,086,200	357,844,978,184
Cost	765,506,441,481	741,703,733,260

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Accumulated depreciation	-428,047,355,281	-383,858,755,076
2. Intangible fixed assets	34,872,611,924	35,863,135,873
Cost	41,680,871,696	41,680,871,696
Accumulated amortization	-6,808,259,772	-5,817,735,823
<b>III. Investment property</b>	<b>0</b>	<b>0</b>
<b>IV. Long-term work in progress</b>	<b>8,834,297,228</b>	<b>7,061,756,481</b>
1. Long-term production and business in progress	0	0
2. Construction in progress	8,834,297,228	7,061,756,481
<b>V. Long-term financial investments</b>	<b>0</b>	<b>0</b>
<b>VI. Other non-current assets</b>	<b>38,505,084,230</b>	<b>37,047,672,404</b>
1. Long-term prepaid expenses	38,505,084,230	37,047,672,404
2. Other long-term assets	0	0
<b>TOTAL ASSETS</b>	<b>1,435,714,529,349</b>	<b>1,324,915,929,895</b>

b) Liabilities :

Unit : VND

<b>LIABILITIES AND EQUITY</b>	<b>As at 31/12/2025</b>	<b>As at 01/01/2025</b>
<b>C. LIABILITIES</b>	<b>1,055,995,497,790</b>	<b>969,166,946,862</b>
<b>I. Current liabilities</b>	<b>1,007,547,186,666</b>	<b>859,644,020,310</b>
1. Short-term trade payables	94,125,631,281	51,877,575,099
2. Short-term advances from customers	13,436,899,154	17,660,583,982
3. Taxes and other payables to the State Budget	4,656,189,606	1,973,068,583
4. Payables to employees	55,329,215,390	40,953,445,258
5. Short-term accrued expenses	7,720,467,178	5,447,866,284
6. Other short-term payables	21,466,738,498	5,722,869,985
7. Short-term borrowings and finance lease liabilities	800,753,648,426	723,448,978,286
8. Bonus and welfare fund	10,058,397,133	12,559,632,833
<b>II. Non-current liabilities</b>	<b>48,448,311,124</b>	<b>109,522,926,552</b>
1. Long-term trade payables	0	0
2. Long-term borrowings and finance lease liabilities	48,448,311,124	109,522,926,552
<b>D. EQUITY</b>	<b>379,719,031,559</b>	<b>355,748,983,033</b>
<b>I. Owners' equity</b>	<b>379,719,031,559</b>	<b>355,748,983,033</b>

1. Contributed capital	216,111,850,000	216,111,850,000
Ordinary shares with voting rights	216,111,850,000	216,111,850,000
2. Treasury shares	-4,234,000	-4,234,000
3. Investment and development fund	130,619,210,033	127,509,529,059
4. Undistributed earnings after tax	32,992,205,526	12,131,837,974
Retained earnings brought forward	0	0
Retained earnings for the period	32,992,205,526	12,131,837,974
<b>II. Other funds and sources</b>	<b>0</b>	<b>0</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>1,435,714,529,349</b>	<b>1,324,915,929,895</b>

## 2.2. BUSINESS PERFORMANCE RESULTS

### Business Performance Results

Unit : VND

Description	Year 2025	Year 2024	Comparison 2025/2024	
			Increase (+) / Decrease (-)	
			(%)	(Amount)
1. Revenue from sales and services	3,333,765,961,338	3,092,133,474,950	7.81	241,632,486,388
2. Operating profit	44,387,705,892	18,883,259,324	135.06	25,504,446,568
3. Other profit	1,190,654,001	-571,038,568		
4. Profit before tax	45,578,359,893	18,312,220,756	148.89	27,266,139,137
5. Profit after corporate income tax	39,475,441,026	16,453,994,974	139.91	23,195,078,104
6. Basic earnings per share (EPS)	1,187	544		

## 2.3. Key financial ratios :

### Main Financial Ratios :

Indicators	Year 2025	Year 2024
<b>1. Liquidity ratios</b>		

Current ratio (Current assets / Current liabilities)	1,008	1,024
Quick ratio ((Current assets – Inventories) / Current liabilities)	0,374	0,506
<b>2. Capital structure ratios</b>		
Debt to total assets ratio (Total liabilities / Total assets)	0,736	0,731
Debt to equity ratio (Total current liabilities / Equity)	2,78	2,724
<b>3. Operating efficiency ratios</b>		
Inventory turnover (Cost of goods sold / Average inventories)	5,557	5,167
Net revenue / Total assets	2,301	2,327
<b>4. Profitability ratios</b>		
Profit after tax / Net revenue	0,012	0,005
Profit after tax / Equity (ROE)	0,104	0,046
Profit after tax / Total assets (ROA)	0,027	0,012
Operating profit / Net revenue	0,013	0,006

### 3. Assessment of financial activities and financial statements

- The Company's financial activities in 2025 were transparent and fully compliant with the provisions of law and the Company Charter.
- The processes for managing cash flows, capital and assets ensured the highest level of safety, thereby minimizing risks for the Company.
- The financial statements fairly, accurately and reasonably reflected the Company's financial position and operating results.
- The financial statements were issued and disclosed periodically in full compliance with regulations on information disclosure.

### 4. Supervision activities of the supervisory board over the board of directors, executive management and shareholders

The Supervisory Board participated in meetings of the Company's management and performed its supervisory function over the management and administration of the Board of Directors and the Board of General Directors, as well as the Company's production and business activities, ensuring compliance with the Company Charter, internal corporate governance regulations and resolutions of the General Meeting of Shareholders.

To perform the above duties, the Supervisory Board organized meetings to review quarterly, semi-annual and annual financial statements; propose the selection of the independent auditing firm; and carry out other duties in accordance with the Regulations on operation of the Supervisory Board. Accordingly, the Board of Directors and the Board of General Directors fully complied with legal regulations in management and performance of their assigned functions and duties.

#### 5. Coordination between the supervisory board and the board of directors, the board of general directors and other management staff

- The Supervisory Board proactively exchanged opinions and reached consensus with the Board of Directors on contents, plans and supervisory activities, and coordinated with the executive management during the supervision process.
- The Board of General Directors facilitated the Supervisory Board in collecting information and documents related to production and business activities.
- The Board of Directors fully provided the Supervisory Board with resolutions and decisions of the Board of Directors.
- The Board of Directors, the Board of General Directors, the Supervisory Board and other management staff maintained **close and effective coordination** in the management and administration of the Company's production and business activities.

#### 6. Remuneration, salaries and bonuses of the board of directors, the supervisory board and the board of general directors in 2025

##### 6.1. Remuneration for Members of the Board of Directors and the Supervisory Board

Unit: VND

No.	Details	Position	Remuneration (VND)
<b>I</b>	<b>Board of Directors</b>		
1	Tran Van Linh	Chairman of the Board of Directors	0
2	Nguyen Thi Phi Anh	Member of the Board of Directors / General Director	96,000,000
3	Duong Thi Tuyet Hang	Member of the Board of Directors	96,000,000
4	Le Thi Minh Thao	Member of the Board of Directors / Deputy General Director	96,000,000
5	Le Thanh Thao	Member of the Board of Directors / Deputy General Director	96,000,000
	<b>Subtotal</b>		<b>384,000,000</b>
<b>II</b>	<b>Supervisory Board</b>		
1	Nguyen Van Trung	Head of the Supervisory Board	96,000,000

2	Mai Dang Hai	Member of the Supervisory Board	60,000,000
3	Huynh Thi Nguyet	Member of the Supervisory Board	60,000,000
	<b>Subtotal</b>		<b>216,000,000</b>
	<b>TOTAL (I + II)</b>		<b>600,000,000</b>

**6.2. Salaries and bonuses paid to Members of the Board of Directors, the Supervisory Board and the Board of General Directors in 2025**

Unit: VND

No.	Details	Position	Salary & Bonus (VND)
<b>I</b>	<b>Board of Directors and Board of Management</b>		
1	Tran Van Linh	Chairman of the Board of Directors	438,260,000
2	Nguyen Thi Phi Anh	Member of the Board of Directors / General Director	683,838,000
3	Duong Thi Tuyet Hang	Member of the Board of Directors	46,994,000
4	Le Thi Minh Thao	Member of the Board of Directors / Deputy General Director	342,556,000
5	Le Thanh Thao	Member of the Board of Directors / Deputy General Director	358,310,000
6	Pham Dinh Nguyen	Deputy General Director	451,001,000
7	Doan Huu Ly	Deputy General Director	204,798,000
	<b>Subtotal (I)</b>		<b>2,525,757,000</b>
<b>II</b>	<b>Supervisory Board</b>		
1	Nguyen Van Trung	Head of the Supervisory Board	152,751,000
2	Mai Dang Hai	Member of the Supervisory Board	241,597,000
3	Huynh Thi Nguyet	Member of the Supervisory Board	204,559,000
	<b>Subtotal (II)</b>		<b>598,907,000</b>
	<b>Total (I + II)</b>		<b>3,124,664,000</b>

## 7. TRANSACTIONS BETWEEN THE COMPANY AND RELATED PARTIES

The transaction between the Company and Ms. Le Thi Minh Thao – Member of the Board of Directors / Deputy General Director, with a value of VND 5,000,000,000, was approved in Resolution No. 20/NQ-HĐQT dated 01 October 2025.

## 8. IMPLEMENTATION OF THE RESOLUTIONS OF THE GENERAL MEETING OF SHAREHOLDERS IN 2025

### 8.1. Implementation of the Resolution of the 2025 Annual General Meeting of Shareholders

No.	Indicators	Unit	Plan 2025	Actual 2025	Actual 2025 / Plan 2025 (%)
1	Total revenue	Billion VND	2,600 – 3,100	3,333.76	128.22
2	Export turnover	Million USD	100 – 120	128.76	128.76
3	Export volume	Tons	11,500 – 12,700	12,314.00	107.08
4	Profit before tax	Billion VND	15 – 20	45.57	303.8
5	Dividend payout	%	0 – 03%	3	300
6	Average monthly income per employee (26 working days)	VND	8,500,000	9,500,000	111.76

### 8.2. Implementation of the Resolution of the Extraordinary General Meeting of Shareholders in 2025

On 27 September 2025, the Company convened an Extraordinary General Meeting of Shareholders to approve the proposal on the transaction for transfer of shares exempted from public tender offer with Ms. Nguyen Thi Phi Anh – Member of the Board of Directors / General Director. The transaction was carried out in full compliance with the Resolution of the Extraordinary General Meeting of Shareholders in 2025.

## 9. ORIENTATION FOR FUTURE ACTIVITIES OF THE SUPERVISORY BOARD

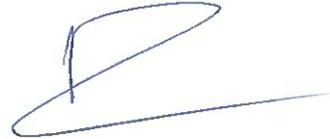
- To supervise the implementation of targets set forth in the Resolutions of the General Meeting of Shareholders; the Supervisory Board will specify them into action plans and strive to perform well the functions and duties assigned by shareholders.
- To inspect and supervise governance activities, executive management and business operations in accordance with the functions and duties stipulated in the Company Charter and the Enterprise Law.
- To review and appraise quarterly, semi-annual and annual financial statements for 2026.
- To inspect and supervise the Company's financial investment activities and compliance with the Company Charter and internal corporate governance regulations.

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Above is the full report on the activities of the Supervisory Board in the past year. We would like to sincerely thank our valued shareholders, the Board of Directors, the Board of General Directors and all officers and employees for facilitating the Supervisory Board in performing its duties in accordance with the law and successfully fulfilling the responsibilities entrusted by the shareholders.

Best regards.

ON BEHALF OF THE BOARD OF SUPERVISION  
HEAD OF SUPERVISORY BOARD



**Place of sending:**

- As above;
- Save the document.

NGUYEN VAN TRUNG



**PROPOSAL**

On selecting an auditor for the 2026 Financial Statements”

**To : Annual General Meeting of Shareholders 2026**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

- Pursuant to the Charter of Thuan Phuoc Seafoods and Trading Corporation.

The Board of Supervisors of Thuan Phuoc Seafoods and Trading Corporation respectfully submits to the General Meeting of Shareholders the selection of an independent auditing unit to audit the Company's 2026 Financial Statements as follows:

1/ Criteria for selecting an independent auditing company:

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

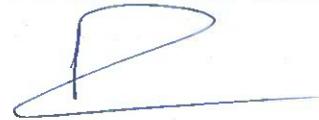
2/ Suggested opinions:

- ECOVIS AFA Viet Nam Audit – Appraisal and Consulting Company Limited. is a reputable independent auditing unit that has audited the company's Financial Statements in the past with quality audits, ensuring on-time progress and meeting information disclosure requirements.
- Comparing with the selection criteria and the results of financial statement audit services in recent years as assessed above, the Board of Supervisors respectfully submits to the General Meeting of Shareholders to authorize the Board of Directors to negotiate with ECOVIS AFA Viet Nam Audit – Appraisal and Consulting Company Limited to audit the company's 2026 financial statements.
- In case the Board of Directors cannot negotiate with ECOVIS AFA Viet Nam Audit– Appraisal and Consulting Company Limited on audit fees, audit quality and progress..., the Board of Supervisors respectfully submits to the General Meeting of Shareholders to authorize the Board of Directors to have full authority to search for another suitable auditing unit that is on the list of qualified auditors for public companies in Vietnam recognized by the State Securities Commission.

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

Best regards./.

ON BEHALF OF THE BOARD OF SUPERVISION  
HEAD OF SUPERVISORY BOARD



NGUYEN VAN TRUNG

Place of sending:

- As above;
- Save the document.

**PROPOSAL**

**“On the approval of the audited Financial Statements for 2025”**

**To : Annual General Meeting of Shareholders 2026**

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of organization and operation of Thuan Phuoc Seafoods and Trading Corporation;
- Pursuant to the audited financial statements for 2025.

The Board of Directors of Pursuant to the Charter of organization and operation of Thuan Phuoc Seafoods and Trading Corporation respectfully submits to the Annual General Meeting of Shareholders for approval of the audited financial statements for 2025.

The financial statements for 2025 have been disclosed in accordance with the law and have been posted on the Company's website: [www.thuanphuoc.vn](http://www.thuanphuoc.vn), including some basic indicators on the financial statements as follows :

**1/ About Assets :**

**Unit : VND**

ASSETS	As at 31/12/2025	As at 01/01/2025
<b>A. CURRENT ASSETS</b>	<b>1,016,043,767</b>	<b>880,684,632,953</b>
<b>I. Cash and cash equivalents</b>	<b>38,431,067,790</b>	<b>61,956,297,904</b>
1. Cash	14,981,067,790	61,956,297,904
2. Cash equivalents	23,450,000,000	0
<b>II. Short-term financial investments</b>	<b>5,953,940,000</b>	<b>7,364,167,388</b>
1. Trading securities	1,364,547,600	2,738,174,988
2. Allowance for impairment of trading securities	-410,607,600	-374,007,600
3. Held-to-maturity investments	5,000,000,000	5,000,000,000
<b>III. Short-term receivables</b>	<b>268,897,807,777</b>	<b>354,311,834,406</b>
1. Short-term trade receivables	250,910,537,602	328,623,114,839
2. Short-term advances to suppliers	5,930,862,271	5,414,969,065
3. Other short-term receivables	12,120,452,504	20,337,795,102

4. Allowance for doubtful short-term receivables	-64,044,600	-64,044,600
<b>IV. Inventories</b>	<b>639,359,055,914</b>	<b>446,024,843,982</b>
1. Inventories	639,360,841,854	446,026,629,922
2. Allowance for inventory devaluation	-1,785,940	-1,785,940
<b>V. Other current assets</b>	<b>63,401,578,286</b>	<b>11,027,489,273</b>
1. Short-term prepaid expenses	654,950,678	640,990,934
2. Deductible VAT	62,746,627,608	10,386,498,339
<b>B. NON-CURRENT ASSETS</b>	<b>419,671,079,582</b>	<b>444,231,296,942</b>
<b>I. Long-term receivables</b>	<b>0</b>	<b>6,413,754,000</b>
1. Long-term receivables from customers	0	0
2. Other long-term receivables	0	6,413,754,000
<b>II. Fixed assets</b>	<b>372,331,698,124</b>	<b>393,708,114,057</b>
1. Tangible fixed assets	337,459,086,200	357,844,978,184
Cost	765,506,441,481	741,703,733,260
Accumulated depreciation	-428,047,355,281	-383,858,755,076
2. Intangible fixed assets	34,872,611,924	35,863,135,873
Cost	41,680,871,696	41,680,871,696
Accumulated amortization	-6,808,259,772	-5,817,735,823
<b>III. Investment property</b>	<b>0</b>	<b>0</b>
<b>IV. Long-term work in progress</b>	<b>8,834,297,228</b>	<b>7,061,756,481</b>
1. Long-term production and business in progress	0	0
2. Construction in progress	8,834,297,228	7,061,756,481
<b>V. Long-term financial investments</b>	<b>0</b>	<b>0</b>
<b>VI. Other non-current assets</b>	<b>38,505,084,230</b>	<b>37,047,672,404</b>
1. Long-term prepaid expenses	38,505,084,230	37,047,672,404
2. Other long-term assets	0	0
<b>TOTAL ASSETS</b>	<b>1,435,714,529,349</b>	<b>1,324,915,929,895</b>

b) Liabilities :

Unit : VND

<b>LIABILITIES AND EQUITY</b>	<b>As at 31/12/2025</b>	<b>As at 01/01/2025</b>
<b>C. LIABILITIES</b>	<b>1,055,995,497,790</b>	<b>969,166,946,862</b>

<b>I. Current liabilities</b>	<b>1,007,547,186,666</b>	<b>859,644,020,310</b>
1. Short-term trade payables	94,125,631,281	51,877,575,099
2. Short-term advances from customers	13,436,899,154	17,660,583,982
3. Taxes and other payables to the State Budget	4,656,189,606	1,973,068,583
4. Payables to employees	55,329,215,390	40,953,445,258
5. Short-term accrued expenses	7,720,467,178	5,447,866,284
6. Other short-term payables	21,466,738,498	5,722,869,985
7. Short-term borrowings and finance lease liabilities	800,753,648,426	723,448,978,286
8. Bonus and welfare fund	10,058,397,133	12,559,632,833
<b>II. Non-current liabilities</b>	<b>48,448,311,124</b>	<b>109,522,926,552</b>
1. Long-term trade payables	0	0
2. Long-term borrowings and finance lease liabilities	48,448,311,124	109,522,926,552
<b>D. EQUITY</b>	<b>379,719,031,559</b>	<b>355,748,983,033</b>
<b>I. Owners' equity</b>	<b>379,719,031,559</b>	<b>355,748,983,033</b>
1. Contributed capital	216,111,850,000	216,111,850,000
Ordinary shares with voting rights	216,111,850,000	216,111,850,000
2. Treasury shares	-4,234,000	-4,234,000
3. Investment and development fund	130,619,210,033	127,509,529,059
4. Undistributed earnings after tax	32,992,205,526	12,131,837,974
Retained earnings brought forward	0	0
Retained earnings for the period	32,992,205,526	12,131,837,974
<b>II. Other funds and sources</b>	<b>0</b>	<b>0</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>1,435,714,529,349</b>	<b>1,324,915,929,895</b>

### 3/ About production and business results :

Unit : VND

Description	Year 2025	Year 2024	Comparison 2025/2024	
			Increase (+) / Decrease (-)	
			(%)	(Amount)
1. Revenue from sales and services	3,333,765,961,338	3,092,133,474,950	7.81	241,632,486,388

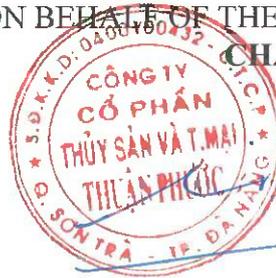
2. Operating profit	44,387,705,892	18,883,259,324	135.06	25,504,446,568
3. Other profit	1,190,654,001	-571,038,568		
4. Profit before tax	45,578,359,893	18,312,220,756	148.89	27,266,139,137
5. Profit after corporate income tax	39,475,441,026	16,453,994,974	139.91	23,195,078,104
6. Basic earnings per share (EPS)	1,187	544		

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

ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN

*Place of sending:*

- As above;
- Save the document.



TRAN VAN LINH



**PROPOSAL**

“Regarding Profit Distribution and Dividend Payment in 2025 and Profit Distribution and Dividend Payment Plan in 2026”

**To : Annual General Meeting of Shareholders 2026**

- Pursuant to the Charter of Thuan Phuoc Seafoods and Trading Corporation;
- Pursuant to the results of production and business activities in 2025;

The Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for approval of the following contents:

**I/ Profit distribution and dividend payment in 2025 :**

No,	Description	Amount (VND)	Ratio / Profit After Tax
1	Total Profit Before Tax	45,578,359,893	
2	Corporate Income Tax	6,102,918,867	15% of Profit Before Tax
3	Total Profit After Tax	39,475,441,026	
4	Dividend Distribution to Shareholders (3% of Charter Capital)	6,483,235,500	3% of Charter Capital
5	Allocation to Development Investment Fund	29,092,205,526	
6	Allocation to Bonus and Welfare Fund	0	
7	Allocation to Bonus Fund for BOD and SB	3,900,000,000	10% of Profit After Tax

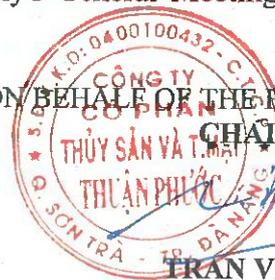
**II/ Profit distribution and dividend payment plan for 2026:**

No,	Description	Amount (VND) (Plan 1)	Amount (VND) (Plan 2)	Ratio / Profit After Tax
1	Total Profit Before Tax (05–10 billion VND)	5,000,000,000	10,000,000,000	
2	Corporate Income Tax	750,000,000	1,500,000,000	15% of Profit Before Tax
3	Total Profit After Tax	4,250,000,000	8,500,000,000	
4	Dividend Distribution to Shareholders (0–3% of Charter Capital)	0	6,483,235,500	3% of Charter Capital
5	Allocation to Development Investment Fund	3,952,500,000	1,421,764,500	
6	Allocation to Bonus and Welfare Fund	0	0	
7	Allocation to Bonus Fund for BOD and SB	297,500,000	595,000,000	7% of Profit After Tax

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

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



TRẦN VĂN LINH

Place of sending:

- As above;
- Document storage.

**PROPOSAL**

Regarding: Payment of remuneration and bonuses to the Board of Directors and Supervisory Board in 2025 and Remuneration and bonus plan for the Board of Directors and Supervisory Board in 2026

To : Annual General Meeting of Shareholders 2026

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of Thuan Phuoc Seafoods and Trading Corporation;
- Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders;
- Pursuant to the results of production and business activities in 2025.

The Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the following contents:

**I. Remuneration of the Board of Directors and the Board of Supervisors in 2025:**

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

- Remuneration for the Board of Directors (4 members): 32,000,000 vnd/month x 12 months = 384,000,000 vnd.
  - Remuneration for the Board of Supervisors (03 members): 18,000,000 vnd /month x 12 months = 216,000,000 vnd.
- Total remuneration of the Board of Directors and the Board of Supervisors in 2024: 600,000,000 vnd

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

According to the Resolution of the Annual General Meeting of Shareholders in 2025, the Company's planned profit before tax was **VND 15 billion**. Due to effective business performance in 2025, the Company achieved a profit before tax of **VND 45.57 billion**, corresponding to a profit after tax of **VND 39.47 billion**.

In accordance with the Resolution of the 2025 Annual General Meeting of Shareholders regarding bonuses for the Board of Directors and the Supervisory Board, a bonus equivalent to **10% of profit after tax** shall be granted if the Company meets or exceeds the plan. Accordingly, the total bonus payable to the Board of Directors and the Supervisory Board is **VND 3,900,000,000**.

**II. Expected remuneration and bonus levels of the Board of Directors and the Board of Supervisors in 2026**

1. Remuneration of the Board of Directors (04 members): 32,000,000 vnd /month x 12 months = 384,000,000 vnd.
2. Remuneration of the Board of Supervisors (03 members): 18,000,000 vnd /month x 12 months = 216,000,000 vnd.

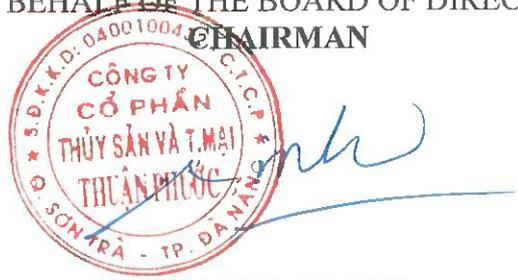
**Total remuneration in 2025: 600,000,000 vnd**



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

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

ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN



- Place of sending:
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  - Save the document.

TRAN VAN LINH



## **PROPOSAL**

### **Re: Approval of the Company Demerger Plan**

#### **To : Annual General Meeting of Shareholders 2026**

- Pursuant to the current Enterprise Law and its guiding documents;
- Pursuant to the Securities Law and its guiding documents;
- Pursuant to the Charter of Thuan Phuoc Seafoods and Trading Corporation;
- Pursuant to the Company's organizational restructuring and business operation requirements.

The Board of Directors of Thuan Phuoc Seafoods and Trading Corporation respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval the Company Demerger Plan with the main contents as follows:

#### **I. Purpose of the Company Separation Plan**

The separation of Thuan Phuoc Seafood and Trading Corporation is intended to achieve the following objectives :

- Restructure the enterprise organization toward specialization in business operations, thereby improving management and operational efficiency;
- Clearly separate business sectors in accordance with the Company's long-term development orientation;
- Enhance autonomy in corporate governance, management, and resource utilization of each company after the separation;
- Facilitate capital mobilization and business expansion of the separated companies;
- Improve the efficiency in the use of assets, labor, and existing resources;
- Ensure the lawful rights and interests of shareholders, employees, and related parties;
- Align with the Company's sustainable development strategy in the coming period.

#### **II. Principles for the Company Separation**

The demerger of Thuan Phuoc Seafood and Trading Joint Stock Company shall be implemented in accordance with the following principles:



- The demerger shall be carried out in compliance with the provisions of the Law on Enterprises and other relevant legal regulations;
- The allocation of assets, capital sources, rights and obligations among the companies after the demerger shall be based on accounting data as of December 31, 2025. Asset values shall be determined based on the assets currently existing at An An Factory and F32 Factory as of December 31, 2025. The undistributed profits of 2025 shall not be allocated and shall remain with Thuan Phuoc Seafood and Trading Corporation (THP);
- Assets, liabilities, rights and obligations of Thuan Phuoc Seafood and Trading Corporation shall be allocated to the demerged companies in accordance with the production and business functions of each company;
- The transfer of employees shall be implemented in accordance with the approved labor utilization plan, ensuring the lawful rights and interests of employees in compliance with applicable laws;
- The demerged companies together with Thuan Phuoc Seafood and Trading Corporation shall be jointly responsible for debts, asset obligations and other liabilities in accordance with the law;
- The demerger shall not change the lawful rights and obligations of shareholders in respect of their shareholdings;
- The demerger shall ensure transparency and openness and be consistent with the common interests of the Company and its shareholders.

### III. Company Demerger Plan

#### 1. Demerged Company:

- Company Name: THUAN PHUOC SEAFOODS AND TRADING CORPORATION
- Enterprise Registration No.: 0400100432, first registered on 29/06/2007, 10th amendment dated 09/07/2025 at the Department of Planning and Investment of Da Nang City (now the Department of Finance of Da Nang City).
- Head Office Address: No. 02 Bui Quoc Hung Street, Da Nang Fisheries Service Industrial Zone, Son Tra Ward, Da Nang City, Vietnam.
- Telephone: 0236 3920920
- Fax: 0236 3923308
- Email : [info@thuanphuoc.vn](mailto:info@thuanphuoc.vn)
- Legal Representative :
- +Ms. NGUYEN THI PHI ANH, Date of Birth: 05/09/1959
- +Title : General Director
- +Citizen ID No. : 001159044532
- +Date of Issue : 16/09/2022
- +Place of Issue : Police Department for Administrative Management of Social Order
- +Permanent Address : 11A Bang Lang 3, Group 38, An Hai Ward, Da Nang City, Vietnam.
- Contact Address: 05 Le Binh, Group 93, An Hai Ward, Da Nang City, Vietnam.
- Current Charter Capital: 216,111,850,000 VND.

**Charter capital after the demerger:** Thuan Phuoc Seafoods and Trading Corporation (“THP”) will separate VND 105,673,120,000 from its charter capital, corresponding to the net asset value (transferred assets minus related liabilities), to form the charter capital of **An An Seafoods and Trading Limited**, and separate VND 15,103,160,000 from its charter capital, corresponding to the value of transferred assets, to form the charter capital of **Frozen Seafoods Factory No.32** . The remaining charter capital of THP after the demerger will be VND 95,335,570,000.

**Shareholders and ownership ratios:** Shareholders and ownership ratios remain unchanged.

## 2. Demerged Company 1

### 2.1 Company Name

- Vietnamese name: **AN AN SEAFOODS AND TRADING LIMITED**
- English name: **AN AN SEAFOODS AND TRADING LIMITED**
- Head office address: Tay Hoa Hamlet, Kim Son Commune, Dong Thap Province, Vietnam.

### 2.2 Labor utilization plan

Thuan Phuoc Seafoods and Trading Corporation will transfer **1,067 employees** to An An Seafoods and Trading Limited. The detailed list is attached in **Appendix I**.

An An Seafoods and Trading Limited will sign labor contracts or labor contract appendices with the transferred employees in compliance with applicable legal regulations.

### 2.3 Assets

Thuan Phuoc Seafoods and Trading Corporation will transfer the following assets to An An Seafoods and Trading Limited. The detailed list of transferred assets is attached in **Appendix I**.

No.	Item	Amount (VND)	Description
1	Land use rights	34,843,083,459	Including land use rights under Land Use Right Certificates No. DM582649 and DM582650
2	Buildings and structures	197,056,173,612	
3	Machinery and equipment	77,990,633,002	
4	Means of transportation and transmission equipment	11,012,033,200	

5	Office equipment and management tools	111,161,960	
6	Inventories	314,897,375,649	
7	Prepaid expenses	4,117,799,383	
8	Long-term work in progress	5,748,520,370	
	<b>Total</b>	<b>645,776,780,635</b>	

#### 2.4. Rights and obligations transferred from Thuan Phuoc Seafoods and Trading Corporation to An An Seafoods and Trading Limited

After enterprise registration, Thuan Phuoc Seafoods and Trading Corporation and An An Seafoods and Trading Limited shall be jointly liable for the outstanding obligations, unpaid debts, labor contracts and other property-related obligations of Thuan Phuoc Seafoods and Trading Corporation, except for the liabilities specifically transferred as set out below.

##### 2.4.1 Liabilities transferred from Thuan Phuoc Seafoods and Trading Corporation to An An Seafoods and Trading Limited

Pursuant to agreements between Thuan Phuoc Seafoods and Trading Corporation and its creditors, the following liabilities shall be transferred to An An Seafoods and Trading Limited. The total transferred liabilities amount to **VND 448,485,786,249** (based on the outstanding balance as of December 31, 2025).

Details are as follows:

##### 2.4.1.1 Payables to suppliers:

Customer Name	Amount (VND)
Long An Logistics Joint Stock Company	113,996,418
Sustainable Community Development Company Limited	1,107,993,126
Ngoc My Private Enterprise	788,603,674
NAQ FOODS INDIA PRIVATE LIMITED	12,620,524,059
ROYALE MARINE IMPEX PVT LTD	10,939,069,440
MAA NACHINDA SEA FOODS PRIVATE LIMITED	13,015,941,666
Z,A, SEAFOODS PVT, LTD	3,031,746,003
<b>Total</b>	<b>41,617,874,386</b>

#### 2.4.1.2 Long-term borrowings:

Bank Name	Amount (VND)
Vietnam Joint Stock Commercial Bank for Industry and Trade (VietinBank)	44,694,511,124
<b>Total</b>	<b>44,694,511,124</b>

#### 2.4.1.3 Short-term borrowings:

Bank Name	Amount (VND)
Vietnam Joint Stock Commercial Bank for Industry and Trade (VietinBank)	292,458,102,566
Joint Stock Commercial Bank for Foreign Trade of Vietnam (Vietcombank)	111,333,172,559
<b>Total</b>	<b>403,791,275,125</b>

#### 2.4.2 Development investment fund: 50,000,000,000 ( VND)

#### 2.5. Charter capital of An An Seafoods and Trading Limited:

VND 105,673,120,000 (One hundred five billion six hundred seventy-three million one hundred twenty thousand dong). The charter capital corresponds to the capital sources forming the transferred assets specified in Section 2.3 minus the liabilities specified in Section 2.4.

#### 2.6. Shareholders and ownership ratios:

The shareholders and ownership ratios of shareholders in Thuan Phuoc Seafoods and Trading Corporation and An An Seafoods and Trading Limited after the demerger shall remain the same. The number of shares in the two companies shall be calculated based on the ownership ratios in each company and rounded down to the nearest whole share.

**2.7. List of shareholders of An An Seafoods and Trading Limited:** Detailed list is attached in Appendix I.

#### 2.8. Implementation timeline for the company demerger:

Thuan Phuoc Seafoods and Trading Corporation shall finalize the handover data as of December 31, 2025 and complete the actual handover relating to the company demerger within 90 days from the date of issuance of this Resolution.

#### 2.9. Company Charter:

The Charter of An An Seafoods and Trading Limited is submitted to the General Meeting of Shareholders for consideration and approval together with this Proposal and shall serve as the basis for enterprise registration in accordance with legal regulations.

### 3. Demerged Company 2

#### 3.1 Company Name

- Vietnamese name: FROZEN SEAFOODS FACTORY NO.32
- English name: FROZEN SEAFOODS FACTORY NO.32
- Head office address: 03 Van Don Street, Da Nang Seafood Service Industrial Park, Son Tra Ward, Da Nang, Vietnam.

#### 3.2 Labor utilization plan :

Thuan Phuoc Seafoods and Trading Corporation will transfer **353 employees** to Frozen Seafoods Factory No.32 . The detailed list is attached in **Appendix II**.

Frozen Seafoods Factory No.32 will sign labor contracts or labor contract appendices with the transferred employees in compliance with applicable legal regulations.

#### 3.3 Assets :

Thuan Phuoc Seafoods and Trading Corporation will transfer the following assets to Frozen Seafoods Factory No.32 . The detailed list of transferred assets is attached in **Appendix II**.

No.	Asset	Amount (VND)	Notes
1	Buildings and structures	4.905,166,761	
2	Machinery and equipment	672,957,138	
3	Means of transportation and transmission equipment	0	
4	Inventories	36,093,517,326	
5	Prepaid expenses	149,323,768	
	<b>Total</b>	<b>41,820,964,993</b>	

#### 3.4 Rights and obligations transferred from Thuan Phuoc Seafoods and Trading Corporation to Frozen Seafoods Factory No.32 :

##### 3.4.1.1 Short-term borrowings:

Bank Name	Amount (VND)
Joint Stock Commercial Bank for Foreign Trade of Vietnam (Vietcombank)	10,717,804,993

<b>Total</b>	<b>10,717,804,993</b>
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#### 3.4.1.2 Development investment fund : **16,000,000,000 VND**

After enterprise registration, Thuan Phuoc Seafoods and Trading Corporation and Frozen Seafoods Factory No.32 shall be jointly liable for the outstanding obligations, unpaid debts, labor contracts and other property-related obligations of Thuan Phuoc Seafoods and Trading Corporation.

#### 3.5 Charter capital of Frozen Seafoods Factory No.32 :

VND **15,103,160,000** (Fifteen billion one hundred three million one hundred sixty thousand dong). The charter capital corresponds to the capital sources forming the transferred assets specified in Section 3.3.

#### 3.6 Shareholders and ownership ratios:

The shareholders and ownership ratios of shareholders in Thuan Phuoc Seafoods and Trading Corporation and Frozen Seafoods Factory No.32 after the demerger shall remain the same. The number of shares in the two companies shall be calculated based on the ownership ratios in each company and rounded down to the nearest whole share.

#### 3.7 List of shareholders of Frozen Seafoods Factory No.32 :

The detailed list is attached in **Appendix II**.

#### 3.8 Implementation timeline for the company demerger:

Thuan Phuoc Seafoods and Trading Corporation shall finalize the handover data as of **December 31, 2025** and complete the actual handover relating to the company demerger within **90 days from the date of issuance of this Resolution**.

#### 3.9 Company Charter:

The Charter of Frozen Seafoods Factory No.32 is submitted to the General Meeting of Shareholders for consideration and approval together with this Proposal and shall serve as the basis for enterprise registration in accordance with legal regulations.

## II. Authorization to the Board of Directors

- To decide on and implement all necessary tasks for carrying out the company demerger;
- To perform the relevant legal procedures at the business registration authorities, securities regulatory authorities and other competent authorities in accordance with legal regulations;
- To decide on the management organizational structure of the two demerged companies:
  - An An Seafoods and Trading Limited;



**APPENDIX I**  
**An An Seafoods and Trading Limited**

**1. List of Transferred Assets**

The list of assets received by An An Seafoods and Trading Limited from Thuan Phuoc Seafoods and Trading Corporation is based on the book values finalized as at December 31, 2025. The details are as follows:

No,	Assets	Code	Unit	Value (VND)
I	Land Use Rights			34,843,083,459
1	Land use right in Tien Giang (limited term) – An An	QSDDTG001	Right	15,991,500,555
2	Land use right in Tien Giang (perpetual term) – An An	QSDDTG002	Right	1,068,951,184
3	Land use right in Tien Giang area 1,377,9 m <sup>2</sup> – An An	QSDDTG003	Right	15,713,885,382
4	Land use right in Tien Giang area 214,7 m <sup>2</sup> – An An	QSDDTG004	Right	2,068,746,338
II	Buildings and Structures			197,056,173,612
1	Survey and mapping of revetment position – An An Factory	BOKE	Set	8,738,941,821
2	Factory entrance gate – An An Factory	CCNMAA	Set	84,830,252
3	Cold storage insulation panels – An An Factory	PCNKL	Set	38,082,421,419
4	Coal fuel for boiler trial operation – An An Factory	NLH	Set	16,766,288
5	Factory construction phase 1 – An An Factory	NXAA01	System	74,274,041,965
6	Factory site leveling – An An Factory	SLMBNMTG	System	2,192,667,499
7	Wastewater and water supply treatment system – An An Factory	TXLNTNC001	System	13,189,061,434
8	Parking shed and sludge treatment house – An An Factory	NXNXLB001	System	565,152,465

9	Water supply treatment station	TXLNTNC002	System	3,451,745,438
10	Factory fence works – An An Factory	HRNMAA001	System	5,449,299,727
11	Factory workshop phase 2 – An An Factory	NXAA02	System	41,732,142,533
12	Factory workshop phase 3 (Electrical & Plumbing works)	NXAA03	System	1,596,597,912
13	Wastewater monitoring station – An An Factory	TQTXLNTAA001	System	747,149,843
14	Wastewater treatment station Contract 25/19 – Phase 2	TXLNTAAD2	System	6,935,355,016
<b>III</b>	<b>MACHINERY AND EQUIPMENT</b>			<b>77,990,633,002</b>
1	Double Nobashi shrimp cutting machine under Contract No, HD2025YT-2002/TP dated 20/02/2025 (Invoices 92, 93)	MCBNI	Unit	568,758,065
2	Camera grading machine PCC9/1-TN	MPCCMR	Unit	6,475,038,402
3	Air compressor system, drying system, moisture separator and air piping under Contract No, HD2025YT-2807/TP dated 28/07/2025 (Invoice 41)	HTMNK	Set	180,288,889
4	Electronic platform scale system (including 3 electronic scales and 5 cast iron weights) under Contract No, DNNT/VMS-TP/2024/02 (Invoice 151)	HTCDTAA	Set	43,056,156
5	Metal detector Anritsu KDS7040ADW	MDKDKDS7040	Set	272,129,032
6	Sushi shrimp cutting machine – An An Factory	MCTAA001	Unit	130,333,333
7	Sushi shrimp cutting machine – An An Factory	MCTAA002	Unit	135,188,889
8	Shrink tunnel machine – An An Factory	MHMCAA001	Unit	10,521,505

9	Double-chamber vacuum packaging machine – An An Factory	MDGHCKAA003	Unit	91,950,538
10	Packaging machines (02 units) – Model SY-M901S – An An Factory	MDGBBAA001	Unit	62,800,000
11	Double-chamber vacuum packaging machine Model J-V013A – An An Factory	MDGHCKAA002	Unit	88,631,111
12	Laboratory centrifuge – An An Technical Department	MLTAA001	Unit	9,177,778
13	Immersion and spray glazing machine Glory DSG18-M1000S, hardening conveyor Glory HC18-M1400S and Glory Mancell control cabinet for Freezing Line No,2 (Contract 055)	MMBDLCD2	Set	918,947,748
14	Immersion and spray glazing machine Glory DSG18-M1000S, hardening conveyor Glory HC18-M1400S and Glory Mancell control cabinet for Freezing Line No,4 (Contract 055)	MMBDLCD4	Set	907,496,684
15	9 conveyor work tables for seafood processing (1200x9000x800x1250) stainless steel frame 2mm thick	9BBCTT1	Set	1,721,189,516
16	Conveyor work table for seafood processing (350x18000x950)	BBBCTT2	Set	135,608,871
17	Battering machine – An An Factory	MDBAA	Unit	7,347,670
18	Strapping machine JN-740S – An An Factory	MDDDJN740S	Unit	17,365,591
19	Manual frying machines (12 sets) for battered shrimp – An An Factory	MCTAA	Set	275,116,667
20	Feeding conveyor for frying machines – An An Factory	BTNLMCT	Set	89,008,333
21	Ventilation and fresh air supply system – An An Factory	HTHGC GT	Set	161,833,333
22	Electric forklift R20N-01 (2000kg) – An An Factory	XNDR20N-01	Unit	966,129,032

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23	Electromagnetic flow meters MAG 5100W (02 sets)	DHDLLD	Set	0
24	Anh Phat shrimp frying machine system – An An Factory	HTMCTAPAA	System	1,393,158,720
25	Shrimp washing machine and feeding conveyor – Nam Dung	MRTBTNL001	System	309,010,860
26	Boiler system – An An Factory	HTLHANAN001	System	272,605,083
27	Metal detector – An An Factory	MDKAA001	Unit	71,595,699
28	Vacuum packaging machine – An An Factory	MDGHCKAA001	Unit	79,323,378
29	Electrical cabinet and control system – An An Factory	HTTDAA	Set	310,250,000
30	Hitachi inkjet printer – An An Factory	MIPH	Set	9,677,419
31	CHL forklift – An An Factory	XNHST	Unit	0
32	Power supply system – An An Factory	HTCCNDAA001	System	122,653,211
33	Licensing and construction of two 344m deep wells – An An Factory	GIENGKHOAN344	Set	1,007,373,015
34	Metal detector KDS3012ABW	MDK07	Unit	18,973,889
35	Strapping machine JN-740S – An An Factory	MQDTJN740S	Set	4,450,269
36	Nobashi shrimp straightening machine BS20,000 – An An Factory	MDTNBSAA01	Set	1,407,750,300
37	High-speed conveyor – An An Factory	BCST	Set	10,418,661,379
38	Waste collection conveyor on Sushi–Nobashi line – An An Factory	BTGPLSN	Set	7,075,288,653
39	Electrical, water supply and fire protection system – An An Factory	ĐN-PCCC	Set	10,905,211,055

40	Freezing and feeding machine system – An An Factory	HTMCĐNL	Set	9,128,445,586
41	Flake ice machine system 20T – An An Factory	HTMĐV	Set	1,737,084,328
42	Feeding and shrimp steaming machine system – An An Factory	HTMCLVHT	Set	1,641,141,778
43	Support frame for flake ice machine – An An Factory	GĐMĐV	Set	37,876,370
44	Metal detectors (02 units) – An An Factory	MDKL02	Set	40,866,609
45	Packaging equipment system (2 strapping machines JN-740S and 2 band sealers SY-M901S) – An An Factory	MĐGBB	Set	18,012,634
46	Industrial washer and dryer (02 sets) – An An Factory	MGSCN	Set	612,856,739
47	Hitachi inkjet printer – An An Factory	MIP	Set	8,899,523
48	Mycom screw compressor – An An Factory	MNTV	Set	9,207,686,936
49	YOKOYAKI grading machine – An An Factory	MPC	Set	6,853,856,559
50	Generator – An An Factory	MPĐ	Set	1,270,139,895
51	Strapping and packaging machines – An An Factory	MQBB	Set	18,795,792
52	Office air-conditioning system – An An Factory	HTĐHV	Set	62,719,990
53	Workshop office air-conditioning system – An An Factory	HTĐHVX	Set	18,647,704
54	Cooking conveyor – Nam Dung	BCLND002	System	618,328,333
55	Spectrophotometer ZCR4300 – An An Factory	MDQPZCR4300	Set	15,923,298
56	Centrifuge Z206A – An An Factory	MLTZ206A	Set	1,493,441

57	Sterilization autoclave 100 liters – An An Factory	NHTT100L	Unit	1,618,280
58	Natural convection drying oven – An An Factory	TSDLTN	Unit	1,775,484
59	Fume hood – An An Factory	THKD	Unit	2,250,538
60	Vacuum packaging machine J-V013A	MDGHCK7	Unit	16,447,556
61	Air compressor VA-100	MNKVA001	Unit	1,865,556
IV	Transportation and Transmission Equipment	x	x	<b>11,012,033,200</b>
1	VinFast Lux SA2,0 – 7 seats – Model year 2019	XVFLUX20001	Unit	535,024,199
2	Heli forklift CDD16-350	XNHHELI001	Unit	9,525,253
3	Linde electric forklift R20N – 2 tons	XNDAA001	Unit	509,516,129
4	HELI forklift CQD16-GC2SZ – An An Factory	XNCQD16001	Unit	69,169,111
5	22kW power transmission line – An An Factory	ĐĐĐ22KW	Set	1,954,126,744
6	Small forklifts (04 units) – An An Factory	XNN	Set	31,067,425
7	Grid-connected solar power system 1000,1 kWp under Contract No, 250311/SN-AA dated 11/03/2025 (Invoice 324)	HTDMT	System	7,903,604,339
V	Management Equipment and Tools	x	x	<b>111,161,960</b>
1	Fire alarm system – An An Factory (Parking area and packaging warehouse)	HTBCAA003	System	53,730,223
2	Drinking water filtration system – An An Factory	HTLN001	System	16,140,387
3	Fire alarm system – An An Factory	HTBCAA001	System	41,291,350

4	HP LaserJet Managed MFP E72535DN photocopier – An An Factory	MPTHP725351	Set	0
VI	Inventories			314,897,375,649
VII	Prepaid Expenses			4,117,799,383
VIII	Long-term Work in Progress Assets			5,748,520,370
	<b>Total</b>			<b>645,776,780,635</b>

## 2. List of Employees Transferred to An An Seafood and Trading limited

Thuan Phuoc Seafoods and Trading Corporation will transfer 1,067 employees to An An Seafoods and Trading Limited for employment.

The detailed list is as follows:

No.	Employee Name	Department	Labor Contract No.
1	Pham Dinh Nguyen	Board of Management	01555/HDLLD
2	Le Thanh Thao	Board of Management	11728/HDLLD
3	Dao Ngoc The	Board of Management	01646/HDLLD
4	Nguyen Phi Cuong	Board of Management	01613/HDLLD
5	Tran Van Hung	Board of Management	12828/HDLLD
6	Nguyen Van Hoang	Admin & HR	14130/HDLLD
7	Huynh Quang Kiet	Admin & HR	13538/HDLLD
8	Tran Thi Thuy Trang	Admin & HR	14876/HDLLD
9	Le Mai Khanh Ly	Admin & HR	14883/HDLLD
10	Duong Thi Thuy Trang	Admin & HR	14935/HDLLD
11	Tran Kim Huan	Admin & HR	15053/HDLLD
12	Duong Thi Mong Tuyen	Admin & HR	15449/HDLLD
13	Hong Vuong Quoc	Admin & HR	16471/HDLLD
14	Nguyen Thi Ngoc Loan	Admin & HR	20196/HDLLD
15	Ha Minh Tien	Sales	20010/HDLLD
16	Phan Tien Dat	Mechanical & Electrical	13818/HDLLD
17	Nguyen Tan Phong	Mechanical & Electrical	14233/HDLLD
18	Vo Van Danh	Mechanical & Electrical	14858/HDLLD
19	Vo Tan Cuong	Mechanical &	14880/HDLLD

		Electrical	
20	Nguyen Huy Hoang	Mechanical & Electrical	15987/HDLLD
21	Tran Hoang Tu	Mechanical & Electrical	16578/HDLLD
22	Nguyen Van Vu	Mechanical & Electrical	16803/HDLLD
23	Le Tan Quan	Mechanical & Electrical	12871/HDLLD
24	Nguyen Tan Phat	Mechanical & Electrical	18113/HDLLD
25	Nguyen Minh Tien	Mechanical & Electrical	18162/HDLLD
26	Nguyen Trong Nhan	Mechanical & Electrical	20522/HDLLD
27	Le Hoang Khang	Mechanical & Electrical	20642/HDLLD
28	Nguyen Anh Tuan	Mechanical & Electrical	20777/HDLLD
29	Nguyen Thanh Thien	Mechanical & Electrical	20778/HDLLD
30	Nguyen Truong Toan	Operation	14206/HDLLD
31	Ngo Thanh Ton	Operation	14207/HDLLD
32	Nguyen Tri An	Operation	14276/HDLLD
33	Nguyen Thanh Phu	Operation	14866/HDLLD
34	Tran Huu Tho	Operation	15093/HDLLD
35	Nguyen Tan An	Operation	15690/HDLLD
36	Vo Hien Triet	Operation	15718/HDLLD
37	Pham Thanh Hien	Operation	15936/HDLLD
38	Le Manh Khang	Operation	15963/HDLLD
39	Truong Van Trang	Operation	15988/HDLLD
40	Truong Chi Van	Operation	16190/HDLLD
41	Do Ngoc Hai	Operation	16867/HDLLD
42	Vo Ngoc Thien	Operation	16071/HDLLD
43	Phung Van Cay	Operation	20604/HDLLD
44	Nguyen Trung Cang	Cold Storage	14421/HDLLD
45	Huynh Van Vang	Cold Storage	14852/HDLLD
46	Nguyen Minh Phung	Cold Storage	14877/HDLLD
47	Nguyen Huu Phuc	Cold Storage	14882/HDLLD
48	Tran Van Men	Cold Storage	14987/HDLLD
49	Nguyen Tuan Duy	Cold Storage	15448/HDLLD
50	Tran Thanh Tan	Cold Storage	15712/HDLLD
51	Le Minh Thao	Cold Storage	15785/HDLLD

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52	Nguyen Viet Duan	Cold Storage	16382/HDLLD
53	Truong Nhat Dang Khoa	Cold Storage	15986/HDLLD
54	Nguyen Van Phung	Cold Storage	16115/HDLLD
55	Do Thanh Phong	Cold Storage	16249/HDLLD
56	Nguyen Trong Thang	Cold Storage	16389/HDLLD
57	Nguyen Ngoc Trai	Cold Storage	17516/HDLLD
58	Nguyen Hoai Phuong	Cold Storage	17767/HDLLD
59	Doan Lan Hieu	Cold Storage	17894/HDLLD
60	Nguyen Hoang Phuong Tuan	Cold Storage	18323/HDLLD
61	Nguyen Van Nho	Cold Storage	20011/HDLLD
62	Nguyen Van Truong Di	Cold Storage	20322/HDLLD
63	Nguyen Huu Dan	Cold Storage	20730/HDLLD
64	Vo Thanh Tung	Cold Storage	20731/HDLLD
65	Le Tan Dat	Cold Storage	21090/HDLLD
66	Nguyen Truong Duy	Cold Storage	21259/HDLLD
67	Pham Minh Duc	Planning & Supply	16488/HDLLD
68	Nguyen Huu Hau	Planning & Supply	17748/HDLLD
69	Le Hong Thuong	Planning & Supply	20952/HDLLD
70	Le Tan Dat	Planning & Supply	20953/HDLLD
71	Ho Duong My	Planning & Supply	15054/HDLLD
72	Le Van Tung	Planning & Supply	12364/HDLLD
73	Vo Thi Hong Tho	Accounting	14869/HDLLD
74	Pham Thi Kim Dung	Accounting	17183/HDLLD
75	Nguyen Thi Phuong Ha	Accounting	19319/HDLLD
76	Nguyen Thi Nhu Ngoc	Accounting	19514/HDLLD
77	Ngo Thi Ngoc Yen	Accounting	20955/HDLLD
78	Luong Ngoc Thuy Vy	Accounting	21209/HDLLD
79	Nguyen Hoang An	LAB	14419/HDLLD
80	Nguyen Thi Kieu Xuan	LAB	15509/HDLLD
81	Truong Diem Hanh	LAB	15906/HDLLD
82	Nguyen Van Allrine	LAB	16721/HDLLD
83	Nguyen Lam Yen Ngan	LAB	18420/HDLLD
84	Huynh Ngoc Tran	LAB	20686/HDLLD
85	Huynh Bui Hoang Vinh	Environment	14298/HDLLD
86	Huynh Van Dung	Environment	14376/HDLLD
87	Le Thi Diem Truc	Environment	20370/HDLLD
88	Duong Pham Anh Toan	QC	16485/HDLLD



126	Tran Dinh Cong Hau	KCSI	10718/HDLLD
127	Phan Thi Quan	KCSI	14319/HDLLD
128	Le Thi Kieu Chinh	KCSI	15195/HDLLD
129	Le Thi Chinh	KCSI	14861/HDLLD
130	Tran Bien Cuong	KCSI	14863/HDLLD
131	Nguyen Thi Phuong Nhi	KCSI	14872/HDLLD
132	Huynh Tan Qui	KCSI	14878/HDLLD
133	Le Van Vu	KCSI	14879/HDLLD
134	Tran Thi Phuong Quyen	KCSI	15052/HDLLD
135	Nguyen Thi Kim Yen	KCSI	15092/HDLLD
136	Nguyen Hoai Gia Huy	KCSI	15150/HDLLD
137	Nguyen Thi Kim Men	KCSI	15223/HDLLD
138	Tran Thi Tuyet Ngan	KCSI	15225/HDLLD
139	Nguyen Van Tam	KCSI	16430/HDLLD
140	Nguyen Thi My An	KCSI	16484/HDLLD
141	Tran Quan Van	KCSI	16856/HDLLD
142	Le Anh Thu	KCSI	16913/HDLLD
143	Le Anh Duy	KCSI	16914/HDLLD
144	Nguyen Pham Minh Doan	KCSI	17014/HDLLD
145	Le Thi Ngoc Tran	KCSI	17015/HDLLD
146	Ho Thi Thu Nga	KCSI	17086/HDLLD
147	Le Thi Kim Quyen	KCSI	17087/HDLLD
148	Nguyen Thi Ngoc Trang	KCSI	17194/HDLLD
149	Lich Thi Cam Van	KCSI	17315/HDLLD
150	Nguyen Thi Kim Loan	KCSI	17479/HDLLD
151	Nguyen Ngoc Dat	KCSI	17480/HDLLD
152	Doan Cong Hau	KCSI	17646/HDLLD
153	Vo Thi Ngoc Phung	KCSI	17720/HDLLD
154	Chau Ngoc Tham	KCSI	17914/HDLLD
155	Nguyen Thi Yen Nhi	KCSI	17975/HDLLD
156	Nguyen Anh Tho	KCSI	18109/HDLLD
157	Le Ngo Nha Truc	KCSI	18187/HDLLD
158	Pham Quoc Tho	KCSI	18392/HDLLD
159	Ngo Thi Minh Thu	KCSI	19091/HDLLD
160	Vo Minh Chau	KCSI	19283/HDLLD
161	Cao Chi Hung	KCSI	19480/HDLLD
162	Lam Thi Tuyet Ngan	KCSI	19624/HDLLD

163	Huynh Kim Hung	KCS1	19652/HDLĐ
164	Nguyen Pham Hoang Dieu	KCS1	19909/HDLĐ
165	Le Thao Van	KCS1	20106/HDLĐ
166	Nguyen Trong Linh	KCS1	20501/HDLĐ
167	Lam Hoang Son	KCS1	20504/HDLĐ
168	Bui Thi Truc Vy	KCS1	20506/HDLĐ
169	Nguyen Van Binh	KCS1	20573/HDLĐ
170	Tran Nhu Hao	KCS1	20574/HDLĐ
171	Ngo Huyen Tran	KCS1	20576/HDLĐ
172	Phan Thi Cam Nhung	KCS1	20578/HDLĐ
173	Pham Le Hong Tham	KCS1	20733/HDLĐ
174	Nguyen Ngoc Thien Uyen	KCS1	20918/HDLĐ
175	Nguyen Van Hau	BB01	14283/HDLĐ
176	Tran Anh Tuan	BB01	14309/HDLĐ
177	Nguyen Huu Ngan	BB01	14800/HDLĐ
178	Pham Minh Tam	BB01	15314/HDLĐ
179	Nguyen Minh Thien	BB01	16439/HDLĐ
180	Ta Phu Thao	BB01	16004/HDLĐ
181	Vi Thi Nhung	BB01	16008/HDLĐ
182	Cao Thi Dung	BB01	16492/HDLĐ
183	Mai Thanh Phong	BB01	17892/HDLĐ
184	Truong Nguyen Hong Diem	BB01	18151/HDLĐ
185	Vo Minh Thuan	BB01	18202/HDLĐ
186	Huynh Kim Giang	BB01	18301/HDLĐ
187	Nguyen Thi Thanh Thuy	BB01	18331/HDLĐ
188	Tran Thi Cam Tien	BB01	18616/HDLĐ
189	Nguyen Thi Ngoc Anh	BB01	19201/HDLĐ
190	Tran Thi Kim Mai	BB01	19323/HDLĐ
191	Huynh Thao My	BB01	19337/HDLĐ
192	Tran Thi Thuy Tien	BB01	19338/HDLĐ
193	Nguyen Ngoc Thanh	BB01	20009/HDLĐ
194	Tran Bao Trung	BB01	20171/HDLĐ
195	Truong Minh Hien	BB01	20337/HDLĐ
196	Ho Huynh Gia Han	BB01	20645/HDLĐ
197	Do Thi Nhu Quynh	BB01	20998/HDLĐ
198	Le Thi Mong Y	CB01	14311/HDLĐ
199	Nguyen Thi Ngoc Dieu	CB01	14326/HDLĐ

200	Nguyen Thi Ngoc Diem	CB01	14327/HDLLD
201	Doan Thi Tuyet Nhung	CB01	14332/HDLLD
202	Nguyen Thi Bich Tuyen	CB01	14388/HDLLD
203	Do Thi Mai Trinh	CB01	14389/HDLLD
204	Le Thi Yen Lanh	CB01	14397/HDLLD
205	Doan Thi Gia Han	CB01	14627/HDLLD
206	Tong Thi Cam Giang	CB01	14656/HDLLD
207	Pham Thi Mong Dep	CB01	14670/HDLLD
208	Pham Thi Be Tam	CB01	15196/HDLLD
209	Pham Thi Tho	CB01	15178/HDLLD
210	Le Thi Yen Nhi	CB01	15300/HDLLD
211	Nguyen Thi Kim Huong	CB01	15302/HDLLD
212	Le Thi Kim Xoan	CB01	15383/HDLLD
213	Pham Thi Quyen	CB01	15919/HDLLD
214	Le Thi Cam Hong	CB01	16831/HDLLD
215	Mai Thi Kieu Phung	CB01	16834/HDLLD
216	Nguyen Nhu Thuong	CB01	16848/HDLLD
217	Nguyen Thi Kim Chi	CB01	16849/HDLLD
218	Pham Thi Thu Huong	CB01	16417/HDLLD
219	Dang Thi Kim Lien	CB01	16418/HDLLD
220	Vo Thi Ngoc Bac	CB01	16482/HDLLD
221	Tran Thi Huynh Nhu	CB01	18583/HDLLD
222	Nguyen Thi Kim Qui	CB01	19961/HDLLD
223	Tran Thi Cam Ly	CB01	20355/HDLLD
224	Tran Thi Cam Hang	CB01	20717/HDLLD
225	Luu Thi Thuy Loan	CB01	20737/HDLLD
226	Huynh Thi Thuy Duy	CB01	20833/HDLLD
227	Nguyen Thi Thuy Ngan	CB01	20850/HDLLD
228	Ho Thi Hoai Thuong	CB01	20854/HDLLD
229	Nguyen Thi Hong Quynh	CB02	14342/HDLLD
230	Ho Thi Loan	CB02	14348/HDLLD
231	Nguyen Thi Kieu Pho	CB02	14350/HDLLD
232	Nguyen Thi Dieu Hien	CB02	14363/HDLLD
233	Nguyen Thi Muoi	CB02	14370/HDLLD
234	Doan Thi Ngoan	CB02	15635/HDLLD
235	Tran Thi Thanh Thuy	CB02	15677/HDLLD
236	Duong Thi Chanh Na Qui	CB02	16103/HDLLD



237	Huynh Thi My Lan	CB02	16787/HDL
238	Pham Thi Nguyet	CB02	16789/HDL
239	Nguyen Thi My Duyen	CB02	17815/HDL
240	Phan Thi Mau	CB02	17816/HDL
241	Nguyen Thi Bich Tuyen	CB02	17886/HDL
242	Huynh Thi Tuyet Nhi	CB02	18893/HDL
243	Nguyen Hong Lua	CB02	18897/HDL
244	Nguyen Dinh Dan	CB02	18898/HDL
245	Phan Thi Hong Dao	CB02	18899/HDL
246	Le Thi So	CB02	19393/HDL
247	Nguyen Thi Ngoc Phuong	CB02	19483/HDL
248	Nguyen Thi Ngoc Han	CB02	19486/HDL
249	Tang Thi Kim Ngan	CB02	19488/HDL
250	Au Thi Quyen Chan	CB02	19498/HDL
251	Tran Thi Hong Loan	CB02	20064/HDL
252	Vo Thi Kim Lanh	CB08	14697/HDL
253	Tran Thi Bich Ngoc	CB08	14711/HDL
254	Huynh Thi Ngoc Yen	CB08	14721/HDL
255	Nguyen Thi Ngan	CB08	15198/HDL
256	Tran Thi Hue	CB08	15744/HDL
257	Pham Thi Lai	CB08	14731/HDL
258	Vo Thi Thanh Truoc	CB08	14773/HDL
259	Pham Thanh Thuy	CB08	14780/HDL
260	Nguyen Thi My Hien	CB08	14788/HDL
261	Tran Thi Kim Phung	CB08	15389/HDL
262	Dao Thi Be Chin	CB08	15596/HDL
263	Huynh Thi Mai	CB08	16440/HDL
264	Le Thi Anh Thu	CB08	18999/HDL
265	Vo Thi Thanh Tam	CB08	20047/HDL
266	Le Thi Kim Anh	CB08	20087/HDL
267	Le Thi Nhu Y	CB08	20426/HDL
268	Nguyen Thi Thu Trang	CB08	20427/HDL
269	Phan Thi Thuy Ngan	CB08	20438/HDL
270	Pham Thi My Duyen	CB08	20492/HDL
271	Dang Thi Loc	CB08	20736/HDL
272	Duong Thi Cam Tien	CB08	20839/HDL
273	Nguyen Thi Thanh Phuong	CB08	20862/HDL

274	Dinh Le Kim Ngan	CB08	20910/HDLLD
275	Tran Thi Truc Ly	CB08	20992/HDLLD
276	Le Thi Kim Phung	CB10	16758/HDLLD
277	Nguyen Hong Trinh	CB10	15947/HDLLD
278	Do Thi Thu Nga	CB10	17488/HDLLD
279	Le Thi Be Tam	CB10	19334/HDLLD
280	Nguyen Thi Thuy Tien	CB10	19919/HDLLD
281	Tran Thi Nha Tran	CB10	20577/HDLLD
282	Le Thi Thanh Loan	CB12	15086/HDLLD
283	Mai Thi Kieu Phuong	CB12	15113/HDLLD
284	Nguyen Thi Lien	CB12	15129/HDLLD
285	Cao Thi Kim Suat	CB12	15228/HDLLD
286	Chau Tuyet Nhung	CB12	15255/HDLLD
287	Nguyen Thi Ngoc Viet	CB12	15257/HDLLD
288	Ho Thi Dam	CB12	15258/HDLLD
289	Nguyen Thi Thu Ha	CB12	15262/HDLLD
290	Nguyen Thi Pha	CB12	17181/HDLLD
291	Truong Thi Chuyen	CB12	16243/HDLLD
292	Bui Thi Diem My	CB12	16706/HDLLD
293	Huynh Thi Yen Nhi	CB12	17175/HDLLD
294	Hoang Thi Thao	CB12	17596/HDLLD
295	Nguyen Thi Cam Tien	CB12	17620/HDLLD
296	Nguyen Thi Y Phung	CB12	17627/HDLLD
297	Pham Thanh Ngan	CB12	17632/HDLLD
298	Vo Thi Kim Ngan	CB12	17652/HDLLD
299	Le Thi Bich Giau	CB12	18325/HDLLD
300	Ho Kim Ngoc	CB12	18336/HDLLD
301	Tran Thi Kim Vuong	CB12	18819/HDLLD
302	Le Thi Van	CB12	19645/HDLLD
303	Le Thi Tuyet Hong	CB12	19931/HDLLD
304	Huynh Thi Cam Tien	CB12	20046/HDLLD
305	Phan Thi Thuy Dung	CB12	20052/HDLLD
306	Huynh Thi Dep	CB12	20365/HDLLD
307	Cao Thi Thuy Hang	CB12	21022/HDLLD
308	Tran Thi Ngoc Thu	CB16	15362/HDLLD
309	Nguyen Thi Kim	CB16	15968/HDLLD
310	Nguyen Huynh Nhu	CB16	15970/HDLLD

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311	Ngo Thi Kim Nhung	CB16	15975/HDLĐ
312	Nguyen Thi My Huong	CB16	15990/HDLĐ
313	Phan Thi Thanh Thuy	CB16	16009/HDLĐ
314	Nguyen Thi Ngoc Sang	CB16	16011/HDLĐ
315	Nguyen Thi Nhu Huyen	CB16	16199/HDLĐ
316	Thi Kiem	CB16	16257/HDLĐ
317	Nguyen Thi Cam Loan	CB16	16258/HDLĐ
318	Nguyen Thu Ngan	CB16	16423/HDLĐ
319	Nguyen Thi Ngoc Ha	CB16	17090/HDLĐ
320	Tran Thi Bich Trang	CB16	17094/HDLĐ
321	Nguyen Thi Thanh Thuy	CB16	17096/HDLĐ
322	Tran Thi Phi	CB16	17097/HDLĐ
323	Bui Thi Kieu Vy	CB16	17521/HDLĐ
324	Le Dang Khanh Vy	CB16	18024/HDLĐ
325	Huynh Thi Phuong	CB16	18268/HDLĐ
326	Kim Thi Khanh Thi	CB16	18269/HDLĐ
327	Vo Thi Thuy Linh	CB16	18270/HDLĐ
328	Nguyen Thi Phi	CB16	18756/HDLĐ
329	Tong Thi Cam Tien	CB16	18933/HDLĐ
330	Nguyen Le Truc Phuong	CB16	19240/HDLĐ
331	Bui Thi Tu Hao	CB16	19321/HDLĐ
332	Vo Thi Truc Ngan	CB16	19738/HDLĐ
333	Le Thi Thu Hien	CB16	20131/HDLĐ
334	Tran Le Ngoc Anh	CB16	20132/HDLĐ
335	Bui Thi Ngoc Tuyen	CB16	20145/HDLĐ
336	Pham Thi Thu Hue	CB16	20417/HDLĐ
337	Nguyen Thi Lien Em	CB16	20513/HDLĐ
338	Mai Thi Huong	CB16	20543/HDLĐ
339	Le Thanh Kha	CB16	20549/HDLĐ
340	Nguyen Van Loc	CB16	20728/HDLĐ
341	Truong Thi Ngoc Huyen	CB16	20861/HDLĐ
342	Tran Thi Ngoc Thao	CB16	21052/HDLĐ
343	Nguyen Thi Tu Hao	CB16	21143/HDLĐ
344	Nguyen Thi Lieu	CB19	14654/HDLĐ
345	Tran Thi Le Thuy	CB19	14662/HDLĐ
346	Le Cat Thien Anh	CB19	15753/HDLĐ
347	Nguyen Thi My Tien	CB19	14783/HDLĐ

348	Nguyen Thi Ngoc Nga	CB19	14789/HDLD
349	Pham Thi Ngoc Vang	CB19	14791/HDLD
350	Nguyen Thi Ngoan	CB19	14792/HDLD
351	Nguyen Thi Cuc	CB19	15743/HDLD
352	Bui Thi Cam Han	CB19	16761/HDLD
353	Nguyen Thi Tham	CB19	16767/HDLD
354	Pham Thi Ngoc Anh	CB19	16768/HDLD
355	Nguyen Thi Be	CB19	16901/HDLD
356	Vo Thi Bich Thoa	CB19	16902/HDLD
357	Le Thi Hien	CB19	16546/HDLD
358	Vo Thi Thu	CB19	16547/HDLD
359	Le Thi Dieu Chi	CB19	16657/HDLD
360	Nguyen Thi Thuy Trang	CB19	16658/HDLD
361	Nguyen Thi Kim Quyen	CB19	16696/HDLD
362	Nguyen Thi My Dung	CB19	16699/HDLD
363	Nguyen Thi Hoai Thuong	CB19	16700/HDLD
364	Tran Thi My Truc	CB19	16709/HDLD
365	Le Thi Nhanh	CB19	16798/HDLD
366	Bui Thi Cam Nhu	CB19	17376/HDLD
367	Nguyen Thi Minh Thu	CB19	17334/HDLD
368	Phung Thi Ngoc Yen	CB19	17338/HDLD
369	Nguyen Thi Thanh Thanh	CB19	17391/HDLD
370	Le Thi My Huyen	CB19	17490/HDLD
371	Nguyen Thi Hong Truc	CB19	17491/HDLD
372	Pham Thi Cam Em	CB19	17492/HDLD
373	Le Thi Thanh Tuyen	CB19	17849/HDLD
374	Nguyen Thi Chau Pha	CB19	17979/HDLD
375	Huynh Thi Nhe	CB19	18076/HDLD
376	Nguyen Thi Diem Ngan	CB19	19147/HDLD
377	Nguyen Thi Han	CB19	19149/HDLD
378	Le Thi Dieu Em	CB19	19264/HDLD
379	Pham Thi Thao Quyen	CB19	19751/HDLD
380	Nguyen Thi Thanh Thuy	CB19	20053/HDLD
381	Vo Thi Luom	CB19	20540/HDLD
382	Huynh Thi Tuyet Nhi	CB19	20541/HDLD
383	Vo Thi Dong	CB19	21000/HDLD
384	Vo Thi Thanh Tuyen	CB20	15171/HDLD

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385	Nguyen Huynh Ngoc Ngan	CB20	17831/HDLĐ
386	Nguyen Thanh Thao	CB20	18512/HDLĐ
387	Pham Thi Trung Tien	CB20	19036/HDLĐ
388	Pham Ngoc Thao My	CB20	19040/HDLĐ
389	Nguyen Thi Ngoc Thi	CB20	19204/HDLĐ
390	Nguyen Thi Ngoc Mai	CB20	19293/HDLĐ
391	Nguyen Thi Ngoc Linh	CB20	19500/HDLĐ
392	Pham Thi Thuy An	CB20	19613/HDLĐ
393	Nguyen Thi Ngoc Mai	CB20	20225/HDLĐ
394	Nguyen Thi Thanh Tuyen	CB20	20236/HDLĐ
395	Dang Thi Cam Tu	CB20	20295/HDLĐ
396	Tran Thi Huynh Nhu	CB20	20632/HDLĐ
397	Nguyen Thi Thanh Ngan	CB20	20672/HDLĐ
398	Nguyen Thi Thanh Ngo	CB20	20674/HDLĐ
399	Nguyen Thi Tien	CB20	20719/HDLĐ
400	Cao Anh Khoa	CB20	20836/HDLĐ
401	Nguyen Huynh Thanh	CB20	20878/HDLĐ
402	Pham Nguyen Hong Loan	CB20	20956/HDLĐ
403	Nguyen Phi Yen	CB20	20960/HDLĐ
404	Nguyen Thi Tuyet Ngan	CB20	21053/HDLĐ
405	Do Thi Tuyet Nhi	CB21	16918/HDLĐ
406	Tran Thi Cam Giang	CB21	16924/HDLĐ
407	Do Thi Kim Hieu	CB21	16966/HDLĐ
408	Vo Ngoc Loan	CB21	16968/HDLĐ
409	Phan Thi Ngoc Huyen	CB21	16983/HDLĐ
410	Nguyen Thi Gam	CB21	17111/HDLĐ
411	Nguyen Hong Han	CB21	17224/HDLĐ
412	Nguyen Thi Kim Phuong	CB21	17225/HDLĐ
413	Nguyen Thi Ha Giang	CB21	17817/HDLĐ
414	Nguyen Thi Hoang Anh	CB21	17953/HDLĐ
415	Nguyen Thi My Duyen	CB21	17955/HDLĐ
416	Nguyen Thi Thu Thao	CB21	17957/HDLĐ
417	Nguyen Thi Tien	CB21	17986/HDLĐ
418	Nguyen Thi Huynh Nhu	CB21	18366/HDLĐ
419	Nguyen Ngoc Sang	CB21	18370/HDLĐ
420	Nguyen Thi Cam Nhung	CB21	18372/HDLĐ
421	Tran Thi My	CB21	18376/HDLĐ

422	Ta Le Kim Tuyen	CB21	19310/HDLĐ
423	Tran Thi Thanh Thuy	CB21	19387/HDLĐ
424	Ho Thi Trang	CB21	19388/HDLĐ
425	Nguyen Truc Ngoan	CB21	19392/HDLĐ
426	Nguyen Thi Ha Vy	CB21	19841/HDLĐ
427	Nguyen Thi Kim Hieu	CB21	19843/HDLĐ
428	Nguyen Thi Thanh Ngan	CB21	19949/HDLĐ
429	Nguyen Thi Ut Nhieu	CB21	20040/HDLĐ
430	Nguyen Thi Ngoc Ha	CB21	20085/HDLĐ
431	Nguyen Thi Lun	CB21	20220/HDLĐ
432	Tran Thi My Trang	CB21	20229/HDLĐ
433	Truong Ngoc Ha My	CB21	20339/HDLĐ
434	Nguyen Thi Thanh Phuong	CB21	20359/HDLĐ
435	Tran Thi Ngoc Suong	CB21	20361/HDLĐ
436	Duong Ngoc Phuong	CB21	20362/HDLĐ
437	Thach Hue Trinh	CB21	20559/HDLĐ
438	Tran Thi Thu Van	CB21	20630/HDLĐ
439	Pham Thi Tra My	CB21	21058/HDLĐ
440	Truong Thi Thu Van	CB6H	14687/HDLĐ
441	Nguyen Thi Em	CB6H	14695/HDLĐ
442	Nguyen Thi Van	CB6H	14699/HDLĐ
443	Nguyen Kim Ngan	CB6H	14707/HDLĐ
444	Nguyen Thi Kim Thoa	CB6H	14708/HDLĐ
445	Le Thi Thanh Tuyen	CB6H	14718/HDLĐ
446	Vo Thi Kim Ngan	CB6H	14732/HDLĐ
447	Duong Thi Kim Xuyen	CB6H	14738/HDLĐ
448	Nguyen Truc Phuong	CB6H	14739/HDLĐ
449	Duong Thi Kim Thi	CB6H	16609/HDLĐ
450	Nguyen Thi Thuy	CB6H	16610/HDLĐ
451	Ho Thi Lanh	CB6H	16650/HDLĐ
452	Huynh Thi Cam Linh	CB6H	17814/HDLĐ
453	Le Ngoc Quynh Nhu	CB6H	18132/HDLĐ
454	Luong Kim Diem	CB6H	18133/HDLĐ
455	Lam Thi Xuan Mai	CB6H	18422/HDLĐ
456	Le Hong Truc	CB6H	18425/HDLĐ
457	Nguyen Thi Hong Phuong	CB6H	19957/HDLĐ
458	Nguyen Thi Mong Thu	CB6H	20993/HDLĐ



459	Nguyen Thi Thiem	CB6L	14706/HDLĐ
460	Nguyen Thi Dieu Thu	CB6L	14723/HDLĐ
461	Tran Thi Diem	CB6L	14727/HDLĐ
462	Nguyen Thi Thuy	CB6L	15238/HDLĐ
463	Tran Thi Nhien	CB6L	15252/HDLĐ
464	Nguyen Thanh Thuy	CB6L	15518/HDLĐ
465	Tran Thi Ngoc Hoa	CB6L	15523/HDLĐ
466	Pham Thi My Hanh	CB6L	15551/HDLĐ
467	Nguyen Thi Hue	CB6L	15944/HDLĐ
468	Nguyen Thi Kim Phuong	CB6L	15922/HDLĐ
469	Nguyen Thi Ngoc Hue	CB6L	16611/HDLĐ
470	Bui Thi De	CB6L	16769/HDLĐ
471	Truong Thi Hong Hue	CB6L	16120/HDLĐ
472	Dang Thi Chau	CB6L	16123/HDLĐ
473	Nguyen Thi Bich Ngoc	CB6L	17493/HDLĐ
474	Tran Thi Thanh Thuy	CB6L	18447/HDLĐ
475	Huynh Thi My Thuan	CB6L	18523/HDLĐ
476	Nguyen Hong Linh	CB6L	18823/HDLĐ
477	Tran Thi Kieu Oanh	CB6L	18995/HDLĐ
478	Nguyen Ngoc My Huyen	CB6L	19239/HDLĐ
479	Nguyen Thi Le Nguyen	CB6L	19296/HDLĐ
480	Nguyen Thi Ngoc Yen	CB6L	19297/HDLĐ
481	Nguyen Thi Thiet	CB6L	20227/HDLĐ
482	Tran Thi Dung	CB6L	20363/HDLĐ
483	Nguyen Thi Ngoc Han	CB6L	21036/HDLĐ
484	Nguyen Hoang An	CDAN	17973/HDLĐ
485	Nguyen Ngoc Tuong Hai	CDAN	20338/HDLĐ
486	Ho Van Thanh	CDAN	20340/HDLĐ
487	Nguyen Tan Thanh	CDAN	20566/HDLĐ
488	Nguyen Van Trieu	CDAN	20638/HDLĐ
489	Nguyen Trong Nhan	CDAN	20774/HDLĐ
490	Tran Nhut Duy	CDAN	20988/HDLĐ
491	Cao Truong An	CDAN	21089/HDLĐ
492	Le Van Loc	CDB1	12384/HDLĐ
493	Phan Thanh Binh	CDB1	15647/HDLĐ
494	Le Minh Tiep	CDB1	17105/HDLĐ
495	Nguyen Van Hoang Linh	CDB1	17262/HDLĐ

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496	Nguyen Thanh Lam	CDB1	17340/HDLĐ
497	Nguyen Van Kha	CDB1	17464/HDLĐ
498	Truong Hoai Bao	CDB1	17525/HDLĐ
499	Nguyen Chi Tam	CDB1	17601/HDLĐ
500	Nguyen Van Bac	CDB1	17781/HDLĐ
501	Nguyen Thi Cam Nhung	CDB1	17848/HDLĐ
502	Nguyen Van Son	CDB1	18339/HDLĐ
503	Huynh Khanh An	CDB1	18507/HDLĐ
504	Le Gia Khang	CDB1	18510/HDLĐ
505	Nguyen Thanh Hai Dang	CDB1	18743/HDLĐ
506	Nguyen Quang Khanh	CDB1	18752/HDLĐ
507	Nguyen Ngoc Thach	CDB1	18882/HDLĐ
508	Duong Van Huu Duy	CDB1	19328/HDLĐ
509	Le Minh Giau	CDB1	19872/HDLĐ
510	Nguyen Van Chon	CDB1	19969/HDLĐ
511	Le Van Phong	CDB1	19970/HDLĐ
512	Bui Vinh Thoai	CDB1	20346/HDLĐ
513	Le Tien Phat	CDB1	20422/HDLĐ
514	Huynh Tan Dat	CDB1	20432/HDLĐ
515	Vo Duy Anh	CDB1	20433/HDLĐ
516	Truong Thanh Cuong	CDB1	20441/HDLĐ
517	Le Van Linh	CDB1	20444/HDLĐ
518	Nguyen Huu Toan	CDB1	20631/HDLĐ
519	Tran Quoc Phanh	CDB1	20641/HDLĐ
520	Luu Nhut Qui	CDB1	21142/HDLĐ
521	Vo Van Dien	CDDI	16884/HDLĐ
522	Nguyen Van Quyen	CDDI	17514/HDLĐ
523	Tran Van Binh	CDDI	17995/HDLĐ
524	Do Le Phieu	CDDI	18281/HDLĐ
525	Nguyen Trung An	CDDI	18514/HDLĐ
526	Phan Quang Linh	CDDI	18617/HDLĐ
527	Pham Huynh Hai Au	CDDI	18813/HDLĐ
528	Nguyen Huu Thanh	CDDI	19694/HDLĐ
529	Nguyen Ngoc Thach	CDDI	19792/HDLĐ
530	Tran Thanh Tri	CDDI	19807/HDLĐ
531	Ho Thanh Ly	CDDI	20102/HDLĐ
532	Quach Thanh Danh	CDDI	20103/HDLĐ

533	Le Khanh Duy	CDDI	20215/HDLD
534	Tran Truong Truc Dao	CDDI	20223/HDLD
535	Nguyen Van Suan	CDDI	20384/HDLD
536	Bui Van Chuong	CDDI	20431/HDLD
537	Pham Hoang Vu	CDDI	20448/HDLD
538	Bui Phi Nghia	CDDI	20496/HDLD
539	Bui Quoc Kiet	CDDI	20497/HDLD
540	Tran Minh Man	CDDI	20550/HDLD
541	Duong Nam Son	CDDI	20827/HDLD
542	Nguyen Phuoc Hau	CDDI	20828/HDLD
543	Tran Van Quy	CDDI	20984/HDLD
544	Vo Minh Tri	CDDI	21190/HDLD
545	Phan Tuong Chinh	CDDT	14296/HDLD
546	Dang Quoc Viet	CDDT	14306/HDLD
547	Nguyen Van Ngoc	CDDT	15955/HDLD
548	Nguyen Ngo Quoc Trung	CDDT	15978/HDLD
549	Nguyen Cong Tien	CDDT	16074/HDLD
550	Pham Van Hai	CDDT	16313/HDLD
551	Phan Hoang Vu	CDDT	17050/HDLD
552	Tran Quan Phuc	CDDT	17531/HDLD
553	Pham Truong Tho	CDDT	17963/HDLD
554	Nguyen Bang Anh Tuan	CDDT	19570/HDLD
555	Tran Van Quang Huy	CDDT	19864/HDLD
556	Nguyen Thanh Tam	CDDT	19867/HDLD
557	Nguyen Tien Dat	CDDT	20518/HDLD
558	Nguyen Minh Khanh	CDDT	20865/HDLD
559	Nguyen Vo Truong Giang	CDGI	15341/HDLD
560	Nguyen Truong Duy	CDGI	21144/HDLD
561	Ho Van Thanh	CDGI	21147/HDLD
562	Nguyen Quoc Hai	CDK1	14377/HDLD
563	Nguyen Van Son	CDK1	14385/HDLD
564	Tran Minh Tien	CDK1	15961/HDLD
565	Nguyen Ngoc Khanh	CDK1	15203/HDLD
566	Nguyen Tuan Thanh	CDK1	17306/HDLD
567	Le Tran Thanh Phat	CDK1	17537/HDLD
568	Ngo Van Nam	CDK1	17613/HDLD
569	Tran Minh Khanh	CDK1	17821/HDLD



570	Ngo Nhat Tai	CDK1	17823/HDLĐ
571	Tran Anh Bang	CDK1	17974/HDLĐ
572	Vo Van Teo	CDK1	18332/HDLĐ
573	Nguyen Bang Anh Tu	CDK1	18380/HDLĐ
574	Nguyen Van Phong	CDK1	18535/HDLĐ
575	Nguyen Thanh Tuan	CDK1	18540/HDLĐ
576	Nguyen Thanh Long	CDK1	19317/HDLĐ
577	Nguyen Thanh Ty	CDK1	19406/HDLĐ
578	Nguyen Van Giang	CDK1	19510/HDLĐ
579	Nguyen Minh Chien	CDK1	19648/HDLĐ
580	Pham Cong Thuong	CDK1	19854/HDLĐ
581	Pham Cuong Nghia	CDK1	20421/HDLĐ
582	Vo Van Vi	CDK1	21138/HDLĐ
583	Nguyen Thanh Chien	CDL1	14289/HDLĐ
584	Nguyen Thanh Liem	CDL1	15939/HDLĐ
585	Le Minh Tien	CDL1	17367/HDLĐ
586	Bui Ngoc Vu	CDL1	16654/HDLĐ
587	Phan Van Qui	CDL1	16988/HDLĐ
588	Nguyen Van Thao	CDL1	18650/HDLĐ
589	Le Vu Truong	CDL1	18760/HDLĐ
590	Huynh Quoc Thang	CDL1	18808/HDLĐ
591	Nguyen Nhut Duy	CDL1	19341/HDLĐ
592	Truong Minh Hoang Huy	CDL1	19348/HDLĐ
593	Nguyen Quoc Thai	CDL1	19619/HDLĐ
594	Tran Van Mung	CDL1	19658/HDLĐ
595	Le Quoc Kiet	CDL1	19966/HDLĐ
596	Truong Dieu Huy	CDL1	20383/HDLĐ
597	Vo Quoc Hung	CDL1	20603/HDLĐ
598	Nguyen Vo Minh Nhat	CDL1	20639/HDLĐ
599	Mai Huu Nhan	CDL1	21070/HDLĐ
600	Tran Tieu Long	CDL1	21072/HDLĐ
601	Nguyen Thi Yen Nhi	CDL1	14964/HDLĐ
602	Vo Minh Tan	CDL1	15009/HDLĐ
603	Vo Thi Cam Thu	CDL1	15131/HDLĐ
604	Nguyen Thi Ngoc Tri	CDL1	15215/HDLĐ
605	Le Thi Bich Hao	CDL1	15318/HDLĐ
606	Nguyen Thi Nhien	CDL1	15320/HDLĐ

607	Nguyen Thi Chau	CDL1	15321/HDL D
608	Phan Thi Thuy An	CDL1	15324/HDL D
609	Le Thi Kim Cuong	CDL1	15333/HDL D
610	Nguyen Thi Thanh Nguyen	CDL1	15365/HDL D
611	Huynh Thi Ngoc Dang	CDL1	15966/HDL D
612	Doan Thi Phuong	CDL1	15969/HDL D
613	Nguyen Thi Hoc Em	CDL1	15982/HDL D
614	Phung Thi Luon	CDL1	15995/HDL D
615	Nguyen Thi Thom	CDL1	16426/HDL D
616	Dang Thi Ngoc Ha	CDL1	17099/HDL D
617	Nguyen Thi Kieu Phuong	CDL1	17155/HDL D
618	Do Thi Ngoc Thao	CDL1	17163/HDL D
619	Huynh Thi Ngoc Han	CDL1	17595/HDL D
620	Nguyen Thi Anh Ngoc	CDL1	17597/HDL D
621	Le Nguyen Bao Ngoc	CDL1	17598/HDL D
622	Tran Thi My Hang	CDL1	17769/HDL D
623	Tran Ngoc Mai	CDL1	17771/HDL D
624	Tang Ho Phi Nga	CDL1	18190/HDL D
625	Ho Thi Hong	CDL1	18194/HDL D
626	Nguyen Thi Hong Nhung	CDL1	18489/HDL D
627	Tran Thi Huynh Anh	CDL1	18502/HDL D
628	Nguyen Thi Thanh Ngoan	CDL1	18525/HDL D
629	Luong Thi Thanh Thuy	CDL1	18572/HDL D
630	Nguyen Thi Dieu	CDL1	18573/HDL D
631	Nguyen Thi Hong Ngoc	CDL1	18735/HDL D
632	Nguyen Khac Chuong	CDL1	18835/HDL D
633	Nguyen Huynh Bao	CDL1	18889/HDL D
634	Tran Bao Tran	CDL1	18929/HDL D
635	Mai Thi Hue Tran	CDL1	18932/HDL D
636	Bui Van Nhan	CDL1	19033/HDL D
637	Khuu Thanh Thuy	CDL1	19796/HDL D
638	Phan Thi Ngoc Diem	CDL1	19849/HDL D
639	Bui Thi Ly	CDL1	19976/HDL D
640	Nguyen Thi Thu Thuy	CDL1	20042/HDL D
641	Le Thi Thu Trang	CDL1	20056/HDL D
642	Phung Thi Minh Ngoc	CDL1	20157/HDL D
643	Nguyen Thi Tuyet Mai	CDL1	20159/HDL D

644	Le Do Dang Trinh	CDL1	20188/HDLĐ
645	Trinh Kim Ngan	CDL1	20372/HDLĐ
646	Nguyen Thi My Huyen	CDL1	20413/HDLĐ
647	Pham Hai Yen	CDL1	20418/HDLĐ
648	Dang Thi Thu	CDL1	20539/HDLĐ
649	Le Thi Kim Thoai	CDL1	20826/HDLĐ
650	Duong Thuy Nguyen	CDL1	20844/HDLĐ
651	Nguyen Thi Mong Cam	CDL1	20908/HDLĐ
652	Dang Anh Kieu	CDL1	20924/HDLĐ
653	Do Thi Phuong	CDL1	20989/HDLĐ
654	Nguyen Thi Ngoc Trinh	CDL1	21187/HDLĐ
655	Le Hoang Minh Thu	CDL1	21188/HDLĐ
656	Nguyen Thi Thuy Hang	CDL1	15085/HDLĐ
657	Nguyen Thanh Hao	CDL1	19795/HDLĐ
658	Truong Hoang An	CDL1	20386/HDLĐ
659	Duong Thanh Viet	CDL1	20835/HDLĐ
660	Huynh Quoc Tam	CDL1	17239/HDLĐ
661	Nguyen Phuc Truong	CDL1	19950/HDLĐ
662	Le Thi Nghi	CDL1	19952/HDLĐ
663	Au Thi Thanh Thuy	CDL1	20041/HDLĐ
664	Tran Thi Ngoc Anh	CDL1	20043/HDLĐ
665	Pham Thi Huynh Nhu	CDL1	20356/HDLĐ
666	Nguyen Thi Tiep	CDL1	20357/HDLĐ
667	Huynh Thi Huong	CDL1	20358/HDLĐ
668	Duong Thi Non	CDL1	20476/HDLĐ
669	Nguyen Thi Thu Nga	CDL1	20480/HDLĐ
670	Nguyen Ngoc Hiep	CDL1	20602/HDLĐ
671	Pham Minh Sang	CDL1	20909/HDLĐ
672	Huynh Quoc An	CDL1	21131/HDLĐ
673	Huynh Ho Phat Dat	CDL1	14286/HDLĐ
674	Nguyen Van Hieu	CDL1	14647/HDLĐ
675	Nguyen Khanh Duy	CDL1	15463/HDLĐ
676	Vo Trung Phat	CDL1	16069/HDLĐ
677	Tran Hong Phuc	CDL1	16977/HDLĐ
678	Nguyen Anh Huy	CDL1	18381/HDLĐ
679	Nguyen Van Phuc	CDL1	18383/HDLĐ
680	Le Minh Son	CDL1	18580/HDLĐ



681	Nguyen Van Hau	CDL1	18941/HDLĐ
682	Vo Van Tan Tai	CDL1	19405/HDLĐ
683	Nguyen Phat Tai	CDL1	19610/HDLĐ
684	Nguyen Van Dong	CDL1	19649/HDLĐ
685	Nguyen Huu Duy	CDL1	19951/HDLĐ
686	Nguyen Tuan An	CDL1	20382/HDLĐ
687	Nguyen Cao Minh Tien	CDL1	20853/HDLĐ
688	Nguyen Huu Duc	CDL1	21071/HDLĐ
689	Nguyen Van Bao Quoc	CDL1	14305/HDLĐ
690	Tran Quang Vinh	CDL1	14741/HDLĐ
691	Doan Thi Thanh Kiem	CDL1	14392/HDLĐ
692	Tran Thuy Cam Nga	CDL1	14400/HDLĐ
693	Huynh Thi Long	CDL1	14401/HDLĐ
694	Nguyen Thi Thao	CDL1	14625/HDLĐ
695	Pham Thi Kim Chau	CDL1	14981/HDLĐ
696	Thi Thi Tuyet Mai	CDL1	15275/HDLĐ
697	Nguyen Thi Hong Phuong	CDL1	16804/HDLĐ
698	Vo Thi Hong Thao	CDL1	17502/HDLĐ
699	Nguyen Dang Bao Ngoc	CDL1	17508/HDLĐ
700	Hinh Thi Thanh Xuan	CDL1	18079/HDLĐ
701	Nguyen Thi Hong Gam	CDL1	19335/HDLĐ
702	Nguyen Thi Thanh Ngan	CDL1	19496/HDLĐ
703	Nguyen Thi Hue	CDL1	19568/HDLĐ
704	Tran Thi Nguyen My	CDL1	20957/HDLĐ
705	Bui Thi Cam Linh	CDL1	21001/HDLĐ
706	Ngo Thi Kim Thoa	CDL1	21004/HDLĐ
707	Tran Chanh Trung	CDL1	16107/HDLĐ
708	Van Tan Thai	CDL1	16296/HDLĐ
709	Le Minh Thien	CDL1	20385/HDLĐ
710	Tran Le Truong Duy	CDL1	20881/HDLĐ
711	Le Tuan Anh	CDL1	21002/HDLĐ
712	Tran Duy Qui	CDL1	21005/HDLĐ
713	Le Nhut Truong	CDL1	21038/HDLĐ
714	Le Trung Thanh	CDL1	15956/HDLĐ
715	Nguyen Phuc Sang	CDL1	14834/HDLĐ
716	Dang Minh Tam	CDL1	14922/HDLĐ
717	Tran Thanh Duy	CDL1	15282/HDLĐ

001  
 CỘNG  
 HÒA  
 CHỦ NGHĨA  
 XÃ HỘI  
 VIỆT NAM  
 THỦ  
 TƯỚNG

718	Nguyen Van Hau	CDL1	15614/HDLĐ
719	Tran Linh Tam	CDL1	15684/HDLĐ
720	Thach Khanh	CDL1	16104/HDLĐ
721	Nguyen Dong Phong	CDL1	16109/HDLĐ
722	Nguyen Khanh Duy	CDL1	16292/HDLĐ
723	Cao Quoc Trieu	CDL1	16295/HDLĐ
724	Ho Hoang Tan	CDL1	16981/HDLĐ
725	Nguyen Hong Duc	CDL1	18150/HDLĐ
726	Huynh Viet Trung	CDL1	18267/HDLĐ
727	Tran Vinh Phat	CDL1	19758/HDLĐ
728	Tran Huu Tai	CDL1	20163/HDLĐ
729	Le Van Te	CDL1	14977/HDLĐ
730	Nguyen Van Nghia	CDL1	15598/HDLĐ
731	Tran Ngoc Binh	CDL1	15617/HDLĐ
732	Vo Quoc Kiet	CDL1	16813/HDLĐ
733	Nguyen Ngoc Hung	CDL1	17236/HDLĐ
734	Nguyen Hoang Tuan	CDL1	17742/HDLĐ
735	Nguyen Thanh Thuong	CDL1	17749/HDLĐ
736	Tran Ngoc Dong	CDL1	18104/HDLĐ
737	Nguyen Minh Tan	CDL1	18651/HDLĐ
738	Nguyen Van Phuoc	CDL1	19345/HDLĐ
739	Tran Thanh Luan	CDL1	19507/HDLĐ
740	Pham Van Phuc Linh	CDL1	19861/HDLĐ
741	Tong Nhut Quoc	CDL1	20368/HDLĐ
742	Tran Van Chuong	CDL1	20380/HDLĐ
743	Le Do Ngoc Tien	CDL1	20680/HDLĐ
744	Do Thanh Hiep	CDL1	14652/HDLĐ
745	Nguyen Hong Giang	CDL1	15625/HDLĐ
746	Tran Minh Luan	CDL1	20925/HDLĐ
747	Nguyen Duy Hao	CDL1	14615/HDLĐ
748	Nguyen Van Vang	CDL1	15105/HDLĐ
749	Le Minh Hien	CDL1	15108/HDLĐ
750	Nguyen Thanh Sang	CDL1	15270/HDLĐ
751	Huynh Huu Loc	CDL1	15437/HDLĐ
752	Truong Hoang Son	CDL1	16095/HDLĐ
753	Nguyen Van Loi	CDL1	16260/HDLĐ
754	Nguyen Tan Chinh	CDL1	16667/HDLĐ

755	Le Van Thuong	CDL1	17166/HDLD
756	Nguyen Thanh Lich	CDL1	17664/HDLD
757	Huynh Van Lam	CDL1	17840/HDLD
758	Le Thanh Dat	CDL1	17852/HDLD
759	Nguyen Van Hay	CDL1	17972/HDLD
760	Nguyen Anh Tuan	CDL1	18338/HDLD
761	Cao Thanh Giau	CDL1	18438/HDLD
762	Tran Hoang Minh Tam	CDL1	20545/HDLD
763	Nguyen Tan Loi	CDL1	20571/HDLD
764	Ngo Huu Dat	CDL1	20716/HDLD
765	Pham Quoc Khanh	CDL1	21150/HDLD
766	Tran Thi Ngoc Mai	CDL1	14315/HDLD
767	Huynh Thi Loc	CDL1	15745/HDLD
768	Pham Thi Muoi Ba	CDL1	14403/HDLD
769	Nguyen Thi Phuong Thu	CDL1	14685/HDLD
770	Ho Thi Dep	CDL1	15749/HDLD
771	Tran Thi Kim Giup	CDL1	16247/HDLD
772	Nguyen Thi Nghia	CDL1	16796/HDLD
773	Huynh Le Thuy	CDL1	16907/HDLD
774	Tran Thanh Nhut	CDL1	18284/HDLD
775	Nguyen Thi Luom	CDL1	18324/HDLD
776	Nguyen Tan Khang	CDL1	20347/HDLD
777	Vo Tan Dat	CDL1	20354/HDLD
778	Phan Tan Huy	CDL1	20601/HDLD
779	Nguyen Thi The	CDL1	20633/HDLD
780	Tran Minh Khoa	CDL1	17962/HDLD
781	Nguyen Tri Thuc	CDL1	19620/HDLD
782	Ngo Thanh Luan	CDL1	19927/HDLD
783	Nguyen Van Suong	CDL1	20165/HDLD
784	Nguyen Van Su	CDL1	20829/HDLD
785	Dinh Minh Loi	CDL1	20830/HDLD
786	Huynh Van Thao	CDL1	16606/HDLD
787	Ngo Nguyen Quoc Hiep	CDL1	16612/HDLD
788	Phan Van Hao	CDL1	16640/HDLD
789	Nguyen Hoai Phuong	CDL1	17528/HDLD
790	Tran Minh Thuc	CDL1	18938/HDLD
791	Nguyen Quoc Thinh	CDL1	20226/HDLD



792	Nguyen Thanh Phat	CDL1	20825/HDLĐ
793	Nguyen Thanh Tam	CDL1	21062/HDLĐ
794	Nguyen Hoang Sang	CDL1	14984/HDLĐ
795	Nguyen Trong Phuc	CDL1	16092/HDLĐ
796	Doan Cong Tri	CDL1	16112/HDLĐ
797	Nguyen Vu Khanh	CDL1	19394/HDLĐ
798	Le Hung Tin	CDL1	19852/HDLĐ
799	Mai Hoang Nam	CDL1	20209/HDLĐ
800	Chau Le Van Tan	CDL1	20516/HDLĐ
801	Nguyen Kim Phuc	CDL1	16593/HDLĐ
802	Nguyen Xuan Thin	CDL1	17277/HDLĐ
803	Huynh Minh Khoi	CDL1	17495/HDLĐ
804	Huynh Tan Phat	CDL1	17765/HDLĐ
805	Le Duc Duy Khanh	CDL1	17970/HDLĐ
806	Nguyen Minh Tien	CDL1	18506/HDLĐ
807	Huynh Phuoc Loc	CDL1	18511/HDLĐ
808	Tran Minh Dang	CDL1	18536/HDLĐ
809	Ho Nguyen Quang Vinh	CDL1	18539/HDLĐ
810	Pham Gia Thien	CDL1	18541/HDLĐ
811	Nguyen Quoc Dai	CDL1	20367/HDLĐ
812	Ngo Quoc Dat	CDL1	20493/HDLĐ
813	Trinh Van Tien Dat	CDL1	20649/HDLĐ
814	Nguyen Hoang Tam	CDL1	20943/HDLĐ
815	Nguyen Van Tan	CDL1	14383/HDLĐ
816	Pham Van Sang	CDL1	14594/HDLĐ
817	Phung Van Phung	CDL1	14979/HDLĐ
818	Nguyen Hoang Phi	CDL1	17188/HDLĐ
819	Pham Van Thang	CDL1	17157/HDLĐ
820	Le Minh Viet	CDL1	17764/HDLĐ
821	Ho Minh Quan	CDL1	19793/HDLĐ
822	Vo Van Nien	CDL1	18537/HDLĐ
823	Phan Van Xinh	CDL1	19492/HDLĐ
824	Le Minh Hoa	CDL1	19572/HDLĐ
825	Vo Thanh Nhieu	CDL1	20170/HDLĐ
826	Nguyen Thanh Truyen	CDL1	14779/HDLĐ
827	Nguyen Dinh Duy	CDL1	17838/HDLĐ
828	Le Van Nhut	CDL1	15942/HDLĐ

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829	Luong Minh Nhut	CDL1	19047/HDLĐ
830	Nguyen Huu Khanh	CDL1	19078/HDLĐ
831	Nguyen Dang Khoa	CDL1	19114/HDLĐ
832	Nguyen Van Thanh	CDL1	20312/HDLĐ
833	Tran Vu Duy	CDL1	20349/HDLĐ
834	Nguyen Duc Thinh	CDL1	21133/HDLĐ
835	Vo Ngoc Dung	CDL1	14335/HDLĐ
836	Nguyen Thi Tuyet Nhung	CDL1	14417/HDLĐ
837	Cao Thi Thuy Ngan	CDL1	14655/HDLĐ
838	Phan Huynh Thanh Ngan	CDL1	14873/HDLĐ
839	Nguyen Thi My Hai	CDL1	14972/HDLĐ
840	Nguyen Thi Le Hoa	CDL1	14990/HDLĐ
841	Mai Thi Ngoc Yen	CDL1	15090/HDLĐ
842	Au Thi Nga	CDL1	15632/HDLĐ
843	Tran Thi Tien	CDL1	16469/HDLĐ
844	Le Thi My Han	CDL1	16544/HDLĐ
845	Mai Thi Ngoc Em	CDL1	16656/HDLĐ
846	Nguyen Thi Ngoc Van	CDL1	17164/HDLĐ
847	Tran Thi Thao Tram	CDL1	17191/HDLĐ
848	Do Thi Thoai My	CDL1	17312/HDLĐ
849	Huynh Le Tram Anh	CDL1	17313/HDLĐ
850	Pham Cuong Nhan	CDL1	17616/HDLĐ
851	Truong Nguyen Thuy Dung	CDL1	17768/HDLĐ
852	Nguyen Thi Cam Lai	CDL1	18044/HDLĐ
853	Tran Thi Tram Xuan	CDL1	18163/HDLĐ
854	Nguyen Thi Hong Cam	CDL1	18188/HDLĐ
855	Truong Thi My Hanh	CDL1	18812/HDLĐ
856	Nguyen Thi Hue	CDL1	18894/HDLĐ
857	Huynh Thuy Trang	CDL1	18896/HDLĐ
858	Dang Thi Thao My	CDL1	19304/HDLĐ
859	Nguyen Thi Huynh Huong	CDL1	20005/HDLĐ
860	Doan Thi Bich Ngoc	CDL1	20120/HDLĐ
861	Nguyen Thi Quynh Nhu	CDL1	20134/HDLĐ
862	Doan Thi Ngoc Bich	CDL1	20135/HDLĐ
863	Trieu Ngoc Lua	CDL1	20268/HDLĐ
864	Nguyen Ngoc Duong	CDL1	20434/HDLĐ
865	Hua Ngoc Phu	CDL1	20831/HDLĐ

866	Nguyen Ngoc Quy	CDL1	20882/HDLĐ
867	Vo Thi Huong	CDL1	15885/HDLĐ
868	Vo Van Dong	CDL1	15886/HDLĐ
869	Nguyen Ngoc Huyen	CDL1	17241/HDLĐ
870	Vo Bui Minh Chau	CDL1	17730/HDLĐ
871	Nguyen Thi Nhu Quynh	CDL1	19515/HDLĐ
872	Tran Ngoc Hieu Hien	CDL1	20858/HDLĐ
873	Le Xinh Duc	CDL1	14641/HDLĐ
874	Tran Minh Tien	CDL1	14643/HDLĐ
875	Le Minh Quoc	CDL1	14644/HDLĐ
876	Huynh Van Tuan	CDL1	14650/HDLĐ
877	Nguyen Hoang An	CDL1	17904/HDLĐ
878	Tran Vu Quang	CDL1	18009/HDLĐ
879	Tran Huynh Nhu	CDL1	18099/HDLĐ
880	Nguyen Tien Anh	CDL1	18138/HDLĐ
881	Nguyen Quoc Cuong	CDL1	19085/HDLĐ
882	Nguyen Thanh Nhan	CDL1	19874/HDLĐ
883	Le Van Dung	CDL1	20094/HDLĐ
884	Pham Quoc Thai	CDL1	20112/HDLĐ
885	Vo Minh Chieu	CDL1	20852/HDLĐ
886	Le Truong Giang	CDL1	20864/HDLĐ
887	Nguyen Thi Lau	CDL1	19955/HDLĐ
888	Tran Thi Yen	CDL1	19956/HDLĐ
889	Tran Thi Thu Ngan	CDL1	20360/HDLĐ
890	Tran Thi Chiem	CDL1	20486/HDLĐ
891	Nguyen Thu Thao	CDL1	20487/HDLĐ
892	Nguyen Thi Huyen	CDL1	20488/HDLĐ
893	Huynh Thi Thuy Trang	CDL1	20489/HDLĐ
894	Nguyen Thi Phan	CDL1	20490/HDLĐ
895	Nguyen Thi Rieng	CDL1	20491/HDLĐ
896	Nguyen Thi Doi	CDL1	20498/HDLĐ
897	Nguyen Thi Hang	CDL1	20687/HDLĐ
898	Nguyen Hoa But	CDL1	20689/HDLĐ
899	Le Thi Khuyen	CDL1	20690/HDLĐ
900	Pham Thi Phu	CDL1	20699/HDLĐ
901	Nguyen Thi Luong	CDL1	20700/HDLĐ
902	Nguyen Thi Kim Hanh	CDL1	20702/HDLĐ



903	Tran Thi Huong	CDL1	20720/HDL D
904	Ho Thi Hong	CDL1	20724/HDL D
905	Ho Thi Muoi	CDL1	20775/HDL D
906	Thach Thi Chien	CDL1	20783/HDL D
907	Tran Thi Thuy Linh	CDL1	20824/HDL D
908	Ngo Thuy Duy	CDL1	21054/HDL D
909	Nguyen Thi Nguyet Hue	CDL1	21055/HDL D
910	Tran Thi Thuy Trang	CDL1	21056/HDL D
911	Quach Thi Yen Ngoc	CDL1	21132/HDL D
912	Pham Van Thao	CDL1	21134/HDL D
913	Ho Thi Ut	CDL1	21136/HDL D
914	Tran Thi Chi	CDL1	21137/HDL D
915	Duong Thi Chung	CDL1	21139/HDL D
916	Nguyen Thuy Diem	CDL1	21177/HDL D
917	Pham Thi Bui	CDL1	21178/HDL D
918	Thai Thi Nhien	CDL1	21181/HDL D
919	Bui Thi Diep	CDL1	21182/HDL D
920	Trinh Thi Tuyen	CDL1	20923/HDL D
921	Nguyen Thi Hong Gam	CDL1	14354/HDL D
922	Le Thi Chau	CDL1	14975/HDL D
923	Tran Thi Chin	CDL1	16753/HDL D
924	Pham Thi Tuyet Loan	CDL1	15079/HDL D
925	Huynh Thi Ha Phuong	CDL1	16754/HDL D
926	Bui Thi Truc Linh	CDL1	16755/HDL D
927	Phung Thi Tham	CDL1	16756/HDL D
928	Nguyen Thi Thuy	CDL1	15277/HDL D
929	Nguyen Thi Hang	CDL1	17505/HDL D
930	Tran Thi Ngoc Linh	CDL1	17895/HDL D
931	Le Thi Minh Thu	CDL1	19735/HDL D
932	Nguyen Thi Kim Chi	CDL1	19844/HDL D
933	Nguyen Hong Thoa	CDL1	20348/HDL D
934	Nguyen Thi Banh	CDL1	20495/HDL D
935	Le Nhu Y	CDL1	20849/HDL D
936	Nguyen Thi Be Thao	CDL1	20911/HDL D
937	Tran Thi My Phu	CDL1	20985/HDL D
938	Do Thi Kim Ngan	CDL1	21059/HDL D
939	Dang Ngoc Hong	CDL1	21180/HDL D

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940	Le Van Binh	CDL1	14605/HDLLD
941	Vo Thi Diem	CDL1	15752/HDLLD
942	Nguyen Thi Truc Phuong	CDL1	16390/HDLLD
943	Ly Ngoc Co	CDL1	18271/HDLLD
944	Ngo Thi Thuy	CDL1	19318/HDLLD
945	Nguyen Thi My Dung	CDL1	19958/HDLLD
946	Le Thi Nhien	CDL1	19959/HDLLD
947	Thach Thi Tham	CDL1	20230/HDLLD
948	Huynh Thi Thuy Linh	CDL1	20231/HDLLD
949	Nguyen Thi Truc Mai	CDL1	20822/HDLLD
950	Tran Thi Thu	CDL1	20990/HDLLD
951	Nguyen Thi Kim Thu	CDL1	21130/HDLLD
952	Le Thi Kim Yen	CDL1	21184/HDLLD
953	Nguyen Tan Bao	CDL1	21088/HDLLD
954	Pham Thi Thanh Truc	CDL1	14356/HDLLD
955	Doan Thi Nuong	CDL1	14630/HDLLD
956	Do Thi Tuyen Nga	CDL1	16480/HDLLD
957	Vo Thi Le Hang	CDL1	17371/HDLLD
958	Nguyen Thi Truc Uyen	CDL1	17374/HDLLD
959	Vo Thi Nho	CDL1	17458/HDLLD
960	Ngo Thi Thuy Trang	CDL1	17489/HDLLD
961	Nguyen Thi Diem	CDL1	19842/HDLLD
962	Phan Thi My Tien	CDL1	19295/HDLLD
963	Tran Thi Oanh	CDL1	19611/HDLLD
964	Nguyen Thi Thu Thao	CDL1	20336/HDLLD
965	Huynh Thi Yen Vy	CDL1	20510/HDLLD
966	Nguyen Thi Phuong Du	CDL1	20511/HDLLD
967	Nguyen Thi My Duyen	CDL1	20512/HDLLD
968	Huynh Nhu	CDL1	20563/HDLLD
969	Tran Thi Kim Tu	CDL1	20579/HDLLD
970	Le Cat Phi Anh	CDL1	20597/HDLLD
971	Nguyen Thi Kim Lanh	CDL1	20598/HDLLD
972	Nguyen Thi Ai Nhan	CDL1	20599/HDLLD
973	Nguyen Thi Lanh	CDL1	20644/HDLLD
974	Nguyen Thi Truc	CDL1	20718/HDLLD
975	Le Thi Cam Van	CDL1	20738/HDLLD
976	Nguyen Thi Diem Thuy	CDL1	20768/HDLLD

977	Tran Thi Van	CDL1	20769/HDLĐ
978	Dang Thi Thuy	CDL1	20770/HDLĐ
979	Pham Thi Vui	CDL1	20772/HDLĐ
980	Pham Thi Phi Yen	CDL1	20837/HDLĐ
981	Nguyen Thi Truc Phuong	CDL1	20874/HDLĐ
982	Nguyen Thi Giau	CDL1	20879/HDLĐ
983	Dang Thi Kieu Hanh	CDL1	20987/HDLĐ
984	Le Ngo Nhu Truc	CDL1	21057/HDLĐ
985	Huynh Thi Cam Giang	CDL1	21084/HDLĐ
986	To Thanh Hang	CDL1	21135/HDLĐ
987	Tran Thi Hien	CDL1	21140/HDLĐ
988	Nguyen Thi Thanh Xuan	CDL1	21141/HDLĐ
989	Le Thi Thanh Thuy	CDL1	21061/HDLĐ
990	Nguyen Thai Hien	CDL1	15141/HDLĐ
991	Bui Van Man	CDL1	15242/HDLĐ
992	Phan Bao Tin	CDL1	16490/HDLĐ
993	Danh Thanh Lum	CDL1	16989/HDLĐ
994	Phan Chau Thanh	CDL1	19327/HDLĐ
995	Nguyen Minh Huy	CDL1	19875/HDLĐ
996	Nguyen Minh Tuan	CDL1	20679/HDLĐ
997	Dien Thai Sang	CDL1	20683/HDLĐ
998	Vo Le Minh	CDL1	16809/HDLĐ
999	Nguyen Minh Chinh	CDL1	16815/HDLĐ
1000	Truong Hoang Thong	CDL1	16428/HDLĐ
1001	Nguyen Xuan Tien	CDL1	16644/HDLĐ
1002	Nguyen Thanh Viet	CDL1	16801/HDLĐ
1003	Nguyen Quoc Duy	CDL1	16802/HDLĐ
1004	Huynh Tan Dat	CDL1	17274/HDLĐ
1005	Cao Hoai Thuong	CDL1	17741/HDLĐ
1006	Nguyen Van Dat	CDL1	19292/HDLĐ
1007	Nguyen Van Ngoc Ngo	CDL1	19647/HDLĐ
1008	Nguyen Minh Hieu	CDL1	19661/HDLĐ
1009	Tran Quoc Trong	CDL1	19743/HDLĐ
1010	Pham Tan Luc	CDL1	19801/HDLĐ
1011	Duong Trong Nhan	CDL1	20147/HDLĐ
1012	Nguyen Ngo Tan Phat	CDL1	20166/HDLĐ
1013	Nguyen Hong Thai	CDL1	20677/HDLĐ



1014	Pham Nhat Minh	CDL1	20684/HDLĐ
1015	Nguyen Truong Thi	CDL1	14331/HDLĐ
1016	Vo Thi Kim Dang	CDL1	14340/HDLĐ
1017	Dang Thi Nho	CDL1	14368/HDLĐ
1018	Nguyen Thi Hanh	CDL1	14661/HDLĐ
1019	Do Thi Hong	CDL1	15739/HDLĐ
1020	Nguyen Thi Mo	CDL1	14682/HDLĐ
1021	Dang Thi Dung	CDL1	16752/HDLĐ
1022	Nguyen Thanh Thuy	CDL1	15940/HDLĐ
1023	Nguyen Thi Thao Ngoan	CDL1	16759/HDLĐ
1024	Huynh Thi Be	CDL1	16494/HDLĐ
1025	Dang Thi Diem Suong	CDL1	16503/HDLĐ
1026	Nguyen Ngo Trang Bich Phuong	CDL1	17370/HDLĐ
1027	Dang Thi Diem My	CDL1	17482/HDLĐ
1028	Vo Thi Nam Y	CDL1	17819/HDLĐ
1029	Nguyen Thi Thuy Trang	CDL1	18071/HDLĐ
1030	Tran Thi Ngoc Giau	CDL1	18134/HDLĐ
1031	Pham Thi Cam Hieu	CDL1	18193/HDLĐ
1032	Tran Thi Loan	CDL1	18198/HDLĐ
1033	Pham Thi My Thuong	CDL1	18610/HDLĐ
1034	Tran Thi Ngoc Chan	CDL1	18818/HDLĐ
1035	Nguyen Thi Tu Suong	CDL1	19389/HDLĐ
1036	Le Nhat Linh	CDL1	19395/HDLĐ
1037	Nguyen Thi Kim Hoa	CDL1	20371/HDLĐ
1038	Ngo Thi Kim Oanh	CDL1	20375/HDLĐ
1039	Tran Thi Diem	CDL1	20416/HDLĐ
1040	Nguyen Thi Thu Nguyet	CDL1	20634/HDLĐ
1041	Nguyen Thi Hong Giang	CDL1	20851/HDLĐ
1042	Nguyen Thi Thuy Duong	CDL1	20942/HDLĐ
1043	Tran Thi Thanh Truc	CDL1	20995/HDLĐ
1044	Tran Thi Cam Nhung	CDL1	20996/HDLĐ
1045	Pham Vo Vang	CDL1	21003/HDLĐ
1046	Ly Thanh Trung	CDL1	12814/HDLĐ
1047	Le Van Hoang	CDL1	16347/HDLĐ
1048	Tran Thanh Toan	CDL1	12358/HDLĐ
1049	Nguyen Huu Tinh	CDL1	12359/HDLĐ
1050	Dao Minh Ben	CDL1	12360/HDLĐ

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1051	Lieu Van Hoai	CDL1	12439/HDLĐ
1052	Trinh Hoai Nam	CDL1	12696/HDLĐ
1053	Vo Van Bay	CDL1	12366/HDLĐ
1054	Le Tan Luc	CDL1	17006/HDLĐ
1055	Pham Khac Trung	CDL1	12362/HDLĐ
1056	Nguyen Van Yen	CDL1	12363/HDLĐ
1057	Tran Van Tan	CDL1	13328/HDLĐ
1058	Truong Tan Hieu	CDL1	19589/HDLĐ
1059	Ho Tan Dat	CDL1	17485/HDLĐ
1060	Phan Thanh Lam	CDL1	17545/HDLĐ
1061	Trinh Vu Khang	CDL1	17003/HDLĐ
1062	Nguyen Hoang Nhan	CDL1	12692/HDLĐ
1063	Tran Thanh Tai	CDL1	12365/HDLĐ
1064	Doan Tat Linh	CDL1	12528/HDLĐ
1065	Nguyen Long Dinh	CDL1	12640/HDLĐ
1066	Nguyen Thanh Hay	CDL1	19216/HDLĐ
1067	Trinh Thi Le	CDL1	17539/HDLĐ

### 3. List of Shareholders of An An Seafoods and Trading Limited:

No.	Full Name	Nationality	Total Shares	Value (VND)	Ownership Ratio
1	Bui Giang Nam	Vietnam	1,981	19,810,000	0.0187%
2	Bui Thi Hanh	Vietnam	6,601	66,010,000	0.0625%
3	Bui Van Hung	Vietnam	1,907	19,070,000	0.0180%
4	Bui Van Nhan	Vietnam	4,254	42,540,000	0.0403%
5	Chau Quang Le	Vietnam	3,765	37,650,000	0.0356%
6	Chau Quang Thu	Vietnam	14,229	142,290,000	0.1347%
7	Chau Thi Trieu	Vietnam	781	7,810,000	0.0074%
8	Che Van Son	Vietnam	880	8,800,000	0.0083%
9	Doan Thi Thanh Thuy	Vietnam	1,466	14,660,000	0.0139%
10	DUONG MUOI MUOI	Vietnam	1	10,000	0.0000%
11	DUONG VAN CANH	Vietnam	24	240,000	0.0002%
12	Duong Quang Thang	Vietnam	5,622	56,220,000	0.0532%
13	Duong Thi Binh	Vietnam	5,868	58,680,000	0.0555%

14	Duong Thi Tuyet Hang	Vietnam	156,470	1,564,700,000	1.4807%
15	Duong Van Trung	Vietnam	3,521	35,210,000	0.0333%
16	HOANG DINH HUA	Vietnam	6,845	68,450,000	0.0648%
17	Hoang Thi Kim Le	Vietnam	2,640	26,400,000	0.0250%
18	Hoang Thi Kim Vinh	Vietnam	3,912	39,120,000	0.0370%
19	Hoang Thi Le Thu	Vietnam	4,889	48,890,000	0.0463%
20	Hoang Thi Phuong	Vietnam	3,960	39,600,000	0.0375%
21	Hoang Thi Tuyet Hanh	Vietnam	5,280	52,800,000	0.0500%
22	Hoang Thi Tuyet Nhung	Vietnam	3,227	32,270,000	0.0305%
23	Huynh Ba Khanh	Vietnam	1,466	14,660,000	0.0139%
24	Huynh Dieu Thuy	Vietnam	2,053	20,530,000	0.0194%
25	Huynh Luong	Vietnam	733	7,330,000	0.0069%
26	Huynh Ngoc Tuan	Vietnam	1,613	16,130,000	0.0153%
27	Huynh The Hien	Vietnam	5,805	58,050,000	0.0549%
28	Huynh Thi Bich Hanh	Vietnam	3,374	33,740,000	0.0319%
29	Huynh Thi Dung	Vietnam	586	5,860,000	0.0055%
30	Huynh Thi Huyen	Vietnam	1,319	13,190,000	0.0125%
31	Huynh Thi Huong	Vietnam	5,721	57,210,000	0.0541%
32	Huynh Thi Loi	Vietnam	4,131	41,310,000	0.0391%
33	Huynh Thi Nguyet	Vietnam	1,466	14,660,000	0.0139%
34	Huynh Thi Ngoc Tuyet	Vietnam	1,174	11,740,000	0.0111%
35	Huynh Thi Thao	Vietnam	439	4,390,000	0.0042%
36	Huynh Thi The	Vietnam	3,813	38,130,000	0.0361%
37	Huynh Van Sau	Vietnam	13,838	138,380,000	0.1310%
38	Huynh Van Tiep	Vietnam	2,933	29,330,000	0.0278%
39	Huynh Dinh Trong	Vietnam	5,868	58,680,000	0.0555%
40	Ha Bich Van Lisa	Vietnam	1	10,000	0.0000%
41	Ha Thi Hien	Vietnam	6,943	69,430,000	0.0657%
42	Ha Thi Thu Thuy	Vietnam	2,053	20,530,000	0.0194%



43	Ha Dang Hoa	Vietnam	12,224	122,240,000	0.1157%
44	Ha Duc Thanh	Vietnam	1,174	11,740,000	0.0111%
45	Ho Cong Thien	Vietnam	880	8,800,000	0.0083%
46	Ho Nhat Tuyen	Vietnam	6,551	65,510,000	0.0620%
47	Ho Thi Kieu Tien	Vietnam	14,595	145,950,000	0.1381%
48	Ho Thi Lam Phuong	Vietnam	1,319	13,190,000	0.0125%
49	Ho Thi My Tien	Vietnam	3,813	38,130,000	0.0361%
50	Ho Thi Phuc	Vietnam	2,860	28,600,000	0.0271%
51	Ho Thi Thanh Truc	Vietnamese	244	2,440,000	0.0023%
52	Ho Thi Thuy Duong	Vietnamese	586	5,860,000	0.0055%
53	Ho Thi Tinh	Vietnamese	2,933	29,330,000	0.0278%
54	Ho Thi Anh Loan	Vietnamese	586	5,860,000	0.0055%
55	Ho Tien Dung	Vietnamese	7,334	73,340,000	0.0694%
56	Ho Van Bot	Vietnamese	7,921	79,210,000	0.0750%
57	Lieu Phuc Tuong	Vietnamese	7,334	73,340,000	0.0694%
58	Le Hoang	Vietnamese	489	4,890,000	0.0046%
59	Le Thi Huong	Vietnamese	48	480,000	0.0005%
60	Le Thi Mai Huong	Vietnamese	880	8,800,000	0.0083%
61	Le Thi Minh Thao	Vietnamese	597,018	5,970,180,000	5.6497%
62	Le Thi Ngoc Suong	Vietnamese	5,280	52,800,000	0.0500%
63	Lam Thi Hong Tam	Vietnamese	2,884	28,840,000	0.0273%
64	Le Anh Thuong	Vietnamese	6,454	64,540,000	0.0611%
65	Le Hung Anh	Vietnamese	1,613	16,130,000	0.0153%
66	Le Phuoc Thi	Vietnamese	98	980,000	0.0009%
67	Le Quang Hung	Vietnamese	2,493	24,930,000	0.0236%
68	Le Thanh Giang	Vietnamese	586	5,860,000	0.0055%
69	Le Thanh Hai	Vietnamese	390	3,900,000	0.0037%
70	Le Thanh Thao	Vietnamese	668,743	6,687,430,000	6.3284%
71	Le Thanh Thuy	Vietnamese	2,933	29,330,000	0.0278%

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72	Le Thanh Tung	Vietnamese	2,347	23,470,000	0.0222%
73	Le Thi Bien	Vietnamese	4,889	48,890,000	0.0463%
74	Le Thi Bich Na	Vietnamese	2,053	20,530,000	0.0194%
75	Le Thi Buu Sanh	Vietnamese	2,200	22,000,000	0.0208%
76	Le Thi Dieu Hue	Vietnamese	1,760	17,600,000	0.0167%
77	Le Thi Hoa	Vietnamese	5,574	55,740,000	0.0527%
78	Le Thi Hoang Lan	Vietnamese	293	2,930,000	0.0028%
79	Le Thi Hong Loan	Vietnamese	1,760	17,600,000	0.0167%
80	Le Thi Hong Sang	Vietnamese	3,227	32,270,000	0.0305%
81	Le Thi Mai	Vietnamese	8,899	88,990,000	0.0842%
82	Le Thi Minh Nguyen	Vietnamese	1,466	14,660,000	0.0139%
83	Le Thi Nhi	Vietnamese	5	50,000	0.0000%
84	Le Thi Su	Vietnamese	660	6,600,000	0.0062%
85	Le Thi Thanh Binh	Vietnamese	3,618	36,180,000	0.0342%
86	Le Thi Thanh Luc	Vietnamese	1,319	13,190,000	0.0125%
87	Le Thi Thanh Nguyet	Vietnamese	4,547	45,470,000	0.0430%
88	Le Thi Thu	Vietnamese	1,319	13,190,000	0.0125%
89	Le Thi Trinh	Vietnamese	1,565	15,650,000	0.0148%
90	Le Thi Truong	Vietnamese	10,562	105,620,000	0.0999%
91	Le Thi Ai Trinh	Vietnamese	3,227	32,270,000	0.0305%
92	Le Thi Dong	Vietnamese	2,640	26,400,000	0.0250%
93	Le Tuan	Vietnamese	9,828	98,280,000	0.0930%
94	Le Tan Don	Vietnamese	18,092	180,920,000	0.1712%
95	Le Tu Gia Thanh	Vietnamese	3,960	39,600,000	0.0375%
96	Le Viet Long	Vietnamese	1,466	14,660,000	0.0139%
97	Le Viet Ha	Vietnamese	2,151	21,510,000	0.0204%
98	Le Van Cuong	Vietnamese	121,023	1,210,230,000	1.1453%
99	Le Van Trinh	Vietnamese	13,203	132,030,000	0.1249%
100	Le Van Dai	Vietnamese	4,889	48,890,000	0.0463%



101	Le Duc Kien	Vietnamese	48	480,000	0.0005%
102	Le Duc Tran Dau	Vietnamese	439	4,390,000	0.0042%
103	Mai Hoang Hung	Vietnamese	48	480,000	0.0005%
104	Mai Thi Len	Vietnamese	2,249	22,490,000	0.0213%
105	Mai Thi Tham	Vietnamese	439	4,390,000	0.0042%
106	Mai Dang Hai	Vietnamese	6,650	66,500,000	0.0629%
107	Nguyen Cong Thanh	Vietnamese	2,983	29,830,000	0.0282%
108	Nguyen Hoang Son	Vietnamese	98	980,000	0.0009%
109	Nguyen Hung Cuong	Vietnamese	9	90,000	0.0001%
110	Nguyen Khanh Toan	Vietnamese	1,466	14,660,000	0.0139%
111	Nguyen Sinh Dung Thang	Vietnamese	0	0	0.0000%
112	Nguyen Sieu Man	Vietnamese	0	0	0.0000%
113	Nguyen Thanh Duoc	Vietnamese	537	5,370,000	0.0051%
114	Nguyen Thi Hoang Suong	Vietnamese	293	2,930,000	0.0028%
115	Nguyen Thi Minh Hien	Vietnamese	1	10,000	0.0000%
116	Nguyen Thi Minh Duc	Vietnamese	1	10,000	0.0000%
117	Nguyen Thi Thuy Chi	Vietnamese	1,174	11,740,000	0.0111%
118	Nguyen Viet Quan	Vietnamese	58,629	586,290,000	0.5548%
119	Nguyen Van Chung	Vietnamese	2,347	23,470,000	0.0222%
120	Nguyen Van Chung	Vietnamese	2,347	23,470,000	0.0222%
121	Nguyen Van Dung	Vietnamese	0	0	0.0000%
122	Nguyen Van Huy	Vietnamese	195	1,950,000	0.0018%
123	Nguyen Van Ho	Vietnamese	4,889	48,890,000	0.0463%
124	Nguyen Duc Quynh	Vietnamese	0	0	0.0000%
125	Nguyen Chau	Vietnamese	2,249	22,490,000	0.0213%
126	Nguyen Cac Khanh	Vietnamese	1,956	19,560,000	0.0185%
127	Nguyen Cong Tuan	Vietnamese	3,521	35,210,000	0.0333%
128	Nguyen Hoai Duc	Vietnamese	5,868	58,680,000	0.0555%
129	Nguyen Hoang Oanh	Vietnamese	2,640	26,400,000	0.0250%

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130	Nguyen Hai Ha	Vietnamese	2,249	22,490,000	0.0213%
131	Nguyen Hai Nam	Vietnamese	660	6,600,000	0.0062%
132	Nguyen Huu Nam	Vietnamese	733	7,330,000	0.0069%
133	Nguyen Huu Tuan	Vietnamese	3,521	35,210,000	0.0333%
134	Nguyen Khanh Huyen	Vietnamese	2,933	29,330,000	0.0278%
135	Nguyen Ngoc Phuc Diem	Vietnamese	48	480,000	0.0005%
136	Nguyen Quang Cuong	Vietnamese	586	5,860,000	0.0055%
137	Nguyen Quy	Vietnamese	9,535	95,350,000	0.0902%
138	Nguyen Quoc Ha	Vietnamese	24	240,000	0.0002%
139	Nguyen Quoc Truong	Vietnamese	1,565	15,650,000	0.0148%
140	Nguyen Quoc Tan	Vietnamese	4,401	44,010,000	0.0416%
141	Nguyen Thanh An	Vietnamese	733	7,330,000	0.0069%
142	Nguyen Thanh Bao Duy	Vietnamese	15,158	151,580,000	0.1434%
143	Nguyen Thanh Quy	Vietnamese	1,466	14,660,000	0.0139%
144	Nguyen Thanh Son	Vietnamese	2,151	21,510,000	0.0204%
145	Nguyen Thu Huyen	Vietnamese	16,723	167,230,000	0.1583%
146	Nguyen The Phuong	Vietnamese	1,760	17,600,000	0.0167%
147	Nguyen Thi Bich Hue	Vietnamese	2,640	26,400,000	0.0250%
148	Nguyen Thi Bich Thuan	Vietnamese	2,347	23,470,000	0.0222%
149	Nguyen Thi Bich Thuy	Vietnamese	1,760	17,600,000	0.0167%
150	Nguyen Thi Cam Le	Vietnamese	2,689	26,890,000	0.0254%
151	Nguyen Thi Cam Uyen	Vietnamese	4,401	44,010,000	0.0416%
152	Nguyen Thi Dieu My	Vietnamese	5,280	52,800,000	0.0500%
153	Nguyen Thi Dung	Vietnamese	33,109	331,090,000	0.3133%
154	Nguyen Thi Hoang Oanh	Vietnamese	2,933	29,330,000	0.0278%
155	Nguyen Thi Ha	Vietnamese	733	7,330,000	0.0069%
156	Nguyen Thi Hoa	Vietnamese	5,868	58,680,000	0.0555%
157	Nguyen Thi Huong Trinh	Vietnamese	3,227	32,270,000	0.0305%
158	Nguyen Thi Hao	Vietnamese	2,419	24,190,000	0.0229%

159	Nguyen Thi Hong	Vietnamese	7,334	73,340,000	0.0694%
160	Nguyen Thi Hong Linh	Vietnamese	733	7,330,000	0.0069%
161	Nguyen Thi Hong Dao	Vietnamese	1,907	19,070,000	0.0180%
162	Nguyen Thi Kim Dung	Vietnamese	2,933	29,330,000	0.0278%
163	Nguyen Thi Kim Hanh	Vietnamese	1,760	17,600,000	0.0167%
164	Nguyen Thi Kim Lien	Vietnamese	4,180	41,800,000	0.0396%
165	Nguyen Thi Kim Loan	Vietnamese	733	7,330,000	0.0069%
166	Nguyen Thi Kim Phuong	Vietnamese	3,521	35,210,000	0.0333%
167	Nguyen Thi Kim Phuong	Vietnamese	7,921	79,210,000	0.0750%
168	Nguyen Thi Kim Yen	Vietnamese	3,813	38,130,000	0.0361%
169	Nguyen Thi Lan Anh	Vietnamese	2,053	20,530,000	0.0194%
170	Nguyen Thi Linh Phuong	Vietnamese	1,760	17,600,000	0.0167%
171	Nguyen Thi Mai Hoa	Vietnamese	11,001	110,010,000	0.1041%
172	Nguyen Thi My	Vietnamese	3,521	35,210,000	0.0333%
173	Nguyen Thi My Trang	Vietnamese	2,347	23,470,000	0.0222%
174	Nguyen Thi Nga	Vietnamese	9,681	96,810,000	0.0916%
175	Nguyen Thi Ngoc Lan	Vietnamese	12,493	124,930,000	0.1182%
176	Nguyen Thi Nhu Ngoc	Vietnamese	2,347	23,470,000	0.0222%
177	Nguyen Thi Nu	Vietnamese	3,666	36,660,000	0.0347%
178	Nguyen Thi Phi Anh	Vietnamese	6,050,371	60,503,710,000	57.2555%
179	Nguyen Thi Phi Yen	Vietnamese	27,871	278,710,000	0.2637%
180	Nguyen Thi Quy	Vietnamese	6,601	66,010,000	0.0625%
181	Nguyen Thi Thanh Huong	Vietnamese	880	8,800,000	0.0083%
182	Nguyen Thi Thanh Minh	Vietnamese	22,004	220,040,000	0.2082%
183	Nguyen Thi Thanh Thuy	Vietnamese	1,760	17,600,000	0.0167%
184	Nguyen Thi Thanh Thuy	Vietnamese	23,471	234,710,000	0.2221%
185	Nguyen Thi Thanh Tam	Vietnamese	2,053	20,530,000	0.0194%
186	Nguyen Thi Thi	Vietnamese	1,319	13,190,000	0.0125%
187	Nguyen Thi Thu Bao	Vietnamese	880	8,800,000	0.0083%



188	Nguyen Thi Thu Hien	Vietnamese	11,686	116,860,000	0.1106%
189	Nguyen Thi Thu Hai	Vietnamese	1,760	17,600,000	0.0167%
190	Nguyen Thi Thai Hien	Vietnamese	1,174	11,740,000	0.0111%
191	Nguyen Thi Thoi	Vietnamese	7,824	78,240,000	0.0740%
192	Nguyen Thi Thuy Nga	Vietnamese	9,681	96,810,000	0.0916%
193	Nguyen Thi Thao	Vietnamese	342	3,420,000	0.0032%
194	Nguyen Thi Thao	Vietnamese	342	3,420,000	0.0032%
195	Nguyen Thi Tam	Vietnamese	1,565	15,650,000	0.0148%
196	Nguyen Thi Tinh	Vietnamese	1,980	19,800,000	0.0187%
197	Nguyen Thi Viet	Vietnamese	1,466	14,660,000	0.0139%
198	Nguyen Thi Van	Vietnamese	219	2,190,000	0.0021%
199	Nguyen Thi Xuan Huong	Vietnamese	16,050	160,500,000	0.1519%
200	Nguyen Thi Xuan Thi	Vietnamese	2,200	22,000,000	0.0208%
201	Nguyen Thi Anh Tuyet	Vietnam	2,860	28,600,000	0.0271%
202	Nguyen Tuan Huy	Vietnam	293	2,930,000	0.0028%
203	Nguyen Viet Trung	Vietnam	636	6,360,000	0.0060%
204	Nguyen Van Dung	Vietnam	2,347	23,470,000	0.0222%
205	Nguyen Van Huy	Vietnam	3,521	35,210,000	0.0333%
206	Nguyen Van Hau	Vietnam	5,818	58,180,000	0.0551%
207	Nguyen Van Nam	Vietnam	195	1,950,000	0.0018%
208	Nguyen Van Nghia	Vietnam	781	7,810,000	0.0074%
209	Nguyen Van Thuan	Vietnam	1,760	17,600,000	0.0167%
210	Nguyen Van Thanh	Vietnam	1,613	16,130,000	0.0153%
211	Nguyen Van Thich	Vietnam	6,160	61,600,000	0.0583%
212	Nguyen Van Trung	Vietnam	10,121	101,210,000	0.0958%
213	Nguyen Van Tin	Vietnam	1,760	17,600,000	0.0167%
214	Nguyen Van Tinh	Vietnam	2,053	20,530,000	0.0194%
215	Nguyen Dinh Cuong	Vietnam	0	0	0.0000%
216	Nguyen Dinh Tuan	Vietnam	16,430	164,300,000	0.1555%

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217	Nguyen Dang Dung	Vietnam	2,933	29,330,000	0.0278%
218	Nguyen Dac Quynh Nhu	Vietnam	5,672	56,720,000	0.0537%
219	Ngo Dieu Quynh	Vietnam	48	480,000	0.0005%
220	Ngo Nguyen Anh Tuan	Vietnam	8,507	85,070,000	0.0805%
221	Ngo Quang Cuong	Vietnam	48	480,000	0.0005%
222	Ngo Thi Hoai Thu	Vietnam	4,694	46,940,000	0.0444%
223	Ngo Thi Thanh Ha	Vietnam	1,466	14,660,000	0.0139%
224	Ngo Van Hanh	Vietnam	11,809	118,090,000	0.1118%
225	Ngo Van Son	Vietnam	29,338	293,380,000	0.2776%
226	Nong Thi Min Lin	Vietnam	48	480,000	0.0005%
227	Phan Anh Tuan	Vietnam	4,401	44,010,000	0.0416%
228	Phung Thi Phu	Vietnam	1	10,000	0.0000%
229	Pham Doan Le Binh	Vietnam	48	480,000	0.0005%
230	Pham Thi Thuong	Vietnam	1,319	13,190,000	0.0125%
231	Phan Cong Dung	Vietnam	4,889	48,890,000	0.0463%
232	Phan Huu Manh	Vietnam	2,933	29,330,000	0.0278%
233	Phan Quynh Anh	Vietnam	3,813	38,130,000	0.0361%
234	Phan Thi Chi Tuyet	Vietnam	6,160	61,600,000	0.0583%
235	Phan Thi Cat	Vietnam	2,933	29,330,000	0.0278%
236	Phan Thi Hien	Vietnam	3,080	30,800,000	0.0291%
237	Phan Thi Huong	Vietnam	4,401	44,010,000	0.0416%
238	Phan Thi Kim Yen	Vietnam	3,080	30,800,000	0.0291%
239	Phan Thi Le	Vietnam	6,601	66,010,000	0.0625%
240	Phan Thị Minh Lành	Việt Nam	23,764	237,640,000	0.2249%
241	Phan Thị Mỹ Hòa	Việt Nam	2,200	22,000,000	0.0208%
242	Phan Thị Thuận	Việt Nam	1,613	16,130,000	0.0153%
243	Phan Thị Xiêng	Việt Nam	2,200	22,000,000	0.0208%
244	Phan Thị Yến	Việt Nam	3,960	39,600,000	0.0375%
245	Phan Tường Bách	Việt Nam	38,482	384,820,000	0.3642%

246	Phùng Hữu Văn Chương	Việt Nam	2,933	29,330,000	0.0278%
247	Phạm Hoài Ngọc	Việt Nam	5	50,000	0.0000%
248	Phạm Lê Bảo Long	Việt Nam	48	480,000	0.0005%
249	Phạm Ngọc Sơn	Việt Nam	537	5,370,000	0.0051%
250	Phạm Sỹ Tuyên	Việt Nam	6,160	61,600,000	0.0583%
251	Phạm Thanh Xuân	Việt Nam	3,521	35,210,000	0.0333%
252	Phạm Thị Cấn	Việt Nam	8,775	87,750,000	0.0830%
253	Phạm Thị Ngọc Ánh	Việt Nam	8,312	83,120,000	0.0787%
254	Phạm Thị Nhung	Việt Nam	3,080	30,800,000	0.0291%
255	Phạm Thị Nhuận	Việt Nam	2,640	26,400,000	0.0250%
256	Phạm Thị Nhâm	Việt Nam	2,933	29,330,000	0.0278%
257	Phạm Thị Phương Thảo	Việt Nam	342	3,420,000	0.0032%
258	Phạm Thị Thiên	Việt Nam	1,319	13,190,000	0.0125%
259	Phạm Thị Thu Cúc	Việt Nam	3,227	32,270,000	0.0305%
260	Phạm Thị Thu Cúc	Việt Nam	3,716	37,160,000	0.0352%
261	Phạm Thị Thùy Nhung	Việt Nam	0	0	0.0000%
262	Phạm Thị Trí	Việt Nam	1,027	10,270,000	0.0097%
263	Phạm Thị Tài	Việt Nam	5,868	58,680,000	0.0555%
264	Phạm Thị Vân	Việt Nam	4,840	48,400,000	0.0458%
265	Phạm Xuân Thảo	Việt Nam	977	9,770,000	0.0092%
266	Phạm Đình Nguyên	Việt Nam	4,107	41,070,000	0.0389%
267	Sỹ Thị Tâm	Việt Nam	733	7,330,000	0.0069%
268	TRƯƠNG THANH HẢI	Việt Nam	10,268	102,680,000	0.0972%
269	TRẦN NGỌC THU TRÚC	Việt Nam	7,334	73,340,000	0.0694%
270	TRẦN THỊ LIỄU OANH	Việt Nam	2,787	27,870,000	0.0264%
271	TRAN THI MY	Vietnam	1,907	19,070,000	0.0180%
272	TRAN THI PHUONG	Vietnam	2,933	29,330,000	0.0278%
273	TRAN THI THANH HAI	Vietnam	1,711	17,110,000	0.0162%
274	TRAN TUAN DAT	Vietnam	342	3,420,000	0.0032%



275	Truong Cong Phuong	Vietnam	1,956	19,560,000	0.0185%
276	Truong Cong Tam	Vietnam	31,197	311,970,000	0.2952%
277	Truong Nguyen	Vietnam	70,333	703,330,000	0.6656%
278	Truong Thi Dieu Khai	Vietnam	6,748	67,480,000	0.0639%
279	Truong Thi My Le	Vietnam	1,174	11,740,000	0.0111%
280	Truong Thi Phong	Vietnam	1,466	14,660,000	0.0139%
281	Truong Thi Thanh Minh	Vietnam	1,466	14,660,000	0.0139%
282	Truong Van Quang	Vietnam	5,574	55,740,000	0.0527%
283	Truong Van Tuan	Vietnam	3,227	32,270,000	0.0305%
284	Truong Van Tuong	Vietnam	22,004	220,040,000	0.2082%
285	Tran Anh Quang	Vietnam	1,613	16,130,000	0.0153%
286	Tran Chin	Vietnam	4,401	44,010,000	0.0416%
287	Tran Cong Phuong	Vietnam	11,001	110,010,000	0.1041%
288	Tran Nguyen Ngoc Ha	Vietnam	2,689	26,890,000	0.0254%
289	Tran Quoc Hai	Vietnam	40,047	400,470,000	0.3790%
290	Tran Quoc Toan	Vietnam	1,466	14,660,000	0.0139%
291	Tran Quoc Tuan	Vietnam	97,796	977,960,000	0.9255%
292	Tran Thanh Binh	Vietnam	48	480,000	0.0005%
293	Tran Thi Hoa	Vietnam	1,319	13,190,000	0.0125%
294	Tran Thi Huong	Vietnam	2,933	29,330,000	0.0278%
295	Tran Thi Hanh	Vietnam	2,200	22,000,000	0.0208%
296	Tran Thi Hanh	Vietnam	2,493	24,930,000	0.0236%
297	Tran Thi Kim Loan	Vietnam	20,244	202,440,000	0.1916%
298	Tran Thi Le Quyen	Vietnam	4,401	44,010,000	0.0416%
299	Tran Thi Mai	Vietnam	1,319	13,190,000	0.0125%
300	Tran Thi Nga	Vietnam	10,121	101,210,000	0.0958%
301	Tran Thi Nguyet	Vietnam	2,395	23,950,000	0.0227%
302	Tran Thi Ngoc Lan	Vietnam	9,095	90,950,000	0.0861%
303	Tran Thi No	Vietnam	2,347	23,470,000	0.0222%

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304	Tran Thi Thoai	Vietnam	489	4,890,000	0.0046%
305	Tran Thi Thu Ha	Vietnam	7,260	72,600,000	0.0687%
306	Tran Thi Thu Thuy	Vietnam	1,027	10,270,000	0.0097%
307	Tran Thi Thanh	Vietnam	4,107	41,070,000	0.0389%
308	Tran Thi Tuyet	Vietnam	1,075	10,750,000	0.0102%
309	Tran Thi Tam	Vietnam	2,640	26,400,000	0.0250%
310	Tran Thi Tu	Vietnam	781	7,810,000	0.0074%
311	Tran Thi Tu	Vietnam	16,136	161,360,000	0.1527%
312	Tran Thi Tu	Vietnam	2,738	27,380,000	0.0259%
313	Tran Thi Viet Hong	Vietnam	58,428	584,280,000	0.5529%
314	Tran Thi Vui	Vietnam	1,466	14,660,000	0.0139%
315	Tran Thi Van	Vietnam	1,369	13,690,000	0.0130%
316	Tran Viet Dung	Vietnam	5,868	58,680,000	0.0555%
317	Tran Van Dung	Vietnam	880	8,800,000	0.0083%
318	Tran Van Linh	Vietnam	758,845	7,588,450,000	7.1811%
319	Tran Van Nhan Luc	Vietnam	1,956	19,560,000	0.0185%
320	Tran Van Thu	Vietnam	1,907	19,070,000	0.0180%
321	Tran Yen	Vietnam	1,174	11,740,000	0.0111%
322	Trinh Thi Hoang Dung	Vietnam	1,271	12,710,000	0.0120%
323	Trinh Thi Hong Phuc	Vietnam	75,401	754,010,000	0.7135%
324	Trinh Tuyet Le	Vietnam	586	5,860,000	0.0055%
325	TO THI TUONG DUYEN	Vietnam	46,675	466,750,000	0.4417%
326	To Tu Tan	Vietnam	11,442	114,420,000	0.1083%
327	TU VI HUE	Vietnam	1	10,000	0.0000%
328	Tu Hoang Duc	Vietnam	1,174	11,740,000	0.0111%
329	Vo Hong Son	Vietnam	29,338	293,380,000	0.2776%
330	Vo Hong Thai	Vietnam	157,232	1,572,320,000	1.4879%
331	Vo Le	Vietnam	1,222	12,220,000	0.0116%
332	Vo Nguyen Vi Dan	Vietnam	3,031	30,310,000	0.0287%

333	Vo Thi Bon	Vietnam	7,481	74,810,000	0.0708%
334	Vo Thi Gai	Vietnam	733	7,330,000	0.0069%
335	Vo Thi Huong	Vietnam	880	8,800,000	0.0083%
336	Vo Thi Kim Huyen	Vietnam	684	6,840,000	0.0065%
337	Vo Thi Ngoc Hoa	Vietnam	13,348	133,480,000	0.1263%
338	Vo Thi Thuong	Vietnam	586	5,860,000	0.0055%
339	Vo Thi Van	Vietnam	1,613	16,130,000	0.0153%
340	Vo Van Gioi	Vietnam	48	480,000	0.0005%
341	Vo Duc Phuong	Vietnam	4,840	48,400,000	0.0458%
342	Van Thuy Trang	Vietnam	2,933	29,330,000	0.0278%
343	Van Thi Dieu Lai	Vietnam	4,840	48,400,000	0.0458%
344	Van Thi Dieu Nhan	Vietnam	2,200	22,000,000	0.0208%
345	Van Thi Thu	Vietnam	1,174	11,740,000	0.0111%
346	Van Duc Thien	Vietnam	586	5,860,000	0.0055%
347	VU HONG SON	Vietnam	4,889	48,890,000	0.0463%
348	VU TIEN QUANG	Vietnam	19,559	195,590,000	0.1851%
349	Vu Quoc Bao	Vietnam	30,806	308,060,000	0.2915%
350	VUONG HOANG PHUONG	Vietnam	1	10,000	0.0000%
351	Ong Thi Minh	Vietnam	4,401	44,010,000	0.0416%
352	Dinh Thi Ngoc Hong	Vietnam	29,338	293,380,000	0.2776%
353	Doan Thi Bach Yen	Vietnam	12,322	123,220,000	0.1166%
354	Dam Thu Thuy	Vietnam	1,907	19,070,000	0.0180%
355	Dao Ngoc The	Vietnam	48,017	480,170,000	0.4544%
356	Dao Thi Ai Xuan	Vietnam	1,760	17,600,000	0.0167%
357	DANG PHAN XUAN TRIEU	Vietnam	977	9,770,000	0.0092%
358	DANG THAI HUNG	Vietnam	9	90,000	0.0001%
359	Dang Anh Khoa	Vietnam	1,466	14,660,000	0.0139%
360	Dang Bao Mai	Vietnam	9,192	91,920,000	0.0870%



361	Dang Huu Muc	Vietnam	4,401	44,010,000	0.0416%
362	Dang Thi Huyen Trang	Vietnam	880	8,800,000	0.0083%
363	Dang Thi Hai	Vietnam	293	2,930,000	0.0028%
364	Dang Thi Hai	Vietnam	977	9,770,000	0.0092%
365	Dang Thi Lien	Vietnam	880	8,800,000	0.0083%
366	Dang Thi Lenh	Vietnam	2,200	22,000,000	0.0208%
367	Dang Thi Thanh	Vietnam	3,227	32,270,000	0.0305%
368	Dang Thi Xi	Vietnam	6,454	64,540,000	0.0611%
369	Dang Van Ngoc	Vietnam	781	7,810,000	0.0074%
370	Dang Xuan Tai	Vietnam	6,160	61,600,000	0.0583%
371	Dang Dinh Dao	Vietnam	48	480,000	0.0005%
372	DO THUY HAO	Vietnam	244	2,440,000	0.0023%
373	Do Anh Thi Tuyet Thu	Vietnam	1,027	10,270,000	0.0097%
374	Do Thi Huong	Vietnam	2,445	24,450,000	0.0231%
375	Do Thi My Hanh	Vietnam	6,601	66,010,000	0.0625%
376	Do Thi Nguyet	Vietnam	21,955	219,550,000	0.2078%
377	Do Thi Thanh	Vietnam	1,760	17,600,000	0.0167%
378	Thuan Phuoc Seafoods and Trading Corporation	Vietnam	195	1,950,000	0.0018%
379	NISHIMURA TAKUYA	Japan	195	1,950,000	0.0018%
380	MIRAE ASSET SECURITIES CO., LTD,	Korea (the Republic of)	48	480,000	0.0005%
	<b>Total</b>		<b>10,567,312</b>	<b>105,673,120,000</b>	<b>100.00%</b>



**APPENDIX II**  
**Frozen Seafoods Factory No.32**

**1. List of Transferred Assets:**

The list of assets received by Frozen Seafoods Factory No.32 from Thuan Phuoc Seafoods and Trading Corporation is determined based on the book value finalized as of December 31, 2025. The details are as follows:

No.	Asset	Code	Unit	Value (VND)
<b>I</b>	<b>Buildings and Structures</b>			<b>4,905,166,761</b>
1	Internal road – Workshop 32	DNB3201	Unit	0
2	Canteen, warehouse and guard house – Workshop 32	NA3201	Unit	0
3	Workers' parking area – Workshop 32	NDX0332	Unit	0
4	Workshop 32	NX3201	Unit	1,823,028,719
5	Workshop 32 – Extension	NX3202	Unit	3,082,138,042
6	Site leveling	SLMB	Garden	0
7	Transformer station – Workshop 32	TBA02	Unit	0
8	Fence and gate – Workshop 32	TRCN01	Unit	0
9	Ornamental garden – Workshop 32	VHCC0232	Garden	0
<b>II</b>	<b>Machinery and Equipment</b>			<b>672,957,138</b>
1	Re-freezing conveyor system – Nam Dung F32	BCTDND001	System	672,957,138
2	Cold storage compressor system 32	HTMNKL32001	System	0
3	Compressor for freezer cabinet 62B	MNTD01	Unit	0
4	Steam cooker and cooler 32	MHN3201	Unit	0
5	Power equipment system 32	HTTBDL01	Unit	0

6	Cold storage system 32	HTKL3201	Unit	0
7	Machinery and equipment system 32	HT32MMTB01	Unit	0
8	Machinery and equipment system 32 – Decision 1841	HT32MMTB02	Unit	0
9	Nam Dung 500kg freezing conveyor – Workshop 32	BCCD32ND	Unit	0
10	Stainless steel water filtration tank and piping system	BLNINOX	Unit	0
11	Oil-fired boiler – Workshop 32	LOHO32I	Unit	0
12	Transformer 1000 KVA	MBA1000	Unit	0
13	Claw-type cutting machine	MCCC1	Unit	0
14	Vacuum packaging machine	MDGHCK1	Unit	0
15	Metal detector KD115	MDK1	Unit	0
<b>III</b>	<b>Means of Transport and Transmission</b>			0
1	Gas Pipeline	DOGAKL	Unit	0
<b>IV</b>	<b>Inventories</b>			<b>36,093,517,326</b>
<b>V</b>	<b>Prepaid Expenses</b>			<b>149,323,768</b>
	<b>Total</b>			<b>41,820,964,993</b>

## 2. List of Employees Transferred to Frozen Seafoods Factory No.32:

Thuan Phuoc Seafood and Trading Joint Stock Company will transfer **353 employees** to **Frozen Seafoods Factory No.32** for employment and utilization. The detailed list is as follows:

No.	Full Name	Department	Labor Contract No.
1	Bui Van Hung	TCHC	01591/HDLD

2	Le Thi Minh Thao	TCHC	06969/HDLD
3	Nguyen Van Linh	TCHC	10646/HDLD
4	Phan Thi Kieu Oanh	TCHC	11391/HDLD
5	Nguyen Chi Tuan	TCHC	20186/HDLD
6	Huynh Phuong Thao Vy	KDXNK	14129/HDLD
7	Nguyen Thi Phuong Thao	KDXNK	15167/HDLD
8	Tran Tuan Dat	KDXNK	19420/HDLD
9	Nguyen Thanh Hai	KDXNK	19520/HDLD
10	Le Minh Hien	KDXNK	20144/HDLD
11	Huynh Thi Nguyet	KDXNK	01574/HDLD
12	Vo Thi Ngoc Han	KDXNK	13819/HDLD
13	Dang Thi Minh	KDXNK	17235/HDLD
14	Nguyen Tuan Nam	KDXNK	20332/HDLD
15	Dang Thi Thuy Linh	Technical	01610/HDLD
16	Nguyen Dinh Cam	Technical	02202/HDLD
17	Le Thi My Nuong	Technical	03344/HDLD
18	Truong Dinh Thien	Technical	11093/HDLD
19	Ngo Phuoc Chau	Technical	11094/HDLD
20	Do Minh Hai	Technical	11097/HDLD
21	Vu Thi Thuan	Technical	12601/HDLD
22	Nguyen Hoang Anh	Technical	17672/HDLD
23	Doan Huu Ly	PXCĐ	08611/HDLD
24	Tran Van Nam	PXCĐ	19876/HDLD
25	Le Van Tuan	PXCĐ	20286/HDLD

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 16/03/2021  
 17/03/2021  
 18/03/2021

26	Quang Cong Thach	PXCĐ	20290/HDLD
27	Phan Van Thanh	PXCĐ	20659/HDLD
28	Nguyen Dinh Tuan	Operation	01672/HDLD
29	Huynh Ngoc Anh	Operation	01674/HDLD
30	Ngo Nguyen Anh Tuan	Operation	01716/HDLD
31	Vo Mau Phu	Operation	04457/HDLD
32	Nguyen Truong Giang	Operation	10534/HDLD
33	Vo Van Lam	Operation	11406/HDLD
34	Nguyen Dinh Khanh	KHVT	01263/HDLD
35	Nguyen Van Thanh	KHVT	01559/HDLD
36	Nguyen Van Sang	KHVT	05244/HDLD
37	Le Hoang Anh	KHVT	13820/HDLD
38	Truong Cong Thang	KLANH	04583/HDLD
39	Nguyen Minh Tuan	KLANH	04879/HDLD
40	Nguyen Cao Khai	KLANH	05395/HDLD
41	Tran Van Trong	KLANH	08184/HDLD
42	Can Dai Thanh Loc	KLANH	19989/HDLD
43	Tran Viet Vy	BVF32	01253/HDLD
44	Bui Van Nhan	BVF32	01270/HDLD
45	Tran Van Hoa	BVF32	01284/HDLD
46	Nguyen Van Dung	BVF32	01285/HDLD
47	Le Thanh Trang	BVF32	01300/HDLD
48	Nguyen Phan Ngoc	BVF32	01320/HDLD
49	Huynh Luong	BVF32	01321/HDLD





74	Ho Thi Muon	CB03	21015/HDLLD
75	Riah Thi Dien	CB03	21017/HDLLD
76	Ho Thi Non	CB03	21097/HDLLD
77	Pham Thuy Binh	CB05	00106/HDLLD
78	Phan Thi Huong	CB05	00107/HDLLD
79	Vo Thi Tuyet Nga	CB05	00109/HDLLD
80	Bui Thi Hanh	CB05	00110/HDLLD
81	Vo Thi Kieu Trang	CB05	00114/HDLLD
82	Nguyen Thi Lan Anh	CB05	00131/HDLLD
83	Dang Thi Duyen Hai	CB05	00205/HDLLD
84	Ho Thi Thanh Truc	CB05	00213/HDLLD
85	Huynh Thi Thuy Dieu	CB05	00226/HDLLD
86	Dang Thi Tho	CB05	00228/HDLLD
87	Nguyen Thi Tu	CB05	00230/HDLLD
88	Huynh Thi Thanh Hoa	CB05	00245/HDLLD
89	Tran Thi Mai	CB05	00249/HDLLD
90	Dang Thi Hong Dao	CB05	01055/HDLLD
91	Cao Thi Thuy	CB05	01953/HDLLD
92	Huynh Thi Lem	CB05	02165/HDLLD
93	Truong Thi Mai Thanh	CB05	02688/HDLLD
94	Nguyen Thi Sau	CB05	02694/HDLLD
95	Le Thi Cam Lai	CB05	07267/HDLLD
96	Truong Thi Da Thao	CB05	09582/HDLLD
97	Nguyen Thi Loan	CB05	10542/HDLLD



98	Pham Thi Tri	CB07	00155/HDLD
99	Le Thi Mai Huong	CB07	00159/HDLD
100	Vo Thi Huong	CB07	00163/HDLD
101	Dang Thi Ut Hoa	CB07	00169/HDLD
102	Tran Thi Tam	CB07	00435/HDLD
103	Nguyen Thi Xuan Thi	CB07	00438/HDLD
104	Nguyen Thi Thu Bao	CB07	00439/HDLD
105	Nguyen Thi My Tui	CB07	00932/HDLD
106	Phan Thi Minh Thu	CB07	00939/HDLD
107	Mai Thi Thanh Ngoc	CB07	01117/HDLD
108	Nguyen Thi Bich Phuong	CB07	01122/HDLD
109	Dam Thi Nguyet	CB07	01450/HDLD
110	Le Thi Huyen Thanh	CB07	02093/HDLD
111	Dang Thi Huyen Trang	CB07	02444/HDLD
112	Tran Thi Anh	CB07	02810/HDLD
113	Nguyen Thi Mai	CB07	04253/HDLD
114	Mai Thi Hong Tham	CB07	04762/HDLD
115	Vo Thi Thuong	CB07	07859/HDLD
116	Tran Thi Tanh	CB09	00225/HDLD
117	Ho Thi Bau	CB09	12949/HDLD
118	Ho Thi Buon	CB09	13418/HDLD
119	Le Thi Thanh Tuyen	CB09	13532/HDLD
120	Nguyen Thi Thanh Tau	CB09	14105/HDLD
121	Ho Thi Hoan	CB09	16466/HDLD



122	Ho Thi KTong	CB09	16566/HDLD
123	Vo Thi Chin	CB09	18124/HDLD
124	Ho Thi Bich	CB09	19894/HDLD
125	A Viet Thi Bot	CB09	21076/HDLD
126	Ho Thi Lien	CB09	21126/HDLD
127	Huynh Thi Be	CB11	00258/HDLD
128	Le Thi Bich	CB11	00654/HDLD
129	Nguyen Thi Phuc	CB11	00793/HDLD
130	Dang Thi Lanh	CB11	00852/HDLD
131	Tran Thi Hang	CB11	01015/HDLD
132	Tran Thi Vu	CB11	01017/HDLD
133	Ngo Thi Uyen	CB11	01216/HDLD
134	Huynh Thi Xuan Lan	CB11	02116/HDLD
135	Tran Thi My Ly	CB11	03256/HDLD
136	Tran Thi Hue	CB11	03358/HDLD
137	Dang Thi Nga	CB11	07991/HDLD
138	Tran Thi Sen	CB11	08373/HDLD
139	Trinh Thi Ha	CB11	20665/HDLD
140	Vo Thi Thuy Thuy	CB11	21013/HDLD
141	Ngo Thi Thuy Tien	CB15	05705/HDLD
142	Ngo Thi Du	CB15	05761/HDLD
143	Nguyen Thi Mo	CB15	05821/HDLD
144	Van Thi Tue	CB15	06132/HDLD
145	Tran Thi Ngoc Tinh	CB15	09782/HDLD

146	Pham Thi Huong	CB15	10439/HDLD
147	Phung Thi Phuong	CB15	12223/HDLD
148	Truong Thi Hang	CB15	12864/HDLD
149	Tran Thi Thuy	CB15	21049/HDLD
150	Mai Thi Cuc	CB15	21119/HDLD
151	Ho Thi Yen Phuong	CB16	03605/HDLD
152	Mac Thi Hong	CB16	04813/HDLD
153	Phan Thi Thu Van	CB16	04993/HDLD
154	Vu Thi Dung	CB16	07202/HDLD
155	Vu Thi Ha	CB16	07699/HDLD
156	Phan Thi Anh	CB16	07710/HDLD
157	Huynh Thi Anh Thuong	CB16	07816/HDLD
158	Pham Thi Thi Chi	CB16	07829/HDLD
159	Huynh Ngoc Bich Thao	CB16	08072/HDLD
160	Bui Thi Nhung	CB16	10440/HDLD
161	Hoang Thi Tra Giang	CB16	11797/HDLD
162	Nguyen Thi Lam	CB16	14463/HDLD
163	Nguyen Thi Loan	CB16	15590/HDLD
164	Nguyen Thi Han	CB16	19820/HDLD
165	Bui Thi Thu	CB16	20289/HDLD
166	Nguyen Thi Thao Nguyen	CB16	20811/HDLD
167	Nguyen Thi Dinh Tam	CB16	21050/HDLD
168	Tran Thi Dung	CB19	07057/HDLD
169	Chau Thi Duyen	CB19	08660/HDLD

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170	Nguyen Thi Diep	CB19	09296/HDLD
171	Tran Thi Hoa	CB19	09306/HDLD
172	Tran Thi Xuan Nuong	CB19	09312/HDLD
173	Nguyen Thi Phuoc	CB19	09647/HDLD
174	Tran Thi Dung	CB19	10252/HDLD
175	Pham Thi Minh Trang	CB19	10500/HDLD
176	Ho Thi Mo	CB19	11338/HDLD
177	Bnuoch Thi Pep	CB19	11410/HDLD
178	Dang Thi Minh Nguyet	CB19	12782/HDLD
179	Nguyen Thi Bich Oanh	CB19	12808/HDLD
180	Pham Thi Thuy Trang	CB19	13527/HDLD
181	Nguyen Thi Hoa	CB19	13982/HDLD
182	Co Lau Thi Nghienh	CB19	17365/HDLD
183	Nguyen Thi Ngoc	CB19	19223/HDLD
184	Nguyen Thi Em	CB20	09161/HDLD
185	Tran Thi My Linh	CB20	09189/HDLD
186	Dang Thi Hien	CB20	09639/HDLD
187	Truong Thi Nguyen	CB20	09650/HDLD
188	Nguyen Thi Thanh Tuyet	CB20	12890/HDLD
189	PLoong Thi Troi	CB20	13579/HDLD
190	Nguyen Thi Hong Gam	CB20	16407/HDLD
191	Nguyen Thi Ngoc Suong	CB20	16462/HDLD
192	Ho Thi Xoa	CB20	17711/HDLD
193	Hoih Thi Nghien	CB20	17718/HDLD

194	Pham Thi My Nhi	CB20	17788/HDLD
195	Phan Thi Kim Yen	CB20	17870/HDLD
196	Truong Thi Huynh Luyen	CB20	18122/HDLD
197	Ho Thi Thu Hao	CB20	19059/HDLD
198	Tran Thi Bon	CB20	19135/HDLD
199	Riah Thi Duu	CB20	20469/HDLD
200	Tangon Thi Nia	CB20	20470/HDLD
201	Poloong Thi Vi	CB20	20472/HDLD
202	Zoram Thi Noih	CB20	20594/HDLD
203	Poloong Thi Voi	CB20	20972/HDLD
204	Le Thi Thu	CB21	00303/HDLD
205	Tran Thi Hong	CB21	00352/HDLD
206	Truong Thi Xe	CB21	00357/HDLD
207	Tran Thi Ha	CB21	00361/HDLD
208	Luong Thi Ngan	CB21	00368/HDLD
209	Ta Thi Ngoc Huy	CB21	00377/HDLD
210	Le Thi Nhu Van	CB21	00388/HDLD
211	Le Thi Dieu Hue	CB21	00480/HDLD
212	Nguyen Thi Xi	CB21	00488/HDLD
213	Le Thi Men	CB21	03158/HDLD
214	Tran Thi Nguyet	CB21	03718/HDLD
215	Vo Thi Kim Hoa	CB21	05567/HDLD
216	Dang Thi Hien	CB21	12136/HDLD
217	Doan Thi Ly	CB21	20898/HDLD



218	Tran Thi Tinh	CB28	08364/HDLD
219	Nguyen Thi Be	CB28	09538/HDLD
220	Phan Thi Dan	CB28	09562/HDLD
221	Nguyen Thi Thuan	CB28	09603/HDLD
222	Tran Thi Le Hai	CB28	09711/HDLD
223	Hoang Thi Nhu	CB28	09732/HDLD
224	Nguyen Thi Tram	CB28	10142/HDLD
225	Tran Thi Xuan Trang	CB28	10157/HDLD
226	Tran Thi Thanh Loan	CB28	10158/HDLD
227	Poloong Thi Menh	CB28	10218/HDLD
228	Nguyen Thi Ai Nhan	CB28	11757/HDLD
229	Nguyen Thi Be Thu	CB28	15828/HDLD
230	Arat Thi Tap	CB28	17071/HDLD
231	Bnuoch Thi Riu	CB28	17080/HDLD
232	Ho Thi Le	CB28	17083/HDLD
233	Nguyen Thi Hue	CB28	17867/HDLD
234	Roden Thi Mieng	CB28	18719/HDLD
235	Ho Thi Lieu	CB28	19631/HDLD
236	Ho Thi Nhat	CB28	19632/HDLD
237	Ho Thi Muoi	CB28	19633/HDLD
238	Alang Thi May	CB28	19634/HDLD
239	Ho Thi Dung	CB28	19680/HDLD
240	Poloong Von	CB28	19698/HDLD
241	Vo Thi Thu Huong	CB28	20969/HDLD

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242	Cao Thi Thuy	CB31	00718/HDLD
243	Nguyen Thi Hang	CB31	00831/HDLD
244	Vu Thi Thuy Ha	CB31	00904/HDLD
245	Nguyen Thi Hoai Thuong	CB31	00908/HDLD
246	Dang Thi Hien	CB31	01986/HDLD
247	Hoang Thi Lan	CB31	02489/HDLD
248	Dinh Thi Thuy Nga	CB31	02785/HDLD
249	Nguyen Thi Ba	CB31	02835/HDLD
250	Bui Thi Sieng	CB31	02923/HDLD
251	Luu Thi Thanh Hien	CB31	02936/HDLD
252	Mai Thi Loan	CB31	02937/HDLD
253	Ho Thi Huyen	CB31	03584/HDLD
254	Nguyen Thi Thong	CB31	03611/HDLD
255	Dao Thi Phuong Thuy	CB31	03794/HDLD
256	Nguyen Thi Phuong Dung	CB31	04980/HDLD
257	Nguyen Thi Yen	CB31	07404/HDLD
258	Nguyen Thanh Hai	CDLY	03250/HDLD
259	Mai Van Nhat	CDLY	06546/HDLD
260	Trinh Phan Minh Phuong	CDLY	11402/HDLD
261	Tran Thanh Du	CDLY	15798/HDLD
262	Ho Ra Dich	CDLY	16778/HDLD
263	Dao Van Binh	CDLY	17136/HDLD
264	Vo Thien Ly	CDLY	20248/HDLD
265	Nguyen Van Thong	CDLY	20660/HDLD



266	Le Van Vu	CDLY	21025/HDLD
267	Dam Van Danh	CDSANH	11890/HDLD
268	Vo Viet Sang	CDSANH	14565/HDLD
269	Bling No	CDSANH	18599/HDLD
270	Mai Van Han	CDSANH	19357/HDLD
271	Le Huynh Duc	CDSANH	19422/HDLD
272	Nguyen Thanh Yen	CDSANH	19696/HDLD
273	Le Viet Huy	CDSANH	21046/HDLD
274	Le Thanh Quang	CDTINH	12328/HDLD
275	Ngo Linh Anh	CDTINH	13438/HDLD
276	Huynh Van Thanh	CDTINH	16033/HDLD
277	Nguyen Van Long	CDTINH	19524/HDLD
278	Dang Van Thuan	CDTINH	19542/HDLD
279	Nguyen Van Tuan	CDTINH	19546/HDLD
280	Tran Van Tinh	CDTINH	20410/HDLD
281	Phung Van Ca	CDTINH	20615/HDLD
282	Ho Van Liep	CDTINH	20963/HDLD
283	Nguyen Viet Tung	CDTHÔI	06933/HDLD
284	Pham Quang Huy	CDTHÔI	15858/HDLD
285	Duong Thanh Viet	CDTHÔI	17572/HDLD
286	Le Van Hai	CDTHÔI	19525/HDLD
287	Taruong Vac	CDTHÔI	19888/HDLD
288	Hoih Liec	CDTHÔI	21012/HDLD
289	Ho Van Duc	CDTHÔI	21102/HDLD

290	Nguyen Thoi	CDTHÔI	21116/HDLD
291	Nguyen Van Su	ĐAHAI	01434/HDLD
292	Pham Van Hoa	ĐAHAI	05045/HDLD
293	Le Tan Hau	ĐAHAI	06371/HDLD
294	Tran Thanh Dung	ĐAHAI	07363/HDLD
295	Tran Bach Hai	ĐAHAI	08844/HDLD
296	Huynh Ngoc Khoa	ĐAHAI	10113/HDLD
297	Nguyen Van Ly	ĐAHAI	10868/HDLD
298	Ho Khanh Toan	ĐAHAI	11117/HDLD
299	Le Van Ut	ĐAHAI	14490/HDLD
300	Nguyen Quoc Hieu	ĐAHAI	15811/HDLD
301	Le Van Thang	ĐAHAI	16268/HDLD
302	Nguyen Tan Suu	ĐAHAI	19424/HDLD
303	Nguyen Quang Thanh	ĐAHAI	19426/HDLD
304	Bui Vinh Tri	ĐAHAI	19776/HDLD
305	Nguyen Viet Hieu Trung	ĐAHAI	19884/HDLD
306	Phan Van Son	ĐAHAI	20072/HDLD
307	Ho Van Da	ĐAHAI	20453/HDLD
308	Ho Thanh Khang	ĐAHAI	20481/HDLD
309	Le Dinh Hung	ĐAHAI	20760/HDLD
310	Le Quang Phong	ĐAHAI	21042/HDLD
311	Nguyen Thanh Giau	ĐAHAI	21246/HDLD
312	Nguyen Tran Anh Khoa	ĐAKHOA	06176/HDLD
313	Le Van Tuan	ĐAKHOA	11850/HDLD

314	Luong Van Dong	ĐAKHOA	20026/HDLD
315	Nguyen Anh Duc	ĐAKHOA	20652/HDLD
316	Pham Van Khai	ĐAKHOA	20656/HDLD
317	Nguyen Thi Anh Dao	ĐMUC02	00067/HDLD
318	Le Thi Su	ĐMUC02	00196/HDLD
319	Nguyen Thi Hong Dao	ĐMUC02	01531/HDLD
320	Nguyen Thi Phuong	ĐMUC02	01550/HDLD
321	Le Thi Thuan	ĐMUC02	03271/HDLD
322	Vo Thi Tam	ĐMUC02	07200/HDLD
323	Tran Thi Kim Ngan	ĐMUC02	07997/HDLD
324	Ngo Thi Phuong	ĐMUC02	11110/HDLD
325	Pham Thi Thu Ha	ĐMUC02	11142/HDLD
326	Le Anh Thuong	KCS	01597/HDLD
327	Nguyen Thi Kim Hanh	KCS	01601/HDLD
328	Nguyen Thi Thuy Chi	KCS	01603/HDLD
329	Vo Thi Tuyet Mai	KCS	01605/HDLD
330	Dinh Thi Vi	KCS	02158/HDLD
331	Nguyen Thi Dieu Huyen	KCS	02654/HDLD
332	Nguyen Thi Huong	KCS	03264/HDLD
333	Ngo Thi Hai	KCS	04932/HDLD
334	Thai Viet Chieu	KCS	07507/HDLD
335	Nguyen Thi Thanh Hoa	KCS	08930/HDLD
336	Tran Thi Nhu	KCS	09583/HDLD
337	Vo Thi Ngan	KCS	10040/HDLD



338	Vo Thi Thu Cam	KCS	11967/HDLLD
339	Vo Thi Ha	KCS	12406/HDLLD
340	Nguyen Thi Huyen	KCS	12954/HDLLD
341	Le Thi Xuan	VS02	00281/HDLLD
342	Phan Thi Be	VS02	00523/HDLLD
343	Nguyen Thi Quynh Chau	VS02	01399/HDLLD
344	Tran Thi Oanh	VS02	01401/HDLLD
345	Le Thi Tuyet	VS02	03956/HDLLD
346	Phan Thi Nam	VS02	04826/HDLLD
347	Truong Thi Anh Ngoc	VS02	05127/HDLLD
348	Nguyen Thi Linh	VS02	06130/HDLLD
349	Truong Thi Lien	VS02	06202/HDLLD
350	Pham Thi Hien Thao	VS02	16062/HDLLD
351	Ho Van Cuong	VS02	19528/HDLLD
352	A Thi Ngot	VS02	20593/HDLLD
353	Bnuoch Thi Dhuot	VS02	21104/HDLLD

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**3. List of Shareholders of Frozen Seafoods Factory No.32 :**

No,	Full Name	Nationality	Total Shares	Value (VND)	Ownership Ratio
1	Bui Giang Nam	Vietnam	283	2,830,000	0.0187%
2	Bui Thi Hanh	Vietnam	943	9,430,000	0.0624%
3	Bui Van Hung	Vietnam	273	2,730,000	0.0181%
4	Bui Van Nhan	Vietnam	608	6,080,000	0.0403%
5	Chau Quang Le	Vietnam	538	5,380,000	0.0356%
6	Chau Quang Thu	Vietnam	2,034	20,340,000	0.1347%
7	Chau Thi Trieu	Vietnam	112	1,120,000	0.0074%
8	Che Van Son	Vietnam	126	1,260,000	0.0083%

9	Doan Thi Thanh Thuy	Vietnam	210	2,100,000	0.0139%
10	DUONG MUOI MUOI	Vietnam	0	0	0.0000%
11	DUONG VAN CANH	Vietnam	3	30,000	0.0002%
12	Duong Quang Thang	Vietnam	804	8,040,000	0.0532%
13	Duong Thi Binh	Vietnam	839	8,390,000	0.0556%
14	Duong Thi Tuyet Hang	Vietnam	22,363	223,630,000	1.4807%
15	Duong Van Trung	Vietnam	503	5,030,000	0.0333%
16	HOANG DINH HUA	Vietnam	978	9,780,000	0.0648%
17	Hoang Thi Kim Le	Vietnam	377	3,770,000	0.0250%
18	Hoang Thi Kim Vinh	Vietnam	559	5,590,000	0.0370%
19	Hoang Thi Le Thu	Vietnam	699	6,990,000	0.0463%
20	Hoang Thi Phuong	Vietnam	566	5,660,000	0.0375%
21	Hoang Thi Tuyet Hanh	Vietnam	755	7,550,000	0.0500%
22	Hoang Thi Tuyet Nhung	Vietnam	461	4,610,000	0.0305%
23	Huynh Ba Khanh	Vietnam	210	2,100,000	0.0139%
24	Huynh Dieu Thuy	Vietnam	294	2,940,000	0.0195%
25	Huynh Luong	Vietnam	105	1,050,000	0.0070%
26	Huynh Ngoc Tuan	Vietnam	231	2,310,000	0.0153%
27	Huynh The Hien	Vietnam	830	8,300,000	0.0550%
28	Huynh Thi Bich Hanh	Vietnam	482	4,820,000	0.0319%
29	Huynh Thi Dung	Vietnam	84	840,000	0.0056%
30	Huynh Thi Huyen	Vietnam	189	1,890,000	0.0125%
31	Huynh Thi Huong	Vietnam	818	8,180,000	0.0542%
32	Huynh Thi Loi	Vietnam	591	5,910,000	0.0391%
33	Huynh Thi Nguyet	Vietnam	210	2,100,000	0.0139%
34	Huynh Thi Ngoc Tuyet	Vietnam	168	1,680,000	0.0111%
35	Huynh Thi Thao	Vietnam	63	630,000	0.0042%
36	Huynh Thi The	Vietnam	545	5,450,000	0.0361%
37	Huynh Van Sau	Vietnam	1,978	19,780,000	0.1310%
38	Huynh Van Tiep	Vietnam	419	4,190,000	0.0277%
39	Huynh Dinh Trong	Vietnam	839	8,390,000	0.0556%
40	Ha Bich Van Lisa	Vietnam	0	0	0.0000%
41	Ha Thi Hien	Vietnam	992	9,920,000	0.0657%
42	Ha Thi Thu Thuy	Vietnam	294	2,940,000	0.0195%
43	Ha Dang Hoa	Vietnam	1,747	17,470,000	0.1157%
44	Ha Duc Thanh	Vietnam	168	1,680,000	0.0111%

45	Ho Cong Thien	Vietnam	126	1,260,000	0.0083%
46	Ho Nhat Tuyen	Vietnam	936	9,360,000	0.0620%
47	Ho Thi Kieu Tien	Vietnam	2,086	20,860,000	0.1381%
48	Ho Thi Lam Phuong	Vietnam	189	1,890,000	0.0125%
49	Ho Thi My Tien	Vietnam	545	5,450,000	0.0361%
50	Ho Thi Phuc	Vietnam	409	4,090,000	0.0271%
51	Ho Thi Thanh Truc	Vietnamese	35	350,000	0.0023%
52	Ho Thi Thuy Duong	Vietnamese	84	840,000	0.0056%
53	Ho Thi Tinh	Vietnamese	419	4,190,000	0.0277%
54	Ho Thi Anh Loan	Vietnamese	84	840,000	0.0056%
55	Ho Tien Dung	Vietnamese	1,048	10,480,000	0.0694%
56	Ho Van Bot	Vietnamese	1,132	11,320,000	0.0750%
57	Lieu Phuc Tuong	Vietnamese	1,048	10,480,000	0.0694%
58	Le Hoang	Vietnamese	70	700,000	0.0046%
59	Le Thi Huong	Vietnamese	7	70,000	0.0005%
60	Le Thi Mai Huong	Vietnamese	126	1,260,000	0.0083%
61	Le Thi Minh Thao	Vietnamese	85,326	853,260,000	5.6495%
62	Le Thi Ngoc Suong	Vietnamese	755	7,550,000	0.0500%
63	Lam Thi Hong Tam	Vietnamese	412	4,120,000	0.0273%
64	Le Anh Thuong	Vietnamese	922	9,220,000	0.0610%
65	Le Hung Anh	Vietnamese	231	2,310,000	0.0153%
66	Le Phuoc Thi	Vietnamese	14	140,000	0.0009%
67	Le Quang Hung	Vietnamese	356	3,560,000	0.0236%
68	Le Thanh Giang	Vietnamese	84	840,000	0.0056%
69	Le Thanh Hai	Vietnamese	56	560,000	0.0037%
70	Le Thanh Thao	Vietnamese	95,577	955,770,000	6.3283%
71	Le Thanh Thuy	Vietnamese	419	4,190,000	0.0277%
72	Le Thanh Tung	Vietnamese	335	3,350,000	0.0222%
73	Le Thi Bien	Vietnamese	699	6,990,000	0.0463%
74	Le Thi Bich Na	Vietnamese	294	2,940,000	0.0195%
75	Le Thi Buu Sanh	Vietnamese	314	3,140,000	0.0208%
76	Le Thi Dieu Hue	Vietnamese	252	2,520,000	0.0167%
77	Le Thi Hoa	Vietnamese	797	7,970,000	0.0528%
78	Le Thi Hoang Lan	Vietnamese	42	420,000	0.0028%
79	Le Thi Hong Loan	Vietnamese	252	2,520,000	0.0167%
80	Le Thi Hong Sang	Vietnamese	461	4,610,000	0.0305%



81	Le Thi Mai	Vietnamese	1,272	12,720,000	0.0842%
82	Le Thi Minh Nguyen	Vietnamese	210	2,100,000	0.0139%
83	Le Thi Nhi	Vietnamese	1	10,000	0.0001%
84	Le Thi Su	Vietnamese	94	940,000	0.0062%
85	Le Thi Thanh Binh	Vietnamese	517	5,170,000	0.0342%
86	Le Thi Thanh Luc	Vietnamese	189	1,890,000	0.0125%
87	Le Thi Thanh Nguyet	Vietnamese	650	6,500,000	0.0430%
88	Le Thi Thu	Vietnamese	189	1,890,000	0.0125%
89	Le Thi Trinh	Vietnamese	224	2,240,000	0.0148%
90	Le Thi Truong	Vietnamese	1,510	15,100,000	0.1000%
91	Le Thi Ai Trinh	Vietnamese	461	4,610,000	0.0305%
92	Le Thi Dong	Vietnamese	377	3,770,000	0.0250%
93	Le Tuan	Vietnamese	1,405	14,050,000	0.0930%
94	Le Tan Don	Vietnamese	2,586	25,860,000	0.1712%
95	Le Tu Gia Thanh	Vietnamese	566	5,660,000	0.0375%
96	Le Viet Long	Vietnamese	210	2,100,000	0.0139%
97	Le Viet Ha	Vietnamese	307	3,070,000	0.0203%
98	Le Van Cuong	Vietnamese	17,297	172,970,000	1.1453%
99	Le Van Trinh	Vietnamese	1,887	18,870,000	0.1249%
100	Le Van Dai	Vietnamese	699	6,990,000	0.0463%
101	Le Duc Kien	Vietnamese	7	70,000	0.0005%
102	Le Duc Tran Dau	Vietnamese	63	630,000	0.0042%
103	Mai Hoang Hung	Vietnamese	7	70,000	0.0005%
104	Mai Thi Len	Vietnamese	321	3,210,000	0.0213%
105	Mai Thi Tham	Vietnamese	63	630,000	0.0042%
106	Mai Dang Hai	Vietnamese	950	9,500,000	0.0629%
107	Nguyen Cong Thanh	Vietnamese	426	4,260,000	0.0282%
108	Nguyen Hoang Son	Vietnamese	14	140,000	0.0009%
109	Nguyen Hung Cuong	Vietnamese	1	10,000	0.0001%
110	Nguyen Khanh Toan	Vietnamese	210	2,100,000	0.0139%
111	Nguyen Sinh Dung Thang	Vietnamese	0	0	0.0000%
112	Nguyen Sieu Man	Vietnamese	0	0	0.0000%
113	Nguyen Thanh Duoc	Vietnamese	77	770,000	0.0051%
114	Nguyen Thi Hoang Suong	Vietnamese	42	420,000	0.0028%
115	Nguyen Thi Minh Hien	Vietnamese	0	0	0.0000%
116	Nguyen Thi Minh Duc	Vietnamese	0	0	0.0000%



117	Nguyen Thi Thuy Chi	Vietnamese	168	1,680,000	0.0111%
118	Nguyen Viet Quan	Vietnamese	8,379	83,790,000	0.5548%
119	Nguyen Van Chung	Vietnamese	335	3,350,000	0.0222%
120	Nguyen Van Chung	Vietnamese	335	3,350,000	0.0222%
121	Nguyen Van Dung	Vietnamese	0	0	0.0000%
122	Nguyen Van Huy	Vietnamese	28	280,000	0.0019%
123	Nguyen Van Ho	Vietnamese	699	6,990,000	0.0463%
124	Nguyen Duc Quynh	Vietnamese	0	0	0.0000%
125	Nguyen Chau	Vietnamese	321	3,210,000	0.0213%
126	Nguyen Cac Khanh	Vietnamese	280	2,800,000	0.0185%
127	Nguyen Cong Tuan	Vietnamese	503	5,030,000	0.0333%
128	Nguyen Hoai Duc	Vietnamese	839	8,390,000	0.0556%
129	Nguyen Hoang Oanh	Vietnamese	377	3,770,000	0.0250%
130	Nguyen Hai Ha	Vietnamese	321	3,210,000	0.0213%
131	Nguyen Hai Nam	Vietnamese	94	940,000	0.0062%
132	Nguyen Huu Nam	Vietnamese	105	1,050,000	0.0070%
133	Nguyen Huu Tuan	Vietnamese	503	5,030,000	0.0333%
134	Nguyen Khanh Huyen	Vietnamese	419	4,190,000	0.0277%
135	Nguyen Ngoc Phuc Diem	Vietnamese	7	70,000	0.0005%
136	Nguyen Quang Cuong	Vietnamese	84	840,000	0.0056%
137	Nguyen Quy	Vietnamese	1,363	13,630,000	0.0902%
138	Nguyen Quoc Ha	Vietnamese	3	30,000	0.0002%
139	Nguyen Quoc Truong	Vietnamese	224	2,240,000	0.0148%
140	Nguyen Quoc Tan	Vietnamese	629	6,290,000	0.0416%
141	Nguyen Thanh An	Vietnamese	105	1,050,000	0.0070%
142	Nguyen Thanh Bao Duy	Vietnamese	2,166	21,660,000	0.1434%
143	Nguyen Thanh Quy	Vietnamese	210	2,100,000	0.0139%
144	Nguyen Thanh Son	Vietnamese	307	3,070,000	0.0203%
145	Nguyen Thu Huyen	Vietnamese	2,390	23,900,000	0.1582%
146	Nguyen The Phuong	Vietnamese	252	2,520,000	0.0167%
147	Nguyen Thi Bich Hue	Vietnamese	377	3,770,000	0.0250%
148	Nguyen Thi Bich Thuan	Vietnamese	335	3,350,000	0.0222%
149	Nguyen Thi Bich Thuy	Vietnamese	252	2,520,000	0.0167%
150	Nguyen Thi Cam Le	Vietnamese	384	3,840,000	0.0254%
151	Nguyen Thi Cam Uyen	Vietnamese	629	6,290,000	0.0416%
152	Nguyen Thi Dieu My	Vietnamese	755	7,550,000	0.0500%



153	Nguyen Thi Dung	Vietnamese	4,732	47,320,000	0.3133%
154	Nguyen Thi Hoang Oanh	Vietnamese	419	4,190,000	0.0277%
155	Nguyen Thi Ha	Vietnamese	105	1,050,000	0.0070%
156	Nguyen Thi Hoa	Vietnamese	839	8,390,000	0.0556%
157	Nguyen Thi Huong Trinh	Vietnamese	461	4,610,000	0.0305%
158	Nguyen Thi Hao	Vietnamese	346	3,460,000	0.0229%
159	Nguyen Thi Hong	Vietnamese	1,048	10,480,000	0.0694%
160	Nguyen Thi Hong Linh	Vietnamese	105	1,050,000	0.0070%
161	Nguyen Thi Hong Dao	Vietnamese	273	2,730,000	0.0181%
162	Nguyen Thi Kim Dung	Vietnamese	419	4,190,000	0.0277%
163	Nguyen Thi Kim Hanh	Vietnamese	252	2,520,000	0.0167%
164	Nguyen Thi Kim Lien	Vietnamese	598	5,980,000	0.0396%
165	Nguyen Thi Kim Loan	Vietnamese	105	1,050,000	0.0070%
166	Nguyen Thi Kim Phuong	Vietnamese	503	5,030,000	0.0333%
167	Nguyen Thi Kim Phuong	Vietnamese	1,132	11,320,000	0.0750%
168	Nguyen Thi Kim Yen	Vietnamese	545	5,450,000	0.0361%
169	Nguyen Thi Lan Anh	Vietnamese	294	2,940,000	0.0195%
170	Nguyen Thi Linh Phuong	Vietnamese	252	2,520,000	0.0167%
171	Nguyen Thi Mai Hoa	Vietnamese	1,572	15,720,000	0.1041%
172	Nguyen Thi My	Vietnamese	503	5,030,000	0.0333%
173	Nguyen Thi My Trang	Vietnamese	335	3,350,000	0.0222%
174	Nguyen Thi Nga	Vietnamese	1,384	13,840,000	0.0916%
175	Nguyen Thi Ngoc Lan	Vietnamese	1,786	17,860,000	0.1183%
176	Nguyen Thi Nhu Ngoc	Vietnamese	335	3,350,000	0.0222%
177	Nguyen Thi Nu	Vietnamese	524	5,240,000	0.0347%
178	Nguyen Thi Phi Anh	Vietnamese	864,715	8,647,150,000	57.2539%
179	Nguyen Thi Phi Yen	Vietnamese	3,983	39,830,000	0.2637%
180	Nguyen Thi Quy	Vietnamese	943	9,430,000	0.0624%
181	Nguyen Thi Thanh Huong	Vietnamese	126	1,260,000	0.0083%
182	Nguyen Thi Thanh Minh	Vietnamese	3,145	31,450,000	0.2082%
183	Nguyen Thi Thanh Thuy	Vietnamese	252	2,520,000	0.0167%
184	Nguyen Thi Thanh Thuy	Vietnamese	3,355	33,550,000	0.2221%
185	Nguyen Thi Thanh Tam	Vietnamese	294	2,940,000	0.0195%
186	Nguyen Thi Thi	Vietnamese	189	1,890,000	0.0125%
187	Nguyen Thi Thu Bao	Vietnamese	126	1,260,000	0.0083%
188	Nguyen Thi Thu Hien	Vietnamese	1,670	16,700,000	0.1106%

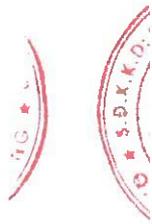


189	Nguyen Thi Thu Hai	Vietnamese	252	2,520,000	0.0167%
190	Nguyen Thi Thai Hien	Vietnamese	168	1,680,000	0.0111%
191	Nguyen Thi Thoi	Vietnamese	1,118	11,180,000	0.0740%
192	Nguyen Thi Thuy Nga	Vietnamese	1,384	13,840,000	0.0916%
193	Nguyen Thi Thao	Vietnamese	49	490,000	0.0032%
194	Nguyen Thi Thao	Vietnamese	49	490,000	0.0032%
195	Nguyen Thi Tam	Vietnamese	224	2,240,000	0.0148%
196	Nguyen Thi Tinh	Vietnamese	283	2,830,000	0.0187%
197	Nguyen Thi Viet	Vietnamese	210	2,100,000	0.0139%
198	Nguyen Thi Van	Vietnamese	31	310,000	0.0021%
199	Nguyen Thi Xuan Huong	Vietnamese	2,294	22,940,000	0.1519%
200	Nguyen Thi Xuan Thi	Vietnamese	314	3,140,000	0.0208%
201	Nguyen Thi Anh Tuyet	Vietnam	409	4,090,000	0.0271%
202	Nguyen Tuan Huy	Vietnam	42	420,000	0.0028%
203	Nguyen Viet Trung	Vietnam	91	910,000	0.0060%
204	Nguyen Van Dung	Vietnam	335	3,350,000	0.0222%
205	Nguyen Van Huy	Vietnam	503	5,030,000	0.0333%
206	Nguyen Van Hau	Vietnam	832	8,320,000	0.0551%
207	Nguyen Van Nam	Vietnam	28	280,000	0.0019%
208	Nguyen Van Nghia	Vietnam	112	1,120,000	0.0074%
209	Nguyen Van Thuan	Vietnam	252	2,520,000	0.0167%
210	Nguyen Van Thanh	Vietnam	231	2,310,000	0.0153%
211	Nguyen Van Thich	Vietnam	881	8,810,000	0.0583%
212	Nguyen Van Trung	Vietnam	1,447	14,470,000	0.0958%
213	Nguyen Van Tin	Vietnam	252	2,520,000	0.0167%
214	Nguyen Van Tinh	Vietnam	294	2,940,000	0.0195%
215	Nguyen Dinh Cuong	Vietnam	0	0	0.0000%
216	Nguyen Dinh Tuan	Vietnam	2,348	23,480,000	0.1555%
217	Nguyen Dang Dung	Vietnam	419	4,190,000	0.0277%
218	Nguyen Dac Quynh Nhu	Vietnam	811	8,110,000	0.0537%
219	Ngo Dieu Quynh	Vietnam	7	70,000	0.0005%
220	Ngo Nguyen Anh Tuan	Vietnam	1,216	12,160,000	0.0805%
221	Ngo Quang Cuong	Vietnam	7	70,000	0.0005%
222	Ngo Thi Hoai Thu	Vietnam	671	6,710,000	0.0444%
223	Ngo Thi Thanh Ha	Vietnam	210	2,100,000	0.0139%
224	Ngo Van Hanh	Vietnam	1,688	16,880,000	0.1118%

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225	Ngo Van Son	Vietnam	4,193	41,930,000	0.2776%
226	Nong Thi Min Lin	Vietnam	7	70,000	0.0005%
227	Phan Anh Tuan	Vietnam	629	6,290,000	0.0416%
228	Phung Thi Phu	Vietnam	0	0	0.0000%
229	Pham Doan Le Binh	Vietnam	7	70,000	0.0005%
230	Pham Thi Thuong	Vietnam	189	1,890,000	0.0125%
231	Phan Cong Dung	Vietnam	699	6,990,000	0.0463%
232	Phan Huu Manh	Vietnam	419	4,190,000	0.0277%
233	Phan Quynh Anh	Vietnam	545	5,450,000	0.0361%
234	Phan Thi Chi Tuyen	Vietnam	881	8,810,000	0.0583%
235	Phan Thi Cat	Vietnam	419	4,190,000	0.0277%
236	Phan Thi Hien	Vietnam	440	4,400,000	0.0291%
237	Phan Thi Huong	Vietnam	629	6,290,000	0.0416%
238	Phan Thi Kim Yen	Vietnam	440	4,400,000	0.0291%
239	Phan Thi Le	Vietnam	943	9,430,000	0.0624%
240	Phan Thị Minh Lành	Việt Nam	3,396	33,960,000	0.2249%
241	Phan Thị Mỹ Hòa	Việt Nam	314	3,140,000	0.0208%
242	Phan Thị Thuần	Việt Nam	231	2,310,000	0.0153%
243	Phan Thị Xiếng	Việt Nam	314	3,140,000	0.0208%
244	Phan Thị Yên	Việt Nam	566	5,660,000	0.0375%
245	Phan Tường Bách	Việt Nam	5,500	55,000,000	0.3642%
246	Phùng Hữu Văn Chương	Việt Nam	419	4,190,000	0.0277%
247	Phạm Hoài Ngọc	Việt Nam	1	10,000	0.0001%
248	Phạm Lê Bảo Long	Việt Nam	7	70,000	0.0005%
249	Phạm Ngọc Sơn	Việt Nam	77	770,000	0.0051%
250	Phạm Sỹ Tuyển	Việt Nam	881	8,810,000	0.0583%
251	Phạm Thanh Xuân	Việt Nam	503	5,030,000	0.0333%
252	Phạm Thị Cấn	Việt Nam	1,254	12,540,000	0.0830%
253	Phạm Thị Ngọc Ánh	Việt Nam	1,188	11,880,000	0.0787%
254	Phạm Thị Nhung	Việt Nam	440	4,400,000	0.0291%
255	Phạm Thị Nhuận	Việt Nam	377	3,770,000	0.0250%
256	Phạm Thị Nhâm	Việt Nam	419	4,190,000	0.0277%
257	Phạm Thị Phương Thảo	Việt Nam	49	490,000	0.0032%
258	Phạm Thị Thiên	Việt Nam	189	1,890,000	0.0125%
259	Phạm Thị Thu Cúc	Việt Nam	461	4,610,000	0.0305%
260	Phạm Thị Thu Cúc	Việt Nam	531	5,310,000	0.0352%

261	Phạm Thị Thùy Nhung	Việt Nam	0	0	0.0000%
262	Phạm Thị Trí	Việt Nam	147	1,470,000	0.0097%
263	Phạm Thị Tài	Việt Nam	839	8,390,000	0.0556%
264	Phạm Thị Vân	Việt Nam	692	6,920,000	0.0458%
265	Phạm Xuân Thảo	Việt Nam	140	1,400,000	0.0093%
266	Phạm Đình Nguyên	Việt Nam	587	5,870,000	0.0389%
267	Sỳ Thị Tâm	Việt Nam	105	1,050,000	0.0070%
268	TRƯƠNG THANH HẢI	Việt Nam	1,468	14,680,000	0.0972%
269	TRẦN NGỌC THU TRÚC	Việt Nam	1,048	10,480,000	0.0694%
270	TRẦN THỊ LIỄU OANH	Việt Nam	398	3,980,000	0.0264%
271	TRAN THI MY	Vietnam	273	2,730,000	0.0181%
272	TRAN THI PHUONG	Vietnam	419	4,190,000	0.0277%
273	TRAN THI THANH HAI	Vietnam	245	2,450,000	0.0162%
274	TRAN TUAN DAT	Vietnam	49	490,000	0.0032%
275	Truong Cong Phuong	Vietnam	280	2,800,000	0.0185%
276	Truong Cong Tam	Vietnam	4,459	44,590,000	0.2952%
277	Truong Nguyen	Vietnam	10,052	100,520,000	0.6656%
278	Truong Thi Dieu Khai	Vietnam	964	9,640,000	0.0638%
279	Truong Thi My Le	Vietnam	168	1,680,000	0.0111%
280	Truong Thi Phong	Vietnam	210	2,100,000	0.0139%
281	Truong Thi Thanh Minh	Vietnam	210	2,100,000	0.0139%
282	Truong Van Quang	Vietnam	797	7,970,000	0.0528%
283	Truong Van Tuan	Vietnam	461	4,610,000	0.0305%
284	Truong Van Tuong	Vietnam	3,145	31,450,000	0.2082%
285	Tran Anh Quang	Vietnam	231	2,310,000	0.0153%
286	Tran Chin	Vietnam	629	6,290,000	0.0416%
287	Tran Cong Phuong	Vietnam	1,572	15,720,000	0.1041%
288	Tran Nguyen Ngoc Ha	Vietnam	384	3,840,000	0.0254%
289	Tran Quoc Hai	Vietnam	5,724	57,240,000	0.3790%
290	Tran Quoc Toan	Vietnam	210	2,100,000	0.0139%
291	Tran Quoc Tuan	Vietnam	13,977	139,770,000	0.9254%
292	Tran Thanh Binh	Vietnam	7	70,000	0.0005%
293	Tran Thi Hoa	Vietnam	189	1,890,000	0.0125%
294	Tran Thi Huong	Vietnam	419	4,190,000	0.0277%
295	Tran Thi Hanh	Vietnam	314	3,140,000	0.0208%
296	Tran Thi Hanh	Vietnam	356	3,560,000	0.0236%



297	Tran Thi Kim Loan	Vietnam	2,893	28,930,000	0.1915%
298	Tran Thi Le Quyen	Vietnam	629	6,290,000	0.0416%
299	Tran Thi Mai	Vietnam	189	1,890,000	0.0125%
300	Tran Thi Nga	Vietnam	1,447	14,470,000	0.0958%
301	Tran Thi Nguyet	Vietnam	342	3,420,000	0.0226%
302	Tran Thi Ngoc Lan	Vietnam	1,300	13,000,000	0.0861%
303	Tran Thi No	Vietnam	335	3,350,000	0.0222%
304	Tran Thi Thoai	Vietnam	70	700,000	0.0046%
305	Tran Thi Thu Ha	Vietnam	1,038	10,380,000	0.0687%
306	Tran Thi Thu Thuy	Vietnam	147	1,470,000	0.0097%
307	Tran Thi Thanh	Vietnam	587	5,870,000	0.0389%
308	Tran Thi Tuyet	Vietnam	154	1,540,000	0.0102%
309	Tran Thi Tam	Vietnam	377	3,770,000	0.0250%
310	Tran Thi Tu	Vietnam	112	1,120,000	0.0074%
311	Tran Thi Tu	Vietnam	2,306	23,060,000	0.1527%
312	Tran Thi Tu	Vietnam	391	3,910,000	0.0259%
313	Tran Thi Viet Hong	Vietnam	8,351	83,510,000	0.5529%
314	Tran Thi Vui	Vietnam	210	2,100,000	0.0139%
315	Tran Thi Van	Vietnam	196	1,960,000	0.0130%
316	Tran Viet Dung	Vietnam	839	8,390,000	0.0556%
317	Tran Van Dung	Vietnam	126	1,260,000	0.0083%
318	Tran Van Linh	Vietnam	108,455	1,084,550,000	7.1809%
319	Tran Van Nhan Luc	Vietnam	280	2,800,000	0.0185%
320	Tran Van Thu	Vietnam	273	2,730,000	0.0181%
321	Tran Yen	Vietnam	168	1,680,000	0.0111%
322	Trinh Thi Hoang Dung	Vietnam	182	1,820,000	0.0121%
323	Trinh Thi Hong Phuc	Vietnam	10,776	107,760,000	0.7135%
324	Trinh Tuyet Le	Vietnam	84	840,000	0.0056%
325	TO THI TUONG DUYEN	Vietnam	6,671	66,710,000	0.4417%
326	To Tu Tan	Vietnam	1,635	16,350,000	0.1083%
327	TU VI HUE	Vietnam	0	0	0.0000%
328	Tu Hoang Duc	Vietnam	168	1,680,000	0.0111%
329	Vo Hong Son	Vietnam	4,193	41,930,000	0.2776%
330	Vo Hong Thai	Vietnam	22,472	224,720,000	1.4879%
331	Vo Le	Vietnam	175	1,750,000	0.0116%
332	Vo Nguyen Vi Dan	Vietnam	433	4,330,000	0.0287%

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333	Vo Thi Bon	Vietnam	1,069	10,690,000	0.0708%
334	Vo Thi Gai	Vietnam	105	1,050,000	0.0070%
335	Vo Thi Huong	Vietnam	126	1,260,000	0.0083%
336	Vo Thi Kim Huyen	Vietnam	98	980,000	0.0065%
337	Vo Thi Ngoc Hoa	Vietnam	1,908	19,080,000	0.1263%
338	Vo Thi Thuong	Vietnam	84	840,000	0.0056%
339	Vo Thi Van	Vietnam	231	2,310,000	0.0153%
340	Vo Van Gioi	Vietnam	7	70,000	0.0005%
341	Vo Duc Phuong	Vietnam	692	6,920,000	0.0458%
342	Van Thuy Trang	Vietnam	419	4,190,000	0.0277%
343	Van Thi Dieu Lai	Vietnam	692	6,920,000	0.0458%
344	Van Thi Dieu Nhan	Vietnam	314	3,140,000	0.0208%
345	Van Thi Thu	Vietnam	168	1,680,000	0.0111%
346	Van Duc Thien	Vietnam	84	840,000	0.0056%
347	VU HONG SON	Vietnam	699	6,990,000	0.0463%
348	VU TIEN QUANG	Vietnam	2,795	27,950,000	0.1851%
349	Vu Quoc Bao	Vietnam	4,403	44,030,000	0.2915%
350	VUONG HOANG PHUONG	Vietnam	0	0	0.0000%
351	Ong Thi Minh	Vietnam	629	6,290,000	0.0416%
352	Dinh Thi Ngoc Hong	Vietnam	4,193	41,930,000	0.2776%
353	Doan Thi Bach Yen	Vietnam	1,761	17,610,000	0.1166%
354	Dam Thu Thuy	Vietnam	273	2,730,000	0.0181%
355	Dao Ngoc The	Vietnam	6,863	68,630,000	0.4544%
356	Dao Thi Ai Xuan	Vietnam	252	2,520,000	0.0167%
357	DANG PHAN XUAN TRIEU	Vietnam	140	1,400,000	0.0093%
358	DANG THAI HUNG	Vietnam	1	10,000	0.0001%
359	Dang Anh Khoa	Vietnam	210	2,100,000	0.0139%
360	Dang Bao Mai	Vietnam	1,314	13,140,000	0.0870%
361	Dang Huu Muc	Vietnam	629	6,290,000	0.0416%
362	Dang Thi Huyen Trang	Vietnam	126	1,260,000	0.0083%
363	Dang Thi Hai	Vietnam	42	420,000	0.0028%
364	Dang Thi Hai	Vietnam	140	1,400,000	0.0093%
365	Dang Thi Lien	Vietnam	126	1,260,000	0.0083%
366	Dang Thi Lenh	Vietnam	314	3,140,000	0.0208%
367	Dang Thi Thanh	Vietnam	461	4,610,000	0.0305%
368	Dang Thi Xi	Vietnam	922	9,220,000	0.0610%

369	Dang Van Ngoc	Vietnam	112	1,120,000	0.0074%
370	Dang Xuan Tai	Vietnam	881	8,810,000	0.0583%
371	Dang Dinh Dao	Vietnam	7	70,000	0.0005%
372	DO THUY HAO	Vietnam	35	350,000	0.0023%
373	Do Anh Thi Tuyet Thu	Vietnam	147	1,470,000	0.0097%
374	Do Thi Huong	Vietnam	349	3,490,000	0.0231%
375	Do Thi My Hanh	Vietnam	943	9,430,000	0.0624%
376	Do Thi Nguyet	Vietnam	3,138	31,380,000	0.2078%
377	Do Thi Thanh	Vietnam	252	2,520,000	0.0167%
378	Thuan Phuoc Seafoods and Trading Corporation	Vietnam	28	280,000	0.0019%
379	NISHIMURA TAKUYA	Japan	28	280,000	0.0019%
380	MIRAE ASSET SECURITIES CO., LTD,	Korea (the Republic of)	7	70,000	0.0005%
	<b>Total</b>		<b>1,510,316</b>	<b>15,103,160,000</b>	<b>100.00%</b>



**THE SOCIALIST REPUBLIC OF VIETNAM**  
**Independence – Freedom – Happiness**

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**CHARTER**  
**OF A JOINT STOCK COMPANY**  
**AN AN SEAFOODS AND TRADING LIMITED**  
*(Draft)*

Tháng 4/2026

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## PREAMBLE

This Charter is adopted pursuant to the Resolution of the General Meeting of Shareholders of **An An SeafoodS and Trading Limited** No.: ...../2026/NQ-GMS dated ..... month ..... 2026.

## CHAPTER I DEFINITIONS OF TERMS IN THE CHARTER

### Article 1. Interpretation of Terms

1. In this Charter, the following terms shall be construed as follows:

- a) **Charter Capital** means the total par value of shares sold or registered for subscription upon the establishment of the joint stock company and in accordance with Article 6 of this Charter;
- b) **Voting Capital** means the share capital under which the owners have voting rights on matters within the decision-making authority of the General Meeting of Shareholders;
- c) **Law on Enterprises** means the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and Law No. 76/2025/QH15 dated June 17, 2025 of the National Assembly amending and supplementing a number of articles of the Law on Enterprises;
- d) **Law on Securities** means the Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019; Law No. 56/2024/QH15 dated November 29, 2024 of the National Assembly amending and supplementing a number of articles of the Law on Securities, Law on Accounting, Law on Independent Audit, Law on State Budget, Law on Management and Use of Public Assets, Law on Tax Administration, Law on Personal Income Tax, Law on National Reserves and Law on Handling of Administrative Violations; Consolidated Document No. 24/VBHN-VPQH dated February 26, 2025 issued by the Office of the National Assembly consolidating the Law on Securities;
- d) **Vietnam** means the Socialist Republic of Vietnam;



e) **Date of Establishment** means the date on which the Company is first granted the Enterprise Registration Certificate (Business Registration Certificate or equivalent legal documents);

g) **Company Executives** means the General Director, Deputy General Directors, Chief Accountant and other executives of the Company approved by the Board of Directors;

h) **Company Managers** means the managers of the Company, including the Chairman of the Board of Directors, members of the Board of Directors, the General Director and other managerial positions approved by the Board of Directors;

i) **Related Persons** means individuals or organizations as prescribed in Clause 46, Article 4 of the Law on Securities;

k) **Shareholder** means an individual or organization owning at least one share of the joint stock company;

l) **Founding Shareholder** means a shareholder owning at least one ordinary share and signing the list of founding shareholders of the joint stock company;

m) **Major Shareholder** means a shareholder as prescribed in Clause 18, Article 4 of the Law on Securities;

n) **Duration of Operation** means the operating period of the Company as stipulated in Article 2 of this Charter and any extension period (if any) approved by the General Meeting of Shareholders of the Company;

o) **Stock Exchange** means the Vietnam Stock Exchange and its subsidiaries.

2. In this Charter, references to any provision or legal document shall include any amendments, supplements or replacement documents thereto.
3. The headings (Sections and Articles of this Charter) are used for convenience of reference only and shall not affect the interpretation of the contents of this Charter.

## **CHAPTER II**

### **FORM, HEAD OFFICE, BRANCHES, REPRESENTATIVE OFFICES, BUSINESS LOCATIONS, DURATION OF OPERATION AND LEGAL REPRESENTATIVE OF THE COMPANY**

#### **Article 2. Name, Form, Head Office, Branches, Representative Offices and Duration of Operation of the Company**

##### **1. Company Name**

- Vietnamese name: **AN AN SEAFOODS AND TRADING LIMITED**
  - English name: **AN AN SEAFOODS AND TRADING LIMITED**
2. The Company is a joint stock company with legal entity status in accordance with the current laws of Vietnam.
  3. **Registered Head Office**  
  
**Head Office Address :** Tay Hoa Hamlet, Kim Son Commune, Dong Thap Province, Viet Nam.
  4. The Company may establish branches and representative offices within its business areas, in other localities, or domestically and internationally in order to achieve the operational objectives of the Company in accordance with the resolutions of the Board of Directors and within the limits permitted by law.
  5. Unless the Company is dissolved prior to its term in accordance with Clause 2, Article 53 or its operation is extended in accordance with Article 54 of this Charter, the duration of operation of the Company shall commence from the Date of Establishment and shall be indefinite.

### **Article 3. Legal Representative of the Company**

#### **A. Legal Representative**

The Company shall have one legal representative who shall be either the Chairman of the Board of Directors or the General Director, as decided by the Board of Directors.

#### **B. Responsibilities of the Legal Representative**

1. The legal representative of the enterprise shall have the following responsibilities:
  - a) To exercise the assigned rights and obligations honestly, prudently and to the best of his/her ability in order to ensure the lawful interests of the enterprise;
  - b) To be loyal to the interests of the enterprise; not to use information, know-how, or business opportunities of the enterprise; not to abuse his/her position or authority; and not to use the assets of the enterprise for personal gain or for the benefit of other organizations or individuals;
  - c) To promptly, fully and accurately notify the enterprise of any enterprise in which such legal representative and his/her related persons hold ownership or controlling shares or capital contributions.
2. The legal representative of the enterprise shall be personally liable for any damage caused to the enterprise due to violations of the obligations specified in Clause 1 of this Article.

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**CHAPTER III**  
**OBJECTIVES, SCOPE OF BUSINESS AND OPERATIONS OF THE COMPANY**

**Article 4. Objectives of the Company**

**1. Business Lines of the Company:**

No.	Business Lines	Code
1	Processing and preservation of seafood and seafood products	1020
	Details: Production and export of frozen seafood products	(Main)
2	Installation of other construction systems	4329
	Details: Supply and installation of equipment in refrigeration engineering and food processing industries	
3	Real estate business; land use rights owned, used or leased	6810
	Excluding: Investment in construction of cemetery infrastructure for transfer of land use rights associated with infrastructure	
4	Other education not elsewhere classified	8559
	Details: Short-term vocational training	
5	Manufacture of wine	1102
	Details: Manufacture of alcoholic beverages	
6	Manufacture of non-alcoholic beverages and mineral water	1104
	Details: Manufacture of soft drinks	
7	Manufacture of beer and malt	1103
	Details: Manufacture of beer	

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8	Other specialized wholesale not elsewhere classified	4669
	Details: Export of agricultural products, food products and processed foods. Import of materials, machinery, equipment, technologies, means of transport and consumer goods	
	Excluding: Cigarettes and cigars, books, newspapers and magazines, recorded media, precious metals and gemstones, pharmaceuticals, explosives, crude oil and refined petroleum products, rice, cane sugar and beet sugar excluded from committed scope	
9	Marine aquaculture	321
	Not operating at the head office	
10	Inland aquaculture	322
	Not operating at the head office	
11	Freight transport by road	4933
	Details: Freight transport by trucks	
12	Other supporting transport activities	5229
	Details: Fisheries logistics services	
13	Manufacture of other food products not elsewhere classified	1079
	Details: Manufacture of agricultural food products and processed foods	
14	Construction of residential buildings	4101
15	Construction of non-residential buildings	4102
16	Agents, brokers and auction of goods	4610
	Details: Sales agency and consignment services	



Excluding: Cigarettes and cigars, books, newspapers and magazines, recorded media, precious metals and gemstones, pharmaceuticals, explosives, crude oil and refined petroleum products, rice, cane sugar and beet sugar excluded from committed scope
--

## **2. Objectives of the Company**

The Company is established, organized and continuously develops its production and business activities in the registered business lines and in other fields not prohibited by law, with the objectives of generating profits, creating employment and stable income for employees, increasing returns and ensuring other lawful rights and interests of shareholders, fulfilling obligations to the State, and contributing benefits to society.

## **Article 5. Scope of Business and Operations**

1. The Company is entitled to formulate plans and conduct all business activities in accordance with the business lines registered on the National Business Registration Portal and this Charter, in compliance with applicable laws, and to implement appropriate measures to achieve the objectives of the Company.
2. The Company may conduct business in other sectors and trades as permitted by law and approved by the General Meeting of Shareholders.

## ***CHAPTER IV***

### **CHARTER CAPITAL, SHARES AND FOUNDING SHAREHOLDERS**

#### **Article 6. Charter Capital, Shares and Founding Shareholders**

1. The charter capital of the Company is VND 105,673,120,000 (One hundred five billion, six hundred seventy-three million, one hundred twenty thousand Vietnamese dong).

The total charter capital of the Company is divided into 10,567,312 shares with a par value of VND 10,000 per share.

2. The Company may change its charter capital upon approval by the General Meeting of Shareholders and in accordance with the provisions of law.

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3. As of the date of adoption of this Charter, the Company has only one class of shares, which are **ordinary shares**. The rights and obligations of shareholders holding shares are specified in **Article 12 and Article 13** of this Charter.

4. The Company may issue preference shares after approval by the General Meeting of Shareholders and in accordance with the provisions of law.

5. The names, addresses, number of shares and other information of founding shareholders in accordance with the Law on Enterprises are specified in the attached Appendix. This Appendix forms an integral part of this Charter.

Ordinary shares must be offered for sale in priority to existing shareholders in proportion to their respective ownership of ordinary shares in the Company, unless otherwise decided by the General Meeting of Shareholders.

Shares not subscribed for by existing shareholders shall be decided by the Board of Directors. The Board of Directors may distribute such shares to other persons under conditions and methods deemed appropriate by the Board of Directors, but such shares shall not be sold on more favorable terms than those offered to existing shareholders unless otherwise decided by the General Meeting of Shareholders or where shares are sold through a Stock Exchange by auction method.

6. The Company may repurchase shares that have been issued by the Company in accordance with the methods prescribed in this Charter and applicable laws. Shares repurchased by the Company shall be considered **treasury shares**, and the Board of Directors may re-offer such shares by methods consistent with the Securities Law, relevant guiding documents and this Charter.

7. The Company may issue other types of securities upon approval by the General Meeting of Shareholders and in accordance with the provisions of law.

#### **Article 7. Share certificates**

1. Shareholders of the Company shall be issued share certificates corresponding to the number and class of shares they own.
2. A share is a type of security certifying the lawful rights and interests of its holder in respect of a portion of the share capital of the issuing organization. A share certificate must contain all information as prescribed in Clause 1, Article 121 of the Law on Enterprises.
3. From the date of submission of a complete dossier requesting the transfer of ownership of shares in accordance with the Company's regulations, or from the date

of full payment of the purchase price of shares in accordance with the Company's share issuance plan, the holder of such shares shall be issued a share certificate. The shareholder shall not be required to pay the Company the cost of printing the share certificate.

4. In case a share certificate is lost, damaged or otherwise destroyed, the shareholder shall be re-issued a share certificate by the Company upon the shareholder's request. Such request must include the following contents:
  - a) Information on the share certificate that has been lost, damaged or otherwise destroyed;
  - b) An undertaking to bear responsibility for any disputes arising from the re-issuance of a new share certificate.

#### **Article 8. Other securities certificates**

Bond certificates or other securities certificates of the Company (except for offering letters, provisional certificates and similar documents) when issued must bear the signature of the legal representative and the seal of the Company.

#### **Article 9. Transfer of shares**

1. All shares shall be freely transferable unless otherwise provided in this Charter and by law. Shares listed/registered for trading on the Stock Exchange shall be transferred in accordance with the laws on securities and the securities market.
2. Shares that have not been fully paid shall not be transferable and shall not be entitled to related rights and benefits such as the right to receive dividends, the right to receive shares issued to increase share capital from owners' equity, the right to purchase newly offered shares, and other rights and benefits as prescribed by law.

#### **Article 10. Redemption (forfeiture) of shares**

1. In case a shareholder fails to pay in full and on time the amount payable for the purchase of shares, the Board of Directors shall notify and have the right to request such shareholder to pay the outstanding amount together with interest thereon and any costs incurred by the Company due to such failure to make full payment.
2. The above-mentioned payment notice must clearly state the new payment deadline (at least seven (07) days from the date of sending the notice), the place of payment,

and must clearly state that if payment is not made as required, the unpaid shares shall be forfeited.

3. The Board of Directors shall have the right to forfeit shares that have not been fully and timely paid in case the requirements set out in the above notice are not complied with.
4. Forfeited shares shall be deemed shares offered for sale as provided in Clause 3, Article 112 of the Law on Enterprises. The Board of Directors may directly or authorize others to sell, re-allocate or otherwise dispose of such shares to the former holders of the forfeited shares or to other persons under such terms and conditions and in such manner as the Board of Directors deems appropriate.
5. A shareholder holding forfeited shares shall cease to be a shareholder in respect of such shares, but shall remain liable, corresponding to the total par value of the shares registered for subscription, for the financial obligations of the Company arising at the time of forfeiture as decided by the Board of Directors, from the date of forfeiture until the date of payment. The Board of Directors shall have full authority to decide on the enforcement of full payment of the value of the shares at the time of forfeiture.
6. The notice of forfeiture shall be sent to the holder of the forfeited shares prior to the time of forfeiture. The forfeiture shall remain effective even in case of any error or negligence in sending such notice.

## **CHAPTER V**

### **ORGANIZATIONAL STRUCTURE, GOVERNANCE AND SUPERVISION**

#### **Article 11. Organizational structure, governance and supervision**

The organizational, governance and supervision structure of the Company shall comprise:

1. The General Meeting of Shareholders;
2. The Board of Directors;
3. The Board of Supervisors;
4. The General Director.

## **CHAPTER VI**

### **SHAREHOLDERS AND GENERAL MEETING OF SHAREHOLDERS**

## Article 12. Rights of shareholders

1. Shareholders are the owners of the Company and shall have rights and obligations corresponding to the number and class of shares they own. Shareholders shall be liable for the debts and other property obligations of the Company only within the scope of the capital they have contributed to the Company.
2. Ordinary shareholders shall have the following rights :
  - a) To attend, speak at, and exercise voting rights at the General Meeting of Shareholders directly or through an authorized representative or by other forms as provided in the Company's Charter and by law. Each ordinary share shall carry one vote;
  - b) To receive dividends at the rate decided by the General Meeting of Shareholders;
  - c) To have priority in subscribing for new shares in proportion to each shareholder's ownership of ordinary shares in the Company;
  - d) To freely transfer their shares to others, except for the cases provided in Clause 3, Article 120 and Clause 1, Article 127 of the Law on Enterprises and other relevant provisions of law;
  - đ) To review, inspect and extract information on names and contact addresses in the list of shareholders having voting rights; to request correction of inaccurate information relating to themselves;
  - e) To review, inspect, extract or copy the Company's Charter, minutes of meetings of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;
  - g) In case the Company is dissolved or goes bankrupt, to receive a portion of the remaining assets corresponding to their shareholding ratio in the Company after the Company has settled debts and paid shareholders holding other classes of shares in accordance with law;
  - h) To request the Company to repurchase their shares in the cases provided in Article 132 of the Law on Enterprises;
  - i) To be treated equally. Each share of the same class shall confer equal rights, obligations and interests on its holder. In case the Company has preferred shares, the rights and obligations attached to such preferred shares must be approved by the General Meeting of Shareholders and fully disclosed to shareholders;

- k) To have full access to periodic and extraordinary information disclosed by the Company in accordance with law;
  - l) To have their lawful rights and interests protected; to request the suspension or annulment of resolutions or decisions of the General Meeting of Shareholders or the Board of Directors in accordance with the Law on Enterprises;
  - m) Other rights as provided by law and this Charter.
3. A shareholder or a group of shareholders holding at least 5% of the total number of ordinary shares shall have the following rights:
- a) To request the Board of Directors to convene a meeting of the General Meeting of Shareholders in accordance with the provisions of Clause 3, Article 115 and Article 140 of the Law on Enterprises;
  - b) To review, inspect and extract minutes and resolutions/decisions of the Board of Directors, semi-annual and annual financial statements, reports of the Board of Supervisors, contracts and transactions subject to approval by the Board of Directors, and other documents, except for documents relating to the Company's trade secrets and business secrets;
  - c) To request the Board of Supervisors to examine specific matters related to the management and operation of the Company when deemed necessary. Such request must be made in writing and must include the following contents: full name, contact address, nationality, and legal document number for an individual shareholder; name, enterprise code or legal document number of the organization, and head office address for an organizational shareholder; number of shares and the time of registration of shares of each shareholder, total number of shares of the group of shareholders and the ownership ratio in the total number of shares of the Company; the matter to be examined and the purpose of the examination;
  - d) To propose matters to be included in the agenda of the General Meeting of Shareholders. Such proposal must be made in writing and sent to the Company no later than [03] working days prior to the opening date. The proposal must clearly state the name of the shareholder, the number of each class of shares held by the shareholder, and the matter proposed to be included in the agenda;
  - đ) Other rights as provided by law and this Charter.

4. A shareholder or a group of shareholders owning at least [5%] of the total number of ordinary shares shall have the right to nominate candidates to the Board of Directors and the Board of Supervisors. The nomination shall be carried out as follows:
  - a) Ordinary shareholders forming a group to nominate candidates to the Board of Directors and the Board of Supervisors must notify the shareholders attending the meeting of such grouping prior to the opening of the General Meeting of Shareholders;
  - b) To nominate candidates to the Board of Directors or the Board of Supervisors in accordance with the corresponding provisions in Clause 2, Article 26 and Clause 2, Article 35 of this Charter.

### **Article 13. Obligations of shareholders**

Ordinary shareholders shall have the following obligations:

1. To pay in full and on time the amount for the shares they have committed to subscribe.
2. Not to withdraw the contributed capital in the form of ordinary shares from the Company in any form, except where the Company or another person repurchases such shares. In case any shareholder withdraws part or all of the contributed share capital in violation of this Clause, such shareholder and related persons in the Company shall be jointly and severally liable for the debts and other property obligations of the Company within the value of the withdrawn shares and the damages incurred.
3. To comply with the Company's Charter and the Company's internal governance regulations.
4. To comply with resolutions and decisions of the General Meeting of Shareholders and the Board of Directors.
5. To keep confidential the information provided by the Company in accordance with the Company's Charter and the law; to use such information only for the purpose of exercising and protecting their lawful rights and interests; and strictly not to disseminate or copy or send such information to other organizations or individuals.
6. To attend meetings of the General Meeting of Shareholders and exercise voting rights by the following forms:
  - a) Attending and voting directly at the meeting;

- b) Authorizing another individual or organization to attend and vote at the meeting;
  - c) Attending and voting via online conferences, electronic voting or other electronic forms;
  - d) Sending voting ballots to the meeting by mail, fax or email;
  - d) Sending voting ballots by other means as provided in the Company's Charter.
7. To bear personal liability when acting in the name of the Company in any form to carry out any of the following acts:
- a) Violating the law;
  - b) Conducting business and other transactions for personal gain or for the benefit of other organizations or individuals;
  - c) Paying debts that are not yet due in the face of financial risks to the Company.
8. To fulfill other obligations as provided by applicable law.

#### **Article 14. General Meeting of Shareholders**

1. The General Meeting of Shareholders comprises all shareholders having voting rights and is the highest decision-making body of the Company. The General Meeting of Shareholders shall convene annually once a year within four (04) months from the end of the fiscal year. Unless otherwise provided in the Company's Charter, the Board of Directors may decide to extend the time for holding the annual General Meeting of Shareholders when necessary, but not exceeding six (06) months from the end of the fiscal year. In addition to the annual meeting, the General Meeting of Shareholders may convene extraordinary meetings. The venue of the General Meeting of Shareholders shall be determined as the place where the chairperson attends the meeting and must be within the territory of Viet Nam.
2. The Board of Directors shall convene the annual General Meeting of Shareholders and select an appropriate venue. The annual General Meeting of Shareholders shall decide on matters in accordance with law and the Company's Charter, in particular the approval of the audited annual financial statements. In case the audit report on the Company's annual financial statements contains material qualifications, an adverse opinion or a disclaimer, the Company must invite a representative of the approved auditing organization that performed the audit of the Company's financial statements to attend the annual General Meeting of Shareholders, and such representative shall

be responsible for attending the annual General Meeting of Shareholders of the Company.

3. The Board of Directors must convene an extraordinary General Meeting of Shareholders in the following cases:
  - a) When the Board of Directors deems it necessary for the benefit of the Company;
  - b) When the remaining number of members of the Board of Directors, independent members of the Board of Directors, or members of the Board of Supervisors is less than the number prescribed by law, or when the number of members of the Board of Directors is reduced by more than one-third (1/3) compared to the number stipulated in this Charter;
  - c) Upon the request of a shareholder or a group of shareholders as prescribed in Clause 2, Article 115 of the Law on Enterprises; the request to convene the General Meeting of Shareholders must be made in writing, clearly stating the reasons and purposes of the meeting, and bearing sufficient signatures of the relevant shareholders, or the request may be made in several copies which together contain sufficient signatures of the relevant shareholders;
  - d) Upon the request of the Board of Supervisors, if the Board of Supervisors has grounds to believe that members of the Board of Directors or managers have seriously violated their obligations under Article 165 of the Law on Enterprises, or that the Board of Directors is acting or intends to act beyond the scope of its authority;
  - đ) Other cases as provided by law and this Charter.
4. Convening an extraordinary General Meeting of Shareholders:
  - a) The Board of Directors must convene the General Meeting of Shareholders within [30] days from the date on which the number of remaining members of the Board of Directors, independent members of the Board of Directors, or members of the Board of Supervisors falls as specified in Point b, Clause 3 of this Article, or from the date of receipt of a request as specified in Points c and d, Clause 3 of this Article;
  - b) If the Board of Directors fails to convene the General Meeting of Shareholders in accordance with Point a, Clause 4 of this Article, then within the following 30 days, the Board of Supervisors shall replace the Board of Directors in convening the General Meeting of Shareholders in accordance with Clause 3, Article 140 of the Law on Enterprises;

- c) If the Board of Supervisors fails to convene the General Meeting of Shareholders in accordance with Point b, Clause 4 of this Article, then the shareholder or group of shareholders specified in Point c, Clause 3 of this Article shall have the right to request the Company's representative to convene the General Meeting of Shareholders in accordance with the Law on Enterprises. In this case, the shareholder or group of shareholders convening the General Meeting of Shareholders may request the business registration authority to supervise the procedures for convening, conducting the meeting and adopting resolutions of the General Meeting of Shareholders. All costs for convening and conducting the General Meeting of Shareholders shall be reimbursed by the Company. Such costs shall not include the expenses incurred by shareholders when attending the General Meeting of Shareholders, including accommodation and travel expenses;
- d) The procedures for organizing the General Meeting of Shareholders shall comply with Clause 5, Article 140 of the Law on Enterprises.

#### **Article 15. Rights and obligations of the General Meeting of Shareholders**

1. The General Meeting of Shareholders shall have the following rights and obligations:
  - a) To approve the development orientation of the Company;
  - b) To decide on the classes of shares and the total number of shares of each class authorized for offering; to decide the annual dividend rate of each class of shares;
  - c) To elect, dismiss and remove members of the Board of Directors and members of the Board of Supervisors;
  - d) To decide on investment in or sale of assets with a value of [35%] or more of the total asset value recorded in the latest financial statements of the Company;
  - đ) To decide on amendments and supplements to the Company's Charter;
  - e) To approve the annual financial statements;
  - g) To decide on the repurchase of more than 10% of the total number of shares sold of each class;
  - h) To review and handle violations by members of the Board of Directors and members of the Board of Supervisors that cause damage to the Company and its shareholders;
  - i) To decide on the reorganization or dissolution of the Company;

- k) To decide the total remuneration, bonuses and other benefits for the Board of Directors and the Board of Supervisors;
  - l) To approve the Internal Governance Regulations; the Rules of Operation of the Board of Directors and the Board of Supervisors;
  - m) To approve the list of approved auditing firms; to decide on the approved auditing firm to conduct audits of the Company's operations; to dismiss the approved auditor when deemed necessary;
  - n) Other rights and obligations as provided by law.
2. The General Meeting of Shareholders shall discuss and approve the following matters:
- a) The annual business plan of the Company;
  - b) The audited annual financial statements;
  - c) The report of the Board of Directors on governance and the performance of the Board of Directors and each member thereof;
  - d) The report of the Board of Supervisors on the Company's business results and the performance of the Board of Directors and the Director (General Director);
  - đ) The self-assessment report on the performance of the Board of Supervisors and its members;
  - e) The dividend rate for each share of each class;
  - g) The number of members of the Board of Directors and the Board of Supervisors;
  - h) The election, dismissal and removal of members of the Board of Directors and members of the Board of Supervisors;
  - i) The decision on the budget or the total remuneration, bonuses and other benefits for the Board of Directors and the Board of Supervisors;
  - k) The approval of the list of approved auditing firms; the decision on the approved auditing firm to audit the Company's operations when deemed necessary;
  - l) Amendments and supplements to the Company's Charter;
  - m) The classes of shares and the number of new shares to be issued for each class, and the transfer of shares of founding shareholders within the first three (03) years from the date of establishment;
  - n) The division, split, consolidation, merger or conversion of the Company;
  - o) The reorganization and dissolution (liquidation) of the Company and the appointment of liquidators;

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- p) The decision on investment in or sale of assets with a value of [35%] or more of the total asset value recorded in the latest financial statements of the Company [unless the Company's Charter provides for a different ratio or value];
- q) The decision on the repurchase of more than 10% of the total number of shares sold of each class;
- r) The Company's execution of contracts and transactions with the subjects specified in Clause 1, Article 167 of the Law on Enterprises with a value equal to or greater than 35% of the total asset value of the Company recorded in the latest financial statements;
- s) The approval of transactions specified in Clause 4, Article 293 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;
- t) The approval of the Internal Regulations on Corporate Governance, the Rules of Operation of the Board of Directors, and the Rules of Operation of the Board of Supervisors;
- u) Other matters as provided by law and this Charter.
3. Shareholders shall not be entitled to vote in the following cases:
- a) The approval of contracts specified in Points p and r, Clause 2 of this Article, where such shareholder or a related person of such shareholder is a party to the contract;
- b) The repurchase of shares of such shareholder or of a related person of such shareholder, except where the repurchase is carried out in proportion to the ownership ratio of all shareholders, or where the repurchase is conducted through matched transactions on the Stock Exchange or by public tender offer in accordance with law.
4. All resolutions and matters included in the meeting agenda must be discussed and voted on at the General Meeting of Shareholders.

#### **Article 16. Authorization to attend the General Meeting of Shareholders**

1. A shareholder or the authorized representative of a shareholder that is an organization may attend the meeting in person, or authorize one or more other individuals or organizations to attend the meeting, or attend the meeting via one of the forms prescribed in Clause 3, Article 144 of the Law on Enterprises.

2. The authorization for an individual or organization to represent and attend the General Meeting of Shareholders as prescribed in Clause 1 of this Article must be made in writing. The power of attorney shall be made in accordance with the civil law and must clearly state the name of the authorizing shareholder, the name of the authorized individual or organization, the number of shares authorized, the contents of the authorization, the scope of authorization, the term of authorization, and the signatures of both the authorizing party and the authorized party.

The authorized person attending the General Meeting of Shareholders must submit the power of attorney upon registration for attendance. In the case of re-authorization, the attendee must also present the original power of attorney of the shareholder or of the authorized representative of the shareholder that is an organization (if it has not been previously registered with the Company).

3. The ballot of the authorized person attending the meeting within the scope of authorization shall remain valid when one of the following events occurs, except where:
  - a) The authorizing person has died, has limited civil act capacity, or has lost civil act capacity;
  - b) The authorizing person has revoked the appointment of authorization;
  - c) The authorizing person has revoked the authority of the person carrying out the authorization.

This Clause shall not apply where the Company has received notice of one of the above events before the opening time of the General Meeting of Shareholders or before the meeting is reconvened.

#### **Article 17. Variation of rights**

1. Any variation or cancellation of the special rights attached to a class of preference shares shall take effect when approved by shareholders representing at least 65% of the total voting rights of all shareholders attending the meeting. A resolution of the General Meeting of Shareholders on matters that adversely affect the rights and obligations of shareholders holding preference shares shall only be adopted if approved by holders of at least 75% of the total number of such class of preference shares attending the meeting, or by holders of at least 75% of the total

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number of such class of preference shares in the case where the resolution is adopted in the form of collecting written opinions.

2. A meeting of shareholders holding a class of preference shares to approve the above-mentioned variation of rights shall be valid only when at least two (02) shareholders (or their authorized representatives) holding at least one-third (1/3) of the par value of the issued shares of such class are present. If such quorum is not met, the meeting shall be reconvened within the following 30 days, and the holders of shares of such class (regardless of the number of persons and the number of shares) who are present in person or through their authorized representatives shall be deemed to constitute a sufficient quorum. At such meetings of holders of preference shares, the holders of shares of such class who are present in person or through their representatives may request a secret ballot. Each share of the same class shall have equal voting rights at such meetings.
3. The procedures for conducting such separate meetings shall be carried out in accordance with the provisions of Articles 19, 20 and 21 of this Charter.
4. Unless otherwise provided in the terms of issue of shares, the special rights attached to classes of shares having preference rights in respect of some or all matters relating to the distribution of profits or assets of the Company shall not be varied when the Company issues additional shares of the same class.

#### **Article 18. Convening meetings, meeting agenda and notice of invitation to the General Meeting of Shareholders**

1. The Board of Directors shall convene the annual and extraordinary General Meetings of Shareholders. The Board of Directors shall convene an extraordinary General Meeting of Shareholders in the cases specified in Clauses 3 and 4, Article 14 of this Charter.
2. The convener of the General Meeting of Shareholders shall perform the following tasks:
  - a) Prepare the list of shareholders eligible to attend and vote at the General Meeting of Shareholders. The list of shareholders entitled to attend the General Meeting of Shareholders shall be made no more than 10 days prior to the date of sending the notice of invitation to the General Meeting of Shareholders. The Company shall

- disclose information on the preparation of the list of shareholders entitled to attend the General Meeting of Shareholders at least 20 days before the last registration date;
- b) Prepare the agenda and contents of the meeting;
  - c) Prepare documents for the meeting;
  - d) Draft resolutions of the General Meeting of Shareholders in accordance with the expected contents of the meeting;
  - d) Determine the time and venue of the meeting;
  - e) Notify and send the notice of invitation to the General Meeting of Shareholders to all shareholders entitled to attend;
  - g) Other tasks serving the meeting.
3. The notice of invitation to the General Meeting of Shareholders shall be sent to all shareholders by a method ensuring delivery to the shareholders' contact addresses, and shall at the same time be published on the Company's website and on the websites of the State Securities Commission and the Stock Exchange where the Company's shares are listed or registered for trading. The convener of the General Meeting of Shareholders must send the notice of invitation to all shareholders in the list of shareholders entitled to attend no later than [21 days] before the opening date of the meeting (counting from the date the notice is lawfully sent or dispatched). The agenda of the General Meeting of Shareholders and documents relating to the matters to be voted on at the meeting shall be sent to shareholders and/or posted on the Company's website. In case the documents are not enclosed with the notice of invitation to the General Meeting of Shareholders, the notice must clearly state the link to all meeting documents for shareholders to access, including:
- a) The meeting agenda and documents to be used at the meeting;
  - b) The list and detailed information of candidates in case of election of members of the Board of Directors and members of the Supervisory Board;
  - c) Voting ballots;
  - d) The form for appointing an authorized representative to attend the meeting;
  - d) Draft resolutions for each matter on the meeting agenda.
4. Shareholders or a group of shareholders as prescribed in Clause 2, Article 12 of this Charter shall have the right to propose matters to be included in the agenda of the General Meeting of Shareholders. The proposal must be in writing and must be sent

to the Company no later than [03 working days] before the opening date of the meeting. The proposal must clearly state the name of the shareholder, the number of each class of shares held by such shareholder, and the matter proposed to be included in the meeting agenda.

5. The convener of the General Meeting of Shareholders shall have the right to refuse the proposal specified in Clause 4 of this Article if it falls into one of the following cases:
  - a) The proposal is not sent in accordance with Clause 4 of this Article;
  - b) At the time of the proposal, the shareholder or group of shareholders does not hold at least [5%] of ordinary shares as prescribed in Clause 2, Article 12 of this Charter;
  - c) The proposed matter does not fall within the decision-making authority of the General Meeting of Shareholders;
  - d) Other cases as prescribed by law and this Charter.
6. The convener of the General Meeting of Shareholders must accept and include the proposal specified in Clause 4 of this Article in the proposed agenda and contents of the meeting, except for the cases specified in Clause 5 of this Article; the proposal shall be officially added to the agenda and contents of the meeting upon approval by the General Meeting of Shareholders.

#### **Article 19. Conditions for holding the General Meeting of Shareholders**

1. The General Meeting of Shareholders shall be conducted when the attending shareholders represent more than 50% of the total voting shares.
2. If the required quorum is not present within thirty (30) minutes from the scheduled opening time of the meeting, the convener shall cancel the meeting. The General Meeting of Shareholders shall be convened again within thirty (30) days from the date scheduled for the first meeting. The second meeting shall be conducted only when the attending shareholders represent at least 33% of the total voting shares.
3. If the second meeting cannot be conducted due to the lack of the required quorum within thirty (30) minutes from the scheduled opening time, the third meeting may be convened within twenty (20) days from the date scheduled for the second meeting. In this case, the meeting shall be conducted regardless of the total voting shares of the attending shareholders, shall be deemed valid, and shall have the right to decide all matters proposed for approval at the first General Meeting of Shareholders.

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**Article 20. Procedures for conducting meetings and voting at the General Meeting of Shareholders**

1. Before the opening of the meeting, the Company shall carry out shareholder registration procedures and shall continue such registration until all shareholders entitled to attend the meeting have been registered, in the following order:

a) Upon registration, the Company shall issue to each shareholder or authorized representative entitled to vote a voting card stating the registration number, the full name of the shareholder, the full name of the authorized representative (if any), and the number of votes of such shareholder. The General Meeting of Shareholders shall discuss and vote on each matter in the agenda. Voting shall be conducted by votes in favor, against, or abstention. At the meeting, the cards voting in favor of the resolution shall be collected first, then the cards voting against, and finally the total number of votes in favor or against shall be counted for decision. The vote-counting results shall be announced by the Chairperson immediately before the closing of the meeting. The Meeting shall elect persons responsible for vote counting or supervising the vote counting at the proposal of the Chairperson. The number of members of the vote-counting committee shall be decided by the General Meeting of Shareholders based on the proposal of the Chairperson;

b) Shareholders or authorized representatives of organizational shareholders or persons authorized who arrive after the meeting has commenced shall have the right to register immediately and thereafter to participate in and vote at the meeting right after registration. The Chairperson shall not be responsible for suspending the meeting to allow latecomers to register, and the validity of matters already voted on shall not be affected.

2. The election of the Chairperson, Secretary, and the vote-counting committee shall be conducted as follows:

a) The Chairperson of the Board of Directors shall act as the Chairperson of the meeting or authorize another member of the Board of Directors to act as the Chairperson of the General Meeting of Shareholders convened by the Board of Directors. In case the Chairperson is absent or temporarily unable to work, the remaining members of the Board of Directors shall elect one of them to act as the Chairperson of the meeting by majority principle. If no Chairperson can be elected,

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the Head of the Supervisory Board shall preside for the General Meeting of Shareholders to elect a Chairperson from among the attendees, and the person receiving the highest number of votes shall act as the Chairperson;

b) Except for the case specified in point a of this Clause, the person who signs the notice convening the General Meeting of Shareholders shall preside for the General Meeting of Shareholders to elect the Chairperson of the meeting, and the person receiving the highest number of votes shall act as the Chairperson;

c) The Chairperson shall appoint one or more persons to act as the Secretary(ies) of the meeting;

d) The General Meeting of Shareholders shall elect one or more persons to the vote-counting committee at the proposal of the Chairperson of the meeting.

3. The agenda and contents of the meeting must be approved by the General Meeting of Shareholders at the opening session. The agenda must clearly and specifically determine the time allocated to each matter on the meeting agenda.
4. The Chairperson of the meeting shall have the right to take necessary and reasonable measures to conduct the General Meeting of Shareholders in an orderly manner, in accordance with the approved agenda, and reflecting the wishes of the majority of attendees, including:
  - a) Arranging seating at the meeting venue;
  - b) Ensuring safety for all persons present at the meeting venue;
  - c) Creating conditions for shareholders to attend (or continue attending) the meeting.The convener of the General Meeting of Shareholders shall have full authority to change the above measures and apply all necessary measures. Such measures may include issuing entry passes or using other selection methods.
5. The General Meeting of Shareholders shall discuss and vote on each matter in the agenda. Voting shall be conducted by votes in favor, against, or abstention. The vote-counting results shall be announced by the Chairperson immediately before the closing of the meeting.
6. Shareholders or authorized persons attending the meeting who arrive after the meeting has commenced shall still be registered and shall have the right to participate in voting immediately after registration; in this case, the validity of matters already voted on shall not be affected.

7. The convener or the Chairperson of the General Meeting of Shareholders shall have the following rights:
  - a) To require all attendees to be subject to inspection or other lawful and reasonable security measures;
  - b) To request competent authorities to maintain order at the meeting; to expel from the General Meeting of Shareholders those who do not comply with the Chairperson's authority, deliberately disturb order, obstruct the normal progress of the meeting, or fail to comply with security inspection requirements.
8. The Chairperson shall have the right to postpone the General Meeting of Shareholders which has already met the quorum, for a period not exceeding three (03) working days from the scheduled opening date, and may only postpone the meeting or change the meeting venue in the following cases:
  - a) The meeting venue does not have sufficient convenient seating for all attendees;
  - b) The information and communication facilities at the meeting venue do not ensure that shareholders can attend, discuss, and vote;
  - c) There are attendees obstructing or disturbing order, posing a risk that the meeting cannot be conducted fairly and lawfully.
9. In case the Chairperson postpones or suspends the General Meeting of Shareholders contrary to the provisions of Clause 8 of this Article, the General Meeting of Shareholders shall elect another person from among the attendees to replace the Chairperson to conduct the meeting until its conclusion; all resolutions adopted at such meeting shall be valid and effective.
10. In case the Company applies modern technology to organize the General Meeting of Shareholders through online meetings, the Company shall be responsible for ensuring that shareholders can attend and vote by electronic voting or other electronic means in accordance with Article 144 of the Law on Enterprises and Clause 3 Article 273 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities.

**Article 21. Conditions for adoption of Resolutions of the General Meeting of Shareholders**

1. Resolutions on the following matters shall be adopted if approved by shareholders representing at least 65% of the total voting shares of all attending shareholders, except for cases specified in Clauses 3, 4 and 6 Article 148 of the Law on Enterprises:
  - a) Types of shares and total number of shares of each type;
  - b) Changes in business lines and sectors;
  - c) Changes in the organizational and management structure of the Company;
  - d) Investment projects or sale of assets with a value of 35% or more of the total value of assets recorded in the latest financial statements of the Company;
  - đ) Reorganization or dissolution of the Company;
  - e) Other matters as stipulated in the Company's Charter.
2. Other resolutions of the General Meeting of Shareholders shall be adopted if approved by more than 50% of the total voting shares of all attending shareholders, except for cases specified in Clause 1 of this Article and Clauses 3, 4 and 6 Article 148 of the Law on Enterprises.
3. The election of members of the Board of Directors and the Supervisory Board shall be conducted in accordance with the method prescribed in the Company's Charter, whereby each shareholder or (and) authorized representative shall have a total number of votes corresponding to the total number of shares owned or (and) represented. Shareholders may cast all their votes for one candidate. A person shall be deemed elected as a member of the Board of Directors or a Supervisor if he/she obtains a majority of votes, selected from those having the highest majority of votes until the required number of candidates is filled. In case two (02) or more candidates obtain the same number of votes for the last position of the Board of Directors or the Supervisory Board, the General Meeting of Shareholders shall conduct a re-election among the candidates having equal votes; the person obtaining the highest number of votes shall be elected, or selection shall be made in accordance with the election regulations.
4. Resolutions of the General Meeting of Shareholders adopted by 100% of the total voting shares shall be lawful and effective even if the procedures for convening the meeting and adopting such resolutions are in violation of the provisions of the Law on Enterprises and the Company's Charter.

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## **Article 22. Authority and procedures for collecting written opinions of shareholders to adopt resolutions of the General Meeting of Shareholders**

The authority and procedures for collecting written opinions of shareholders to adopt resolutions of the General Meeting of Shareholders shall be implemented as follows:

1. The Board of Directors shall have the right to collect written opinions of shareholders to adopt resolutions of the General Meeting of Shareholders when it deems necessary in the interests of the Company, except for the cases specified in Clause 2 Article 147 of the Law on Enterprises.
2. The Board of Directors shall prepare the opinion-collection forms, the draft resolutions of the General Meeting of Shareholders, the explanatory documents for the draft resolutions, and send them to all shareholders having voting rights no later than [10] days before the deadline for returning the opinion-collection forms. The requirements and methods for sending the opinion-collection forms and the enclosed documents shall be implemented in accordance with Clause 3 Article 18 of this Charter.
3. The opinion-collection form must contain the following principal contents:
  - a) Name, head office address, and enterprise identification number;
  - b) Purpose of collecting opinions;
  - c) Full name, contact address, nationality, and legal identification number of the individual shareholder; for organizational shareholders: name, enterprise identification number or legal identification number, and head office address; or full name, contact address, nationality, and legal identification number of the individual representing the organizational shareholder; number of shares of each class and number of voting rights of the shareholder;
  - d) Matters to be submitted for opinions to adopt decisions;
  - đ) Voting options including approval, disapproval, and abstention for each matter submitted for opinions;
  - e) Deadline for returning the completed opinion-collection form to the Company;
  - g) Full name and signature of the Chairperson of the Board of Directors.
4. Shareholders may return the completed opinion-collection forms to the Company by mail, fax, or email in accordance with the following:
  - a) In case of sending by mail, the completed opinion-collection form must bear the signature of the individual shareholder or of the authorized representative or legal

representative of the organizational shareholder. The opinion-collection form sent to the Company must be placed in a sealed envelope and no one shall be entitled to open it before vote counting;

b) In case of sending by fax or email, the opinion-collection form sent to the Company must be kept confidential until the time of vote counting;

c) Opinion-collection forms sent to the Company after the deadline stated in the form, or opened in case of mailing, or disclosed in case of fax or email, shall be invalid. Opinion-collection forms not returned shall be deemed as non-voting.

5. The Board of Directors shall count the votes and prepare the vote-counting minutes in the presence of the Supervisory Board or of shareholders who do not hold managerial positions in the Company. The vote-counting minutes must contain the following principal contents:

a) Name, head office address, and enterprise identification number;

b) Purpose and matters for which opinions are collected to adopt resolutions;

c) Number of shareholders and total number of voting rights having participated in voting, distinguishing between valid votes and invalid votes and the methods of sending the voting forms, together with an annexed list of participating shareholders;

d) Total number of votes in favor, against, and abstentions for each matter;

d) Matters that have been adopted and the corresponding approval ratios;

e) Full names and signatures of the Chairperson of the Board of Directors, the vote counter(s), and the vote supervisor(s).

Members of the Board of Directors, the vote counter(s), and the vote supervisor(s) shall be jointly responsible for the truthfulness and accuracy of the vote-counting minutes and shall be jointly liable for any damages arising from resolutions adopted due to untruthful or inaccurate vote counting.

6. The vote-counting minutes and the resolutions shall be sent to the shareholders within fifteen (15) days from the date of completion of vote counting. The sending of the vote-counting minutes and the resolutions may be replaced by posting them on the Company's website within twenty-four (24) hours from the time of completion of vote counting.

7. The completed opinion-collection forms, the vote-counting minutes, the adopted resolutions, and the related documents enclosed with the opinion-collection forms shall be kept at the Company's head office.



8. A resolution adopted in the form of collecting written opinions of shareholders shall be deemed adopted if it is approved by shareholders owning more than 50% of the total voting shares of all shareholders having voting rights and shall have the same validity as a resolution adopted at a meeting of the General Meeting of Shareholders.

**Article 23. Resolutions and Minutes of Meetings of the General Meeting of Shareholders**

1. The meeting of the General Meeting of Shareholders must be recorded in minutes and may be audio-recorded or recorded and stored in other electronic forms. The minutes shall be made in Vietnamese and may also be made in a foreign language, and shall contain the following principal contents:
  - a) Name, head office address, and enterprise identification number;
  - b) Time and venue of the meeting of the General Meeting of Shareholders;
  - c) Agenda and contents of the meeting;
  - d) Full names of the Chairperson and the Secretary;
  - đ) Summary of the proceedings of the meeting and opinions expressed at the meeting of the General Meeting of Shareholders on each matter on the agenda;
  - e) Number of shareholders and total number of voting rights of the attending shareholders, and an annexed list of registered shareholders and their representatives attending the meeting with the corresponding numbers of shares and voting rights;
  - g) Total number of votes for each matter submitted for voting, clearly stating the voting methods, the total number of valid votes, invalid votes, votes in favor, votes against, and abstentions; and the corresponding ratios over the total voting rights of the attending shareholders;
  - h) Matters that have been adopted and the corresponding approval ratios;
  - i) Full names and signatures of the Chairperson and the Secretary. In case the Chairperson or the Secretary refuses to sign the minutes, such minutes shall be valid if they are signed by all other members of the Board of Directors attending the meeting and contain all the contents as prescribed in this Clause. The minutes shall clearly state the refusal of the Chairperson or the Secretary to sign the minutes.
2. The minutes of the meeting of the General Meeting of Shareholders must be completed and approved before the end of the meeting. The Chairperson and the



Secretary of the meeting or other persons who sign the minutes shall be jointly responsible for the truthfulness and accuracy of the contents of the minutes.

3. Minutes made in both Vietnamese and English shall have the same legal validity. In case of any discrepancy between the Vietnamese and the foreign-language versions, the Vietnamese version shall prevail.
4. Resolutions, minutes of meetings of the General Meeting of Shareholders, the annexed list of shareholders registered to attend the meeting with shareholders' signatures, powers of attorney for attending the meeting, all documents attached to the minutes (if any), and documents enclosed with the meeting invitation notice must be disclosed in accordance with the laws on information disclosure in the securities market and must be kept at the Company's head office.

#### **Article 24. Request for annulment of decisions of the General Meeting of Shareholders**

Within ninety (90) days from the date of receipt of a resolution or minutes of a meeting of the General Meeting of Shareholders or the minutes of vote-counting results of the General Meeting of Shareholders, a shareholder or a group of shareholders as prescribed in Clause 2 Article 115 of the Law on Enterprises shall have the right to request a Court or an Arbitration body to consider annulling a resolution or part of the contents of a resolution of the General Meeting of Shareholders in the following cases:

1. The procedures for convening the meeting and adopting resolutions of the General Meeting of Shareholders seriously violate the provisions of the Law on Enterprises and this Charter, except for the case specified in Clause 4 Article 21 of this Charter.
2. The contents of the resolution violate the law or this Charter.

In case a decision of the General Meeting of Shareholders is annulled by a decision of a Court or an Arbitration body, the person who convened the annulled meeting of the General Meeting of Shareholders may consider reconvening the General Meeting of Shareholders in accordance with the procedures prescribed by the Law on Enterprises and this Charter.

### **CHAPTER VII: BOARD OF DIRECTORS**

#### **Article 25. Nomination and Candidacy for Members of the Board of Directors**

1. Where candidates for the Board of Directors have been identified, the Company must disclose information relating to such candidates at least ten (10) days before the

opening date of the General Meeting of Shareholders on the Company's website so that shareholders can review the candidates before voting. Candidates for the Board of Directors must provide a written commitment on the truthfulness and accuracy of their disclosed personal information and must commit to performing their duties honestly, diligently and in the best interests of the Company if elected as members of the Board of Directors. The information to be disclosed in respect of candidates for the Board of Directors shall include:

- a) Full name, date of birth;
  - b) Professional qualifications;
  - c) Working experience;
  - d) Other managerial positions (including positions as members of the boards of directors of other companies);
  - đ) Interests related to the Company and its related parties;
  - e) Other information (if any) in accordance with the Company's Charter;
  - g) A public company must disclose information on companies in which the candidate holds positions as a member of the board of directors or other managerial positions and any interests related to such companies of the candidate for the Board of Directors (if any).
2. A shareholder or a group of shareholders holding five percent (05%) or more of the total ordinary shares shall have the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and Clause 2 Article 26 of this Charter.
  3. Members of the Board of Directors must satisfy the following standards and conditions:
    - Not falling within the cases specified in Clause 2 Article 17 of the Law on Enterprises;
    - Having a university degree, possessing management capacity and not necessarily being a shareholder of the Company;
    - A member of the Board of Directors of the Company may concurrently be a member of the board of directors of another company.



## **Article 26. Composition and Term of Office of Members of the Board of Directors**

1. The Board of Directors shall consist of at least three (03) and at most eleven (11) members. The term of office of a member of the Board of Directors shall not exceed five (05) years; members of the Board of Directors may be re-elected for an unlimited number of terms.
2. Shareholders holding voting shares shall have the right to aggregate their voting rights to nominate candidates for the Board of Directors. A shareholder or a group of shareholders holding from five percent (5%) to less than ten percent (10%) of the total voting shares may nominate one (01) candidate; from ten percent (10%) to less than thirty percent (30%) may nominate up to two (02) candidates; from thirty percent (30%) to less than forty percent (40%) may nominate up to three (03) candidates; from forty percent (40%) to less than fifty percent (50%) may nominate up to four (04) candidates; from fifty percent (50%) to less than sixty percent (60%) may nominate up to five (05) candidates; from sixty percent (60%) to less than seventy percent (70%) may nominate up to six (06) candidates; from seventy percent (70%) to eighty percent (80%) may nominate up to seven (07) candidates; and from eighty percent (80%) to less than ninety percent (90%) may nominate up to eight (08) candidates.
3. Where the number of candidates for the Board of Directors nominated and self-nominated is still insufficient as required under Clause 5 Article 115 of the Law on Enterprises, the incumbent Board of Directors may nominate additional candidates or organize nominations in accordance with the mechanism provided in the Company's Internal Regulations on Corporate Governance. The nomination mechanism or method by which the incumbent Board of Directors nominates candidates for the Board of Directors must be clearly disclosed and approved by the General Meeting of Shareholders before the nomination is carried out.
4. A member of the Board of Directors shall cease to hold office in the following cases:
  - a) Such member no longer meets the qualifications for being a member of the Board of Directors as prescribed by the Law on Enterprises or is prohibited by law from being a member of the Board of Directors;
  - b) Such member submits a written resignation to the Company's head office;

- c) Such member suffers from a mental disorder and other members of the Board of Directors have professional evidence proving that such person no longer has full civil act capacity;
  - d) Such member fails to attend meetings of the Board of Directors continuously for six (06) months without the approval of the Board of Directors and the Board of Directors decides that such position shall be deemed vacant;
  - đ) Such member is dismissed by a decision of the General Meeting of Shareholders.
5. The Board of Directors may appoint another person as an interim member of the Board of Directors to fill a vacancy, and such new member must be approved at the nearest General Meeting of Shareholders. Upon approval by the General Meeting of Shareholders, the appointment of the new member of the Board of Directors shall be deemed effective as of the date of appointment by the Board of Directors. The term of office of the new member shall be counted from the effective date of the appointment until the expiry date of the term of office of the Board of Directors. In case the new member of the Board of Directors is not approved by the General Meeting of Shareholders, all decisions of the Board of Directors made prior to the time of such General Meeting of Shareholders with the participation and voting of the replacement member shall still be deemed valid.
6. The appointment of members of the Board of Directors must be disclosed in accordance with the laws on securities and the securities market.

#### **Article 27. Rights and Obligations of the Board of Directors**

1. The business operations and all affairs of the Company shall be subject to the supervision and direction of the Board of Directors. The Board of Directors is the body vested with full authority to exercise all rights on behalf of the Company, except for those authorities falling within the competence of the General Meeting of Shareholders.
2. The rights and obligations of the Board of Directors shall be prescribed by law, the Company's Charter and resolutions of the General Meeting of Shareholders. In particular, the Board of Directors shall have the following rights and obligations:
- a) To decide on the strategy, medium-term development plan and annual business plan of the Company;

- b) To propose the types of shares and the total number of shares of each type authorized to be offered;
- c) To decide on the sale of unsold shares within the scope of shares authorized to be offered of each type; to decide on raising additional capital in other forms;
- d) To decide on the selling price of shares and bonds of the Company;
- đ) To decide on the repurchase of shares in accordance with Clauses 1 and 2 Article 133 of the Law on Enterprises;
- e) To decide on investment plans and investment projects within its competence and limits as prescribed by law;
- g) To decide on solutions for market development, marketing and technology;
- h) To approve contracts for purchase, sale, borrowing, lending and other contracts and transactions with a value of thirty-five percent (35%) or more of the total asset value as recorded in the latest financial statements of the Company, except for contracts and transactions falling under the authority of the General Meeting of Shareholders as prescribed in Point d Clause 2 Article 138, Clauses 1 and 3 Article 167 of the Law on Enterprises;
- i) To elect, dismiss and remove the Chairperson of the Board of Directors; to appoint, dismiss, enter into and terminate contracts with the General Director and other key managers as stipulated in the Company's Charter; to decide on salaries, remuneration, bonuses and other benefits of such managers; to appoint authorized representatives to participate in the Members' Council or the General Meeting of Shareholders of other companies, and to decide on remuneration and other benefits of such persons;
- k) To supervise and direct the General Director and other managers in the management of the Company's daily business operations;
- l) To decide on the organizational structure and internal management regulations of the Company; to decide on the establishment of subsidiaries, branches and representative offices, and on capital contributions to and purchase of shares in other enterprises;
- m) To approve the agenda and contents of documents for meetings of the General Meeting of Shareholders; to convene meetings of the General Meeting of Shareholders or to collect written opinions for the General Meeting of Shareholders to pass resolutions;



- n) To submit the annual audited financial statements to the General Meeting of Shareholders;
- o) To propose the dividend rate to be paid; to decide on the time limit and procedures for dividend payment or the handling of losses incurred in the course of business operations;
- p) To propose the reorganization or dissolution of the Company; to request the bankruptcy of the Company;
- q) To decide on the issuance of the Regulations on the Operation of the Board of Directors and the Internal Regulations on Corporate Governance after they are approved by the General Meeting of Shareholders; to decide on the issuance of the Regulations on the Operation of the Audit Committee under the Board of Directors and the Regulations on Information Disclosure of the Company;
- s) Other rights and obligations as prescribed by the Law on Enterprises, the Law on Securities, other relevant laws and the Company's Charter.

The Board of Directors shall report to the General Meeting of Shareholders on the results of its activities in accordance with Article 280 of Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities.

3. Unless otherwise provided by law and this Charter, the Board of Directors may authorize subordinates and managerial staff to act on behalf of the Company in handling its affairs.

### **Article 28. Remuneration, Bonuses and Other Benefits of Members of the Board of Directors**

1. The Company shall be entitled to pay remuneration and bonuses to members of the Board of Directors based on the business results and efficiency.
2. Members of the Board of Directors shall be entitled to working remuneration and bonuses. Working remuneration shall be calculated based on the number of working days necessary to complete the duties of a member of the Board of Directors and the daily remuneration rate. The Board of Directors shall estimate the remuneration for each member on the principle of consensus. The total amount of remuneration and bonuses of the Board of Directors shall be decided by the General Meeting of Shareholders at the annual meeting.

3. The remuneration of each member of the Board of Directors shall be included in the Company's business expenses in accordance with the law on corporate income tax, shall be shown as a separate item in the Company's annual financial statements and shall be reported to the General Meeting of Shareholders at the annual meeting.
4. The total amount paid to each member of the Board of Directors, including remuneration, expenses, commissions, share purchase rights and other benefits received from the Company, its subsidiaries, its affiliated companies and other companies in which such member of the Board of Directors acts as the representative of contributed capital, must be disclosed in detail in the Company's annual report.
5. A member of the Board of Directors holding an executive position, or a member of the Board of Directors working in committees of the Board of Directors or performing other tasks which, in the opinion of the Board of Directors, fall outside the normal scope of duties of a member of the Board of Directors, may be paid additional remuneration in the form of a lump-sum payment per assignment, salary, commission, percentage of profits or in other forms as decided by the Board of Directors.
6. Members of the Board of Directors shall be entitled to reimbursement of all travel, accommodation, meal and other reasonable expenses incurred in the performance of their duties as members of the Board of Directors, including expenses incurred in attending meetings of the General Meeting of Shareholders, the Board of Directors or committees of the Board of Directors.
7. Members of the Board of Directors may be insured by the Company for liability insurance upon approval by the General Meeting of Shareholders. Such insurance shall not cover liabilities of members of the Board of Directors arising from violations of law and the Company's Charter.

#### **Article 29. Chairperson of the Board of Directors**

1. The Chairperson of the Board of Directors shall be elected, dismissed or removed by the Board of Directors from among its members.
2. The Chairperson of the Board of Directors shall not concurrently hold the position of General Director.

3. The Chairperson of the Board of Directors shall have the following rights and obligations:
  - a) To prepare the agenda and working plan of the Board of Directors;
  - b) To prepare the agenda, contents and documents for meetings; to convene, preside over and chair meetings of the Board of Directors;
  - c) To organize the adoption of resolutions and decisions of the Board of Directors;
  - d) To supervise the implementation of resolutions and decisions of the Board of Directors;
  - d) To chair meetings of the General Meeting of Shareholders;
  - e) Other rights and obligations as prescribed by the Law on Enterprises and this Charter.
4. In case the Chairperson of the Board of Directors submits a resignation letter or is dismissed or removed, the Board of Directors must elect a replacement within ten (10) days from the date of receipt of the resignation letter or from the date of dismissal or removal.
5. In case the Chairperson of the Board of Directors is absent or unable to perform his/her duties, he/she must authorize in writing another member to perform the rights and obligations of the Chairperson of the Board of Directors. In case there is no authorized person or the Chairperson of the Board of Directors dies, is missing, is detained, is serving a prison sentence, is serving an administrative handling measure at a compulsory detoxification establishment or compulsory education establishment, absconds from the place of residence, is restricted or loses civil act capacity, has difficulties in cognition or control of acts, or is prohibited by the Court from holding positions, practicing professions or doing certain jobs, the remaining members shall elect one of themselves to act as the Chairperson of the Board of Directors on the principle of majority approval of the remaining members until a new decision of the Board of Directors is issued.

### **Article 30. Meetings of the Board of Directors**

1. The Chairperson of the Board of Directors shall be elected at the first meeting of the Board of Directors within seven (07) working days from the end date of the election of such Board of Directors. This meeting shall be convened and chaired by the

member who receives the highest number of votes or the highest voting ratio. In case there is more than one member with the same highest number of votes or voting ratio, the members shall vote by majority to select one of them to convene the meeting of the Board of Directors.

2. The Board of Directors shall meet at least once every quarter and may hold extraordinary meetings.
3. The Chairperson of the Board of Directors shall convene a meeting of the Board of Directors in the following cases:
  - a) Upon request of the Supervisory Board or an independent member of the Board of Directors;
  - b) Upon request of the General Director or at least five (05) other managers;
  - c) Upon request of at least two (02) members of the Board of Directors.
4. The request specified in Clause 3 of this Article must be made in writing, clearly stating the purpose, matters to be discussed and decisions falling within the authority of the Board of Directors.
5. The Chairperson of the Board of Directors must convene a meeting of the Board of Directors within seven (07) working days from the date of receipt of the request specified in Clause 3 of this Article. If he/she fails to convene the meeting as requested, the Chairperson of the Board of Directors shall be responsible for any damages incurred by the Company; the requester shall have the right to convene the meeting of the Board of Directors in replacement of the Chairperson.
6. The Chairperson of the Board of Directors or the person convening the meeting of the Board of Directors must send the meeting invitation notice at least three (03) working days before the meeting date. The meeting invitation notice must clearly specify the time and place of the meeting, the agenda, matters to be discussed and decided. The meeting invitation notice must be enclosed with documents to be used at the meeting and the voting ballots of members. The meeting invitation notice of the Board of Directors may be sent by written invitation, telephone, fax, electronic means or other methods as stipulated in the Company's Charter, and must be ensured to reach the registered contact address of each member of the Board of Directors at the Company.
7. The Chairperson of the Board of Directors or the convener shall send the meeting invitation notice and enclosed documents to members of the Supervisory Board in



the same manner as to members of the Board of Directors. Members of the Supervisory Board have the right to attend meetings of the Board of Directors, to discuss but not to vote.

8. A meeting of the Board of Directors shall be conducted when at least three-quarters (3/4) of the total number of members attend. In case the meeting convened in accordance with this Clause does not have a sufficient number of attending members as prescribed, it shall be reconvened within seven (07) days from the intended date of the first meeting [unless the Company's Charter provides for a shorter time limit]. In such case, the meeting shall be conducted if more than half of the members of the Board of Directors attend.
9. A member of the Board of Directors shall be deemed to have attended and voted at the meeting in the following cases:
  - a) Attending and voting directly at the meeting;
  - b) Authorizing another person to attend and vote in accordance with Clause 11 of this Article;
  - c) Attending and voting via online conference, electronic voting or other electronic forms;
  - d) Sending the voting ballot to the meeting by mail, fax or email;
  - d) Sending the voting ballot by other means.
10. In case the voting ballot is sent to the meeting by mail, it must be enclosed in a sealed envelope and must be delivered to the Chairperson of the Board of Directors no later than one (01) hour before the opening of the meeting. The voting ballot shall only be opened in the presence of all attendees.
11. Members must attend all meetings of the Board of Directors. A member may authorize another person to attend and vote at the meeting if approved by a majority of the members of the Board of Directors.
12. Resolutions and decisions of the Board of Directors shall be adopted if approved by a majority of the attending members; in case of an equal number of votes, the final decision shall follow the opinion of the Chairperson of the Board of Directors.

### **Article 31. Person in Charge of Corporate Governance**

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1. The Board of Directors of the Company must appoint at least one (01) person in charge of corporate governance to support corporate governance work at the enterprise. The person in charge of corporate governance may concurrently serve as the Company Secretary in accordance with Clause 5 Article 156 of the Law on Enterprises.
2. The person in charge of corporate governance shall not concurrently work for the approved auditing organization that is conducting the audit of the Company's financial statements.
3. The person in charge of corporate governance shall have the following rights and obligations:
  - a) To advise the Board of Directors on the organization of the General Meeting of Shareholders in accordance with regulations and on matters relating to the relationship between the Company and shareholders;
  - b) To prepare meetings of the Board of Directors, the Supervisory Board and the General Meeting of Shareholders at the request of the Board of Directors or the Supervisory Board;
  - c) To advise on meeting procedures;
  - d) To attend meetings;
  - đ) To advise on procedures for drafting resolutions of the Board of Directors in accordance with legal regulations;
  - e) To provide financial information, copies of minutes of meetings of the Board of Directors and other information to members of the Board of Directors and members of the Supervisory Board;
  - g) To supervise and report to the Board of Directors on the Company's information disclosure activities;
  - h) To act as the focal point for communication with stakeholders;
  - i) To keep information confidential in accordance with the law and the Company's Charter;
  - k) Other rights and obligations as prescribed by law and the Company's Charter.



## **CHAPTER VIII: GENERAL DIRECTOR AND OTHER EXECUTIVES**

### **Article 32. Organization of the Management Apparatus**

The management system of the Company must ensure that the management apparatus is accountable to and under the leadership of the Board of Directors. The Company shall have one (01) General Director, Deputy General Directors and one Chief Accountant appointed by the Board of Directors. The appointment, dismissal or removal of the above-mentioned positions must be carried out by a duly adopted resolution of the Board of Directors.

### **Article 33. Company Executives**

1. The Company's executives include the General Director, Deputy General Directors, the Chief Accountant and other executives as prescribed by the Company's Charter.
2. At the proposal of the General Director and subject to the approval of the Board of Directors, the Company may recruit other executives in a number and with standards suitable to the organizational structure and management regulations of the Company as determined by the Board of Directors. Executives shall be responsible for supporting the Company in achieving its objectives in operations and organization.
3. Salaries, remuneration, benefits and other terms in the labor contracts of the General Director, Deputy General Directors and the Chief Accountant shall be decided by the Board of Directors; contracts with other managers shall be decided by the General Director.
4. Salaries of executives shall be accounted for as business expenses of the Company in accordance with the law on corporate income tax, shall be presented as a separate item in the annual financial statements of the Company, and shall be reported to the General Meeting of Shareholders at the annual meeting.

### **Article 34. Appointment, Dismissal, Duties and Powers of the General Director**

1. The Board of Directors shall appoint one (01) member of the Board of Directors or another person as the General Director. The General Director is the person who manages the daily business operations of the Company; is subject to the supervision

of the Board of Directors; and is responsible to the Board of Directors and before the law for the performance of his/her assigned rights and obligations.

2. The term of office of the General Director shall not exceed five (05) years and may be reappointed for an unlimited number of terms. The General Director must satisfy the standards and conditions as prescribed by law and the Company's Charter.
3. The General Director shall have the following rights and obligations:
  - a) To implement the resolutions of the Board of Directors and the General Meeting of Shareholders, and the business plans and investment plans of the Company approved by the Board of Directors and the General Meeting of Shareholders;
  - b) To decide on all matters that do not require resolutions of the Board of Directors, including on behalf of the Company signing financial and commercial contracts, and organizing and managing the daily production and business operations of the Company in accordance with best management practices;
  - c) To propose the number and types of managers that the Company needs to recruit for the Board of Directors to appoint or dismiss in order to implement good management activities as proposed by the Board of Directors, and to advise the Board of Directors to decide on salaries, remuneration, benefits and other terms of labor contracts of managers;
  - d) To decide on the appointment, dismissal, discipline and commendation of other managers;
  - đ) To consult the Board of Directors to decide on the number of employees, salaries, allowances, benefits, appointment, dismissal and other terms related to their labor contracts;
  - e) Annually, to submit to the Board of Directors for approval a detailed business plan for the following fiscal year on the basis of meeting appropriate budgetary requirements as well as the five (05)-year financial plan;
  - g) To propose measures to improve the Company's operations and management;
  - h) To prepare the long-term, annual and quarterly budgets of the Company (hereinafter referred to as "budgets") serving the long-term, annual and quarterly management activities of the Company in accordance with the business plan. The annual budget (including the projected balance sheet, income statement and cash flow statement) for each fiscal year must be submitted to the Board of Directors for approval and must include the information required by the Company's regulations;

- i) To perform all other activities in accordance with this Charter, the Company's regulations, resolutions of the Board of Directors, the labor contract of the General Director and the law;
  - j) To propose plans for dividend payment or handling of losses in business operations.
4. The General Director shall be responsible to the Board of Directors and the General Meeting of Shareholders for the performance of the assigned duties and powers, and must report to these bodies when so requested.
  5. The Board of Directors may dismiss the General Director if a majority of the attending members of the Board of Directors with voting rights approve, and appoint a new General Director as replacement.

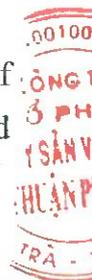
## **CHAPTER IX: SUPERVISORY BOARD**

### **Article 35. Nomination and Candidacy of Members of the Supervisory Board**

1. The nomination and candidacy of members of the Supervisory Board shall be carried out in accordance with the procedures prescribed in Clauses 1 and 2 of Article 25 of this Charter.
2. Shareholders may aggregate their voting rights to nominate candidates for the Supervisory Board. A shareholder or a group of shareholders holding from 5% to less than 10% of the total voting shares may nominate one (01) candidate; from 10% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates.
3. In case the number of candidates for the Supervisory Board through nomination and candidacy is still insufficient as prescribed in Clause 5 Article 115 of the Law on Enterprises, the incumbent Supervisory Board may nominate additional candidates or organize nominations in accordance with the mechanism provided in the Company's Internal Regulations on Corporate Governance. The mechanism for the incumbent Supervisory Board to nominate candidates must be publicly disclosed and approved by the General Meeting of Shareholders before implementation.

### **Article 36. Composition of the Supervisory Board**

1. The Supervisory Board of the Company shall consist of three (03) members. A Supervisor must not hold any managerial position in the Company (General Director, Deputy General Director, Chief Accountant, Director of subordinate units, Head of Department, Workshop Manager), must not work in the accounting or finance department of the Company, and must not be a member or employee of the independent auditing firm currently auditing the Company's financial statements.
2. Members of the Supervisory Board must satisfy the standards and conditions prescribed in Article 169 of the Law on Enterprises and must not fall into the following cases:
  - a) Working in the accounting or finance department of the Company;
  - b) Being a member or employee of the independent auditing firm that has audited the Company's financial statements in the previous three (03) consecutive years.
3. A Supervisor must not be a related person of members of the Board of Directors, the General Director and other managers of the Company.
4. Supervisors shall be elected by the General Meeting of Shareholders; the term of office of a Supervisor shall not exceed five (05) years. Supervisors may be re-elected for an unlimited number of terms.
5. A Supervisor shall cease to hold office in the following cases:
  - a) The Supervisor no longer satisfies the standards and conditions to be a Supervisor as prescribed in Article 169 of the Law on Enterprises;
  - b) The Supervisor resigns by a written notice sent to the Company's head office;
  - c) The Supervisor suffers from mental disorder and other Supervisors have professional evidence proving that such Supervisor no longer has full civil act capacity;
  - d) The Supervisor fails to attend meetings of the Supervisory Board for six (06) consecutive months without the approval of the Supervisory Board and the Supervisory Board decides that such position becomes vacant;
  - đ) The Supervisor is removed from office by a decision of the General Meeting of Shareholders.



### **Article 37. Head of the Supervisory Board**

1. The Head of the Supervisory Board shall be elected by the Supervisory Board from among its members; election, dismissal or removal shall be decided by majority vote. More than half of the members of the Supervisory Board must permanently reside in Viet Nam. The Head of the Supervisory Board must hold at least a university degree in one of the following majors: economics, finance, accounting, auditing, law, business administration or another major related to the Company's business operations.
2. Rights and obligations of the Head of the Supervisory Board:
  - a) To convene meetings of the Supervisory Board;
  - b) To request the Board of Directors, the General Director and other executives to provide relevant information for reporting to the Supervisory Board;
  - c) To prepare and sign the Supervisory Board's report, after consulting the Board of Directors, for submission to the General Meeting of Shareholders.

### **Article 38. Rights and Obligations of the Supervisory Board**

The Supervisory Board shall have the rights and obligations prescribed in Article 170 of the Law on Enterprises and the following rights and obligations:

1. To propose and recommend to the General Meeting of Shareholders the approval of the list of approved auditing organizations to audit the Company's financial statements; to decide on the approved auditing organization to conduct inspections of the Company's operations; and to dismiss an approved auditor when deemed necessary.
2. To be responsible to shareholders for its supervisory activities.
3. To supervise the financial status of the Company and the compliance with laws in the activities of members of the Board of Directors, the General Director and other managers.
4. To ensure coordination with the Board of Directors, the General Director and shareholders.
5. Where violations of law or of the Company's Charter by members of the Board of Directors, the General Director or other executives are detected, the Supervisory Board must notify the Board of Directors in writing within forty-eight (48) hours,

request the violator to cease the violation and propose measures to remedy the consequences.

6. To develop the Rules of Operation of the Supervisory Board and submit them to the General Meeting of Shareholders for approval.
7. To report to the General Meeting of Shareholders in accordance with Article 290 of Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities.
8. To have the right to access the Company's records and documents kept at the head office, branches and other locations; and to visit the workplaces of managers and employees of the Company during working hours.
9. To have the right to request the Board of Directors, members of the Board of Directors, the General Director and other managers to provide fully, accurately and promptly information and documents regarding the management, administration and business operations of the Company.
10. Other rights and obligations as prescribed by law and this Charter.

#### **Article 39. Meetings of the Supervisory Board**

1. The Supervisory Board shall meet at least twice (02) a year, with at least two-thirds (2/3) of its members attending. Minutes of meetings of the Supervisory Board shall be prepared in a detailed and clear manner. The minute-taker and the attending members of the Supervisory Board must sign the minutes. All minutes of meetings of the Supervisory Board must be kept to determine the responsibility of each Supervisor.
2. The Supervisory Board has the right to request members of the Board of Directors, the General Director and representatives of the approved auditing organization to attend and answer issues that need to be clarified.

#### **Article 40. Remuneration, Bonuses and Other Benefits of Members of the Supervisory Board**

1. Members of the Supervisory Board shall be paid remuneration and other benefits in accordance with the decision of the General Meeting of Shareholders. The General Meeting of Shareholders shall decide the total amount of remuneration, other benefits and the annual operating budget of the Supervisory Board.

2. Members of the Supervisory Board shall be reimbursed for expenses for accommodation, meals, travel and costs of using independent consulting services at reasonable levels. The total amount of such remuneration and expenses shall not exceed the annual operating budget of the Supervisory Board approved by the General Meeting of Shareholders, unless otherwise decided by the General Meeting of Shareholders.
3. Operating expenses of the Supervisory Board shall be accounted for as business expenses of the Company in accordance with the law on corporate income tax and other relevant laws, and shall be presented as a separate item in the Company's annual financial statements.

## **CHAPTER X: RESPONSIBILITIES OF MEMBERS OF THE BOARD OF DIRECTORS, MEMBERS OF THE SUPERVISORY BOARD, THE GENERAL DIRECTOR AND OTHER EXECUTIVES**

### **Article 41. Duty of Loyalty and Avoidance of Conflicts of Interest**

1. Members of the Board of Directors, Supervisors/members of the Internal Audit Committee, the General Director and other executives shall not be permitted to use business opportunities that may bring benefits to the Company for personal purposes; nor shall they use information obtained by virtue of their positions for personal gain or for the benefit of any other organization or individual.
2. Members of the Board of Directors, Supervisors/members of the Internal Audit Committee, the General Director and other executives shall be obliged to notify the Board of Directors of all interests that may give rise to conflicts with the interests of the Company which they may enjoy through legal entities, transactions or other individuals.
3. The Company shall not grant loans or guarantees to members of the Board of Directors, Supervisors/members of the Internal Audit Committee, the General Director, other executives and their related persons or legal entities in which such persons have financial interests, unless such loans or guarantees have been approved by the General Meeting of Shareholders.

4. A contract or transaction between the Company and one or more members of the Board of Directors, Supervisors/members of the Internal Audit Committee, the General Director, other executives or their related persons, or companies, partners, associations or organizations of which such persons are members or in which they have financial interests, shall not be invalidated in the following cases:

a) For contracts with a value of less than 20% of the total assets recorded in the latest financial statements, the material factors of such contract or transaction as well as the relationships and interests of the managers or members of the Board of Directors have been reported to the Board of Directors or the relevant committee, and the Board of Directors or such committee has approved the execution of such contract or transaction in good faith by a majority of votes of members without related interests;

b) For contracts with a value exceeding 20% of the total assets recorded in the latest financial statements, the material factors of such contract or transaction as well as the relationships and interests of the executives or members of the Board of Directors have been disclosed to the shareholders without related interests who have the right to vote on such matter, and such shareholders have approved such contract or transaction;

c) Such contract or transaction is considered fair and reasonable in all material respects by an independent consulting organization in relation to the shareholders of the Company at the time such contract or transaction is approved by the Board of Directors, a committee under the Board of Directors, or the shareholders.

Members of the Board of Directors, Supervisors/members of the Internal Audit Committee, the General Director, other executives and their related persons shall not use undisclosed information of the Company or disclose it to others for the purpose of conducting related transactions.

#### **Article 42. Liability for Damages and Indemnification**

1. Members of the Board of Directors, Supervisors/members of the Internal Audit Committee, the General Director and other executives who breach their duties, including the duty of loyalty and due care, or who fail to perform their duties with due diligence and professional competence, shall be liable for damages caused by their violations.

2. The Company shall indemnify persons who are, have been, or may become parties to claims, lawsuits or proceedings (including civil and administrative cases, and excluding cases where the Company is the plaintiff), if such persons are or have been members of the Board of Directors, executives, employees, or authorized representatives of the Company, or have acted at the request of the Company in such capacities, provided that such persons have acted honestly, prudently and diligently for the benefit of, and not contrary to, the best interests of the Company, in compliance with the law, and there is no evidence that such persons have breached their duties. When performing functions, duties or authorized tasks of the Company, members of the Board of Directors, Supervisors/members of the Internal Audit Committee, executives, employees or authorized representatives of the Company shall be indemnified by the Company when they become parties to claims, lawsuits or proceedings (excluding cases where the Company is the plaintiff) in the following cases:
  - a) They have acted honestly, prudently and diligently for the benefit of, and not in conflict with, the interests of the Company;
  - b) They have complied with the law and there is no evidence that they have failed to perform their duties.
3. Indemnification expenses shall include incurred costs (including attorneys' fees), judgment costs, fines, and amounts actually paid or reasonably incurred in settling such matters within the scope permitted by law. The Company may purchase insurance for such persons to cover the above indemnification liabilities.

## **CHAPTER XI: RIGHT TO ACCESS THE COMPANY'S BOOKS AND RECORDS**

### **Article 43. Right to Access Books and Records**

1. Ordinary shareholders shall have the right to access the Company's books and records, specifically as follows:
  - a) Ordinary shareholders shall have the right to examine, access and extract information on names and contact addresses in the list of shareholders with voting rights; request correction of their inaccurate information; examine, access, extract or

copy the Company's Charter, minutes of the General Meeting of Shareholders and resolutions of the General Meeting of Shareholders;

b) A shareholder or a group of shareholders holding from [05%] or more of the total ordinary shares shall have the right to examine, access and extract the minute books and resolutions or decisions of the Board of Directors, semi-annual and annual financial statements, reports of the Supervisory Board, contracts and transactions subject to approval by the Board of Directors, and other documents, except for documents relating to the Company's trade secrets or business secrets.

2. In case an authorized representative of a shareholder or a group of shareholders requests access to books and records, such request must be accompanied by the power of attorney of the shareholder or the group of shareholders represented by such person, or a notarized copy thereof.
3. Members of the Board of Directors, members of the Supervisory Board, the General Director and other executives shall have the right to access the Company's shareholder register, list of shareholders, and other books and records of the Company for purposes related to their positions, provided that such information must be kept confidential.
4. The Company shall keep this Charter and any amendments and supplements thereto, the Enterprise Registration Certificate, internal regulations, documents evidencing ownership of assets, resolutions of the General Meeting of Shareholders and the Board of Directors, minutes of meetings of the General Meeting of Shareholders and the Board of Directors, reports of the Board of Directors, reports of the Supervisory Board, annual financial statements, accounting books and other documents as required by law at its head office or at another location, provided that shareholders and the Business Registration Authority are notified of the location where such documents are kept.
5. The Company's Charter must be published on the Company's website.

## **CHAPTER XII: PROFIT DISTRIBUTION**

### **Article 44. Profit Distribution**

1. The General Meeting of Shareholders shall decide on the level and form of annual dividend payments from the Company's retained earnings.

2. In accordance with the Law on Enterprises, the Board of Directors may decide on the payment of interim dividends if it deems that such payment is appropriate to the Company's profitability.
3. The Company shall not pay interest on any amount payable as dividends or on any amount payable in respect of any class of shares.
4. The Board of Directors may propose to the General Meeting of Shareholders for approval the payment of all or part of dividends in shares, and the Board of Directors shall be the body implementing such decision.
5. Where dividends or other amounts in respect of any class of shares are paid in cash, the Company shall make such payment in Vietnamese Dong. Payment may be made directly or through banks based on the bank details provided by the shareholder. In the event that the Company has transferred the payment in accordance with the bank details provided by the shareholder but such shareholder does not receive the money, the Company shall not be liable for the amount transferred to the beneficiary shareholder. The payment of dividends in respect of shares listed on a Stock Exchange may be made through a securities company or the Vietnam Securities Depository and Clearing Corporation.
6. Pursuant to the Law on Enterprises and the Law on Securities, the Board of Directors shall adopt a resolution determining a specific record date to close the list of shareholders. Based on such date, persons registered as shareholders or holders of other securities shall be entitled to receive dividends, interest, profit distributions, shares, and notices or other documents.
7. Other matters relating to profit distribution shall be implemented in accordance with the provisions of law.

### **CHAPTER XIII: BANK ACCOUNTS, FINANCIAL YEAR AND ACCOUNTING SYSTEM**

#### **Article 45. Bank Accounts**

1. The Company shall open accounts at Vietnamese banks or foreign banks permitted to operate in Vietnam.
2. Subject to prior approval of the competent authority, where necessary, the Company may open bank accounts overseas in accordance with the provisions of law.

3. The Company shall conduct all payments and accounting transactions through its Vietnamese Dong or foreign currency accounts opened at banks.

#### **Article 46. Financial Year**

The financial year of the Company shall commence on the first day of January each year and end on the thirty-first day of December. The first financial year shall commence on the date of issuance of the Enterprise Registration Certificate and end on the thirty-first day of December immediately following such date.

#### **Article 47. Accounting System**

1. The accounting system applied by the Company shall be the enterprise accounting regime or a specific accounting regime issued or approved by the competent authority.
2. The Company shall keep accounting books in Vietnamese and retain accounting records in accordance with accounting laws and relevant laws. Such records must be accurate, updated, systematic, and sufficient to evidence and explain the Company's transactions.
3. The accounting currency of the Company shall be Vietnamese Dong. Where the Company's transactions mainly arise in a foreign currency, the Company may choose such foreign currency as its accounting currency, take legal responsibility for such choice, and notify the directly managing tax authority.

### **CHAPTER XIV: FINANCIAL STATEMENTS, ANNUAL REPORT AND INFORMATION DISCLOSURE OBLIGATIONS**

#### **Article 48. Annual, Semi-annual and Quarterly Financial Statements**

1. The Company shall prepare annual financial statements, which must be audited in accordance with law. The Company shall disclose the audited annual financial statements in accordance with the law on information disclosure in the securities market and submit them to the competent state authorities.
2. The annual financial statements must include all statements, appendices and notes as prescribed by law on enterprise accounting and must truthfully and objectively reflect the Company's operating situation.

3. The Company shall prepare and disclose reviewed semi-annual financial statements and quarterly financial statements in accordance with the law on information disclosure in the securities market and submit them to the competent state authorities.

#### **Article 49. Annual Report**

The Company shall prepare and disclose its Annual Report in accordance with the laws on securities and the securities market.

### **CHAPTER XV: COMPANY AUDIT**

#### **Article 50. Audit**

1. The General Meeting of Shareholders shall appoint an independent audit firm or approve a list of independent audit firms and authorize the Board of Directors to select one of such firms to audit the Company's financial statements for the following financial year based on terms and conditions agreed with the Board of Directors.
2. The audit report shall be attached to the Company's annual financial statements.
3. The independent auditor conducting the audit of the Company's financial statements shall be entitled to attend the General Meeting of Shareholders, receive notices and other information relating to such meeting, and express opinions at the meeting on matters relating to the audit of the Company's financial statements.

### **CHAPTER XVI: COMPANY SEAL**

#### **Article 51. Company Seal**

1. The seal includes a seal made by a seal engraving entity or a seal in the form of a digital signature in accordance with the law on electronic transactions.
2. The Board of Directors shall decide on the type, quantity, form and contents of the seal of the Company, its branches and representative offices (if any).
3. The Board of Directors and the General Director shall use and manage the seal in accordance with applicable law.

## CHAPTER XVII: EMPLOYEES AND TRADE UNION

### Article 52. Employees and Trade Union

1. The General Director shall prepare plans for the Board of Directors to approve matters relating to recruitment, termination of employment, salaries, social insurance, welfare, rewards and disciplinary measures for employees and managers.
2. The General Director shall prepare plans for the Board of Directors to approve matters relating to the Company's relationship with trade union organizations in accordance with best practices, policies stipulated in this Charter, the Company's internal regulations and applicable laws.

## CHAPTER XVIII: DISSOLUTION OF THE COMPANY

### Article 53. Dissolution of the Company

1. The Company may be dissolved in the following cases:
  - a) The operation term stated in the Company Charter expires without extension;
  - b) By resolution or decision of the General Meeting of Shareholders;
  - c) The Enterprise Registration Certificate is revoked, except where the Law on Tax Administration provides otherwise;
  - d) Other cases as prescribed by law.
2. Early dissolution of the Company (including any extended term) shall be decided by the General Meeting of Shareholders and implemented by the Board of Directors. Such dissolution decision must be notified to or approved by the competent authority in accordance with law.

### Article 54. Extension of Operation Term

1. The Board of Directors shall convene a General Meeting of Shareholders at least [07 months] before the expiration of the operation term for shareholders to vote on the extension of the Company's operation as proposed by the Board of Directors.
2. The operation term shall be extended if shareholders representing at least 65% of the total voting shares of all attending shareholders vote in favor.

### **Article 55. Liquidation**

1. At least [06 months] before the expiration of the Company's operation term or after a dissolution decision is made, the Board of Directors shall establish a Liquidation Committee consisting of three (03) members, of which two (02) members are appointed by the General Meeting of Shareholders and one (01) member is appointed by the Board of Directors from an independent audit firm. The Liquidation Committee shall prepare its operating regulations. Members of the Liquidation Committee may be selected from the Company's employees or independent experts. All costs relating to liquidation shall be given priority for payment before other debts of the Company.
2. The Liquidation Committee shall notify the business registration authority of its establishment date and commencement date. From that time, the Liquidation Committee shall represent the Company in all matters relating to the liquidation before courts and administrative authorities.
3. Proceeds from liquidation shall be distributed in the following order:
  - a) Liquidation expenses;
  - b) Salary debts, severance allowances, social insurance and other employee benefits under collective labor agreements and signed labor contracts;
  - c) Tax liabilities;
  - d) Other debts of the Company;
  - e) The remaining amount after settling all debts in items (a) to (d) shall be distributed to shareholders. Preference shares shall be paid first.

## **CHAPTER XIX: INTERNAL DISPUTE RESOLUTION**

### **Article 56. Internal Dispute Resolution**

1. Where disputes or complaints arise relating to the Company's operations or the rights and obligations of shareholders under the Law on Enterprises, this Charter, other laws or agreements between:
  - a) A shareholder and the Company;

b) A shareholder and the Board of Directors, the Supervisory Board, the General Director or other executives;

The parties shall endeavor to resolve such disputes through negotiation and mediation. Except for disputes involving the Board of Directors or the Chairman of the Board of Directors, the Chairman of the Board of Directors shall preside over the dispute resolution and request each party to present relevant information within [10 working days] from the date the dispute arises. Where the dispute involves the Board of Directors or the Chairman of the Board of Directors, any party may request the appointment of an independent expert as mediator.

2. If no mediation decision is reached within [06 weeks] from the commencement of mediation or if the mediation decision is not accepted by the parties, either party may bring the dispute to arbitration or court.
3. The parties shall bear their own costs relating to negotiation and mediation. Court costs shall be paid in accordance with the court's judgment.

## **CHAPTER XX: AMENDMENT AND SUPPLEMENTATION OF THE CHARTER**

### **Article 57. Company Charter**

1. Any amendment or supplementation to this Charter must be considered and decided by the General Meeting of Shareholders.
2. In the event that legal provisions relating to the Company's operations are not mentioned in this Charter or new legal provisions differ from the provisions of this Charter, such legal provisions shall automatically apply and govern the Company's operations.

## **CHAPTER XXI: EFFECTIVE DATE**

### **Article 58. Effective Date**

1. This Charter consists of 21 Chapters and 58 Articles and was unanimously approved by the General Meeting of Shareholders of F32 Seafoods and Trading Corporation on March ....., 2026, and the full effectiveness of this Charter was simultaneously approved.

b) A shareholder and the Board of Directors, the Supervisory Board, the General Director or other executives;

The parties shall endeavor to resolve such disputes through negotiation and mediation. Except for disputes involving the Board of Directors or the Chairman of the Board of Directors, the Chairman of the Board of Directors shall preside over the dispute resolution and request each party to present relevant information within [10 working days] from the date the dispute arises. Where the dispute involves the Board of Directors or the Chairman of the Board of Directors, any party may request the appointment of an independent expert as mediator.

2. If no mediation decision is reached within [06 weeks] from the commencement of mediation or if the mediation decision is not accepted by the parties, either party may bring the dispute to arbitration or court.
3. The parties shall bear their own costs relating to negotiation and mediation. Court costs shall be paid in accordance with the court's judgment.

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## CHAPTER XXI: EFFECTIVE DATE

### Article 58. Effective Date

1. This Charter consists of 21 Chapters and 58 Articles and was unanimously approved by the General Meeting of Shareholders of An An Seafoods and Trading Limited on March ....., 2026, and the full effectiveness of this Charter was simultaneously approved.

2. This Charter is made in ten (10) copies of equal legal validity and shall be kept at the Company's head office.
3. This Charter is the sole and official charter of the Company.
4. Copies or extracts of this Charter shall be valid when signed by the Chairman of the Board of Directors or at least one half (1/2) of the total members of the Board of Directors.

**LEGAL REPRESENTATIVE  
GENERAL DIRECTOR**

**NGUYEN THI PHI ANH**



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**LEGAL REPRESENTATIVE  
GENERAL DIRECTOR**

**THE SOCIALIST REPUBLIC OF VIETNAM**  
**Independence – Freedom – Happiness**

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**CHARTER**  
**FROZEN SEAFOODS FACTORY NO.32**

Tháng 3/2026

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## PREAMBLE

This Charter is adopted pursuant to the Resolution of the General Meeting of Shareholders of Frozen Seafoods Factory No.32 No.: ...../2026/NQ-GMS dated ..... month ..... 2026.

## CHAPTER I DEFINITIONS OF TERMS IN THE CHARTER

### Article 1. Interpretation of Terms

1. In this Charter, the following terms shall be construed as follows:

- a) **Charter Capital** means the total par value of shares sold or registered for subscription upon the establishment of the joint stock company and in accordance with Article 6 of this Charter;
- b) **Voting Capital** means the share capital under which the owners have voting rights on matters within the decision-making authority of the General Meeting of Shareholders;
- c) **Law on Enterprises** means the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and Law No. 76/2025/QH15 dated June 17, 2025 of the National Assembly amending and supplementing a number of articles of the Law on Enterprises;
- d) **Law on Securities** means the Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019; Law No. 56/2024/QH15 dated November 29, 2024 of the National Assembly amending and supplementing a number of articles of the Law on Securities, Law on Accounting, Law on Independent Audit, Law on State Budget, Law on Management and Use of Public Assets, Law on Tax Administration, Law on Personal Income Tax, Law on National Reserves and Law on Handling of Administrative Violations; Consolidated Document No. 24/VBHN-VPQH dated February 26, 2025 issued by the Office of the National Assembly consolidating the Law on Securities;
- đ) **Vietnam** means the Socialist Republic of Vietnam;
- e) **Date of Establishment** means the date on which the Company is first granted the Enterprise Registration Certificate (Business Registration Certificate or equivalent legal documents);

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g) **Company Executives** means the General Director, Deputy General Directors, Chief Accountant and other executives of the Company approved by the Board of Directors;

h) **Company Managers** means the managers of the Company, including the Chairman of the Board of Directors, members of the Board of Directors, the General Director and other managerial positions approved by the Board of Directors;

i) **Related Persons** means individuals or organizations as prescribed in Clause 46, Article 4 of the Law on Securities;

k) **Shareholder** means an individual or organization owning at least one share of the joint stock company;

l) **Founding Shareholder** means a shareholder owning at least one ordinary share and signing the list of founding shareholders of the joint stock company;

m) **Major Shareholder** means a shareholder as prescribed in Clause 18, Article 4 of the Law on Securities;

n) **Duration of Operation** means the operating period of the Company as stipulated in Article 2 of this Charter and any extension period (if any) approved by the General Meeting of Shareholders of the Company;

o) **Stock Exchange** means the Vietnam Stock Exchange and its subsidiaries.

2. In this Charter, references to any provision or legal document shall include any amendments, supplements or replacement documents thereto.

3. The headings (Sections and Articles of this Charter) are used for convenience of reference only and shall not affect the interpretation of the contents of this Charter.

## CHAPTER II

### FORM, HEAD OFFICE, BRANCHES, REPRESENTATIVE OFFICES, BUSINESS LOCATIONS, DURATION OF OPERATION AND LEGAL REPRESENTATIVE OF THE COMPANY

#### Article 2. Name, Form, Head Office, Branches, Representative Offices and Duration of Operation of the Company

##### 1. Company Name

- Vietnamese name: **FROZEN SEAFOODS FACTORY NO.32**
- English name: **FROZEN SEAFOODS FACTORY NO.32**

2. The Company is a joint stock company with legal entity status in accordance with the current laws of Vietnam.
3. **Registered Head Office**
  - Head office address: 03 Van Don Street, Da Nang Seafood Service Industrial Zone, Son Tra Ward, Da Nang City, Vietnam.
4. The Company may establish branches and representative offices within its business areas, in other localities, or domestically and internationally in order to achieve the operational objectives of the Company in accordance with the resolutions of the Board of Directors and within the limits permitted by law.
5. Unless the Company is dissolved prior to its term in accordance with Clause 2, Article 53 or its operation is extended in accordance with Article 54 of this Charter, the duration of operation of the Company shall commence from the Date of Establishment and shall be indefinite.

### **Article 3. Legal Representative of the Company**

#### **A. Legal Representative**

The Company shall have one legal representative who shall be either the Chairman of the Board of Directors or the General Director, as decided by the Board of Directors.

#### **B. Responsibilities of the Legal Representative**

1. The legal representative of the enterprise shall have the following responsibilities:
  - a) To exercise the assigned rights and obligations honestly, prudently and to the best of his/her ability in order to ensure the lawful interests of the enterprise;
  - b) To be loyal to the interests of the enterprise; not to use information, know-how, or business opportunities of the enterprise; not to abuse his/her position or authority; and not to use the assets of the enterprise for personal gain or for the benefit of other organizations or individuals;
  - c) To promptly, fully and accurately notify the enterprise of any enterprise in which such legal representative and his/her related persons hold ownership or controlling shares or capital contributions.
2. The legal representative of the enterprise shall be personally liable for any damage caused to the enterprise due to violations of the obligations specified in Clause 1 of this Article.

**CHAPTER III**  
**OBJECTIVES, SCOPE OF BUSINESS AND OPERATIONS OF THE COMPANY**

**Article 4. Objectives of the Company**

**1. Business Lines of the Company:**

No.	Business Lines	Code
1	Processing and preservation of seafood and seafood products	1020
	Details: Production and export of frozen seafood products	(Main)
2	Installation of other construction systems	4329
	Details: Supply and installation of equipment in refrigeration engineering and food processing industries	
3	Real estate business; land use rights owned, used or leased	6810
	Excluding: Investment in construction of cemetery infrastructure for transfer of land use rights associated with infrastructure	
4	Other education not elsewhere classified	8559
	Details: Short-term vocational training	
5	Manufacture of wine	1102
	Details: Manufacture of alcoholic beverages	
6	Manufacture of non-alcoholic beverages and mineral water	1104
	Details: Manufacture of soft drinks	
7	Manufacture of beer and malt	1103
	Details: Manufacture of beer	

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8	Other specialized wholesale not elsewhere classified	4669
	Details: Export of agricultural products, food products and processed foods. Import of materials, machinery, equipment, technologies, means of transport and consumer goods	
	Excluding: Cigarettes and cigars, books, newspapers and magazines, recorded media, precious metals and gemstones, pharmaceuticals, explosives, crude oil and refined petroleum products, rice, cane sugar and beet sugar excluded from committed scope	
9	Marine aquaculture	321
	Not operating at the head office	
10	Inland aquaculture	322
	Not operating at the head office	
11	Freight transport by road	4933
	Details: Freight transport by trucks	
12	Other supporting transport activities	5229
	Details: Fisheries logistics services	
13	Manufacture of other food products not elsewhere classified	1079
	Details: Manufacture of agricultural food products and processed foods	
14	Construction of residential buildings	4101
15	Construction of non-residential buildings	4102
16	Agents, brokers and auction of goods	4610
	Details: Sales agency and consignment services	

Excluding: Cigarettes and cigars, books, newspapers and magazines, recorded media, precious metals and gemstones, pharmaceuticals, explosives, crude oil and refined petroleum products, rice, cane sugar and beet sugar excluded from committed scope	
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## **2. Objectives of the Company**

The Company is established, organized and continuously develops its production and business activities in the registered business lines and in other fields not prohibited by law, with the objectives of generating profits, creating employment and stable income for employees, increasing returns and ensuring other lawful rights and interests of shareholders, fulfilling obligations to the State, and contributing benefits to society.

## **Article 5. Scope of Business and Operations**

1. The Company is entitled to formulate plans and conduct all business activities in accordance with the business lines registered on the National Business Registration Portal and this Charter, in compliance with applicable laws, and to implement appropriate measures to achieve the objectives of the Company.
2. The Company may conduct business in other sectors and trades as permitted by law and approved by the General Meeting of Shareholders.

## ***CHAPTER IV***

### **CHARTER CAPITAL, SHARES AND FOUNDING SHAREHOLDERS**

## **Article 6. Charter Capital, Shares and Founding Shareholders**

### **1. Charter Capital**

The charter capital of the Company is: **VND 15,103,160,000** (In words: Fifteen billion, one hundred and three million, one hundred and sixty thousand Vietnamese Dong).

The total charter capital of the Company is divided into **1,510,316 shares** with a par value of **VND 10,000 per share**.

### **2. Change of Charter Capital**

The Company may change its charter capital upon approval by the General Meeting of Shareholders and in accordance with the provisions of law.

### 3. Types of Shares

As of the date of adoption of this Charter, the Company has only one class of shares, which are **ordinary shares**. The rights and obligations of shareholders holding shares are specified in **Article 12 and Article 13** of this Charter.

### 4. Preference Shares

The Company may issue preference shares after approval by the General Meeting of Shareholders and in accordance with the provisions of law.

### 5. Founding Shareholders

The names, addresses, number of shares and other information of founding shareholders in accordance with the Law on Enterprises are specified in the attached Appendix. This Appendix forms an integral part of this Charter.

Ordinary shares must be offered for sale in priority to existing shareholders in proportion to their respective ownership of ordinary shares in the Company, unless otherwise decided by the General Meeting of Shareholders.

Shares not subscribed for by existing shareholders shall be decided by the Board of Directors. The Board of Directors may distribute such shares to other persons under conditions and methods deemed appropriate by the Board of Directors, but such shares shall not be sold on more favorable terms than those offered to existing shareholders unless otherwise decided by the General Meeting of Shareholders or where shares are sold through a Stock Exchange by auction method.

### 6. Treasury Shares

The Company may repurchase shares that have been issued by the Company in accordance with the methods prescribed in this Charter and applicable laws. Shares repurchased by the Company shall be considered **treasury shares**, and the Board of Directors may re-offer such shares by methods consistent with the Securities Law, relevant guiding documents and this Charter.

### 7. Other Securities

The Company may issue other types of securities upon approval by the General Meeting of Shareholders and in accordance with the provisions of law.



## **Article 7. Share certificates**

1. Shareholders of the Company shall be issued share certificates corresponding to the number and class of shares they own.
2. A share is a type of security certifying the lawful rights and interests of its holder in respect of a portion of the share capital of the issuing organization. A share certificate must contain all information as prescribed in Clause 1, Article 121 of the Law on Enterprises.
3. From the date of submission of a complete dossier requesting the transfer of ownership of shares in accordance with the Company's regulations, or from the date of full payment of the purchase price of shares in accordance with the Company's share issuance plan, the holder of such shares shall be issued a share certificate. The shareholder shall not be required to pay the Company the cost of printing the share certificate.
4. In case a share certificate is lost, damaged or otherwise destroyed, the shareholder shall be re-issued a share certificate by the Company upon the shareholder's request. Such request must include the following contents:
  - a) Information on the share certificate that has been lost, damaged or otherwise destroyed;
  - b) An undertaking to bear responsibility for any disputes arising from the re-issuance of a new share certificate.

## **Article 8. Other securities certificates**

Bond certificates or other securities certificates of the Company (except for offering letters, provisional certificates and similar documents) when issued must bear the signature of the legal representative and the seal of the Company.

## **Article 9. Transfer of shares**

1. All shares shall be freely transferable unless otherwise provided in this Charter and by law. Shares listed/registered for trading on the Stock Exchange shall be transferred in accordance with the laws on securities and the securities market.
2. Shares that have not been fully paid shall not be transferable and shall not be entitled to related rights and benefits such as the right to receive dividends, the right to

receive shares issued to increase share capital from owners' equity, the right to purchase newly offered shares, and other rights and benefits as prescribed by law.

#### **Article 10. Redemption (forfeiture) of shares**

1. In case a shareholder fails to pay in full and on time the amount payable for the purchase of shares, the Board of Directors shall notify and have the right to request such shareholder to pay the outstanding amount together with interest thereon and any costs incurred by the Company due to such failure to make full payment.
2. The above-mentioned payment notice must clearly state the new payment deadline (at least seven (07) days from the date of sending the notice), the place of payment, and must clearly state that if payment is not made as required, the unpaid shares shall be forfeited.
3. The Board of Directors shall have the right to forfeit shares that have not been fully and timely paid in case the requirements set out in the above notice are not complied with.
4. Forfeited shares shall be deemed shares offered for sale as provided in Clause 3, Article 112 of the Law on Enterprises. The Board of Directors may directly or authorize others to sell, re-allocate or otherwise dispose of such shares to the former holders of the forfeited shares or to other persons under such terms and conditions and in such manner as the Board of Directors deems appropriate.
5. A shareholder holding forfeited shares shall cease to be a shareholder in respect of such shares, but shall remain liable, corresponding to the total par value of the shares registered for subscription, for the financial obligations of the Company arising at the time of forfeiture as decided by the Board of Directors, from the date of forfeiture until the date of payment. The Board of Directors shall have full authority to decide on the enforcement of full payment of the value of the shares at the time of forfeiture.
6. The notice of forfeiture shall be sent to the holder of the forfeited shares prior to the time of forfeiture. The forfeiture shall remain effective even in case of any error or negligence in sending such notice.

### **CHAPTER V**

#### **ORGANIZATIONAL STRUCTURE, GOVERNANCE AND SUPERVISION**

## **Article 11. Organizational structure, governance and supervision**

The organizational, governance and supervision structure of the Company shall comprise:

1. The General Meeting of Shareholders;
2. The Board of Directors;
3. The Board of Supervisors;
4. The General Director.

## **CHAPTER VI**

### **SHAREHOLDERS AND GENERAL MEETING OF SHAREHOLDERS**

#### **Article 12. Rights of shareholders**

1. Shareholders are the owners of the Company and shall have rights and obligations corresponding to the number and class of shares they own. Shareholders shall be liable for the debts and other property obligations of the Company only within the scope of the capital they have contributed to the Company.
2. Ordinary shareholders shall have the following rights :
  - a) To attend, speak at, and exercise voting rights at the General Meeting of Shareholders directly or through an authorized representative or by other forms as provided in the Company's Charter and by law. Each ordinary share shall carry one vote;
  - b) To receive dividends at the rate decided by the General Meeting of Shareholders;
  - c) To have priority in subscribing for new shares in proportion to each shareholder's ownership of ordinary shares in the Company;
  - d) To freely transfer their shares to others, except for the cases provided in Clause 3, Article 120 and Clause 1, Article 127 of the Law on Enterprises and other relevant provisions of law;
  - đ) To review, inspect and extract information on names and contact addresses in the list of shareholders having voting rights; to request correction of inaccurate information relating to themselves;
  - e) To review, inspect, extract or copy the Company's Charter, minutes of meetings of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;

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- g) In case the Company is dissolved or goes bankrupt, to receive a portion of the remaining assets corresponding to their shareholding ratio in the Company after the Company has settled debts and paid shareholders holding other classes of shares in accordance with law;
  - h) To request the Company to repurchase their shares in the cases provided in Article 132 of the Law on Enterprises;
  - i) To be treated equally. Each share of the same class shall confer equal rights, obligations and interests on its holder. In case the Company has preferred shares, the rights and obligations attached to such preferred shares must be approved by the General Meeting of Shareholders and fully disclosed to shareholders;
  - k) To have full access to periodic and extraordinary information disclosed by the Company in accordance with law;
  - l) To have their lawful rights and interests protected; to request the suspension or annulment of resolutions or decisions of the General Meeting of Shareholders or the Board of Directors in accordance with the Law on Enterprises;
  - m) Other rights as provided by law and this Charter.
3. A shareholder or a group of shareholders holding at least 5% of the total number of ordinary shares shall have the following rights:
- a) To request the Board of Directors to convene a meeting of the General Meeting of Shareholders in accordance with the provisions of Clause 3, Article 115 and Article 140 of the Law on Enterprises;
  - b) To review, inspect and extract minutes and resolutions/decisions of the Board of Directors, semi-annual and annual financial statements, reports of the Board of Supervisors, contracts and transactions subject to approval by the Board of Directors, and other documents, except for documents relating to the Company's trade secrets and business secrets;
  - c) To request the Board of Supervisors to examine specific matters related to the management and operation of the Company when deemed necessary. Such request must be made in writing and must include the following contents: full name, contact address, nationality, and legal document number for an individual shareholder; name, enterprise code or legal document number of the organization, and head office address for an organizational shareholder; number of shares and the time of registration of shares of each shareholder, total number of shares of the group of

shareholders and the ownership ratio in the total number of shares of the Company;  
the matter to be examined and the purpose of the examination;

d) To propose matters to be included in the agenda of the General Meeting of Shareholders. Such proposal must be made in writing and sent to the Company no later than [03] working days prior to the opening date. The proposal must clearly state the name of the shareholder, the number of each class of shares held by the shareholder, and the matter proposed to be included in the agenda;

d) Other rights as provided by law and this Charter.

4. A shareholder or a group of shareholders owning at least [5%] of the total number of ordinary shares shall have the right to nominate candidates to the Board of Directors and the Board of Supervisors. The nomination shall be carried out as follows:

a) Ordinary shareholders forming a group to nominate candidates to the Board of Directors and the Board of Supervisors must notify the shareholders attending the meeting of such grouping prior to the opening of the General Meeting of Shareholders;

b) To nominate candidates to the Board of Directors or the Board of Supervisors in accordance with the corresponding provisions in Clause 2, Article 26 and Clause 2, Article 35 of this Charter.

### **Article 13. Obligations of shareholders**

Ordinary shareholders shall have the following obligations:

1. To pay in full and on time the amount for the shares they have committed to subscribe.
2. Not to withdraw the contributed capital in the form of ordinary shares from the Company in any form, except where the Company or another person repurchases such shares. In case any shareholder withdraws part or all of the contributed share capital in violation of this Clause, such shareholder and related persons in the Company shall be jointly and severally liable for the debts and other property obligations of the Company within the value of the withdrawn shares and the damages incurred.
3. To comply with the Company's Charter and the Company's internal governance regulations.

4. To comply with resolutions and decisions of the General Meeting of Shareholders and the Board of Directors.
5. To keep confidential the information provided by the Company in accordance with the Company's Charter and the law; to use such information only for the purpose of exercising and protecting their lawful rights and interests; and strictly not to disseminate or copy or send such information to other organizations or individuals.
6. To attend meetings of the General Meeting of Shareholders and exercise voting rights by the following forms:
  - a) Attending and voting directly at the meeting;
  - b) Authorizing another individual or organization to attend and vote at the meeting;
  - c) Attending and voting via online conferences, electronic voting or other electronic forms;
  - d) Sending voting ballots to the meeting by mail, fax or email;
  - đ) Sending voting ballots by other means as provided in the Company's Charter.
7. To bear personal liability when acting in the name of the Company in any form to carry out any of the following acts:
  - a) Violating the law;
  - b) Conducting business and other transactions for personal gain or for the benefit of other organizations or individuals;
  - c) Paying debts that are not yet due in the face of financial risks to the Company.
8. To fulfill other obligations as provided by applicable law.

#### **Article 14. General Meeting of Shareholders**

1. The General Meeting of Shareholders comprises all shareholders having voting rights and is the highest decision-making body of the Company. The General Meeting of Shareholders shall convene annually once a year within four (04) months from the end of the fiscal year. Unless otherwise provided in the Company's Charter, the Board of Directors may decide to extend the time for holding the annual General Meeting of Shareholders when necessary, but not exceeding six (06) months from the end of the fiscal year. In addition to the annual meeting, the General Meeting of Shareholders may convene extraordinary meetings. The venue of the General Meeting of Shareholders shall be determined as the place where the chairperson attends the meeting and must be within the territory of Viet Nam.

2. The Board of Directors shall convene the annual General Meeting of Shareholders and select an appropriate venue. The annual General Meeting of Shareholders shall decide on matters in accordance with law and the Company's Charter, in particular the approval of the audited annual financial statements. In case the audit report on the Company's annual financial statements contains material qualifications, an adverse opinion or a disclaimer, the Company must invite a representative of the approved auditing organization that performed the audit of the Company's financial statements to attend the annual General Meeting of Shareholders, and such representative shall be responsible for attending the annual General Meeting of Shareholders of the Company.
3. The Board of Directors must convene an extraordinary General Meeting of Shareholders in the following cases:
  - a) When the Board of Directors deems it necessary for the benefit of the Company;
  - b) When the remaining number of members of the Board of Directors, independent members of the Board of Directors, or members of the Board of Supervisors is less than the number prescribed by law, or when the number of members of the Board of Directors is reduced by more than one-third (1/3) compared to the number stipulated in this Charter;
  - c) Upon the request of a shareholder or a group of shareholders as prescribed in Clause 2, Article 115 of the Law on Enterprises; the request to convene the General Meeting of Shareholders must be made in writing, clearly stating the reasons and purposes of the meeting, and bearing sufficient signatures of the relevant shareholders, or the request may be made in several copies which together contain sufficient signatures of the relevant shareholders;
  - d) Upon the request of the Board of Supervisors, if the Board of Supervisors has grounds to believe that members of the Board of Directors or managers have seriously violated their obligations under Article 165 of the Law on Enterprises, or that the Board of Directors is acting or intends to act beyond the scope of its authority;
  - d) Other cases as provided by law and this Charter.
4. Convening an extraordinary General Meeting of Shareholders:
  - a) The Board of Directors must convene the General Meeting of Shareholders within [30] days from the date on which the number of remaining members of the Board of

- Directors, independent members of the Board of Directors, or members of the Board of Supervisors falls as specified in Point b, Clause 3 of this Article, or from the date of receipt of a request as specified in Points c and d, Clause 3 of this Article;
- b) If the Board of Directors fails to convene the General Meeting of Shareholders in accordance with Point a, Clause 4 of this Article, then within the following 30 days, the Board of Supervisors shall replace the Board of Directors in convening the General Meeting of Shareholders in accordance with Clause 3, Article 140 of the Law on Enterprises;
- c) If the Board of Supervisors fails to convene the General Meeting of Shareholders in accordance with Point b, Clause 4 of this Article, then the shareholder or group of shareholders specified in Point c, Clause 3 of this Article shall have the right to request the Company's representative to convene the General Meeting of Shareholders in accordance with the Law on Enterprises. In this case, the shareholder or group of shareholders convening the General Meeting of Shareholders may request the business registration authority to supervise the procedures for convening, conducting the meeting and adopting resolutions of the General Meeting of Shareholders. All costs for convening and conducting the General Meeting of Shareholders shall be reimbursed by the Company. Such costs shall not include the expenses incurred by shareholders when attending the General Meeting of Shareholders, including accommodation and travel expenses;
- d) The procedures for organizing the General Meeting of Shareholders shall comply with Clause 5, Article 140 of the Law on Enterprises.

#### **Article 15. Rights and obligations of the General Meeting of Shareholders**

1. The General Meeting of Shareholders shall have the following rights and obligations:
  - a) To approve the development orientation of the Company;
  - b) To decide on the classes of shares and the total number of shares of each class authorized for offering; to decide the annual dividend rate of each class of shares;
  - c) To elect, dismiss and remove members of the Board of Directors and members of the Board of Supervisors;
  - d) To decide on investment in or sale of assets with a value of [35%] or more of the total asset value recorded in the latest financial statements of the Company;
  - đ) To decide on amendments and supplements to the Company's Charter;

- e) To approve the annual financial statements;
  - g) To decide on the repurchase of more than 10% of the total number of shares sold of each class;
  - h) To review and handle violations by members of the Board of Directors and members of the Board of Supervisors that cause damage to the Company and its shareholders;
  - i) To decide on the reorganization or dissolution of the Company;
  - k) To decide the total remuneration, bonuses and other benefits for the Board of Directors and the Board of Supervisors;
  - l) To approve the Internal Governance Regulations; the Rules of Operation of the Board of Directors and the Board of Supervisors;
  - m) To approve the list of approved auditing firms; to decide on the approved auditing firm to conduct audits of the Company's operations; to dismiss the approved auditor when deemed necessary;
  - n) Other rights and obligations as provided by law.
2. The General Meeting of Shareholders shall discuss and approve the following matters:
- a) The annual business plan of the Company;
  - b) The audited annual financial statements;
  - c) The report of the Board of Directors on governance and the performance of the Board of Directors and each member thereof;
  - d) The report of the Board of Supervisors on the Company's business results and the performance of the Board of Directors and the Director (General Director);
  - d) The self-assessment report on the performance of the Board of Supervisors and its members;
  - e) The dividend rate for each share of each class;
  - g) The number of members of the Board of Directors and the Board of Supervisors;
  - h) The election, dismissal and removal of members of the Board of Directors and members of the Board of Supervisors;
  - i) The decision on the budget or the total remuneration, bonuses and other benefits for the Board of Directors and the Board of Supervisors;
  - k) The approval of the list of approved auditing firms; the decision on the approved auditing firm to audit the Company's operations when deemed necessary;

- l) Amendments and supplements to the Company's Charter;
  - m) The classes of shares and the number of new shares to be issued for each class, and the transfer of shares of founding shareholders within the first three (03) years from the date of establishment;
  - n) The division, split, consolidation, merger or conversion of the Company;
  - o) The reorganization and dissolution (liquidation) of the Company and the appointment of liquidators;
  - p) The decision on investment in or sale of assets with a value of [35%] or more of the total asset value recorded in the latest financial statements of the Company [unless the Company's Charter provides for a different ratio or value];
  - q) The decision on the repurchase of more than 10% of the total number of shares sold of each class;
  - r) The Company's execution of contracts and transactions with the subjects specified in Clause 1, Article 167 of the Law on Enterprises with a value equal to or greater than 35% of the total asset value of the Company recorded in the latest financial statements;
  - s) The approval of transactions specified in Clause 4, Article 293 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;
  - t) The approval of the Internal Regulations on Corporate Governance, the Rules of Operation of the Board of Directors, and the Rules of Operation of the Board of Supervisors;
  - u) Other matters as provided by law and this Charter.
3. Shareholders shall not be entitled to vote in the following cases:
- a) The approval of contracts specified in Points p and r, Clause 2 of this Article where such shareholder or a related person of such shareholder is a party to the contract;
  - b) The repurchase of shares of such shareholder or of a related person of such shareholder, except where the repurchase is carried out in proportion to the ownership ratio of all shareholders, or where the repurchase is conducted through matched transactions on the Stock Exchange or by public tender offer in accordance with law.

4. All resolutions and matters included in the meeting agenda must be discussed and voted on at the General Meeting of Shareholders.

#### **Article 16. Authorization to attend the General Meeting of Shareholders**

1. A shareholder or the authorized representative of a shareholder that is an organization may attend the meeting in person, or authorize one or more other individuals or organizations to attend the meeting, or attend the meeting via one of the forms prescribed in Clause 3, Article 144 of the Law on Enterprises.
2. The authorization for an individual or organization to represent and attend the General Meeting of Shareholders as prescribed in Clause 1 of this Article must be made in writing. The power of attorney shall be made in accordance with the civil law and must clearly state the name of the authorizing shareholder, the name of the authorized individual or organization, the number of shares authorized, the contents of the authorization, the scope of authorization, the term of authorization, and the signatures of both the authorizing party and the authorized party.

The authorized person attending the General Meeting of Shareholders must submit the power of attorney upon registration for attendance. In the case of re-authorization, the attendee must also present the original power of attorney of the shareholder or of the authorized representative of the shareholder that is an organization (if it has not been previously registered with the Company).

3. The ballot of the authorized person attending the meeting within the scope of authorization shall remain valid when one of the following events occurs, except where:
  - a) The authorizing person has died, has limited civil act capacity, or has lost civil act capacity;
  - b) The authorizing person has revoked the appointment of authorization;
  - c) The authorizing person has revoked the authority of the person carrying out the authorization.

This Clause shall not apply where the Company has received notice of one of the above events before the opening time of the General Meeting of Shareholders or before the meeting is reconvened.

#### **Article 17. Variation of rights**

1. Any variation or cancellation of the special rights attached to a class of preference shares shall take effect when approved by shareholders representing at least 65% of the total voting rights of all shareholders attending the meeting. A resolution of the General Meeting of Shareholders on matters that adversely affect the rights and obligations of shareholders holding preference shares shall only be adopted if approved by holders of at least 75% of the total number of such class of preference shares attending the meeting, or by holders of at least 75% of the total number of such class of preference shares in the case where the resolution is adopted in the form of collecting written opinions.
2. A meeting of shareholders holding a class of preference shares to approve the above-mentioned variation of rights shall be valid only when at least two (02) shareholders (or their authorized representatives) holding at least one-third (1/3) of the par value of the issued shares of such class are present. If such quorum is not met, the meeting shall be reconvened within the following 30 days, and the holders of shares of such class (regardless of the number of persons and the number of shares) who are present in person or through their authorized representatives shall be deemed to constitute a sufficient quorum. At such meetings of holders of preference shares, the holders of shares of such class who are present in person or through their representatives may request a secret ballot. Each share of the same class shall have equal voting rights at such meetings.
3. The procedures for conducting such separate meetings shall be carried out in accordance with the provisions of Articles 19, 20 and 21 of this Charter.
4. Unless otherwise provided in the terms of issue of shares, the special rights attached to classes of shares having preference rights in respect of some or all matters relating to the distribution of profits or assets of the Company shall not be varied when the Company issues additional shares of the same class.

#### **Article 18. Convening meetings, meeting agenda and notice of invitation to the General Meeting of Shareholders**

1. The Board of Directors shall convene the annual and extraordinary General Meetings of Shareholders. The Board of Directors shall convene an extraordinary General Meeting of Shareholders in the cases specified in Clauses 3 and 4, Article 14 of this Charter.

2. The convener of the General Meeting of Shareholders shall perform the following tasks:
  - a) Prepare the list of shareholders eligible to attend and vote at the General Meeting of Shareholders. The list of shareholders entitled to attend the General Meeting of Shareholders shall be made no more than 10 days prior to the date of sending the notice of invitation to the General Meeting of Shareholders. The Company shall disclose information on the preparation of the list of shareholders entitled to attend the General Meeting of Shareholders at least 20 days before the last registration date;
  - b) Prepare the agenda and contents of the meeting;
  - c) Prepare documents for the meeting;
  - d) Draft resolutions of the General Meeting of Shareholders in accordance with the expected contents of the meeting;
  - đ) Determine the time and venue of the meeting;
  - e) Notify and send the notice of invitation to the General Meeting of Shareholders to all shareholders entitled to attend;
  - g) Other tasks serving the meeting.
3. The notice of invitation to the General Meeting of Shareholders shall be sent to all shareholders by a method ensuring delivery to the shareholders' contact addresses, and shall at the same time be published on the Company's website and on the websites of the State Securities Commission and the Stock Exchange where the Company's shares are listed or registered for trading. The convener of the General Meeting of Shareholders must send the notice of invitation to all shareholders in the list of shareholders entitled to attend no later than [21 days] before the opening date of the meeting (counting from the date the notice is lawfully sent or dispatched). The agenda of the General Meeting of Shareholders and documents relating to the matters to be voted on at the meeting shall be sent to shareholders and/or posted on the Company's website. In case the documents are not enclosed with the notice of invitation to the General Meeting of Shareholders, the notice must clearly state the link to all meeting documents for shareholders to access, including:
  - a) The meeting agenda and documents to be used at the meeting;
  - b) The list and detailed information of candidates in case of election of members of the Board of Directors and members of the Supervisory Board;

- c) Voting ballots;
  - d) The form for appointing an authorized representative to attend the meeting;
  - đ) Draft resolutions for each matter on the meeting agenda.
4. Shareholders or a group of shareholders as prescribed in Clause 2, Article 12 of this Charter shall have the right to propose matters to be included in the agenda of the General Meeting of Shareholders. The proposal must be in writing and must be sent to the Company no later than [03 working days] before the opening date of the meeting. The proposal must clearly state the name of the shareholder, the number of each class of shares held by such shareholder, and the matter proposed to be included in the meeting agenda.
5. The convener of the General Meeting of Shareholders shall have the right to refuse the proposal specified in Clause 4 of this Article if it falls into one of the following cases:
- a) The proposal is not sent in accordance with Clause 4 of this Article;
  - b) At the time of the proposal, the shareholder or group of shareholders does not hold at least [5%] of ordinary shares as prescribed in Clause 2, Article 12 of this Charter;
  - c) The proposed matter does not fall within the decision-making authority of the General Meeting of Shareholders;
  - d) Other cases as prescribed by law and this Charter.
6. The convener of the General Meeting of Shareholders must accept and include the proposal specified in Clause 4 of this Article in the proposed agenda and contents of the meeting, except for the cases specified in Clause 5 of this Article; the proposal shall be officially added to the agenda and contents of the meeting upon approval by the General Meeting of Shareholders.

#### **Article 19. Conditions for holding the General Meeting of Shareholders**

1. The General Meeting of Shareholders shall be conducted when the attending shareholders represent more than 50% of the total voting shares.
2. If the required quorum is not present within thirty (30) minutes from the scheduled opening time of the meeting, the convener shall cancel the meeting. The General Meeting of Shareholders shall be convened again within thirty (30) days from the date scheduled for the first meeting. The second meeting shall be conducted only when the attending shareholders represent at least 33% of the total voting shares.



3. If the second meeting cannot be conducted due to the lack of the required quorum within thirty (30) minutes from the scheduled opening time, the third meeting may be convened within twenty (20) days from the date scheduled for the second meeting. In this case, the meeting shall be conducted regardless of the total voting shares of the attending shareholders, shall be deemed valid, and shall have the right to decide all matters proposed for approval at the first General Meeting of Shareholders.

**Article 20. Procedures for conducting meetings and voting at the General Meeting of Shareholders**

1. Before the opening of the meeting, the Company shall carry out shareholder registration procedures and shall continue such registration until all shareholders entitled to attend the meeting have been registered, in the following order:
  - a) Upon registration, the Company shall issue to each shareholder or authorized representative entitled to vote a voting card stating the registration number, the full name of the shareholder, the full name of the authorized representative (if any), and the number of votes of such shareholder. The General Meeting of Shareholders shall discuss and vote on each matter in the agenda. Voting shall be conducted by votes in favor, against, or abstention. At the meeting, the cards voting in favor of the resolution shall be collected first, then the cards voting against, and finally the total number of votes in favor or against shall be counted for decision. The vote-counting results shall be announced by the Chairperson immediately before the closing of the meeting. The Meeting shall elect persons responsible for vote counting or supervising the vote counting at the proposal of the Chairperson. The number of members of the vote-counting committee shall be decided by the General Meeting of Shareholders based on the proposal of the Chairperson;
  - b) Shareholders or authorized representatives of organizational shareholders or persons authorized who arrive after the meeting has commenced shall have the right to register immediately and thereafter to participate in and vote at the meeting right after registration. The Chairperson shall not be responsible for suspending the meeting to allow latecomers to register, and the validity of matters already voted on shall not be affected.
2. The election of the Chairperson, Secretary, and the vote-counting committee shall be conducted as follows:

- a) The Chairperson of the Board of Directors shall act as the Chairperson of the meeting or authorize another member of the Board of Directors to act as the Chairperson of the General Meeting of Shareholders convened by the Board of Directors. In case the Chairperson is absent or temporarily unable to work, the remaining members of the Board of Directors shall elect one of them to act as the Chairperson of the meeting by majority principle. If no Chairperson can be elected, the Head of the Supervisory Board shall preside for the General Meeting of Shareholders to elect a Chairperson from among the attendees, and the person receiving the highest number of votes shall act as the Chairperson;
  - b) Except for the case specified in point a of this Clause, the person who signs the notice convening the General Meeting of Shareholders shall preside for the General Meeting of Shareholders to elect the Chairperson of the meeting, and the person receiving the highest number of votes shall act as the Chairperson;
  - c) The Chairperson shall appoint one or more persons to act as the Secretary(ies) of the meeting;
  - d) The General Meeting of Shareholders shall elect one or more persons to the vote-counting committee at the proposal of the Chairperson of the meeting.
3. The agenda and contents of the meeting must be approved by the General Meeting of Shareholders at the opening session. The agenda must clearly and specifically determine the time allocated to each matter on the meeting agenda.
  4. The Chairperson of the meeting shall have the right to take necessary and reasonable measures to conduct the General Meeting of Shareholders in an orderly manner, in accordance with the approved agenda, and reflecting the wishes of the majority of attendees, including:
    - a) Arranging seating at the meeting venue;
    - b) Ensuring safety for all persons present at the meeting venue;
    - c) Creating conditions for shareholders to attend (or continue attending) the meeting. The convener of the General Meeting of Shareholders shall have full authority to change the above measures and apply all necessary measures. Such measures may include issuing entry passes or using other selection methods.
  5. The General Meeting of Shareholders shall discuss and vote on each matter in the agenda. Voting shall be conducted by votes in favor, against, or abstention. The vote-

counting results shall be announced by the Chairperson immediately before the closing of the meeting.

6. Shareholders or authorized persons attending the meeting who arrive after the meeting has commenced shall still be registered and shall have the right to participate in voting immediately after registration; in this case, the validity of matters already voted on shall not be affected.
7. The convener or the Chairperson of the General Meeting of Shareholders shall have the following rights:
  - a) To require all attendees to be subject to inspection or other lawful and reasonable security measures;
  - b) To request competent authorities to maintain order at the meeting; to expel from the General Meeting of Shareholders those who do not comply with the Chairperson's authority, deliberately disturb order, obstruct the normal progress of the meeting, or fail to comply with security inspection requirements.
8. The Chairperson shall have the right to postpone the General Meeting of Shareholders which has already met the quorum, for a period not exceeding three (03) working days from the scheduled opening date, and may only postpone the meeting or change the meeting venue in the following cases:
  - a) The meeting venue does not have sufficient convenient seating for all attendees;
  - b) The information and communication facilities at the meeting venue do not ensure that shareholders can attend, discuss, and vote;
  - c) There are attendees obstructing or disturbing order, posing a risk that the meeting cannot be conducted fairly and lawfully.
9. In case the Chairperson postpones or suspends the General Meeting of Shareholders contrary to the provisions of Clause 8 of this Article, the General Meeting of Shareholders shall elect another person from among the attendees to replace the Chairperson to conduct the meeting until its conclusion; all resolutions adopted at such meeting shall be valid and effective.
10. In case the Company applies modern technology to organize the General Meeting of Shareholders through online meetings, the Company shall be responsible for ensuring that shareholders can attend and vote by electronic voting or other electronic means in accordance with Article 144 of the Law on Enterprises and Clause 3 Article 273 of Decree No. 155/2020/ND-CP dated December 31, 2020 of

the Government detailing the implementation of a number of articles of the Law on Securities.

### **Article 21. Conditions for adoption of Resolutions of the General Meeting of Shareholders**

1. Resolutions on the following matters shall be adopted if approved by shareholders representing at least 65% of the total voting shares of all attending shareholders, except for cases specified in Clauses 3, 4 and 6 Article 148 of the Law on Enterprises:
  - a) Types of shares and total number of shares of each type;
  - b) Changes in business lines and sectors;
  - c) Changes in the organizational and management structure of the Company;
  - d) Investment projects or sale of assets with a value of 35% or more of the total value of assets recorded in the latest financial statements of the Company;
  - đ) Reorganization or dissolution of the Company;
  - e) Other matters as stipulated in the Company's Charter.
2. Other resolutions of the General Meeting of Shareholders shall be adopted if approved by more than 50% of the total voting shares of all attending shareholders, except for cases specified in Clause 1 of this Article and Clauses 3, 4 and 6 Article 148 of the Law on Enterprises.
3. The election of members of the Board of Directors and the Supervisory Board shall be conducted in accordance with the method prescribed in the Company's Charter, whereby each shareholder or (and) authorized representative shall have a total number of votes corresponding to the total number of shares owned or (and) represented. Shareholders may cast all their votes for one candidate. A person shall be deemed elected as a member of the Board of Directors or a Supervisor if he/she obtains a majority of votes, selected from those having the highest majority of votes until the required number of candidates is filled. In case two (02) or more candidates obtain the same number of votes for the last position of the Board of Directors or the Supervisory Board, the General Meeting of Shareholders shall conduct a re-election among the candidates having equal votes; the person obtaining the highest number of votes shall be elected, or selection shall be made in accordance with the election regulations.

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4. Resolutions of the General Meeting of Shareholders adopted by 100% of the total voting shares shall be lawful and effective even if the procedures for convening the meeting and adopting such resolutions are in violation of the provisions of the Law on Enterprises and the Company's Charter.

**Article 22. Authority and procedures for collecting written opinions of shareholders to adopt resolutions of the General Meeting of Shareholders**

The authority and procedures for collecting written opinions of shareholders to adopt resolutions of the General Meeting of Shareholders shall be implemented as follows:

1. The Board of Directors shall have the right to collect written opinions of shareholders to adopt resolutions of the General Meeting of Shareholders when it deems necessary in the interests of the Company, except for the cases specified in Clause 2 Article 147 of the Law on Enterprises.
2. The Board of Directors shall prepare the opinion-collection forms, the draft resolutions of the General Meeting of Shareholders, the explanatory documents for the draft resolutions, and send them to all shareholders having voting rights no later than [10] days before the deadline for returning the opinion-collection forms. The requirements and methods for sending the opinion-collection forms and the enclosed documents shall be implemented in accordance with Clause 3 Article 18 of this Charter.
3. The opinion-collection form must contain the following principal contents:
  - a) Name, head office address, and enterprise identification number;
  - b) Purpose of collecting opinions;
  - c) Full name, contact address, nationality, and legal identification number of the individual shareholder; for organizational shareholders: name, enterprise identification number or legal identification number, and head office address; or full name, contact address, nationality, and legal identification number of the individual representing the organizational shareholder; number of shares of each class and number of voting rights of the shareholder;
  - d) Matters to be submitted for opinions to adopt decisions;
  - d) Voting options including approval, disapproval, and abstention for each matter submitted for opinions;
  - e) Deadline for returning the completed opinion-collection form to the Company;

- g) Full name and signature of the Chairperson of the Board of Directors.
4. Shareholders may return the completed opinion-collection forms to the Company by mail, fax, or email in accordance with the following:
- a) In case of sending by mail, the completed opinion-collection form must bear the signature of the individual shareholder or of the authorized representative or legal representative of the organizational shareholder. The opinion-collection form sent to the Company must be placed in a sealed envelope and no one shall be entitled to open it before vote counting;
  - b) In case of sending by fax or email, the opinion-collection form sent to the Company must be kept confidential until the time of vote counting;
  - c) Opinion-collection forms sent to the Company after the deadline stated in the form, or opened in case of mailing, or disclosed in case of fax or email, shall be invalid. Opinion-collection forms not returned shall be deemed as non-voting.
5. The Board of Directors shall count the votes and prepare the vote-counting minutes in the presence of the Supervisory Board or of shareholders who do not hold managerial positions in the Company. The vote-counting minutes must contain the following principal contents:
- a) Name, head office address, and enterprise identification number;
  - b) Purpose and matters for which opinions are collected to adopt resolutions;
  - c) Number of shareholders and total number of voting rights having participated in voting, distinguishing between valid votes and invalid votes and the methods of sending the voting forms, together with an annexed list of participating shareholders;
  - d) Total number of votes in favor, against, and abstentions for each matter;
  - d) Matters that have been adopted and the corresponding approval ratios;
  - e) Full names and signatures of the Chairperson of the Board of Directors, the vote counter(s), and the vote supervisor(s).

Members of the Board of Directors, the vote counter(s), and the vote supervisor(s) shall be jointly responsible for the truthfulness and accuracy of the vote-counting minutes and shall be jointly liable for any damages arising from resolutions adopted due to untruthful or inaccurate vote counting.

6. The vote-counting minutes and the resolutions shall be sent to the shareholders within fifteen (15) days from the date of completion of vote counting. The sending of the vote-counting minutes and the resolutions may be replaced by posting them on

the Company's website within twenty-four (24) hours from the time of completion of vote counting.

7. The completed opinion-collection forms, the vote-counting minutes, the adopted resolutions, and the related documents enclosed with the opinion-collection forms shall be kept at the Company's head office.
8. A resolution adopted in the form of collecting written opinions of shareholders shall be deemed adopted if it is approved by shareholders owning more than 50% of the total voting shares of all shareholders having voting rights and shall have the same validity as a resolution adopted at a meeting of the General Meeting of Shareholders.

### **Article 23. Resolutions and Minutes of Meetings of the General Meeting of Shareholders**

1. The meeting of the General Meeting of Shareholders must be recorded in minutes and may be audio-recorded or recorded and stored in other electronic forms. The minutes shall be made in Vietnamese and may also be made in a foreign language, and shall contain the following principal contents:
  - a) Name, head office address, and enterprise identification number;
  - b) Time and venue of the meeting of the General Meeting of Shareholders;
  - c) Agenda and contents of the meeting;
  - d) Full names of the Chairperson and the Secretary;
  - đ) Summary of the proceedings of the meeting and opinions expressed at the meeting of the General Meeting of Shareholders on each matter on the agenda;
  - e) Number of shareholders and total number of voting rights of the attending shareholders, and an annexed list of registered shareholders and their representatives attending the meeting with the corresponding numbers of shares and voting rights;
  - g) Total number of votes for each matter submitted for voting, clearly stating the voting methods, the total number of valid votes, invalid votes, votes in favor, votes against, and abstentions; and the corresponding ratios over the total voting rights of the attending shareholders;
  - h) Matters that have been adopted and the corresponding approval ratios;
  - i) Full names and signatures of the Chairperson and the Secretary. In case the Chairperson or the Secretary refuses to sign the minutes, such minutes shall be valid if they are signed by all other members of the Board of Directors attending the

meeting and contain all the contents as prescribed in this Clause. The minutes shall clearly state the refusal of the Chairperson or the Secretary to sign the minutes.

2. The minutes of the meeting of the General Meeting of Shareholders must be completed and approved before the end of the meeting. The Chairperson and the Secretary of the meeting or other persons who sign the minutes shall be jointly responsible for the truthfulness and accuracy of the contents of the minutes.
3. Minutes made in both Vietnamese and English shall have the same legal validity. In case of any discrepancy between the Vietnamese and the foreign-language versions, the Vietnamese version shall prevail.
4. Resolutions, minutes of meetings of the General Meeting of Shareholders, the annexed list of shareholders registered to attend the meeting with shareholders' signatures, powers of attorney for attending the meeting, all documents attached to the minutes (if any), and documents enclosed with the meeting invitation notice must be disclosed in accordance with the laws on information disclosure in the securities market and must be kept at the Company's head office.

#### **Article 24. Request for annulment of decisions of the General Meeting of Shareholders**

Within ninety (90) days from the date of receipt of a resolution or minutes of a meeting of the General Meeting of Shareholders or the minutes of vote-counting results of the General Meeting of Shareholders, a shareholder or a group of shareholders as prescribed in Clause 2 Article 115 of the Law on Enterprises shall have the right to request a Court or an Arbitration body to consider annulling a resolution or part of the contents of a resolution of the General Meeting of Shareholders in the following cases:

1. The procedures for convening the meeting and adopting resolutions of the General Meeting of Shareholders seriously violate the provisions of the Law on Enterprises and this Charter, except for the case specified in Clause 4 Article 21 of this Charter.
2. The contents of the resolution violate the law or this Charter.

In case a decision of the General Meeting of Shareholders is annulled by a decision of a Court or an Arbitration body, the person who convened the annulled meeting of the General Meeting of Shareholders may consider reconvening the General Meeting of Shareholders in accordance with the procedures prescribed by the Law on Enterprises and this Charter.

## CHAPTER VII: BOARD OF DIRECTORS

### Article 25. Nomination and Candidacy for Members of the Board of Directors

1. Where candidates for the Board of Directors have been identified, the Company must disclose information relating to such candidates at least ten (10) days before the opening date of the General Meeting of Shareholders on the Company's website so that shareholders can review the candidates before voting. Candidates for the Board of Directors must provide a written commitment on the truthfulness and accuracy of their disclosed personal information and must commit to performing their duties honestly, diligently and in the best interests of the Company if elected as members of the Board of Directors. The information to be disclosed in respect of candidates for the Board of Directors shall include:
  - a) Full name, date of birth;
  - b) Professional qualifications;
  - c) Working experience;
  - d) Other managerial positions (including positions as members of the boards of directors of other companies);
  - đ) Interests related to the Company and its related parties;
  - e) Other information (if any) in accordance with the Company's Charter;
  - g) A public company must disclose information on companies in which the candidate holds positions as a member of the board of directors or other managerial positions and any interests related to such companies of the candidate for the Board of Directors (if any).
2. A shareholder or a group of shareholders holding five percent (05%) or more of the total ordinary shares shall have the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and Clause 2 Article 26 of this Charter.
3. Members of the Board of Directors must satisfy the following standards and conditions:
  - Not falling within the cases specified in Clause 2 Article 17 of the Law on Enterprises;
  - Having a university degree, possessing management capacity and not necessarily being a shareholder of the Company;

- A member of the Board of Directors of the Company may concurrently be a member of the board of directors of another company.

#### **Article 26. Composition and Term of Office of Members of the Board of Directors**

1. The Board of Directors shall consist of at least three (03) and at most eleven (11) members. The term of office of a member of the Board of Directors shall not exceed five (05) years; members of the Board of Directors may be re-elected for an unlimited number of terms.
2. Shareholders holding voting shares shall have the right to aggregate their voting rights to nominate candidates for the Board of Directors. A shareholder or a group of shareholders holding from five percent (5%) to less than ten percent (10%) of the total voting shares may nominate one (01) candidate; from ten percent (10%) to less than thirty percent (30%) may nominate up to two (02) candidates; from thirty percent (30%) to less than forty percent (40%) may nominate up to three (03) candidates; from forty percent (40%) to less than fifty percent (50%) may nominate up to four (04) candidates; from fifty percent (50%) to less than sixty percent (60%) may nominate up to five (05) candidates; from sixty percent (60%) to less than seventy percent (70%) may nominate up to six (06) candidates; from seventy percent (70%) to eighty percent (80%) may nominate up to seven (07) candidates; and from eighty percent (80%) to less than ninety percent (90%) may nominate up to eight (08) candidates.
3. Where the number of candidates for the Board of Directors nominated and self-nominated is still insufficient as required under Clause 5 Article 115 of the Law on Enterprises, the incumbent Board of Directors may nominate additional candidates or organize nominations in accordance with the mechanism provided in the Company's Internal Regulations on Corporate Governance. The nomination mechanism or method by which the incumbent Board of Directors nominates candidates for the Board of Directors must be clearly disclosed and approved by the General Meeting of Shareholders before the nomination is carried out.
4. A member of the Board of Directors shall cease to hold office in the following cases:
  - a) Such member no longer meets the qualifications for being a member of the Board of Directors as prescribed by the Law on Enterprises or is prohibited by law from being a member of the Board of Directors;

- b) Such member submits a written resignation to the Company's head office;
  - c) Such member suffers from a mental disorder and other members of the Board of Directors have professional evidence proving that such person no longer has full civil act capacity;
  - d) Such member fails to attend meetings of the Board of Directors continuously for six (06) months without the approval of the Board of Directors and the Board of Directors decides that such position shall be deemed vacant;
  - d) Such member is dismissed by a decision of the General Meeting of Shareholders.
5. The Board of Directors may appoint another person as an interim member of the Board of Directors to fill a vacancy, and such new member must be approved at the nearest General Meeting of Shareholders. Upon approval by the General Meeting of Shareholders, the appointment of the new member of the Board of Directors shall be deemed effective as of the date of appointment by the Board of Directors. The term of office of the new member shall be counted from the effective date of the appointment until the expiry date of the term of office of the Board of Directors. In case the new member of the Board of Directors is not approved by the General Meeting of Shareholders, all decisions of the Board of Directors made prior to the time of such General Meeting of Shareholders with the participation and voting of the replacement member shall still be deemed valid.
6. The appointment of members of the Board of Directors must be disclosed in accordance with the laws on securities and the securities market.

#### **Article 27. Rights and Obligations of the Board of Directors**

1. The business operations and all affairs of the Company shall be subject to the supervision and direction of the Board of Directors. The Board of Directors is the body vested with full authority to exercise all rights on behalf of the Company, except for those authorities falling within the competence of the General Meeting of Shareholders.
2. The rights and obligations of the Board of Directors shall be prescribed by law, the Company's Charter and resolutions of the General Meeting of Shareholders. In particular, the Board of Directors shall have the following rights and obligations:
  - a) To decide on the strategy, medium-term development plan and annual business plan of the Company;

- b) To propose the types of shares and the total number of shares of each type authorized to be offered;
- c) To decide on the sale of unsold shares within the scope of shares authorized to be offered of each type; to decide on raising additional capital in other forms;
- d) To decide on the selling price of shares and bonds of the Company;
- đ) To decide on the repurchase of shares in accordance with Clauses 1 and 2 Article 133 of the Law on Enterprises;
- e) To decide on investment plans and investment projects within its competence and limits as prescribed by law;
- g) To decide on solutions for market development, marketing and technology;
- h) To approve contracts for purchase, sale, borrowing, lending and other contracts and transactions with a value of thirty-five percent (35%) or more of the total asset value as recorded in the latest financial statements of the Company, except for contracts and transactions falling under the authority of the General Meeting of Shareholders as prescribed in Point d Clause 2 Article 138, Clauses 1 and 3 Article 167 of the Law on Enterprises;
- i) To elect, dismiss and remove the Chairperson of the Board of Directors; to appoint, dismiss, enter into and terminate contracts with the General Director and other key managers as stipulated in the Company's Charter; to decide on salaries, remuneration, bonuses and other benefits of such managers; to appoint authorized representatives to participate in the Members' Council or the General Meeting of Shareholders of other companies, and to decide on remuneration and other benefits of such persons;
- k) To supervise and direct the General Director and other managers in the management of the Company's daily business operations;
- l) To decide on the organizational structure and internal management regulations of the Company; to decide on the establishment of subsidiaries, branches and representative offices, and on capital contributions to and purchase of shares in other enterprises;
- m) To approve the agenda and contents of documents for meetings of the General Meeting of Shareholders; to convene meetings of the General Meeting of Shareholders or to collect written opinions for the General Meeting of Shareholders to pass resolutions;

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- n) To submit the annual audited financial statements to the General Meeting of Shareholders;
- o) To propose the dividend rate to be paid; to decide on the time limit and procedures for dividend payment or the handling of losses incurred in the course of business operations;
- p) To propose the reorganization or dissolution of the Company; to request the bankruptcy of the Company;
- q) To decide on the issuance of the Regulations on the Operation of the Board of Directors and the Internal Regulations on Corporate Governance after they are approved by the General Meeting of Shareholders; to decide on the issuance of the Regulations on the Operation of the Audit Committee under the Board of Directors and the Regulations on Information Disclosure of the Company;
- s) Other rights and obligations as prescribed by the Law on Enterprises, the Law on Securities, other relevant laws and the Company's Charter.

The Board of Directors shall report to the General Meeting of Shareholders on the results of its activities in accordance with Article 280 of Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities.

- 3. Unless otherwise provided by law and this Charter, the Board of Directors may authorize subordinates and managerial staff to act on behalf of the Company in handling its affairs.

### **Article 28. Remuneration, Bonuses and Other Benefits of Members of the Board of Directors**

- 1. The Company shall be entitled to pay remuneration and bonuses to members of the Board of Directors based on the business results and efficiency.
- 2. Members of the Board of Directors shall be entitled to working remuneration and bonuses. Working remuneration shall be calculated based on the number of working days necessary to complete the duties of a member of the Board of Directors and the daily remuneration rate. The Board of Directors shall estimate the remuneration for each member on the principle of consensus. The total amount of remuneration and bonuses of the Board of Directors shall be decided by the General Meeting of Shareholders at the annual meeting.

3. The remuneration of each member of the Board of Directors shall be included in the Company's business expenses in accordance with the law on corporate income tax, shall be shown as a separate item in the Company's annual financial statements and shall be reported to the General Meeting of Shareholders at the annual meeting.
4. The total amount paid to each member of the Board of Directors, including remuneration, expenses, commissions, share purchase rights and other benefits received from the Company, its subsidiaries, its affiliated companies and other companies in which such member of the Board of Directors acts as the representative of contributed capital, must be disclosed in detail in the Company's annual report.
5. A member of the Board of Directors holding an executive position, or a member of the Board of Directors working in committees of the Board of Directors or performing other tasks which, in the opinion of the Board of Directors, fall outside the normal scope of duties of a member of the Board of Directors, may be paid additional remuneration in the form of a lump-sum payment per assignment, salary, commission, percentage of profits or in other forms as decided by the Board of Directors.
6. Members of the Board of Directors shall be entitled to reimbursement of all travel, accommodation, meal and other reasonable expenses incurred in the performance of their duties as members of the Board of Directors, including expenses incurred in attending meetings of the General Meeting of Shareholders, the Board of Directors or committees of the Board of Directors.
7. Members of the Board of Directors may be insured by the Company for liability insurance upon approval by the General Meeting of Shareholders. Such insurance shall not cover liabilities of members of the Board of Directors arising from violations of law and the Company's Charter.

#### **Article 29. Chairperson of the Board of Directors**

1. The Chairperson of the Board of Directors shall be elected, dismissed or removed by the Board of Directors from among its members.
2. The Chairperson of the Board of Directors shall not concurrently hold the position of General Director.

3. The Chairperson of the Board of Directors shall have the following rights and obligations:
  - a) To prepare the agenda and working plan of the Board of Directors;
  - b) To prepare the agenda, contents and documents for meetings; to convene, preside over and chair meetings of the Board of Directors;
  - c) To organize the adoption of resolutions and decisions of the Board of Directors;
  - d) To supervise the implementation of resolutions and decisions of the Board of Directors;
  - đ) To chair meetings of the General Meeting of Shareholders;
  - e) Other rights and obligations as prescribed by the Law on Enterprises and this Charter.
4. In case the Chairperson of the Board of Directors submits a resignation letter or is dismissed or removed, the Board of Directors must elect a replacement within ten (10) days from the date of receipt of the resignation letter or from the date of dismissal or removal.
5. In case the Chairperson of the Board of Directors is absent or unable to perform his/her duties, he/she must authorize in writing another member to perform the rights and obligations of the Chairperson of the Board of Directors. In case there is no authorized person or the Chairperson of the Board of Directors dies, is missing, is detained, is serving a prison sentence, is serving an administrative handling measure at a compulsory detoxification establishment or compulsory education establishment, absconds from the place of residence, is restricted or loses civil act capacity, has difficulties in cognition or control of acts, or is prohibited by the Court from holding positions, practicing professions or doing certain jobs, the remaining members shall elect one of themselves to act as the Chairperson of the Board of Directors on the principle of majority approval of the remaining members until a new decision of the Board of Directors is issued.

### **Article 30. Meetings of the Board of Directors**

1. The Chairperson of the Board of Directors shall be elected at the first meeting of the Board of Directors within seven (07) working days from the end date of the election of such Board of Directors. This meeting shall be convened and chaired by the

member who receives the highest number of votes or the highest voting ratio. In case there is more than one member with the same highest number of votes or voting ratio, the members shall vote by majority to select one of them to convene the meeting of the Board of Directors.

2. The Board of Directors shall meet at least once every quarter and may hold extraordinary meetings.
3. The Chairperson of the Board of Directors shall convene a meeting of the Board of Directors in the following cases:
  - a) Upon request of the Supervisory Board or an independent member of the Board of Directors;
  - b) Upon request of the General Director or at least five (05) other managers;
  - c) Upon request of at least two (02) members of the Board of Directors.
4. The request specified in Clause 3 of this Article must be made in writing, clearly stating the purpose, matters to be discussed and decisions falling within the authority of the Board of Directors.
5. The Chairperson of the Board of Directors must convene a meeting of the Board of Directors within seven (07) working days from the date of receipt of the request specified in Clause 3 of this Article. If he/she fails to convene the meeting as requested, the Chairperson of the Board of Directors shall be responsible for any damages incurred by the Company; the requester shall have the right to convene the meeting of the Board of Directors in replacement of the Chairperson.
6. The Chairperson of the Board of Directors or the person convening the meeting of the Board of Directors must send the meeting invitation notice at least three (03) working days before the meeting date. The meeting invitation notice must clearly specify the time and place of the meeting, the agenda, matters to be discussed and decided. The meeting invitation notice must be enclosed with documents to be used at the meeting and the voting ballots of members. The meeting invitation notice of the Board of Directors may be sent by written invitation, telephone, fax, electronic means or other methods as stipulated in the Company's Charter, and must be ensured to reach the registered contact address of each member of the Board of Directors at the Company.
7. The Chairperson of the Board of Directors or the convener shall send the meeting invitation notice and enclosed documents to members of the Supervisory Board in

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the same manner as to members of the Board of Directors. Members of the Supervisory Board have the right to attend meetings of the Board of Directors, to discuss but not to vote.

8. A meeting of the Board of Directors shall be conducted when at least three-quarters (3/4) of the total number of members attend. In case the meeting convened in accordance with this Clause does not have a sufficient number of attending members as prescribed, it shall be reconvened within seven (07) days from the intended date of the first meeting [unless the Company's Charter provides for a shorter time limit]. In such case, the meeting shall be conducted if more than half of the members of the Board of Directors attend.
9. A member of the Board of Directors shall be deemed to have attended and voted at the meeting in the following cases:
  - a) Attending and voting directly at the meeting;
  - b) Authorizing another person to attend and vote in accordance with Clause 11 of this Article;
  - c) Attending and voting via online conference, electronic voting or other electronic forms;
  - d) Sending the voting ballot to the meeting by mail, fax or email;
  - d) Sending the voting ballot by other means.
10. In case the voting ballot is sent to the meeting by mail, it must be enclosed in a sealed envelope and must be delivered to the Chairperson of the Board of Directors no later than one (01) hour before the opening of the meeting. The voting ballot shall only be opened in the presence of all attendees.
11. Members must attend all meetings of the Board of Directors. A member may authorize another person to attend and vote at the meeting if approved by a majority of the members of the Board of Directors.
12. Resolutions and decisions of the Board of Directors shall be adopted if approved by a majority of the attending members; in case of an equal number of votes, the final decision shall follow the opinion of the Chairperson of the Board of Directors.

### **Article 31. Person in Charge of Corporate Governance**

1. The Board of Directors of the Company must appoint at least one (01) person in charge of corporate governance to support corporate governance work at the enterprise. The person in charge of corporate governance may concurrently serve as the Company Secretary in accordance with Clause 5 Article 156 of the Law on Enterprises.
2. The person in charge of corporate governance shall not concurrently work for the approved auditing organization that is conducting the audit of the Company's financial statements.
3. The person in charge of corporate governance shall have the following rights and obligations:
  - a) To advise the Board of Directors on the organization of the General Meeting of Shareholders in accordance with regulations and on matters relating to the relationship between the Company and shareholders;
  - b) To prepare meetings of the Board of Directors, the Supervisory Board and the General Meeting of Shareholders at the request of the Board of Directors or the Supervisory Board;
  - c) To advise on meeting procedures;
  - d) To attend meetings;
  - đ) To advise on procedures for drafting resolutions of the Board of Directors in accordance with legal regulations;
  - e) To provide financial information, copies of minutes of meetings of the Board of Directors and other information to members of the Board of Directors and members of the Supervisory Board;
  - g) To supervise and report to the Board of Directors on the Company's information disclosure activities;
  - h) To act as the focal point for communication with stakeholders;
  - i) To keep information confidential in accordance with the law and the Company's Charter;
  - k) Other rights and obligations as prescribed by law and the Company's Charter.

## **CHAPTER VIII: GENERAL DIRECTOR AND OTHER EXECUTIVES**

### **Article 32. Organization of the Management Apparatus**

The management system of the Company must ensure that the management apparatus is accountable to and under the leadership of the Board of Directors. The Company shall have one (01) General Director, Deputy General Directors and one Chief Accountant appointed by the Board of Directors. The appointment, dismissal or removal of the above-mentioned positions must be carried out by a duly adopted resolution of the Board of Directors.

### **Article 33. Company Executives**

1. The Company's executives include the General Director, Deputy General Directors, the Chief Accountant and other executives as prescribed by the Company's Charter.
2. At the proposal of the General Director and subject to the approval of the Board of Directors, the Company may recruit other executives in a number and with standards suitable to the organizational structure and management regulations of the Company as determined by the Board of Directors. Executives shall be responsible for supporting the Company in achieving its objectives in operations and organization.
3. Salaries, remuneration, benefits and other terms in the labor contracts of the General Director, Deputy General Directors and the Chief Accountant shall be decided by the Board of Directors; contracts with other managers shall be decided by the General Director.
4. Salaries of executives shall be accounted for as business expenses of the Company in accordance with the law on corporate income tax, shall be presented as a separate item in the annual financial statements of the Company, and shall be reported to the General Meeting of Shareholders at the annual meeting.

### **Article 34. Appointment, Dismissal, Duties and Powers of the General Director**

1. The Board of Directors shall appoint one (01) member of the Board of Directors or another person as the General Director. The General Director is the person who manages the daily business operations of the Company; is subject to the supervision

of the Board of Directors; and is responsible to the Board of Directors and before the law for the performance of his/her assigned rights and obligations.

2. The term of office of the General Director shall not exceed five (05) years and may be reappointed for an unlimited number of terms. The General Director must satisfy the standards and conditions as prescribed by law and the Company's Charter.
3. The General Director shall have the following rights and obligations:
  - a) To implement the resolutions of the Board of Directors and the General Meeting of Shareholders, and the business plans and investment plans of the Company approved by the Board of Directors and the General Meeting of Shareholders;
  - b) To decide on all matters that do not require resolutions of the Board of Directors, including on behalf of the Company signing financial and commercial contracts, and organizing and managing the daily production and business operations of the Company in accordance with best management practices;
  - c) To propose the number and types of managers that the Company needs to recruit for the Board of Directors to appoint or dismiss in order to implement good management activities as proposed by the Board of Directors, and to advise the Board of Directors to decide on salaries, remuneration, benefits and other terms of labor contracts of managers;
  - d) To decide on the appointment, dismissal, discipline and commendation of other managers;
  - đ) To consult the Board of Directors to decide on the number of employees, salaries, allowances, benefits, appointment, dismissal and other terms related to their labor contracts;
  - e) Annually, to submit to the Board of Directors for approval a detailed business plan for the following fiscal year on the basis of meeting appropriate budgetary requirements as well as the five (05)-year financial plan;
  - g) To propose measures to improve the Company's operations and management;
  - h) To prepare the long-term, annual and quarterly budgets of the Company (hereinafter referred to as "budgets") serving the long-term, annual and quarterly management activities of the Company in accordance with the business plan. The annual budget (including the projected balance sheet, income statement and cash flow statement) for each fiscal year must be submitted to the Board of Directors for approval and must include the information required by the Company's regulations;

- i) To perform all other activities in accordance with this Charter, the Company's regulations, resolutions of the Board of Directors, the labor contract of the General Director and the law;
  - j) To propose plans for dividend payment or handling of losses in business operations.
4. The General Director shall be responsible to the Board of Directors and the General Meeting of Shareholders for the performance of the assigned duties and powers, and must report to these bodies when so requested.
  5. The Board of Directors may dismiss the General Director if a majority of the attending members of the Board of Directors with voting rights approve, and appoint a new General Director as replacement.

## **CHAPTER IX: SUPERVISORY BOARD**

### **Article 35. Nomination and Candidacy of Members of the Supervisory Board**

1. The nomination and candidacy of members of the Supervisory Board shall be carried out in accordance with the procedures prescribed in Clauses 1 and 2 of Article 25 of this Charter.
2. Shareholders may aggregate their voting rights to nominate candidates for the Supervisory Board. A shareholder or a group of shareholders holding from 5% to less than 10% of the total voting shares may nominate one (01) candidate; from 10% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates.
3. In case the number of candidates for the Supervisory Board through nomination and candidacy is still insufficient as prescribed in Clause 5 Article 115 of the Law on Enterprises, the incumbent Supervisory Board may nominate additional candidates or organize nominations in accordance with the mechanism provided in the Company's Internal Regulations on Corporate Governance. The mechanism for the incumbent Supervisory Board to nominate candidates must be publicly disclosed and approved by the General Meeting of Shareholders before implementation.

### **Article 36. Composition of the Supervisory Board**

1. The Supervisory Board of the Company shall consist of three (03) members. A Supervisor must not hold any managerial position in the Company (General Director, Deputy General Director, Chief Accountant, Director of subordinate units, Head of Department, Workshop Manager), must not work in the accounting or finance department of the Company, and must not be a member or employee of the independent auditing firm currently auditing the Company's financial statements.
2. Members of the Supervisory Board must satisfy the standards and conditions prescribed in Article 169 of the Law on Enterprises and must not fall into the following cases:
  - a) Working in the accounting or finance department of the Company;
  - b) Being a member or employee of the independent auditing firm that has audited the Company's financial statements in the previous three (03) consecutive years.
3. A Supervisor must not be a related person of members of the Board of Directors, the General Director and other managers of the Company.
4. Supervisors shall be elected by the General Meeting of Shareholders; the term of office of a Supervisor shall not exceed five (05) years. Supervisors may be re-elected for an unlimited number of terms.
5. A Supervisor shall cease to hold office in the following cases:
  - a) The Supervisor no longer satisfies the standards and conditions to be a Supervisor as prescribed in Article 169 of the Law on Enterprises;
  - b) The Supervisor resigns by a written notice sent to the Company's head office;
  - c) The Supervisor suffers from mental disorder and other Supervisors have professional evidence proving that such Supervisor no longer has full civil act capacity;
  - d) The Supervisor fails to attend meetings of the Supervisory Board for six (06) consecutive months without the approval of the Supervisory Board and the Supervisory Board decides that such position becomes vacant;
  - đ) The Supervisor is removed from office by a decision of the General Meeting of Shareholders.

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### **Article 37. Head of the Supervisory Board**

1. The Head of the Supervisory Board shall be elected by the Supervisory Board from among its members; election, dismissal or removal shall be decided by majority vote. More than half of the members of the Supervisory Board must permanently reside in Viet Nam. The Head of the Supervisory Board must hold at least a university degree in one of the following majors: economics, finance, accounting, auditing, law, business administration or another major related to the Company's business operations.
2. Rights and obligations of the Head of the Supervisory Board:
  - a) To convene meetings of the Supervisory Board;
  - b) To request the Board of Directors, the General Director and other executives to provide relevant information for reporting to the Supervisory Board;
  - c) To prepare and sign the Supervisory Board's report, after consulting the Board of Directors, for submission to the General Meeting of Shareholders.

### **Article 38. Rights and Obligations of the Supervisory Board**

The Supervisory Board shall have the rights and obligations prescribed in Article 170 of the Law on Enterprises and the following rights and obligations:

1. To propose and recommend to the General Meeting of Shareholders the approval of the list of approved auditing organizations to audit the Company's financial statements; to decide on the approved auditing organization to conduct inspections of the Company's operations; and to dismiss an approved auditor when deemed necessary.
2. To be responsible to shareholders for its supervisory activities.
3. To supervise the financial status of the Company and the compliance with laws in the activities of members of the Board of Directors, the General Director and other managers.
4. To ensure coordination with the Board of Directors, the General Director and shareholders.
5. Where violations of law or of the Company's Charter by members of the Board of Directors, the General Director or other executives are detected, the Supervisory Board must notify the Board of Directors in writing within forty-eight (48) hours,

request the violator to cease the violation and propose measures to remedy the consequences.

6. To develop the Rules of Operation of the Supervisory Board and submit them to the General Meeting of Shareholders for approval.
7. To report to the General Meeting of Shareholders in accordance with Article 290 of Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities.
8. To have the right to access the Company's records and documents kept at the head office, branches and other locations; and to visit the workplaces of managers and employees of the Company during working hours.
9. To have the right to request the Board of Directors, members of the Board of Directors, the General Director and other managers to provide fully, accurately and promptly information and documents regarding the management, administration and business operations of the Company.
10. Other rights and obligations as prescribed by law and this Charter.

#### **Article 39. Meetings of the Supervisory Board**

1. The Supervisory Board shall meet at least twice (02) a year, with at least two-thirds (2/3) of its members attending. Minutes of meetings of the Supervisory Board shall be prepared in a detailed and clear manner. The minute-taker and the attending members of the Supervisory Board must sign the minutes. All minutes of meetings of the Supervisory Board must be kept to determine the responsibility of each Supervisor.
2. The Supervisory Board has the right to request members of the Board of Directors, the General Director and representatives of the approved auditing organization to attend and answer issues that need to be clarified.

#### **Article 40. Remuneration, Bonuses and Other Benefits of Members of the Supervisory Board**

1. Members of the Supervisory Board shall be paid remuneration and other benefits in accordance with the decision of the General Meeting of Shareholders. The General Meeting of Shareholders shall decide the total amount of remuneration, other benefits and the annual operating budget of the Supervisory Board.

2. Members of the Supervisory Board shall be reimbursed for expenses for accommodation, meals, travel and costs of using independent consulting services at reasonable levels. The total amount of such remuneration and expenses shall not exceed the annual operating budget of the Supervisory Board approved by the General Meeting of Shareholders, unless otherwise decided by the General Meeting of Shareholders.
3. Operating expenses of the Supervisory Board shall be accounted for as business expenses of the Company in accordance with the law on corporate income tax and other relevant laws, and shall be presented as a separate item in the Company's annual financial statements.

## **CHAPTER X: RESPONSIBILITIES OF MEMBERS OF THE BOARD OF DIRECTORS, MEMBERS OF THE SUPERVISORY BOARD, THE GENERAL DIRECTOR AND OTHER EXECUTIVES**

### **Article 41. Duty of Loyalty and Avoidance of Conflicts of Interest**

1. Members of the Board of Directors, Supervisors/members of the Internal Audit Committee, the General Director and other executives shall not be permitted to use business opportunities that may bring benefits to the Company for personal purposes; nor shall they use information obtained by virtue of their positions for personal gain or for the benefit of any other organization or individual.
2. Members of the Board of Directors, Supervisors/members of the Internal Audit Committee, the General Director and other executives shall be obliged to notify the Board of Directors of all interests that may give rise to conflicts with the interests of the Company which they may enjoy through legal entities, transactions or other individuals.
3. The Company shall not grant loans or guarantees to members of the Board of Directors, Supervisors/members of the Internal Audit Committee, the General Director, other executives and their related persons or legal entities in which such persons have financial interests, unless such loans or guarantees have been approved by the General Meeting of Shareholders.

4. A contract or transaction between the Company and one or more members of the Board of Directors, Supervisors/members of the Internal Audit Committee, the General Director, other executives or their related persons, or companies, partners, associations or organizations of which such persons are members or in which they have financial interests, shall not be invalidated in the following cases:

a) For contracts with a value of less than 20% of the total assets recorded in the latest financial statements, the material factors of such contract or transaction as well as the relationships and interests of the managers or members of the Board of Directors have been reported to the Board of Directors or the relevant committee, and the Board of Directors or such committee has approved the execution of such contract or transaction in good faith by a majority of votes of members without related interests;

b) For contracts with a value exceeding 20% of the total assets recorded in the latest financial statements, the material factors of such contract or transaction as well as the relationships and interests of the executives or members of the Board of Directors have been disclosed to the shareholders without related interests who have the right to vote on such matter, and such shareholders have approved such contract or transaction;

c) Such contract or transaction is considered fair and reasonable in all material respects by an independent consulting organization in relation to the shareholders of the Company at the time such contract or transaction is approved by the Board of Directors, a committee under the Board of Directors, or the shareholders.

Members of the Board of Directors, Supervisors/members of the Internal Audit Committee, the General Director, other executives and their related persons shall not use undisclosed information of the Company or disclose it to others for the purpose of conducting related transactions.

#### **Article 42. Liability for Damages and Indemnification**

1. Members of the Board of Directors, Supervisors/members of the Internal Audit Committee, the General Director and other executives who breach their duties, including the duty of loyalty and due care, or who fail to perform their duties with due diligence and professional competence, shall be liable for damages caused by their violations.

2. The Company shall indemnify persons who are, have been, or may become parties to claims, lawsuits or proceedings (including civil and administrative cases, and excluding cases where the Company is the plaintiff), if such persons are or have been members of the Board of Directors, executives, employees, or authorized representatives of the Company, or have acted at the request of the Company in such capacities, provided that such persons have acted honestly, prudently and diligently for the benefit of, and not contrary to, the best interests of the Company, in compliance with the law, and there is no evidence that such persons have breached their duties. When performing functions, duties or authorized tasks of the Company, members of the Board of Directors, Supervisors/members of the Internal Audit Committee, executives, employees or authorized representatives of the Company shall be indemnified by the Company when they become parties to claims, lawsuits or proceedings (excluding cases where the Company is the plaintiff) in the following cases:
  - a) They have acted honestly, prudently and diligently for the benefit of, and not in conflict with, the interests of the Company;
  - b) They have complied with the law and there is no evidence that they have failed to perform their duties.
3. Indemnification expenses shall include incurred costs (including attorneys' fees), judgment costs, fines, and amounts actually paid or reasonably incurred in settling such matters within the scope permitted by law. The Company may purchase insurance for such persons to cover the above indemnification liabilities.

## **CHAPTER XI: RIGHT TO ACCESS THE COMPANY'S BOOKS AND RECORDS**

### **Article 43. Right to Access Books and Records**

1. Ordinary shareholders shall have the right to access the Company's books and records, specifically as follows:
  - a) Ordinary shareholders shall have the right to examine, access and extract information on names and contact addresses in the list of shareholders with voting rights; request correction of their inaccurate information; examine, access, extract or

- copy the Company's Charter, minutes of the General Meeting of Shareholders and resolutions of the General Meeting of Shareholders;
- b) A shareholder or a group of shareholders holding from [05%] or more of the total ordinary shares shall have the right to examine, access and extract the minute books and resolutions or decisions of the Board of Directors, semi-annual and annual financial statements, reports of the Supervisory Board, contracts and transactions subject to approval by the Board of Directors, and other documents, except for documents relating to the Company's trade secrets or business secrets.
2. In case an authorized representative of a shareholder or a group of shareholders requests access to books and records, such request must be accompanied by the power of attorney of the shareholder or the group of shareholders represented by such person, or a notarized copy thereof.
  3. Members of the Board of Directors, members of the Supervisory Board, the General Director and other executives shall have the right to access the Company's shareholder register, list of shareholders, and other books and records of the Company for purposes related to their positions, provided that such information must be kept confidential.
  4. The Company shall keep this Charter and any amendments and supplements thereto, the Enterprise Registration Certificate, internal regulations, documents evidencing ownership of assets, resolutions of the General Meeting of Shareholders and the Board of Directors, minutes of meetings of the General Meeting of Shareholders and the Board of Directors, reports of the Board of Directors, reports of the Supervisory Board, annual financial statements, accounting books and other documents as required by law at its head office or at another location, provided that shareholders and the Business Registration Authority are notified of the location where such documents are kept.
  5. The Company's Charter must be published on the Company's website.

## **CHAPTER XII: PROFIT DISTRIBUTION**

### **Article 44. Profit Distribution**

1. The General Meeting of Shareholders shall decide on the level and form of annual dividend payments from the Company's retained earnings.

2. In accordance with the Law on Enterprises, the Board of Directors may decide on the payment of interim dividends if it deems that such payment is appropriate to the Company's profitability.
3. The Company shall not pay interest on any amount payable as dividends or on any amount payable in respect of any class of shares.
4. The Board of Directors may propose to the General Meeting of Shareholders for approval the payment of all or part of dividends in shares, and the Board of Directors shall be the body implementing such decision.
5. Where dividends or other amounts in respect of any class of shares are paid in cash, the Company shall make such payment in Vietnamese Dong. Payment may be made directly or through banks based on the bank details provided by the shareholder. In the event that the Company has transferred the payment in accordance with the bank details provided by the shareholder but such shareholder does not receive the money, the Company shall not be liable for the amount transferred to the beneficiary shareholder. The payment of dividends in respect of shares listed on a Stock Exchange may be made through a securities company or the Vietnam Securities Depository and Clearing Corporation.
6. Pursuant to the Law on Enterprises and the Law on Securities, the Board of Directors shall adopt a resolution determining a specific record date to close the list of shareholders. Based on such date, persons registered as shareholders or holders of other securities shall be entitled to receive dividends, interest, profit distributions, shares, and notices or other documents.
7. Other matters relating to profit distribution shall be implemented in accordance with the provisions of law.

### **CHAPTER XIII: BANK ACCOUNTS, FINANCIAL YEAR AND ACCOUNTING SYSTEM**

#### **Article 45. Bank Accounts**

1. The Company shall open accounts at Vietnamese banks or foreign banks permitted to operate in Vietnam.
2. Subject to prior approval of the competent authority, where necessary, the Company may open bank accounts overseas in accordance with the provisions of law.

3. The Company shall conduct all payments and accounting transactions through its Vietnamese Dong or foreign currency accounts opened at banks.

#### **Article 46. Financial Year**

The financial year of the Company shall commence on the first day of January each year and end on the thirty-first day of December. The first financial year shall commence on the date of issuance of the Enterprise Registration Certificate and end on the thirty-first day of December immediately following such date.

#### **Article 47. Accounting System**

1. The accounting system applied by the Company shall be the enterprise accounting regime or a specific accounting regime issued or approved by the competent authority.
2. The Company shall keep accounting books in Vietnamese and retain accounting records in accordance with accounting laws and relevant laws. Such records must be accurate, updated, systematic, and sufficient to evidence and explain the Company's transactions.
3. The accounting currency of the Company shall be Vietnamese Dong. Where the Company's transactions mainly arise in a foreign currency, the Company may choose such foreign currency as its accounting currency, take legal responsibility for such choice, and notify the directly managing tax authority.

### **CHAPTER XIV: FINANCIAL STATEMENTS, ANNUAL REPORT AND INFORMATION DISCLOSURE OBLIGATIONS**

#### **Article 48. Annual, Semi-annual and Quarterly Financial Statements**

1. The Company shall prepare annual financial statements, which must be audited in accordance with law. The Company shall disclose the audited annual financial statements in accordance with the law on information disclosure in the securities market and submit them to the competent state authorities.
2. The annual financial statements must include all statements, appendices and notes as prescribed by law on enterprise accounting and must truthfully and objectively reflect the Company's operating situation.

3. The Company shall prepare and disclose reviewed semi-annual financial statements and quarterly financial statements in accordance with the law on information disclosure in the securities market and submit them to the competent state authorities.

#### **Article 49. Annual Report**

The Company shall prepare and disclose its Annual Report in accordance with the laws on securities and the securities market.

### **CHAPTER XV: COMPANY AUDIT**

#### **Article 50. Audit**

1. The General Meeting of Shareholders shall appoint an independent audit firm or approve a list of independent audit firms and authorize the Board of Directors to select one of such firms to audit the Company's financial statements for the following financial year based on terms and conditions agreed with the Board of Directors.
2. The audit report shall be attached to the Company's annual financial statements.
3. The independent auditor conducting the audit of the Company's financial statements shall be entitled to attend the General Meeting of Shareholders, receive notices and other information relating to such meeting, and express opinions at the meeting on matters relating to the audit of the Company's financial statements.

### **CHAPTER XVI: COMPANY SEAL**

#### **Article 51. Company Seal**

1. The seal includes a seal made by a seal engraving entity or a seal in the form of a digital signature in accordance with the law on electronic transactions.
2. The Board of Directors shall decide on the type, quantity, form and contents of the seal of the Company, its branches and representative offices (if any).
3. The Board of Directors and the General Director shall use and manage the seal in accordance with applicable law.

## CHAPTER XVII: EMPLOYEES AND TRADE UNION

### Article 52. Employees and Trade Union

1. The General Director shall prepare plans for the Board of Directors to approve matters relating to recruitment, termination of employment, salaries, social insurance, welfare, rewards and disciplinary measures for employees and managers.
2. The General Director shall prepare plans for the Board of Directors to approve matters relating to the Company's relationship with trade union organizations in accordance with best practices, policies stipulated in this Charter, the Company's internal regulations and applicable laws.

## CHAPTER XVIII: DISSOLUTION OF THE COMPANY

### Article 53. Dissolution of the Company

1. The Company may be dissolved in the following cases:
  - a) The operation term stated in the Company Charter expires without extension;
  - b) By resolution or decision of the General Meeting of Shareholders;
  - c) The Enterprise Registration Certificate is revoked, except where the Law on Tax Administration provides otherwise;
  - d) Other cases as prescribed by law.
2. Early dissolution of the Company (including any extended term) shall be decided by the General Meeting of Shareholders and implemented by the Board of Directors. Such dissolution decision must be notified to or approved by the competent authority in accordance with law.

### Article 54. Extension of Operation Term

1. The Board of Directors shall convene a General Meeting of Shareholders at least [07 months] before the expiration of the operation term for shareholders to vote on the extension of the Company's operation as proposed by the Board of Directors.
2. The operation term shall be extended if shareholders representing at least 65% of the total voting shares of all attending shareholders vote in favor.

## **Article 55. Liquidation**

1. At least [06 months] before the expiration of the Company's operation term or after a dissolution decision is made, the Board of Directors shall establish a Liquidation Committee consisting of three (03) members, of which two (02) members are appointed by the General Meeting of Shareholders and one (01) member is appointed by the Board of Directors from an independent audit firm. The Liquidation Committee shall prepare its operating regulations. Members of the Liquidation Committee may be selected from the Company's employees or independent experts. All costs relating to liquidation shall be given priority for payment before other debts of the Company.
2. The Liquidation Committee shall notify the business registration authority of its establishment date and commencement date. From that time, the Liquidation Committee shall represent the Company in all matters relating to the liquidation before courts and administrative authorities.
3. Proceeds from liquidation shall be distributed in the following order:
  - a) Liquidation expenses;
  - b) Salary debts, severance allowances, social insurance and other employee benefits under collective labor agreements and signed labor contracts;
  - c) Tax liabilities;
  - d) Other debts of the Company;
  - e) The remaining amount after settling all debts in items (a) to (d) shall be distributed to shareholders. Preference shares shall be paid first.

## **CHAPTER XIX: INTERNAL DISPUTE RESOLUTION**

### **Article 56. Internal Dispute Resolution**

1. Where disputes or complaints arise relating to the Company's operations or the rights and obligations of shareholders under the Law on Enterprises, this Charter, other laws or agreements between:
  - a) A shareholder and the Company;

b) A shareholder and the Board of Directors, the Supervisory Board, the General Director or other executives;

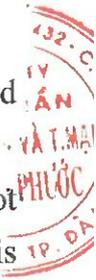
The parties shall endeavor to resolve such disputes through negotiation and mediation. Except for disputes involving the Board of Directors or the Chairman of the Board of Directors, the Chairman of the Board of Directors shall preside over the dispute resolution and request each party to present relevant information within [10 working days] from the date the dispute arises. Where the dispute involves the Board of Directors or the Chairman of the Board of Directors, any party may request the appointment of an independent expert as mediator.

2. If no mediation decision is reached within [06 weeks] from the commencement of mediation or if the mediation decision is not accepted by the parties, either party may bring the dispute to arbitration or court.
3. The parties shall bear their own costs relating to negotiation and mediation. Court costs shall be paid in accordance with the court's judgment.

## **CHAPTER XX: AMENDMENT AND SUPPLEMENTATION OF THE CHARTER**

### **Article 57. Company Charter**

1. Any amendment or supplementation to this Charter must be considered and decided by the General Meeting of Shareholders.
2. In the event that legal provisions relating to the Company's operations are not mentioned in this Charter or new legal provisions differ from the provisions of this Charter, such legal provisions shall automatically apply and govern the Company's operations.



## **CHAPTER XXI: EFFECTIVE DATE**

### **Article 58. Effective Date**

1. This Charter consists of 21 Chapters and 58 Articles and was unanimously approved by the General Meeting of Shareholders of F32 Seafoods and Trading Corporation on March ....., 2026, and the full effectiveness of this Charter was simultaneously approved.

2. This Charter is made in ten (10) copies of equal legal validity and shall be kept at the Company's head office.
3. This Charter is the sole and official charter of the Company.
4. Copies or extracts of this Charter shall be valid when signed by the Chairman of the Board of Directors or at least one half (1/2) of the total members of the Board of Directors.

**LEGAL REPRESENTATIVE  
GENERAL DIRECTOR**