



No: 01/BB.ĐHCĐ/2026

An Giang, April 25, 2026

MEETING MINUTES
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
I.D.I INTERNATIONAL DEVELOPMENT AND INVESTMENT
CORPORATION

Today, at 08:30 a.m. on April 25, 2026, at Dong Xuyen Hotel Conference Hall, 6th Floor, No. 9 Luong Van Cu Street, Long Xuyen Ward, An Giang Province, the 2026 Annual General Meeting of Shareholders was held.

A. PURPOSE: Approval of proposal number 01/TT-ĐHCĐTN-2026 with the following contents:

1. Approval of the report number 0425/2026/BC-HĐQT on the Board of Directors' activities in 2025 and the action plan for 2026
2. Approval of the report number 0425/2026/BC-BTGD from the Board of General Directors on the business results for 2025 and the business plan for 2026
3. Approval of the report number 0425/BC.BKS-2026 from the Supervisory Board on the activities in 2025 and the tasks for 2026
4. Approval of audited financial statements for 2025
5. Approval of profit distribution and dividend payment plan for 2025
6. Approval of 2026 business plan
7. Through authorizing the Board of Directors to decide on investment in major projects, or transactions to buy and sell the Company's assets.
8. Approving the authorization for the Board of Directors to select an auditing company for the 2026 financial statements
9. Approval of remuneration payment for the Board of Directors and Board of Supervisors in 2025 and expected remuneration payment level for the Board of Directors and Board of Supervisors in 2026
10. Approval of borrowing from credit institutions
11. Approval of related party transactions
12. Approval of the amendment to the Charter and the addition of new business lines
13. Approval of authorization for the Company's Board of Directors to organize and execute necessary tasks to implement the contents of the Resolution of the General Meeting of Shareholders.



B. CONGRESS PARTICIPANTS:

There are 36 shareholders holding 160.985.596 shares accounting for 58.93% charter capital (Including 33 shareholders attending in person and 03 shareholders authorized to attend).

C. CONFERENCE CONTENT:

I. Opening of the congress:

1. Announcing the reason for opening the congress: Mr. Le Tuan Anh – Vice Chairman of the Board read the opening speech of the congress.

2. The Congress unanimously approved:

a. The list of Presidium members includes:

- | | | | |
|-----------|--------------------------|----------|---|
| • Mr/ Mrs | <u>LE TUAN ANH</u> | Position | : <u>Vice chairman of the Board</u> |
| • Mr/ Mrs | <u>TRUONG VINH THANH</u> | Position | : <u>Vice General Director of Sao Mai Group</u> |
| • Mr/ Mrs | <u>LE VAN CANH</u> | Position | : <u>Member of the Board - General Director</u> |
| • Mr/ Mrs | <u>TRUONG CONG KHANH</u> | Position | : <u>Financial Director</u> |
| • Mr/ Mrs | <u>TONG PHI HUNG</u> | Position | : <u>Member of the Board</u> |

b. The Presidium appoints a Secretariat consisting of:

- | | | | |
|-------|------------------------------|----------|----------------------|
| • Mr | <u>Bùi Văn Dũng</u> | Position | : <u>Chairperson</u> |
| • Mrs | <u>Thái Thị Thanh Phượng</u> | Position | : <u>Member</u> |

II. The Presidium reported to the congress the following contents:

1. Approval of the 2025 Business Performance Report and the 2026 Business Plan, presented with the support of AI.

2. Approval of the 2025 production and business performance report, and the 2026 business plan, with presentation support from AI.

3. To approve the Board of Supervisors' report on activities in 2025 and its objectives and action plan for 2026, with presentation support from AI

4. Mr. Lê Văn Cảnh - General Director read the report before the congress approving the following contents:

4.1 Approval of the report number 0425/2026/BC-HĐQT on the Board of Directors' activities in 2025 and the action plan for 2026

4.2 Approval of the report number 0425/2026/BC-BTGD from the Board of General Directors on the business results for 2025 and the business plan for 2026

4.3 Approval of the report number 0425/BC.BKS-2026 from the Supervisory Board on the activities in 2025 and the tasks for 2026

4.4 Approval of audited financial statements for 2025

4.5 Approval of profit distribution and dividend payment plan for 2025

4.6 Approval of 2026 business plan

4.7 Approval of authorization for the Board of Directors to decide on

investments in major projects or transactions involving the purchase and sale of the Company's assets.

4.8 Approval of authorization for the Board of Directors to select an auditing firm for the 2026 financial statements.

4.9 Approval of remuneration payment for the Board of Directors and Board of Supervisors in 2025 and expected remuneration payment level for the Board of Directors and Board of Supervisors in 2026

4.10 Approval of borrowing from credit institutions

4.11 Approval of related party transactions

4.12 Approval of the amendment to the Charter and the addition of new business lines

4.13 Approval of authorization for the Company's Board of Directors to organize and execute necessary tasks to implement the contents of the Resolution of the General Meeting of Shareholders.

III. Shareholders' meeting discusses and contributes opinions

During the discussion session, there were 7... Shareholders asked questions and they were answered by the Presidium.

IV. After announcing, discussing and consulting the voting results of shareholders, the General Meeting of Shareholders approved the following contents:

1. Approval of the report number 0425/2026/BC-HĐQT on the Board of Directors' activities in 2025 and the action plan for 2026

❖ Voting results :

Agree	:	99,39%
Disagree	:	0,40%
No comments	:	0,21%

2. Approval of the report number 0425/2026/BC-BTGD from the Board of General Directors on the business results for 2025 and the business plan for 2026

❖ Voting results:

Agree	:	99,50%
Disagree	:	0,40%
No comments	:	0,10%

3. Approval of the report number 0425/BC.BKS-2026 from the Supervisory Board on the activities in 2025 and the tasks for 2026

❖ Voting results:

Agree	:	99,39%
Disagree	:	0,00%
No comments	:	0,61%

4. Approval of audited financial statements for 2025

❖ Voting results:

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Agree	:	99,50%
Disagree	:	0,40%
No comments	:	0,10%

5. Approval of profit distribution and dividend payment plan for 2025

❖ Voting results:

Agree	:	99,21%
Disagree	:	0,64%
No comments	:	0,14%

6. Approval of 2026 business plan

❖ Voting results:

Agree	:	99,36%
Disagree	:	0,64%
No comments	:	0,00%

7. Through authorizing the Board of Directors to decide on investment in major projects, or transactions to buy and sell the Company's assets.

❖ Voting results:

Agree	:	99,37%
Disagree	:	0,00%
No comments	:	0,63%

8. Approving the authorization for the Board of Directors to select an auditing company for the 2026 financial statements

❖ Voting results:

Agree	:	99,39%
Disagree	:	0,02%
No comments	:	0,60%

9. Approval of remuneration payment for the Board of Directors and Board of Supervisors in 2025 and expected remuneration payment level for the Board of Directors and Board of Supervisors in 2026

❖ Voting results:

Agree	:	99,28%
Disagree	:	0,51%
No comments	:	0,21%

10. Through borrowing from credit institutions

❖ Voting results:

Agree	:	99,39%
Disagree	:	0,02%
No comments	:	0,60%

11. Through related party transactions

❖ Voting results:

Agree	:	99,28%
Disagree	:	0,53%

No comments : 0,19%

12. Approval of the amendment to the Charter and the addition of new business lines

❖ Voting results:

Agree : 99,37%

Disagree : 0,00%

No comments : 0,63%

13. Through authorization for the Company's Board of Directors to organize and carry out necessary tasks to implement the contents of the Resolution of the General Meeting of Shareholders.

❖ Voting results:

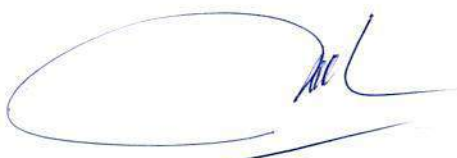
Agree : 99,48%

Disagree : 0,00%

No comments : 0,52%

The above contents were approved at the 2026 Annual General Meeting of Shareholders of I.D.I International Development and Investment Corporation. The minutes were prepared and approved before the meeting at .11. hours .5. minutes on April 25, 2026 .

Head of Secretariat


Bùi Văn Dũng

Chairman of the Delegation



LE THANH THUAN



No: 01/NQ – ĐHCĐ/2026

An Giang, April 25, 2026

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
I.D.I INTERNATIONAL DEVELOPMENT AND INVESTMENT
CORPORATION

- Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Law on Securities dated November 26, 2019 and 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;
- Regulations on listing securities at the Ho Chi Minh City Stock Exchange;
- Pursuant to the Charter of I.D.I International Development and Investment Corporation;
- Based on the minutes of the Annual General Meeting of Shareholders for the year 2026, number 01/BB.ĐHCĐ/2026, dated April 25, 2026.

RESOLUTION

Article 1. Unanimously approval of the report number 0425/2026/BC-HĐQT on the Board of Directors' activities in 2025 and the action plan for 2026.

Article 2. Unanimously approval of the report number 0425/2026/BC-BTGD from the Board of General Directors on the business results for 2025 and the business plan for 2026.

Article 3. Unanimously approval of the report number 0425/BC.BKS-2026 from the Supervisory Board on the activities in 2025 and the tasks for 2026.

Article 4. Unanimously approved the audited financial statements for 2025

Article 5. Unanimously approve the profit distribution and dividend payment plan for 2025

Article 6. Unanimously approve the 2026 business plan

Article 7. Agree to authorize the Board of Directors to decide on investment in major projects or transactions to buy and sell assets of the Company.

Article 8. Agreed to authorize the Board of Directors to select an audit company for the 2026 financial statements.

Article 9. Unanimously approve the payment of remuneration to the Board of Directors and Board of Supervisors in 2025 and the expected remuneration level to the Board of Directors and Board of Supervisors in 2026.

Article 10. Unanimously approving loans from credit institutions

Article 11. Agreement on transactions with related parties

Article 12. Approval of the amendment to the Charter and the addition of new business lines

Article 13. Agreed to authorize the Company's Board of Directors to organize and carry out necessary tasks to implement the contents of the Resolution of the General Meeting of Shareholders.

This Resolution takes effect from the date of signing.

Recipient:

- State Securities Commission, Stock Exchange, Depository Center (for reporting);
- Board of Directors, Supervisory Board, Board of Management of the Company;
- Dear shareholders;
- Save: QLCĐ, VT

**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIRMAN OF BOARD OF DIRECTORS**



LÊ THANH THUAN



An Giang, April 25, 2026

SUBMISSION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
(Re: Approval of some contents at the congress)

**To: The General Meeting of Shareholders of I.D.I International
Development and Investment Corporation**

Base:

- ✓ Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- ✓ Securities Law No. 54/2019/QH14 dated November 26, 2019;
- ✓ Decree No. 155/2020/ND-CP of the Government detailing and guiding the implementation of a number of articles of the Law on Securities;
- ✓ Regulations on securities listing at Ho Chi Minh City Stock Exchange ;
- ✓ Charter of operation of I.D.I International Development and Investment Corporation;
- ✓ Actual situation and development orientation of the Company.

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

- **Content 1 :** Approval of the report number 0425/2026/BC-HĐQT on the Board of Directors' activities in 2025 and the action plan for 2026.
- **Content 2 :** Approval of the report number 0425/2026/BC-BTGD from the Board of General Directors on the business results for 2025 and the business plan for 2026
- **Content 3:** Approval of the report number 0425/BC.BKS-2026 from the Supervisory Board on the activities in 2025 and the tasks for 2026
- **Content 4: Approval of the audited financial statements for 2025**
 - Point f, Clause 1, Article 15 of the Charter of I.D.I International Development and Investment Corporation stipulates the rights and duties of the General Meeting of Shareholders regarding the approval of annual audited financial reports.
 - The Board of Directors respectfully submits the audited Financial Statements for 2025 for approval by the General Meeting of Shareholders (as attached in the 2025 Annual Report).
- **Content 5: Approval of profit distribution and dividend payment plan for 2025**

Based on the business results achieved in 2025 and the retained earnings as stated in the audited 2025 Separate Financial Statement, the Board of Directors of I.D.I International Development and Investment Corporation proposes that the General



Meeting of Shareholders approve the profit distribution and dividend payment plan for 2025 as follows:

Unit: VND

Content	Amount	Note
Undistributed accumulated profit after tax as of December 31, 2025	269.051.447.929	
Accumulated undistributed profit after tax as of the end of the previous year	164.589.793.253	
Undistributed profit after tax for the current year	104.461.654.676	

(Source: The Separate Financial Statements for 2025 have been audited)

In the context of the global economy continuing to experience complex developments, slowing growth, inflationary pressures, and tightened monetary policies in many countries due to the impacts of ongoing conflicts, global trade and investment activities have been adversely affected. In Vietnam, although the economy has maintained relative stability, enterprises are still facing numerous challenges, including declining market demand, increasing financial costs, and intensifying competitive pressures.

Against this backdrop, the Company remains steadfast in its long-term development strategy and continues to invest in and implement key projects in 2026, with the objective of reducing input costs and optimizing operational efficiency in the future.

Based on the prioritization of resources for strategic projects, strengthening financial capacity, and enhancing resilience against market fluctuations, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration the proposal **not to distribute dividends for the fiscal year 2025**.

When the economic situation stabilizes and the Company's business performance improves, the Board of Directors will consider and submit a dividend distribution plan to the General Meeting of Shareholders at the nearest meeting.

➤ **Content 6: Approval of the 2026 business plan:**

Based on the business results of 2025 and after careful consideration, the Board of Directors has agreed to submit the following consolidated business plan targets for 2026 to the General Meeting of Shareholders for approval:

STT	Target	Unit of measure	2026 Plan
1	Net revenue	Billion VND	8,181
2	Total profit after tax	Billion VND	180

➤ **Content 7: Approval of the authorization for the Board of Directors to decide on investments in major projects and transactions involving the purchase and sale of the Company's assets.**

Point d, Clause 1, Article 15 of the Charter of I.D.I International Development and Investment Corporation stipulates the rights and duties of the General Meeting of Shareholders in approving decisions on investments or the sale of foreign assets with a value of 35% or more of the total asset value recorded in the Company's most recent financial report.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval:

+ Authorize the Board of Directors to make decisions on investment projects and asset purchase or sale transactions valued at 35% or more of the total assets recorded in the most recent audited financial statements;

+ The authorization period is 01 year from the effective date of the Resolution of the General Meeting of Shareholders or the General Meeting of Shareholders has a different decision.

➤ **Content 8: Approval of authorization for the Board of Directors to select an auditing company for the 2026 financial statements**

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the authorization for the Board of Directors to select the auditing unit for the 2026 Financial Statements of I.D.I International Development and Investment Corporation, which is an independent auditing company listed in the list of auditing companies approved to audit issuing organizations, listed organizations and securities trading organizations in 2026 announced by the State Securities Commission.

➤ **Content 09: Approval of remuneration payment for the Board of Directors and Board of Supervisors in 2025 and expected remuneration payment level for the Board of Directors and Board of Supervisors in 2026**

9.1. Report on remuneration paid to the Board of Directors and the Board of Supervisors in 2025

• **Board of Directors Remuneration**

- Chairman of the Board of Directors : 360,000,000 VND/year;
- Vice Chairman of the Board of Directors : 300,000,000 VND/year
- Board of Directors member : 300,000,000 VND/year;
- 2 Independent member of the Board of Directors : 600,000,000 VND/year;

The total amount of remuneration paid by the Board of Directors in 2025 is 1,560,000,000 copper .

• **Board of Supervisors Remuneration**

- Head of Supervisory Board: : 60,000,000 VND /year
- 02 Board of Supervisors members : 48,000,000 VND/year

The total amount of remuneration paid to the Board of Supervisors in 2025 is 108,000,000 copper.



9.2. Expected remuneration of the Board of Directors in 2026

- The Chairman of the Board of Directors receives a salary of: 30,000,000 VND/month.

- The Vice Chairman of the Board of Directors receives remuneration as follow 25,000,000 VND/month.

- Board members are entitled to receive remuneration as follows: 25,000,000 VND/month

- Independent members of the Board of Directors receive a salary of: 25,000,000 VND/month.

Respectfully submit to the Congress for approval.

9.3. Expected remuneration of the Board of Supervisors in 2026

- Head of Supervisory Board : 5,000,000 VND/month

- Supervisory Board Member : 2,000,000 VND/month

Respectfully submit to the Congress for approval.

➤ Content 10 : Through borrowing from credit institutions

- Based on the Company's capital requirements for its production and business operations and the implementation of its projects;

- The General Meeting of Shareholders hereby approves the policy on capital mobilization of the Company in 2026 through forms in compliance with applicable laws, including but not limited to: credit borrowings, bond issuance, and other lawful capital raising methods.

- The Board of Directors is assigned to proactively develop detailed plans, decide on the timing, scale, and forms of capital mobilization, and organize the implementation thereof, on the basis of ensuring efficiency in the use of capital and the financial safety of the Company.

- For matters falling under the authority of the General Meeting of Shareholders in accordance with applicable laws and the Company's Charter, the Board of Directors shall be responsible for submitting them to the General Meeting of Shareholders for consideration and approval.

- In order to timely meet capital requirements for production and business operations and the implementation of the Company's projects, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the authorization for the Board of Directors to work with credit institutions and carry out the necessary procedures related to borrowings.

➤ Content 11: Through related party transactions

11.1 The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the use of the company's assets to provide guarantees or mortgages for the company, subsidiaries, affiliated companies, joint ventures, and companies within the Sao Mai Group to borrow funds from credit institutions in order to enhance the effectiveness of the company's production and business activities.

11.2 The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the authorization for IDI Investment and Development Joint Stock Company to enter into contracts and transactions, including borrowing and

lending with companies related to IDI Investment and Development Joint Stock Company, as stipulated in Clause 2, Article 167 of the 2020 Enterprise Law. However, these transactions must be conducted on a fair basis, and the terms of the transactions must not be less favorable than those proposed by independent partners.

➤ **Content 12: Approval of amendments to the Charter and supplementation of new business lines**

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the supplementation of registered business lines and the amendment of the Charter of I.D.I International Development And Investment Corporation to align with the Company's actual production and business operations and corporate governance structure.

Additional business line: Code (4620): Wholesale of agricultural and forestry raw materials (excluding wood, bamboo, and rattan) and live animals (details: Wholesale of animal feed and raw materials for the production of feed for livestock, poultry, and aquaculture).

Respectfully submitted to the General Meeting of Shareholders for approval.

➤ **Content 13: Through authorization for the Company's Board of Directors to organize and carry out necessary tasks to implement the contents of the Resolution of the General Meeting of Shareholders.**

The Board of Directors respectfully submits to the General Meeting for consideration and approval the authorization for the Board of Directors to implement the contents of the Resolution approved by the General Meeting of Shareholders. At the same time, during the implementation process, if any issues arise that fall within the decision-making authority of the General Meeting of Shareholders, the General Meeting of Shareholders authorizes the Board of Directors to have full authority to handle them without having to convene a General Meeting of Shareholders to seek opinions.

Respectfully submit to the Congress for consideration and approval of the above contents.

Recipient:

- As above;
- Save: HC, QHCD.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**



LE THANH THUAN



Number: 0425/2026/BC-HĐQT

An Giang, April 25, 2026

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

**To: The General Meeting of Shareholders
I.D.I International Development And Investment Corporation**

Pursuant to the Law on Enterprises, the Law on Securities, the Company's Charter and the Resolution of the 2025 Annual General Meeting of Shareholders, on behalf of the Board of Directors (BOD) of I.D.I International Development And Investment Corporation, I would like to extend our respectful greetings and sincere appreciation to our shareholders for your continued support, trust and companionship with the Company throughout the past year.

The Board of Directors hereby presents a summary report on the operational results in 2025 and the orientations and tasks for 2026 as follows:

I. STRUCTURE AND OPERATION OF THE BOARD OF DIRECTORS

The Company's Board of Directors currently consists of 05 members, including 02 independent members, operating in compliance with the applicable laws, the Company's Charter and internal corporate governance regulations.

In 2025, the Board of Directors held 36 meetings to review, discuss and decide on matters within its authority, including loan borrowings, bank guarantees, transactions with related parties, and investment expenditures for two ongoing projects, namely the U.S. Seafood Processing Plant Project and the Sao Mai High-Tech Aquaculture Seed Center Project. These meetings ensured that the Company's governance and strategic orientation were implemented in a timely and effective manner.

Meetings of the Board of Directors were conducted in accordance with the prescribed procedures, and resolutions and decisions were adopted based on consensus among the members of the Board of Directors.

II. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025

1. Corporate governance and management direction

In 2025, the Board of Directors fully performed its functions, duties and authorities in accordance with the law and the Company's Charter, including:

- Providing strategic direction for the development of the Company.
- Issuing resolutions and decisions to implement the Resolution of the General Meeting of Shareholders.



- Directing the Board of Management to implement the business and production plan for 2025.

- Monitoring and supervising the management and executive activities of the Board of Management.

- Deciding on important matters within the authority of the Board of Directors in accordance with applicable laws and the Company's Charter.

Resolutions and decisions of the Board of Directors were issued in a timely manner and were consistent with the Company's business operations.

2. Supervision of the Board of Management

The Board of Directors supervised the executive activities of the Board of Management through periodic reports on:

- Business and production performance.
- The Company's financial situation.
- Progress of investment projects.
- Management and utilization of the Company's resources.

Through its supervisory activities, the Board of Directors noted that the Board of Management effectively fulfilled its executive responsibilities and proactively managed business operations, thereby contributing to maintaining the stable operation of the Company.

3. Implementation of the Resolution of the General Meeting of Shareholders

The Board of Directors directed the management to implement the matters approved by the General Meeting of Shareholders, including:

- Implementation of the business and production plan for 2025.
- Implementation of investment projects in accordance with the Company's development orientation.
- Fulfillment of information disclosure obligations in accordance with the regulations applicable to listed companies.
- Implementation of other tasks as assigned by the General Meeting of Shareholders.

4. Corporate governance

The Board of Directors consistently focused on improving corporate governance to ensure that the Company's operations complied with applicable laws, the Company's Charter and internal regulations.

The Company has fulfilled its information disclosure obligations in accordance with the regulations on securities and the stock market, thereby ensuring transparency and protecting the legitimate interests of shareholders.

5. Evaluation of Independent Members of the Board of Directors

In 2025, the Independent Members of the Board of Directors performed their supervisory roles in accordance with the law and the Company's Charter.

Based on the review of operational reports of the Board of Directors, the Board of Management and the Company's financial statements, the Independent Members of the Board of Directors noted that:

- The activities of the Board of Directors in 2025 were carried out in accordance with its functions, duties and authorities as prescribed by law and the Company's Charter.
- Decisions of the Board of Directors were made after careful discussion and consideration and were aligned with the interests of the Company and its shareholders.
- The Board of Management actively performed its executive responsibilities and implemented the business plan and resolutions of the Board of Directors.
- The Company generally complied with corporate governance regulations, information disclosure requirements and the protection of shareholders' legitimate rights and interests.

On that basis, the Independent Members of the Board of Directors assessed that the governance and management activities of the Company in 2025 were conducted in compliance with applicable laws, the Company's Charter and the Resolution of the General Meeting of Shareholders.

6. Remuneration and operating expenses of the Board of Directors

The remuneration and operating expenses of the Board of Directors were implemented in accordance with the Resolution of the General Meeting of Shareholders and disclosed in the audited financial statements for 2025.

The Board of Directors utilized operating expenses for their intended purposes in accordance with the Company's regulations.

III. GENERAL ASSESSMENT

In 2025, the Board of Directors effectively fulfilled its role in corporate governance, strategic orientation and supervision of the Company's executive activities.

The Board of Management made significant efforts in managing and operating business activities, contributing to maintaining stable operations and gradually improving business performance.

IV. ORIENTATIONS AND TASKS FOR 2026

In 2026, the Board of Directors will continue to perform its governance functions in accordance with applicable laws and the Company's Charter, focusing on the following key tasks:

1. Development orientation

- Continuing to promote the sustainable development of the Company.
- Enhancing competitiveness in the seafood processing and export sector.
- Expanding markets and increasing product value.
- Formulate the business and production plan with consolidated net revenue for 2026 of VND 8,181 billion and profit after tax of VND 180 billion

2. Direction for implementation of the business plan

- Directing the Board of Management to effectively implement the business and production plan for 2026 approved by the General Meeting of Shareholders.
- Strengthening cost management and improving operational efficiency.

3. Improvement of corporate governance

- Continuing to improve the corporate governance system in accordance with legal regulations and good governance practices.
- Enhancing transparency and protecting shareholders' interests.

4. Strengthening supervision

- Strengthening supervision of the activities of the Board of Management.
- Ensuring the full implementation of resolutions of the General Meeting of Shareholders and the Board of Directors.

V. CONCLUSION

The Board of Directors is committed to continuing to fully perform its responsibilities and authorities in accordance with applicable laws and the Company's Charter in order to ensure stable and efficient operations, sustainable development and long-term benefits for shareholders.

The Board of Directors respectfully submits this report to the General Meeting of Shareholders for consideration.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**



LE THANH THUAN



Number: 0425/2026/BC-BTGD

An Giang, April 25, 2026

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

**To: The General Meeting of Shareholders I.D.I International
Development And Investment Corporation**

The Board of Management of I.D.I International Development And Investment Corporation respectfully submits to the General Meeting of Shareholders the Report on business performance in 2025 and the business plan for 2026 as follows:

I. OVERVIEW OF BUSINESS ENVIRONMENT

In 2025, Vietnam's pangasius industry continued its recovery momentum and maintained positive growth following the global market adjustment period. According to data published by the Vietnam Association of Seafood Exporters and Producers (VASEP), pangasius export turnover in 2025 was estimated at approximately USD 2.1–2.2 billion, representing an increase of about 8% compared to 2024.

The export market structure continued to shift towards diversification, in which China accounted for approximately 27%, CPTPP markets for about 17%, the United States for around 15%, and the European Union (EU) for approximately 8%. In addition, markets such as Brazil, Mexico and South America recorded positive growth, contributing to improving the overall stability of the industry.

In such context, I.D.I International Development And Investment Corporation maintained stable production and business operations. In 2025, the Company's export revenue reached approximately USD 106 million, accounting for approximately 4.9% of Vietnam's total pangasius export turnover.

Compared to the industry average, although the Company's scale remains modest, it has proactively adjusted its market structure by reducing dependence on certain traditional markets while expanding into potential markets such as Mexico, Brazil and other regions. This orientation is appropriate in the context of volatile global trade.

II. BUSINESS PERFORMANCE IN 2025

1. Consolidated business results in 2025

(Unit: VND billion)

No	Indicators	2024	2025	% Change
1	Sales revenue	7,142	6,945	-2.7%

2	Cost of goods sold	6,578	6,356	-3.4%
3	Financial income	179	177.6	-0.8%
4	Financial expenses	360	335.5	-6.8%
5	Selling expenses	188.8	169.8	-10.1%
6	General and administrative expenses	82	91.6	11.7%
7	Other income	-	3.1	100%
8	Profit before tax	108.2	172.8	59.7%
9	Profit after tax	72.7	143	96.7%

(Source: Audited consolidated financial statements for 2025)

In 2025, the Company proactively implemented flexible management measures to adapt to market fluctuations. Cost control, production optimization and adjustments of sales policies by market contributed to maintaining stable operations.

Despite certain impacts from export market volatility, the achieved results reflect significant efforts of the entire system in ensuring operational efficiency and stable cash flow.

2. HUMAN RESOURCES

a. Workforce

As at December 31, 2025, the Company had a total workforce of 2,650 employees. Direct labor at processing plants continued to account for the majority, ensuring production requirements under stable operational conditions.

The workforce structure is reasonably allocated among production, business and management functions, contributing to improved efficiency and optimized personnel costs.

b. Employee policies

The Company consistently identifies human resources as a valuable asset and the foundation for sustainable development. In 2025, the Company maintained a professional, transparent working environment, enabling employees to maximize their capabilities and maintain long-term commitment.

All employees are employed under labor contracts and fully entitled to statutory insurance regimes, including social insurance, health insurance and unemployment insurance. Salary, bonus and welfare policies are implemented consistently in line with business performance.

The Company also maintained and enhanced practical support policies, including:

- Transportation allowances (fuel, ferry fees);
- Housing support for workers;
- Provision of nutritious mid-shift meals;

- Bonuses for holidays and Tet, and other benefits.

Employee engagement activities such as excursions, vacations and collective events were maintained, contributing to a cohesive and stable working environment.

The average income of employees in 2025 was approximately VND 11 million increased by approximately 3.3% compared to 2024, ensuring stable living conditions and motivation.

c. Training policy

Recognizing the critical role of human resources in long-term development, the Company continued to focus on training and workforce development.

In 2025, the Company not only invested in professional training programs but also promoted internal knowledge sharing among employees. These initiatives enhanced professional capacity and encouraged innovation.

At the same time, the Company strengthened training in management and operational skills, updated knowledge on machinery operation and applied new technologies in production. The application of advanced technologies improved productivity and enabled the Company to meet increasing operational requirements in a highly competitive environment.

3. RAW MATERIAL SOURCES

a. Pangasius raw material situation

In 2025, the price of raw pangasius fluctuated within the range of VND 27,500–34,000 per kilogram, at times exceeding VND 34,000 per kilogram.

The Company effectively implemented its farming linkage model, ensuring stable profit margins for farmers of approximately VND 2,000–2,500/kg after costs, thereby encouraging expansion of farming areas.

Through this model, the Company secured approximately 70%–80% of its raw material demand, contributing to stable production planning and minimizing risks from market fluctuations.

b. Quality management

The Company maintained and effectively operated its quality management system in accordance with HACCP standards and was certified by competent authorities for export to the European market.

In addition, the Company maintained key international certifications, including: BRC, ISO 9001, ISO 17025, IFS, HALAL, ASC, BAP, BSCI, FDA.

Strict compliance with quality standards ensures product quality for demanding markets while enhancing the Company's reputation and competitiveness.

c. Feed investment activities

In 2025, the Company consumed approximately 100,000 tons of feed, equivalent to revenue of approximately VND 1,186 billion.

This activity was implemented through Sao Mai Super Feed Co., Ltd. (a subsidiary of Sao Mai Group), supplying feed to linked farming areas via I.D.I's trading operations, thereby ensuring input quality and cost control.

This proactive approach enhances value chain efficiency and strengthens competitive advantages.

4. MARKETS

In 2025, export activities remained stable with total export revenue of approximately **USD 106 million**.

Export market structure:

No	Continent	Revenue (USD)	(%)
1	Americas	37,147,230	35.12%
2	Asia	47,157,923	44.59%
3	Europe	9,801,190	9.27%
4	Africa	7,413,356	7.01%
5	Oceania	4,250,812	4.02%
Total		105,770,511	100.00%

The Company maintained traditional markets while expanding into potential markets such as Mexico, Brazil and other regions. Market diversification enhanced resilience against trade risks and created a foundation for future expansion.

5. OVERALL ASSESSMENT

In 2025, despite market fluctuations, the Company maintained stable operations, improved governance efficiency and strengthened long-term development foundations.

The achieved results reflect the combination of flexible management strategies, the efforts of employees and the support of shareholders.

III. BUSINESS PLAN FOR 2026

(Unit: VND billion)

No.	Indicators	2026 Plan
1	Sales revenue and service income	8.181
2	Cost of goods sold	7.614
3	Gross profit	567
4	Net profit from operating activities	190
5	Profit after corporate income tax	180

Key orientations:

- Improve governance efficiency and optimize costs;
- Expand export markets, especially high-growth regions;
- Develop raw material areas and enhance self-sufficiency;
- Apply advanced technologies and improve product quality;
- Develop high-quality human resources.

IV. CONCLUSION

The year 2025 presented various challenges but also demonstrated the Company's adaptability and management capability in a volatile market environment.

Entering 2026, the Board of Management is committed to operating the Company proactively and flexibly, enhancing efficiency and pursuing sustainable development, ensuring the interests of shareholders and stakeholders.

The above is the Report of the Board of Management on business performance in 2025 and the business plan for 2026. We respectfully submit it to the General Meeting of Shareholders for consideration and approval.

We wish the General Meeting great success and wish all Shareholders and Delegates good health, happiness and success. 

**ON BEHALF OF THE BOARD OF MANAGEMENT
CHIEF EXECUTIVE OFFICER**



LE VAN CANH





Number: 0425/BC.BKS-2026

An Giang, April 25, 2026

REPORT
ON THE ACTIVITIES OF THE BOARD OF SUPERVISORS IN 2025
AND ORIENTATION AND TASKS FOR 2026

- Pursuant to the functions and duties of the Board of Supervisors as prescribed in the Law on Enterprises and the Charter of I.D.I International Development and Investment Corporation.

- Pursuant to the audit report of Southern Auditing and Accounting Financial Consulting Services Co., Ltd. (AASCS) regarding the Company's operations, reports, and records for 2025.

The Board of Supervisors of I.D.I International Development and Investment Corporation has conducted supervision over the Company's operations for the financial year ended December 31, 2025, with the following details:

I. STRUCTURE OF THE BOARD OF SUPERVISORS

In accordance with the provisions of the Law on Enterprises 2020 on corporate governance model, the current composition of the Board of Supervisors of I.D.I International Development and Investment Corporation is as follows:

No	Full Name	Position
1	Mr. Tu Thien Thoai	Head of the Board of Supervisors
2	Ms. Nguyen Thi Thanh Loan	Member of the Board of Supervisors
3	Ms. Doan Nguyen Kim Phuong	Member of the Board of Supervisors

II. ACTIVITIES OF THE BOARD OF SUPERVISORS IN 2025

1. Activities of the Board of Supervisors

During the financial year 2025, the Board of Supervisors fully performed its functions and duties in accordance with the law and the Company's Charter; maintained periodic and ad-hoc meetings when necessary; assigned tasks to each member for inspection and supervision, including:

- **Supervision of corporate governance and management:** The Board supervised resolutions and decisions of the Board of Directors (BOD) and the Board of Management to ensure legality and transparency in the Company's operations; assessed compliance with legal regulations, the Company's Charter, and internal regulations.

- **Financial supervision:** Appraised the audited 2025 financial statements; monitored and assessed the preparation and presentation of financial statements in compliance with accounting standards and relevant legal regulations.

- Supervision of transactions and investment activities:

Monitored the implementation of key projects in 2025; supervised the mobilization and utilization of capital sources, including bond issuance proceeds, ensuring compliance with intended purposes and legal regulations.

- Reviewed related-party transactions to ensure compliance with information disclosure and corporate governance regulations.

- Coordinated with the BOD, Board of Management, shareholders, and performed other duties in accordance with the law and the Company's Charter to protect the legitimate interests of the Company and its shareholders.

- Supervised other activities of the BOD and Executive Board during the implementation of business operations.

2. Results of supervision over the Board of Directors and the Executive Board

a) Supervision over the Board of Directors

- In 2025, the BOD implemented objectives and tasks assigned by the General Meeting of Shareholders (GMS), in compliance with the Company's Charter and applicable laws.

- The BOD conducted periodic and extraordinary meetings to oversee and orient the Company's business activities. Meetings chaired by the Chairman addressed key issues, including organizational restructuring, human resources, salary systems, and business development.

- All decisions of the BOD were lawful, transparent, and in the best interests of the Company.

- The BOD supervised investment activities, prioritizing strategic projects with high efficiency and quick capital recovery.

- The BOD directed market restructuring and development of new potential markets to ensure efficiency and safety.

- In 2025, the BOD issued 36 resolutions closely aligned with strategic objectives, forming the basis for the Board of Management to implement business plans.

- Despite economic difficulties in 2025, the BOD and Executive Board made significant efforts to stabilize operations. Although revenue and profit did not meet expectations, the results reflect strong efforts under challenging conditions.

b) Supervision over the Executive Board

- The Executive Board performed its functions and authority in compliance with the Law on Enterprises, the Company's Charter, internal governance regulations, and relevant laws.

- Based on GMS resolutions and BOD decisions, the Executive Board proactively and flexibly managed business operations and enhanced organizational efficiency.

- Strong measures were implemented to control costs and product pricing, especially in procurement and bidding for major investment projects, ensuring quality and cost efficiency, thereby improving competitiveness and gross margin.

- Cost-saving policies were applied across departments to enhance capital efficiency. Overall, the management system operated effectively, and employees complied with assigned duties.

3. Appraisal of the 2025 Financial Statements

In 2025, the Board of Supervisors reviewed the legality, validity, accuracy, and prudence in accounting, statistics, and financial reporting. Quarterly, semi-annual, and annual financial statements audited by AASCS were examined.

The Board agreed with the financial data and contents audited by AASCS, without any qualified opinion. The financial statements were prepared in compliance with the Company's Charter, accounting standards, and applicable regulations, ensuring accuracy and reliability.

The Company's financial activities complied with regulations, and audited financial statements contained no material misstatements.

4. Supervision of transactions and investment activities

In 2025, the Company used part of the bond proceeds in accordance with the disclosed issuance plan for two key projects: the U.S. Seafood Processing Plant and Sao Mai High-Tech Aquaculture Seed Center.

Capital mobilization and utilization complied with purposes and legal regulations.

Related-party transactions were approved by the BOD and properly disclosed.

5. Coordination with the BOD and Executive Board

The Board of Supervisors received close cooperation from the BOD, Executive Board, and management staff; was provided with sufficient documents for supervision; and participated in certain BOD meetings to provide opinions ensuring lawful and effective operations.

6. Supervision of implementation of the 2025 GMS Resolution

a) Business performance results

(Unit: VND billion)

Criteria	Plan 2025	Actual 2025
Consolidated net revenue	8,000	6,945
Profit after corporate income tax	170	143

(Source: Audited consolidated financial statements 2025)

The Board acknowledges that although targets were not fully met, the Company achieved commendable results given the difficult economic context.

b) Selection of auditing firm

The Company engaged AASCS to audit the 2025 financial statements based on credibility, experience, and reasonable audit fees.

c) Remuneration of the BOD and Board of Supervisors

Remuneration complied with the 2025 GMS Resolution:

➤ Board of Directors:

- Chairman: VND 360,000,000/year
- Vice Chairman: VND 300,000,000/year
- Member: VND 300,000,000/year
- 02 Independent Members: VND 600,000,000/year
- **Total:** VND 1,560,000,000

➤ **Board of Supervisors:**

- Head: VND 60,000,000/year
- 02 Members: VND 48,000,000/year
- **Total:** VND 108,000,000

III. ORIENTATION AND TASKS FOR 2026

1. Enhance supervision:

- Continue strict supervision over the BOD and Executive Board.
- Monitor implementation of the 2026 GMS Resolution.

2. Financial and cash flow supervision:

- Monitor capital management and utilization, especially mobilized funds.
- Assess efficiency of capital use in key projects.

3. Investment and project supervision:

- Monitor progress and efficiency of key projects.
- Ensure compliance with legal regulations in project implementation.

4. Improve internal control effectiveness:

- Recommend improvements to internal control and risk management systems.
- Strengthen coordination with independent auditors and relevant departments.

5. Compliance with information disclosure:

Supervise disclosure obligations in accordance with legal and stock exchange regulations.

6. Enhance coordination and transparency:

- Maintain effective coordination among departments and subsidiaries.
- Improve transparency to strengthen shareholder and investor confidence.

This report presents the full activities of the Board of Supervisors in 2025 and its orientation and tasks for 2026.

Respectfully submitted to the General Meeting of Shareholders for consideration, approval, and adoption. 

**ON BEHALF OF THE BOARD OF SUPERVISORS
HEAD OF THE BOARD**



TU THIEN THOAI