



CA MAU SEAFOOD JOINT STOCK COMPANY

NOTICE

ORGANIZATION OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Pursuant to the Charter of organization and operation of

CA MAU SEAFOOD JOINT STOCK COMPANY

The Board of Directors of Ca Mau Seafood Joint Stock Company would like to inform all shareholders of the Company about the time and location of the Annual General Meeting of Shareholders in 2026, specifically as follows:

Time : 08:00 on Saturday, 04/04/2026.

Location : Muong Thanh Hotel, Administrative Center, An Xuyen Ward, Ca Mau Province.

Shareholders are kindly requested to confirm their attendance before 28/03/2026 at the phone number: 0290.3831615 or Fax: 0290.3831861 so that the organizers can prepare for the reception. To view the details of the General Meeting documents, please visit the website: www.seaprimexco.com (Shareholder Relations section)

We look forward to the presence of shareholders for the meeting to achieve good results. This notice is in lieu of an invitation.

Best regards.

Ca Mau, march 12, 2026

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

NOTES:

When you come to the meeting, please bring according to the Invitation Letter. In case of appointment of instead, request to fill out a power of attorney rights on the back page and send it back to the Organizers. In the absence of people, you may can authorize the Board of Directors to attend the University.



Bùi Vĩnh Hoàng Chương

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

POWER OF ATTORNEY

To: Board of Directors of Ca Mau Seafood Joint Stock Company

My Name:..... is a shareholder of Ca Mau Seafood Joint Stock Company, Shareholder code:, currently owns:..... shares in the Company, I have received your notice about the organization of the 2026 Annual General Meeting of Shareholders on **04/04/2026**. But due to the condition of not being able to attend, now I authorize to attend the Congress for you, Mrs., CCCD No.:, issued date....., place of issue:

I take full responsibility for my authorization.

Best regards.

....., date..... March 03, 2026

Delegator



**CA MAU SEAFOOD JOINT STOCK COMPANY
SEAPRIMEXCO VIETNAM**

NO. 8 CAO THANG STREET, LY VAN LAM WARD, CA MAU PROVINCE, VIETNAM

TEL : (84-290) 383 1615 FAX : (84-290) 383 1861

E-mail: sales@seaprimexco.com - Web: www.seaprimexco.com

MEETING AGENDA

**Annual General Meeting of Shareholders of Ca Mau Seafood Joint Stock Company
April 04, 2026**

(Draft)

TT	Time	Opening Procedure
1	07 – 08h	Welcoming delegates and checking shareholder status
2	08h	Declaration of reasons, introduction of delegates
		Report on the results of the shareholder eligibility examination
		Introduction and approval of the Presidium
		Introduction and approval of the Vote Counting Committee
		Introduction of the Secretary of the Congress
		Presentation and voting on the agenda of the General Meeting
		Presenting and approving the Internal Regulations of the Congress
		Presenting and approving the Voting Regulations
Contents of the Congress		
3		<ul style="list-style-type: none">Report of the Board of Directors on the results of production and business activities in 2025Presenting the production and business plan in 2026
		<ul style="list-style-type: none">Adopted the audited financial statements for 2025
		<ul style="list-style-type: none">Approved the report of the Supervisory Board in 2025
		<ul style="list-style-type: none">Approval of the 2025 Board of Directors activity reportApproved the dividend payment plan in 2025 and the dividend payment plan in 2026
		<ul style="list-style-type: none">Approving the amendment to the charter of Ca Mau Seafood Joint Stock Company
		Presentation of Presentations: <div><div>1. The report approves the implementation data of a number of basic targets in 2025.</div><div>2. The report approves the targets of the basic production and business plan in 2026.</div></div>

4		<p>3. The proposal approves the audited financial statements for 2025.</p> <p>4. The report approves the report of the Supervisory Board in 2025.</p> <p>5. The proposal to approve the report of the Board of Directors in 2025.</p> <p>6. The proposal approves the dividend payment plan in 2025 and the dividend payment plan in 2026.</p> <p>7. Report on remuneration of the Board of Directors and the Supervisory Board in 2025.</p> <p>8. The proposal to deduct part of the after-tax profit in 2025 to establish a reward fund.</p> <p>9. The proposal to deduct rewards exceeds the profit target in 2025 for senior officials.</p> <p>10. Submission approving the amendment to the charter of Ca Mau Seafood Joint Stock Company</p> <p>11. Proposal to select an independent auditing firm.</p>
5		The General Meeting discusses and votes to approve reports and submissions
6		Breaks
7		Announcement of voting results through submissions
8		Approving the Minutes and Resolutions of the General Meeting of Shareholders (Secretary of the General Meeting)
9		Summary and closing of the Congress.



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RULES OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026

Date 04/04/2026

Article 1. General provisions.

This Internal Regulation stipulates the rights and obligations of shareholders and shareholder representatives when attending the General Meeting of Shareholders, the method of discussion at the General Meeting of Shareholders (hereinafter referred to as the "General Meeting") in order to ensure the results of the General Meeting.

Article 2. Shareholders' rights.

1. To distribute documents related to the Congress.
2. Discuss the contents of the report.
3. Vote on issues at the Congress.

Article 3. Obligations of shareholders.

1. Comply with the internal rules of the Congress.
2. Must complete the procedures for registering to attend the Congress with the Organizing Committee.
3. To abide by the management of the Chairman of the Congress.

Article 4. Regulations on discussion at the General Meeting.

1. To speak, shareholders register with the Secretary of the General Meeting or directly register to speak with the Chairman.
2. Shareholders speak when invited by the Chairman.
3. The content of the opinion needs to go directly to the main issue of concern, limiting the repetition of the content of other shareholders' statements.
4. Based on the time and content, the Chairman will immediately reply to the opinions of shareholders at the General Meeting or will reply in writing after the General Meeting.

GENERAL MEETING OF SHAREHOLDERS



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VOTING REGULATIONS

**At the Annual General Meeting of Shareholders of Ca Mau Seafood Joint Stock Company
April 04, 2026**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 of the National Assembly regulating enterprises;

ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026

CA MAU SEAFOOD JOINT STOCK COMPANY

DECISION:

Approving the Voting Regulation at the 2026 Annual General Meeting of Shareholders of Ca Mau Seafood Joint Stock Company as follows:

1. Registrants will be issued voting cards (with the Company's seal) on the issues to be voted on in the meeting agenda.
2. Shareholders or persons authorized to attend the meeting after the meeting has opened are registered and have the right to participate in voting immediately after they have been registered. The presiding judge is not responsible for stopping the meeting for latecomers to register; In this case, the validity of the votes conducted is not affected.
3. The General Meeting of Shareholders discusses each issue in the content of the program. After the end of the discussion, each issue will be voted on in the order of the content approved in the Congress program, depending on the orders and control of the Chairman. Voting will be carried out in the following manner:
 - The Chairman reads the Report on the issue to be voted on.
 - The presiding judge asked shareholders to choose 1 answer out of 3 options: "Approve"; "Disapprove"; "No Opinion" has been pre-printed on the ballot corresponding to that issue.
 - Shareholders mark x in the corresponding box in the voting slip. If shareholders change their choice plan, they will circle the old option (O) and choose the new option again.

Immediately after voting on each issue, the Vote Counting Committee will collect the votes and enter data, statistics on the ratio of approval/disapproval/no opinion for the issue just voted on.

In case the Shareholder has registered to attend the General Meeting and has been given a vote, but does not cast a vote, it shall be understood as «Approval».

In case the vote does not have the Company seal or is erased or more than 1 option or abstained, it will be considered as an "Invalid Vote".

4. For issues arising in the meeting (raised by the General Meeting of Shareholders right at the meeting) that need to be voted on, the voting will be carried out as above (by the attached printed voting slip), or voted in the form of raising hands.
5. The vote counting committee must record information during voting, make statistics, summarize and announce voting results immediately after the end of the voting session or right in the congress or at the request of the chairperson of the meeting.
6. Each shareholder has a total number of voting rights corresponding to the total number of shares owned and authorized.

Resolutions are passed when they are approved by the number of shareholders owning more than **50% of the total votes** of all shareholders attending the meeting.

Particularly, in the following cases: types of shares and total number of shares of each type; changes in business lines; changes in the organizational structure of the Company's management; investment projects or sale of assets valued **at 35% or more of the total value** of assets recorded in the Company's latest financial statements; reorganization, The dissolution of the Company shall only be approved if it is approved by the number of shareholders representing **65% or more of the total votes** of all shareholders attending the meeting, except for the cases specified in Clauses 3, 4 and 6, Article 148 of the Law on Enterprises.

7. This regulation was approved at the General Meeting and took effect for all shareholders attending the General Meeting.

GENERAL MEETING OF SHAREHOLDERS



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**ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026
(On 04/04/2026)**

STATEMENT

Number 01

**approving data on the results of the implementation of a number of basic production
and business targets in 2025**

To: General Meeting of Shareholders

Based on the results of production and business activities in 2025, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the implementation of a number of basic production and business targets in 2025, specifically as follows:

1. Basic indicators:

Criteria	Unit of calculation	Implementation
1. <u>Total output of finished products produced</u>	Tons	4.859
In which:		
- Manufactured from raw materials	Tons	4.289
- Manufactured from semi-finished products	Tons	570
2. <u>Total consumption</u>	Tons	5.454
3. <u>Total revenue</u>	VND	860.759.378.230
4. <u>Export turnover</u>	USD	32.027.427
5. <u>Profit before corporate income tax</u>	VND	59.731.566.164
6. <u>Investment in capital construction and machinery and equipment</u>	Billion VND	6,922

I hope that the General Meeting of Shareholders will agree and vote to approve.

Best regards!

ON BEHALF OF THE BOARD OF DIRECTORS

Chairman



Bui Vinh Hoàng Chương



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ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026

(On 04/04/2026)

STATEMENT

Number 02

approving the targets of the basic production and business plan in 2026

To: General Meeting of Shareholders

Based on the results of production and business activities in 2025, on the basis of analyzing and evaluating the advantages and difficulties in 2026 and the production and business capacity of the Company, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval a number of targets of the basic production and business plan in 2026. Specifically, as follows:

1. Production of aquatic products:

				Unit: Tons
UNIT	New Enterprises	Dam Doi Enterprises	Song Doc Enterprises	Whole Company
INTERPRETATION				
- Frozen shrimp	1.450	1.450	0	2.900
- Surimi (fish cakes)	0	0	2.400	2.400
Total	1.450	1.450	2.400	5.300

2. Consumption volume, total revenue, export turnover and profits:

Criteria	Unit	Official
+ Consumption	Tons	6.000
+ Total revenue from sales and service provision	VND	834.750.000.000
+ Export turnover	USD	30.500.000
+ Domestic consumption	USD	1.000.000
+ Profit before corporate income tax	VND	43.000.000.000

3. Investment plan for construction and machinery and equipment:

TT	Works/Investment Items	Concept (Million VND)	Notes
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1	Construction of the Company's office and cold storage cover, at 8 Cao Thang, Ly Van Lam Ward, Ca Mau Province.	22.000	Forward
2	Cold storage of 3,800 pallets, at 8 Cao Thang, Ly Van Lam ward, Ca Mau province.	30.000	Forward
3	Investment in cold storage rooftop solar power system	1.500	
4	Upgrading the system and replacing 2 flakes of 10 tons/mortar/day, including ice warehouses at the New Processing Enterprise	2.000	
5	Upgrading and converting from R22 gas to NH3 gas for Nam Dung conveyor belt (Changing the coil of the indoor unit) at the New Processing Enterprise	2.000	
6	Upgrading the internal road at the New Processing Enterprise	2.000	Forward
7	Upgrading and rearranging the production line of workshop 196 - New Processing Enterprise, connected to a cold storage of 3,800 pallets.	5.000	Forward
8	Newly equipped with a 700kg/h re-freezing conveyor belt; including compressors, condensers at Dam Doi Enterprise	5.500	Forward
9	Upgrading and repairing part of the processing and sizing area at Dam Doi Enterprise	550	
10	Raising the internal foundation at Dam Doi Enterprise	300	
11	Upgrading and converting from R22 gas to NH3 gas for the cold storage system (Replacing the indoor unit, connecting the high-voltage side with the Block freezer system) at Song Doc Enterprise	500	
12	Installation of fire protection system at Song Doc Enterprise	840	
13	Building 20 new rooms for workers at Song Doc Enterprise	2.000	
	TOTAL	74.190	

I hope that the General Meeting of Shareholders will agree and vote to approve.

Best regards!

ON BEHALF OF THE BOARD OF DIRECTORS

Chairman



Bùi Vĩnh Hoàng Chương



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**ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026
(On 04/04/2026)**

STATEMENT

No. 03

approved the 2025 Financial Statement

To: General Meeting of Shareholders

As presented in the 2025 Financial Statements audited by RSM Vietnam Auditing & Consulting Co., Ltd. are attached to this Report. The Board of Directors respectfully submits to the General Meeting of Shareholders for unanimity and votes to approve the audited 2025 Financial Statements.

I hope that the General Meeting of Shareholders will agree and vote to approve.

Best regards!

ON BEHALF OF THE BOARD OF DIRECTORS

Chairman



Bùi Vĩnh Hoàng Chương



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**ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026
(On 04/04/2026)**

STATEMENT

No. 04

approved the report of the Supervisory Board in 2025

To: General Meeting of Shareholders

As presented by the Supervisory Board in the report on the results of assessment and supervision of the Supervisory Board in 2025 attached to this Report. The Board of Directors respectfully submits to the General Meeting of Shareholders for unanimity and vote to approve the Report of the Supervisory Board in 2025.

I hope that the General Meeting of Shareholders will agree and vote to approve.

Best regards!

ON BEHALF OF THE BOARD OF DIRECTORS

Chairman



Bui Vinh Hoàng Chương



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**ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026
(On 04/04/2026)**

STATEMENT

Number 05

approved the 2025 Board of Directors report

To: General Meeting of Shareholders

As presented by the Board of Directors in the 2025 report of the Board of Directors attached to this Report. The Board of Directors respectfully submits to the General Meeting of Shareholders for unanimity and vote to approve the Report of the Board of Directors in 2025.

I hope that the General Meeting of Shareholders will agree and vote to approve.

Best regards!

ON BEHALF OF THE BOARD OF DIRECTORS

Chairman



Bùi Vĩnh Hoàng Chương



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ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026

(On 04/04/2026)

STATEMENT

No. 06

**approved the dividend plan in 2025
and dividend payment plan in 2026**

To: General Meeting of Shareholders

Pursuant to the Resolution of the Company's Annual General Meeting of Shareholders dated 05/04/2025, the decision on the dividend payment in 2025 is expected to be 15%.

With the positive results of production and business activities as reported by the Board of Directors, on January 29, 2026, the Board of Directors met to decide to submit to the General Meeting of Shareholders the cash dividend payment rate in 2025 is 20%, of which the specific plan is as follows:

4.1. Expenditure on the 1st dividend advance in 2025.

- On 08/01/2026, the Board of Directors decided to pay the 1st dividend advance in 2025 in cash, at the rate of 15%. Specifically:

- Stock code: CAT
- Total number of shares: 9,748,579 shares
- Number of shares outstanding: 9,249,173 shares
- Number of treasury shares: 499,406 shares
- Payout rate: **15%** (equivalent to 1,500 VND/share)
- Total dividend payment value: 9,249,173 shares x 1,500 VND = **13,873,759,500 VND.**

4.2. The 2nd dividend payment in 2025.

- Securities name: Shares of Ca Mau Seafood Joint Stock Company
- Stock code: CAT
- Total number of shares (expected after issuance): 14,373,166 shares
- Number of shares outstanding: 13,873,760 shares

- Number of treasury shares: 499,406 shares
- Payout rate: **5%** (equivalent to 500 VND/share)
- Total expected dividend payment value: 13,873,760 shares x 500 VND = **6,936,880,000 VND.**

- Source of payment: Undistributed after-tax profit on the audited financial statements in 2025.

- Form of payment: All in cash.

- Payment time: After having a list of shareholders closed on the last registration date to exercise the right to receive the 2nd dividend in 2025 of the Vietnam Securities Depository and Clearing Corporation – Ho Chi Minh City Branch (CNVSDC).

- Objects of payment: Existing shareholders according to the above list of CNVSDC.

- Payment method: the same as the dividend paid in 2024.

- Authorize the General Director: Decide on detailed plans for dividend payment.

4.3. Dividend payment plan in 2026.

Through analysis, evaluation, assessment of the situation and based on the targets of the production and business plan in 2026, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the dividend payment in 2026: Expected **10%** (Ten percent).

I hope that the General Meeting of Shareholders will agree and vote to approve.

Best regards!

ON BEHALF OF THE BOARD OF DIRECTORS

Chairman



Bùi Vĩnh Hoàng Chương



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**ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026
(On 04/04/2026)**

STATEMENT

Number 07

remuneration of the Board of Directors and Supervisory Board in 2025

To: General Meeting of Shareholders

Pursuant to Clauses 2 and 3, Article 28 of the Company's Charter of organization and operation, the Board of Directors reports to the General Meeting of Shareholders:

The total remuneration of the Board of Directors in 2025 is: 420,000,000 VND, i.e. 5,000,000 VND/person/month. The total remuneration of the Supervisory Board and the Secretary of the Board of Directors, the company's administrators is: 168,000,000 VND, specific levels: Head of the Supervisory Board, Secretary of the Board of Directors, company administrators: 4,000,000 VND/person/month, Controllers: 3,000,000 VND/person/month. The total remuneration is: 588,000,000 VND.

In which:

- The total remuneration of 03 members of the Board of Directors who directly participate in the management of the enterprise and the Supervisory Board and the Secretary of the Board of Directors and the company's administrator is VND 348,000,000 which is accounted into expenses.

- The total remuneration of 04 members of the Board of Directors who do not directly participate in the management of the enterprise is VND 240,000,000, which is deducted from the profit after corporate income tax in 2025.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and vote to approve the above-mentioned remuneration payment.

Best regards!

ON BEHALF OF THE BOARD OF DIRECTORS
Chairman



Bùi Vĩnh Hoàng Chương



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**ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026
(On 04/04/2026)**

STATEMENT

No. 08

**deducting part of after-tax profits to set up a reward and welfare fund
and development investment funds**

To: General Meeting of Shareholders

1. Based on the company's production and business results in 2025. After reviewing the company's reward and welfare fund, in order to create conditions for the Board of Directors to have a source of expenditure in necessary cases, year-end commendation, the Board of Directors unanimously proposes the General Meeting of Shareholders to unanimously deduct: **6%** from the profit after corporate income tax of 2025 to the reward fund, company welfare (*in which: reward fund 4.5%, welfare fund 1.5%*); deduct **2%** from profit after corporate income tax in 2025 to the reward fund of the company's Board of Directors.

2. In order to be proactive in investment and development of production and business, the Board of Directors unanimously proposes the General Meeting of Shareholders to unanimously deduct **50%** of the undistributed after-income tax profit to the development investment fund, with specific figures based on the 2025 financial statements.

I hope that the General Meeting of Shareholders will agree and vote to approve.

Best regards!

ON BEHALF OF THE BOARD OF DIRECTORS

Chairman



Bùi Vĩnh Hoàng Chương



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**ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026
(On 04/04/2026)**

STATEMENT

No. 09

deduction of bonuses in excess of profit targets for senior officials

To: General Meeting of Shareholders

1. Pursuant to the Resolution of the Annual General Meeting of Shareholders dated 05/04/2025, it is agreed to deduct and reward the profit exceeding the profit target for senior officials in 2025 from 15 - 20% / the profit exceeding the annual plan target. Based on the results of the profit exceeding the target of the plan in 2025, the Board of Directors agreed to submit to the General Meeting of Shareholders for consideration the deduction and bonus in excess of the profit target for senior officials in 2025 by 15%, specific data based on the financial statements in 2025.

2. To encourage, motivate and encourage senior managers to further improve their roles in managing and administering work according to their assigned functions and tasks and bring about the highest possible efficiency. In addition to the usual annual bonus, the Board of Directors agreed to submit to the General Meeting of Shareholders for consideration and deduction of rewards exceeding the profit target for senior officials in 2026 from 15 to 20% / profit exceeding the annual plan target. Regarding specific subjects and levels of commendation, the General Director shall consider and decide.

I hope that the General Meeting of Shareholders will agree and vote to approve.

Best regards!

ON BEHALF OF THE BOARD OF DIRECTORS

Chairman



Bùi Vĩnh Hoàng Chương



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**ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026
(On 04/04/2026)**

STATEMENT

Number 10

approving the Appendix to the amendment to the company's charter

To: General Meeting of Shareholders

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020; Law No. 03/2022/QH15 dated January 11, 2022 amends a number of articles of the Law on Enterprises.

The Board of Directors has directed the amendment of the Company's Charter as presented together with this Report. The Board of Directors respectfully submits to the General Meeting of Shareholders for unanimity and vote to approve the Appendix to amend the Charter of Ca Mau Seafood Joint Stock Company dated 04/04/2023.

I hope that the General Meeting of Shareholders will agree and vote to approve.

Best regards!

ON BEHALF OF THE BOARD OF DIRECTORS

Chairman



Bùi Vĩnh Hoàng Chương



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**ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026
(On 04/04/2026)**

STATEMENT

Number 11

choose an independent auditing firm

To: General Meeting of Shareholders

Pursuant to Point k, Clause 2, Article 15, the Charter of organization and operation of Ca Mau Seafood Joint Stock Company. The Board of Directors respectfully submits to the General Meeting of Shareholders to agree: Authorize the Board of Directors to choose an independent auditing firm in 2026, provided that it meets the standards prescribed by the Ministry of Finance and is the most cost-effective for the Company.

I hope that the General Meeting of Shareholders will agree and vote to approve.

Best regards!

ON BEHALF OF THE BOARD OF DIRECTORS

Chairman



Bùi Vĩnh Hoàng Chương

FINAL REPORT

**The situation of production and business activities in 2025,
and production and business plan in 2026**

PART I

Production and business activities in 2025

I. OVERVIEW OF THE COMPANY'S BUSINESS ENVIRONMENT IN 2025:

- Difficulties and challenges in 2024 will continue to persist; The situation of inflation control in many leading countries in the world economy is not solid; The war in Ukraine and the Middle East has not yet had an effective negotiated solution to end it in a substantive way soon and bring about a sustainable peace. Thereby removing the spark of sanctions packages between Russia and the West,... are important factors affecting the world economic recovery.

- The world economy has suffered too much, but the geopolitical situation and the risk of conflict in the world still have too many risks causing supply chain disruptions; US President Donald Trump's foreign and economic policies, especially the unilateral policy of imposing tariffs, cause too much instability, have a strong impact on global trade and still prefer to be clearly shaped and very unpredictable,... This is the cause of the trade uncertainty shock in the past year.

- Natural disasters occur in many places, both domestically – negatively impacting the recovery and economic development process in the country and the world, reducing the consumption of goods.

- The negative impact of the EU's Yellow Card on surimi products, the consumption market faced many difficulties, the consumption of surimi was quite low, although there was a recovery in the last months of the year, but it affected production, revenue and overall efficiency.

- Due to the specific working conditions of the seafood industry in terms of humidity, temperature, odor, standing and working continuously for many hours,... causing labor to lack attachment, affecting production activities.

- The production conditions of factories and farming areas have been gradually upgraded, achieving many international standards on food safety and hygiene and social responsibility – meeting the increasing requirements of customers to expand the market.

- With 17 Free Trade Agreements Vietnam has signed (CPTPP, EVFTA, VKFTA, etc.), it is a great advantage to find more customers, expand markets, and promote consumption, but we have not fully exploited this advantage.

- The correct forecast of the USD exchange rate will have a large fluctuation margin in 2025, which has helped the Company to be proactive, flexible, and effectively exploit foreign currency revenues from exports – especially in credit operations, significantly reducing financial costs and increasing efficiency.

- Internally, the management levels still have limitations, are not comprehensive, and make mistakes in the process of organizing the implementation of tasks; some managers are still passive, have not actively updated information, new knowledge, expanded knowledge, management knowledge, and new competitive advantages to be on par with their assigned tasks,... so it is slow to handle work, it has not been able to promote the thinking of continuously innovating effectively.

With that situation, the specific implementation results are as follows:

1. Regarding production and processing:

ORDER NUMBER	INTERPRETATION	UNIT	REVISED PLAN 2025	IMPLEMENTATION 2025	IMPLEMENTATION OF THE PLAN	IMPLEMENTATION COMPARED TO 2024
I	COMPANY-WIDE					
1	Purchase of raw materials	Tons		6.551		107%
2	Purchase of processing materials	Tons	4.400	4.289	97,5%	112%
II	NEW COMMODITY PROCESSING ENTERPRISES					
1	Processed shrimp production	Tons	1.200	1.187	98,9%	125%
III	DAM DOI SEAFOOD PROCESSING ENTERPRISE					
1	Processed shrimp production	Tons	1.200	1.308	109%	114,3%
IV	SONG DOC SEAFOOD PROCESSING ENTERPRISE					
1	Processing surimi output	Tons	2.000	1.794	89,7%	103,5%

- The Company's processing output in 2025 will increase considerably compared to 2024, reaching 97.5% of the year plan (in which: compared to 2024, shrimp production will increase by 402 tons; surimi production will increase by 60 tons).

2. Regarding consumption and revenue:

ORDER NUMBER	INTERPRETATION	UNIT	REVISED PLAN 2025	IMPLEMENTATION 2025	IMPLEMENTATION COMPARED TO PLAN (%)	IMPLEMENTATION COMPARED TO 2024 (%)
1	Consumption of aquatic products	Tons	5.290	5.454	103	124,2
2	Total revenue equal	1000VND	728.000.000	860.759.378	118,2	125,7
3	Export turnover	USD	27.000.000	32.027.427	118,6	120,6
4	Domestic Sale	USD	1.000.000	878.994	87,9	148,6

3. Profit before corporate income tax:

Unit: VND

INTERPRETATION	2025 PLAN	IMPLEMENTATION 2025	IMPLEMENTATION COMPARED TO PLAN (%)	IMPLEMENTATION COMPARED TO 2024 (%)
Profit before corporate income tax	36.000.000.000	59.731.566.164	165,9	167

4. Investment in capital construction and main machinery and equipment:

Due to the incomplete legal procedures on land, the large project to invest in Cold Storage and Office Building of the Company has not been implemented, but only implemented small items , with a total investment of **VND 6,922 billion**. Specifically:

4.1. Purchase of 1 set of Hitachi inkjet printer, model UX-D160WG for New Goods Enterprise, investment capital: 0,115 billion VND.

4.2. Investing in the purchase of a new 750kg/h steamer, model CM-750-TN; 03 disc separators, model FJ-7J-200G; 01 set of Hitachi inkjet printer, model UX-D160WG; handing over the fire protection system; raising the foundation of the laundry building for Dam Doi Enterprise, investment capital: 4,282 billion VND.

4.3. Upgrading machinery and equipment of the surimi line; pumping sand to raise the ground of the enterprise; upgrading the refrigerated ship CM 00406 for Song Doc Enterprise, investment capital: 2,525 billion VND.

4.4. Regarding the project to build cold storage and office building of the Company, at No. 8 Cao Thang Street, Ly Van Lam Ward, Ca Mau Province, according to the Resolution of the General Meeting of Shareholders. The project has been granted an Investment Registration Certificate by the Department of Planning and Investment of Ca Mau province (*now the Department of Finance*) on 09/12/2024; Ca Mau Provincial People's Committee has approved the investment policy and approved the investor in Decision No. 2399/QD-UBND dated 09/12/2024. Accordingly, the approved investment period is as follows:

- + Investment preparation time : 09/2024 – 03/2025;
- + Basic construction time : 04/2025 – 12/2025;
- + Time to put the work into operation : 01/2026.

The company promotes the preparation of procedures and dossiers for land lease, until 06/11/2025, the Chairman of the People's Committee of Ca Mau province issued Decision No. 01635/QD-UBND on leasing land to Ca Mau Seafood Joint Stock Company, but so far the authorities have not announced the data on land rent to be paid. Due to the long land lease application, the Company has applied to adjust the project investment time to 2026, and has been approved by the Ca Mau Provincial People's Committee in Decision No. 445/QD-UBND dated 09/02/2026.

The company continues to promote the completion of design drawings => apply for approval of fire protection plans => apply for construction permits to: invite bids for construction bidding packages and panels + refrigeration equipment.

II. GENERAL ASSESSMENT:

- In 2025, in the context of still many difficulties, overall, most of the basic targets have been achieved and exceeded the plan. In particular, the most important target is that the realized profit is very good – exceeding the year plan.

- Due to many different reasons: the exploitation and use of the full capacity of factories, machinery and equipment of enterprises – inefficient use of investment resources; capacity and production productivity are still low, leading to high electricity and water consumption norms... make the price and fees per unit of product increase – high cost => reduce competitiveness, affecting production output, sales and efficiency.

Final Thoughts

The production and business environment in the world market in 2025 is still very difficult, especially in the first 2 months of the year and when the US imposes tariffs on imported goods from all countries. But with the drastic direction of the Board of Directors, the Board of Directors and the efforts of all employees. The Company's employees, through the report data, shows that the Company basically completed the planned targets set in the year, especially the profit target achieved at a very good level – this is a very respectable outstanding effort, which is the basis for striving to achieve better results in the following years.

PART II

Production and business plan in 2026

I. SITUATION ASSESSMENT:

1. Challenge:

- The difficulties and challenges in 2025 mentioned above will continue to persist; US President Donald Trump's foreign and economic policies are constantly changing, undefined and very unpredictable, statements about imposing tariffs on imports from other countries are constantly changing; new geopolitical instability arising in South America in the early days of 2026, ... This is the cause of possible wars that have a strong impact on international trade growth and flows in 2026 and the coming time. In the long run, companies in the same industry affected by high tariffs in the US market will turn to new markets to replace them – no doubt more or less market share will also be shared.

- The increasingly severe and unpredictable adverse impacts of the weather due to climate change, epidemics, fluctuations in fishing grounds, and increasingly stringent standards for exploitation of fishery resources will directly affect shrimp supply output. raw fish.

- The requirement of green production – carbon neutrality, sustainable production poses new challenges, requires a lot of effort and cost to implement to meet the increasing requirements of the market – this is no longer a challenge in the medium and long term, but has become an immediate requirement that needs a solution soon.

2. Opportunities:

- The inflation situation in many leading countries in the world economy has not reached the desired level, but it is basically under control, central banks gradually cut interest rates, consumer demand will increase again, helping export orders gradually increase.

- Vietnam continues to upgrade diplomatic relations with many countries, currently Vietnam has the highest diplomatic relations as "Comprehensive Strategic Partnership" with 14 countries and 01 bloc, especially with all 5 countries of the Permanent Member of the UN Security Council: China (2008), Russia (2012), India (2016), South Korea (2022), the United States (9/2023), Japan (11/2023), Australia (3/2024), France (10/2024), Malaysia (11/2024), New Zealand (02/2025), Indonesia (03/2025), Singapore (03/2025), Thailand (05/2025), the United Kingdom (10/2025) and the EU (01/2026) – this is a very good opportunity to exploit and boost exports to these markets, because usually with this relationship, the parties will give quite a lot of incentives to each other.

The unpredictable policies of the U.S. government can reverse or drastically affect the flow of trade to one country, sometimes opening up great opportunities for another.

- It is forecasted that in 2026, domestic credit interest rates may be higher than the average level in 2025, increasing financial costs; the USD exchange rate will have a time when the amplitude fluctuates greatly, must be proactive, flexible, and effectively exploit foreign currency revenues from exports.

- Continuously for many years of good business performance, the Company's financial situation has been gradually balanced strongly, which is a very favorable condition for being proactive in investment, accessing loans more easily with more preferential interest rates => attracting better raw materials, to help businesses bring higher efficiency.

- Gradually investing in upgrading, expanding and achieving international standards on production conditions of factories and farming areas, on Environment and Social Responsibility, meeting the increasingly stringent requirements of customers to expand the market.

II. PRODUCTION AND BUSINESS PLAN TARGETS IN 2026.

On the basis of the results of the implementation of tasks in 2025, from the forecast of the situation and based on the actual production and business capacity of the Company, the Board of Directors submits to the Board of Directors and the General Meeting of Shareholders of the Company for approval the targets of the production and business plan in 2026 as follows:

1. Production and processing of aquatic products.

Unit: Tons

UNIT ITEM	New Factory			Dam Doi Enterprise			Song Doc Enterprise			Company-wide		
	Implementat ion in 2025	Plan for 2026	Rate % 2026 comp ared to 2025	Implementat ion in 2025	Plan for 2026	Rate % 2026 comp ared to 2025	Implementat ion in 2025	Plan for 2026	Rate % 2026 comp ared to 2025	Implementat ion in 2025	Plan for 2026	Rate % 2026 comp ared to 2025
- Shrimp of all kinds	1.187	1.450	122	1.308	1.450	111				2.495	2.900	116
- Surimi							1.794	2.400	134	1.794	2.400	134
Total										4.289	5.300	124

2. Consumption volume, turnover, export turnover and profit before tax.

INTERPRETATION	Unit	IMPLEMENTATION 2025	2026 PLAN	PERCENTAGE % 2026/2025
- Consumption of seafood	Tons	5.454	6.000	110%
- Total revenue equal	VND	860.759.378.230	834.750.000.000	97%
- Export turnover	USD	32.027.427	30.500.000	95,2%
- Domestic sale	USD	878.994	1.000.000	113,7%
- Profit before tax	VND	59.731.566.164	43.000.000.000	71,99%

3. The plan for investment in capital construction and machinery and equipment in 2026.

TT	Works/Investment Items	Concept (Million VND)	Notes
1	Construction of the Company's office and cold storage cover, at 8 Cao Thang, Ly Van Lam Ward, Ca Mau Province.	22.000	Forward
2	Cold storage of 3,800 pallets, at 8 Cao Thang, Ly Van Lam ward, Ca Mau province.	30.000	Forward
3	Investment in cold storage rooftop solar power system	1.500	
4	Upgrade the system and replace 2 flake stone mortars of 10 tons/mortar/day, including ice storage at the New Products Enterprise	2.000	
5	Upgrading and converting from R22 gas to NH3 gas for Nam Dung conveyor belt (<i>Changing the coil of indoor units</i>) at the New Products Enterprise	2.000	
6	Upgrading the internal road at the New Products Enterprise	2.000	Forward
7	Upgrading and rearranging the production line of workshop 196 - New Products Enterprise, connected to a cold storage of 3,800 pallets.	5.000	Forward
8	Newly equipped with a 700kg/h re-freezing conveyor belt; including compressors, condensers at Dam Doi Enterprise	5.500	Forward
9	Upgrading and repairing part of the processing and sizing area at Dam Doi Enterprise	550	
10	Raising the internal foundation at Dam Doi Enterprise	300	
11	Upgrading and converting from R22 gas to NH3 gas for the cold storage system (<i>Replacing the indoor unit, connecting the high-voltage side with the Block freezer system</i>) at Song Doc Enterprise	500	
12	Installation of fire protection system at Song Doc Enterprise	840	
13	Building 20 new rooms for workers at Song Doc Enterprise	2.000	
	TOTAL	74.190	

III. IMPLEMENTATION SOLUTIONS.

Continue to comprehensively implement solutions that are still suitable to the practical situation of operating production and business activities in 2026. Managers and all employees in the Company, regardless of their working positions, should constantly learn by themselves to improve their knowledge, professional qualifications and skills,

perform tasks with all enthusiasm and ability, together bring **SEAPRIMEXCO** to develop more and more. With solutions:

* **In managing and handling work:** The idea of accepting reality, not actively creating and continuously improving is synonymous with accepting to be lagging behind and backward. **Therefore, each individual must:** *Actively improve their capacity and knowledge – Listen to understand and share – Seek vision to constantly improve – Be careful to limit mistakes – Create positive vitality to promote creativity.*

Managers must have a deep understanding to avoid violating the following 5=0 RULE:

1. Have a plan but don't take action = 0
2. There is a process but no supervision = 0
3. Working but not measuring = 0
4. Detected but not timely = 0
5. There are improvements but not continuity = 0

And to avoid violating all of the above rules, it is necessary to establish a comprehensive operational management system.

To be there:

- ☒ Every plan set out is promoted into drastic action.
- ☒ The entire process is standardized and closely supervised.
- ☒ HR work performance is measured transparently.
- ☒ Congested hot spots are detected for timely treatment.
- ☒ Productivity is constantly growing, breaking limits.

Specific solutions for each field:

* **In the field of Financial Accounting , it is implemented according to the motto:** *Accurate – Proactive – Compliant with regulations – Flexible – Timely – Economical – Effective; it is forecasted that in 2026, the USD exchange rate will have a time when the amplitude fluctuates greatly, so it must be proactive, flexible, and effectively exploit foreign currency revenues from exports.*

* **Marketing Business is the locomotive of the ship:** The issue of offering and signing many orders is a decisive factor for the success or failure of all production and business activities of the Company – selling many goods => new production is promoted, using the full capacity of machinery and equipment, Costs will be reduced, capital turnover will be faster, revenue will increase, efficiency will increase,... therefore, it is necessary to focus on performing the tasks: *More drastic – More breakthrough – More innovation –*

More timely and more effective. Salespeople must have specific results, the measure is to offer and sign orders.

** **In the field of production management, all because:** Quality – Productivity – Savings – Efficiency. Substantive control – Scientific mobilization – Proactive creativity and Continuous improvement.*

** **Finance , business capital:** Cautious – Efficient – Increase resources to meet the requirements of production and business development.*

** **The field of product quality must:** Prudence – Essence – Stability – Science – Meet customer requirements.*

** **In terms of facilities, production conditions must:** Upgrade and improve to reduce electricity and water consumption – Ensure readiness – Cleanliness – Safety and reasonableness.*

** **In the field of Environment, all because:** Safety – Responsibility to the community is the responsibility to the business itself. Promote the review, assessment, statistics and quantification of carbon emission sources to propose remedial solutions according to the appropriate roadmap.*

** **Regarding labor implementation:** Labor is the most valuable resource of enterprises, so it is necessary to build solidarity – Community of responsibility – Innovation – Experience sharing – Full regime.*

** **For Customers and External Authorities to implement the motto:** Proactive approach – Seaprimexco always aims for perfection to satisfy customer requirements.*

FINAL THOUGHTS

The strong and sustainable development of the Company always goes hand in hand with **the Consensus** expressed in each positive and specific action – work, even the smallest but full of responsibility of each individual employee within the whole Company.

In that spirit, the Board of Directors and the Board of Directors of the Company call on all shareholders and employees in the Company to unite the community in the responsibility of constitution, action, and jointly achieve and exceed the targets of the production and business plan in 2026./.

DEPUTY GENERAL DIRECTOR IN CHARGE



Bùi Nguyên Khánh

Ca Mau, March 12, 2026

REPORT

Activities of the Supervisory Board in 2025

(Submitted to the General Meeting of Shareholders on 04/04/2026 for approval)

- Pursuant to the Law on Enterprises No. 59/2020/QH14, approved by the National Assembly on 17/06/2020;

- Pursuant to the Charter of Ca Mau Seafood Joint Stock Company dated 27/03/2021;

- Pursuant to the Operation Regulation of the Supervisory Board dated 27/03/2021;

The Supervisory Board reports to the General Meeting of Shareholders and the results of the implementation of tasks in 2025 as follows:

1- Inspecting the implementation of the Company's production and business plan in 2025.

2- Appraisal of the Company's 2025 Financial Statements which have been audited and submitted to the general meeting.

3. To supervise the implementation of the Resolution of the General Meeting of Shareholders which has been passed.

4. To comment and evaluate the management and administration of the Board of Directors and the General Director in the performance of production and business tasks in 2025.

5- Recommendations and conclusions of the Supervisory Board in the management and administration of the Company in 2025.

PART A

RESULTS OF THE SUPERVISORY BOARD IN 2025

I. ACTIVITIES OF THE CONTROL BOARD:

1. Personnel situation of the Control Board.

The Supervisory Board consists of 03 members, including 01 Head and 02 members.

In which, Mr. Vu Ha Nam was additionally elected to the Supervisory Board for the term 2022-2027 at the 2025 Annual General Meeting of Shareholders of the Company approved on 05/04/2025;

2. Functions and tasks of the Control Board.

Perform the functions and tasks of the Supervisory Board in accordance with the provisions of the Law on Enterprises, the Company's Charter and the Operation Regulations of the Supervisory Board approved by the General Meeting of Shareholders.

The Supervisory Board has carried out the appraisal and confirmed the correct match of the 2025 Financial Statement of Ca Mau Seafood Joint Stock Company prepared by the Board of Directors and has been audited by RSM Vietnam Auditing & Consulting Co., Ltd.

With the set powers, tasks and work plans, in 2025, each member of the Supervisory Board has successfully completed their tasks.

3. Remuneration of the Supervisory Board

The payment of remuneration to the Supervisory Board is implemented by the Company in accordance with the Resolution of the General Meeting of Shareholders and the Decision of the Board of Directors.

II. IMPLEMENTATION OF THE 2025 PRODUCTION AND BUSINESS PLAN

1. The implementation of the targets of the production and business plan in 2025 is as follows:

The Supervisory Board has inspected and supervised the implementation of the production and business plan and appraised the Company's 2025 production and business results report, the specific results are as follows:

In 2025, the Company has completed the plan for pre-tax profit of VND 59,731,566,164, reaching 165.9%; revenue reached 118.2%; production output reached 97.50%; consumption reached 103%.

Form No. 1

TT	CRITERIA	UNIT	PLAN YEAR 2025	IMPLEMENTATION YEAR 2025	EXECUTION RATE/PLAN
A	<u>PRODUCTION</u>				
	Total Production Output	Tons		4,859	
	In which:				
	Manufactured from raw materials	Tons	4.400	4.289	97,50%
B	<u>BUSINESS</u>				
1	Total consumption	Tons	5.290	5.454	103.00%
2	Revenue	VND	728.000.000.000	860.759.378.230	118,20%
	In which: Export turnover	USD	27.000.000	32.027.427	118,60%
3	Profit before tax	VND	36.000.000.000	59.731.566.164	165.9%
4	Average income/month	VND		9.408.835	
5	Asset Depreciation	VND		7.826.261.606	

2. Business results in 2025 compared to 2024 are as follows:

- Net revenue from sales and services increased by VND 176,409,884,119, an increase of 25.78%. Mainly increased due to the increase in consumption of shrimp and cashew surimi compared to 2024;

- Selling expenses decreased by 3,421,917,209 VND, a decrease of 9.88%. Mainly reducing warehouse rental costs, the rate decreased by 36.64%; freight, transportation, loading and unloading costs increased by 2.08%; other expenses increased by 7.46%;

- Business management expenses increased by VND 7,510,338,658, an increase of 41.39%. Mainly increase in management staff costs, taxes, fees and charges and expenses, and other reductions;

- Revenue from financial activities increased by VND 1,462,028,903, an increase of 11.91%;

- Profit after corporate income tax increased by VND 23,301,085,361, an increase of 70.87%;

- Basic earnings per share in 2025 is: 5,762 VND/share

3. Compare the ratio of expenses to revenue in 2025 compared to 2024.

- Management expenses increased, the rate increased by 0.33%;

- Selling expenses decreased, the rate decreased by 1.43%;

- Financial expenses decreased, the rate decreased by 0.84%;

- The cost of goods sold increased, the exchange rate increased by 0.06%;

The proportion of expenses such as selling costs, financial costs in 2025 will decrease. Particularly, the cost of cost of goods sold on revenue and business management costs increased slightly compared to 2024, so the ratio of total cost to revenue in 2025 decreased compared to 2024 by 1.88%.

III. FINANCIAL RESULTS AS OF 31/12/2025

The fiscal year starts on January 1, 2025 and ends on December 31, 2025. The financial statements for 2025 prepared by the Company, audited by RSM Vietnam Auditing & Consulting Co., Ltd. have reflected reasonably and in accordance with Vietnamese accounting standards and regimes.

a/- Assets:

- Short-term assets increased by 10.32%. In which, mainly other short-term assets increased by 78.04%; cash and equivalents increased by 541.54%. Short-term financial investments decreased by 17.47%, short-term receivables decreased by 7.62%; and inventories decreased by 31.39%;

- Long-term assets decreased by 1.09%. In which, fixed assets decreased by 1.18%; other long-term assets decreased by 11.23%; long-term receivables increased by 7.61% and long-term unloaded assets increased by 4.20%;

b/- Funding sources:

- Liabilities increased by 6.17%. In which, loans and financial lease debts, debts payable to sellers decreased, mainly increasing the reward fund, welfare, other payables and short-term payment provisions;

- Equity increased by 11.40%, due to an increase in undistributed profit after tax;

Total assets and total capital at the end of the period increased by 8.20% compared to the beginning of the period, mainly: Short-term assets and undistributed profits;

Inventory decreased by 31.39% compared to 2024, which shows that the Company's sales situation has improved significantly, contributing to reducing capital stagnation and improving inventory management efficiency. However, the Company needs to ensure a safe inventory level to avoid the risk of shortage of goods when market demand spikes. or stagnant when customers require fast delivery.

c/- Basic coefficients:

- Financial autonomy: The coefficient reflects the level of financial dependence of the enterprise,

With a debt ratio of 60.08%, the Company is using relatively high financial leverage, which can help increase the return on equity if the business is favorable; But the risk will increase if: interest rates rise, revenue decreases, cash flow is weak.

The Company's capital structure shows that 60.08% of assets are financed by debt and 39.92% by equity. This reflects the Company's use of financial leverage at a relatively high level, and financial autonomy is at an average level. Compared to 2024, the company's financial capacity is better, the debt ratio decreased by 1.14% (61.22%) and the financial autonomy ratio increased by 1.14% (38.78%).

- Average inventory day rollover.

The number of inventory turnovers this year reached 4.47 rounds, an increase of 1.74 rounds compared to 2024 (2.37 rounds). At the same time, the number of rotation days has been reduced from 134 days to 82 days. This shows that the Company has improved the efficiency of inventory management, shortened the time of capital turnover, and contributed to improving solvency and efficiency of using working capital.

- Debt solvency index: The current solvency index is greater than 1 ($1.38 > 1$), and the company's debt solvency is relatively good.

- Average receivable days: The average number of receivable spins is 9.28 rounds and the average number of receivable days is 39 days. It shows that the Company has relatively good debt management, which is not much stagnant in the payment stage, contributing to improving the efficiency of capital use and improving solvency.

d/- Structure of equity and dividend payment:

Ca Mau Seafood Joint Stock Company is a public company, the list of shareholders has been deposited at the Vietnam Securities Depository and Clearing Corporation.

Total issued shares were 14,373,166 shares, par value of 10,000 VND/share, of which:

- Outstanding shares are: 13,873,760 shares, accounting for 96.53%
- Treasury shares are: 499,406 shares, accounting for 3.47%

The shareholder structure is as follows:

+ Domestic shareholders: 14,269,441 shares, accounting for 99.28%

In which:

- Individual shareholders: 12,061,385 votes, 83.92%

- Institutional shareholders: 2,208,056 shares, 15.36%

+ Foreign shareholders: 103,725 shares, the ratio of 0.72%

Founding shareholders, major shareholders, other shareholders:

- Founding shareholders 03 shareholders: 1,945,457 shares, 13.54%

- Major shareholders over 05 shareholders: 6,296,750 shares, 43.81%

- Shareholders holding less than 5% of the voting shares 471 shareholders: 5,631,553 shares, the ratio of 39.18%

- Treasury shares 01 shareholder: 499,406 shares, the ratio of 3.47%

According to the Resolution of the Company's Annual General Meeting of Shareholders dated 05/04/2025, it is expected that the dividend payment in 2025 is: 15%. The Board of Directors meets to decide to submit to the General Meeting of Shareholders the dividend payment rate in 2025 is: 15%, on 9,249,173 shares (equivalent to 1,500 VND/share) and the 2nd dividend payment is 5% on 13,873,760 shares (equivalent to 500 VND/share).

Through analysis, evaluation, assessment of the situation and based on the targets of the Company's production and business plan in 2026. The Board of Directors of the Company will submit to the General Meeting of Shareholders the dividend rate for 2026 is expected to be 10% (Ten percent).

IV. SUPERVISE THE IMPLEMENTATION OF THE RESOLUTION OF THE GENERAL MEETING OF SHAREHOLDERS.

In 2025, the Board of Directors and the Board of Directors have basically completed the contents of the Resolution of the General Meeting of Shareholders and achieved high efficiency and in accordance with the law.

V. SUPERVISE THE COMPLIANCE WITH THE PROVISIONS OF LAW AND THE COMPANY'S CHARTER IN THE MANAGEMENT AND EXECUTIVE ACTIVITIES OF THE BOARD OF DIRECTORS AND THE BOARD OF DIRECTORS.

The Board of Directors and the Board of Directors shall perform the management and administration of the Company in accordance with the functions, tasks and competence specified in the Internal Regulation on governance and the Charter of Ca Mau Seafood Joint Stock Company.

1. Activities of the Board of Directors

The Board of Directors has fully and promptly implemented the Resolution of the General Meeting of Shareholders approved. Targets and plans for production and business activities and key tasks of the Company.

In 2025, the Board of Directors has had 04 meetings, related to the following issues:

- Approve the results of production and business activities in 2024, the draft production and business plan in 2025; approving the program and contents of the 2025 Annual General Meeting of Shareholders.

- Approve the loan plan and authorize the Board of Directors to sign mortgage and loan documents at BIDV Bank-Ca Mau Branch and Agribank-Ca Mau Branch.

- Report on the results of production and business activities in the first 5 months of the year and propose solutions to implement the production and business plan for the last 7 months of 2025, approve the dossier of the plan to offer additional shares to the public to existing shareholders at the ratio of 2:1.

- Meeting to consider adjusting the planned targets on surimi processing output and revenue in 2025 as follows:

INTERPRETATION	DVT	EARLY 2025 PLAN	ADJUSTED PLAN
- Surimi production output	Tons	3.000	2.000
- Surimi consumption	Tons	4.000	2.500
- Export turnover	Tons	30.000.000	27.000.000

- Report on the results of production and business activities in the first 8 months of the year and assessment of the last 4 months of 2025; approved the draft production and business plan in 2026, approved the dividend advance payment plan in 2025 and discussed a number of other important issues.

2. Management and administration activities of the General Director

The Board of Directors has organized the implementation in a timely manner and strictly complied with the Resolution of the General Meeting of Shareholders and the Decision of the Board of Directors.

In 2025, the management and operation of the Company's production and business will still be well controlled. The Company's production and business results were very good, the target of profit exceeding the plan reached 165.9%, the revenue target reached 118.2%, the output target only reached 97.5%, the output target was not achieved mainly due to the Company's limited production of surimi products.

For employees:

- The regimes and benefits of officials and employees shall comply with the Labor Law, the company's Charter of organization and operation. The payment of monthly salaries is timely, fully and in accordance with regulations.

- Policies on salary, bonus, social insurance, health insurance, etc. are all cared for and focused. Together with the Trade Union Organization to take good care of the lives

of cadres and employees, every month there is a birthday celebration for officials and employees with birthdays in the month, regularly organizing for cadres and workers to travel, visit and learn from experience in units with better conditions.... The factories under the Province have childcare homes for officials and employees to send their children, and there is a collective kitchen.

Accounting work:

- The data on the Company's Financial Statements reflect honestly and reasonably on material aspects, in accordance with Vietnamese corporate accounting standards and current regulations as of 31/12/2025.

Investment in capital construction:

+ Projects on investment, upgrading, repair and procurement in 2025 have been completed with a total investment capital: VND 6,922,000,000, of which:

- Purchase 1 set of Hitachi inkjet printer, model UX-D160WG for New Goods Enterprise, investment capital: 0.115 billion VND.

- Investing in the purchase of a new 750kg/h steamer, model CM-750-TN; 03 disc separators, model FJ-7J-200G; 01 set of Hitachi inkjet printer, model UX-D160WG; handing over the fire protection system; raising the foundation of the laundry building for Dam Doi Enterprise, investment capital: 4,282 billion VND.

- Upgrading machinery and equipment of the surimi line; pumping sand to raise the site of the enterprise; upgrading the refrigerated ship CM 00406 for Song Doc Enterprise, investment capital: 2,525 billion VND.

+ In addition, the transition to the capital construction investment plan in 2026 is: 74,190 million VND, of which:

- Construction of working offices at the Company: 22 billion VND (Transition);

- Building a cold storage of 3,800 pallets at the Company: 30 billion VND (Transition);

- Upgrading the internal road of the New Goods Enterprise: 2 billion VND (Transition);

- Upgrading workshops of 196 New Goods Enterprises: 5 billion VND (Transitional);

- Purchase of 700kg/h refreezing conveyor belt of Dam Doi Enterprise: 5.5 billion VND (Forward);

- Investment in repair, upgrading and other new procurement is expected: VND 9.69 billion.

Implementation of the audit regime:

The company has selected RSM Vietnam Auditing & Consulting Co., Ltd. as the audit unit in 2025 recognized by the Ministry of Finance.

VI. REPORT ON THE COORDINATION BETWEEN THE SUPERVISORY BOARD, THE BOARD OF DIRECTORS AND THE BOARD OF DIRECTORS OF THE COMPANY:

The activities of the Supervisory Board in 2025 will take place smoothly, the Supervisory Board has fully performed its functions and tasks with the coordination, support and facilitation of the Board of Directors and the Board of Directors of the Company;

The Supervisory Board has fully and promptly received documents and information about the Company's production and business activities or upon request. The Supervisory Board is invited to participate in meetings of the Board of Directors of the Company;

The process of carrying out inspection and supervision directly at the Company, its affiliated units, and the Supervisory Board has been facilitated and fully provided information related to the content of inspection and supervision;

VII. CONCLUSIONS AND RECOMMENDATIONS:

From the production and business results in 2025 and the production and business plan in 2026, the Supervisory Board recommends the following contents:

- + Continue to promote market research and diversify products to increase flexibility and sustainable development in production and business activities. Building sales channels, improving marketing management to promote product strategies to optimize costs and improve business efficiency;

- + Continue to focus on inventory management, in order to further enhance the Company's operational efficiency and financial efficiency;

- + The company needs to continue to strictly control customer receivables, balance the source of money to repay bank loans and maintain working capital for production and business activities;

- + The company needs to accelerate the progress of capital construction investment in 2026;

- + Continue to improve management and governance, especially production management and risk management;

- + Continue to pay attention to the lives of employees: Adopt policies to attract and retain employees at the Company's factories and stations in order to serve production needs;

SECTION B

2026 PLAN OF THE SUPERVISORY BOARD

Perform the task of controlling all production and business activities, governance and administration of the Company on behalf of shareholders, on the basis of complying with the State's regulations and laws, effectively and ensuring the interests of shareholders as well as the interests of employees.

The specific plan is as follows:

- Supervising the observance of the State law, the Enterprise Law and the Company's Charter;

- Supervise the implementation of the Resolution of the Annual General Meeting of Shareholders in 2026, financial situation, capital balance, cash flow management, operational efficiency and debt solvency, capital management and use, capital preservation and development;

- Supervise the implementation of the 2026 production and business plan, the implementation of the Company's capital construction investment projects;

- Maintain effective and transparent coordination with the Board of Directors and the Board of Directors of the Company;

- The Supervisory Board shall review the Company's management documents and tasks whenever deemed necessary, either according to the Resolution of the General Meeting of Shareholders or at the request of the Group of Shareholders in Clauses 2 and 3, Article 115 of the Law on Enterprises 2020;

The above is the content of the report of the Supervisory Board after appraising the Company's Reports in 2025 and presenting the Operation Plan for 2026 to be submitted to the General Meeting of Shareholders.

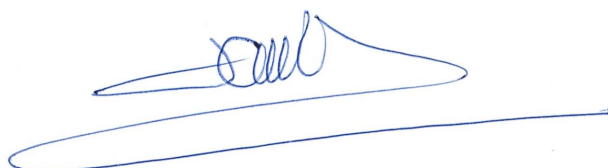
On behalf of the Supervisory Board, I would like to wish the shareholders and their families good health, wish the Company always develop, and wish the General Meeting a good success.

Thank you!

ON BEHALF OF THE SUPERVISORY BOARD

Recipients:

- Submission to the General Meeting of Shareholders;
- The Board of Directors of the Company;
- Board of Directors;
- Save the BKS.



Dang Chien Thang

REPORT
ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025

The Board of Directors of Ca Mau Seafood Joint Stock Company for the 5th term, currently has 07 members and holds the following positions:

- | | |
|------------------------------|--|
| 1. Mr. Bui Vinh Hoang Chuong | - Chairman of the Board of Directors. |
| 2. Mr. Nguyen Van Khanh | - Vice Chairman of the Board of Directors. |
| 3. Mr. Bui Nguyen Khanh | - Member of the Board of Directors. |
| 4. Mr. Nguyen Hong Duc | - Member of the Board of Directors. |
| 5. Mr. Bui The Hung | - Member of the Board of Directors. |
| 6. Mr. Huynh Nhat Vu | - Member of the Board of Directors. |
| 7. Mr. Le Thanh Phuong | - Member of the Board of Directors. |

According to the Summary Report of the Board of Directors, the business environment in 2025 is always intertwined: The situation of controlling inflation in many leading countries in the world economy is not solid; The war in Ukraine and the Middle East has not yet had an effective negotiated solution to end it substantively soon and bring about sustainable peace; US President Donald Trump's foreign and economic policies, especially the unilateral policy of imposing tariffs, cause too much instability, have a strong impact on global trade and are still not clearly shaped and very unpredictable,... This is the cause of the trade instability shock in the past year; Natural disasters occur in many places, both domestically – negatively impacting the process of economic recovery and development in the country and the world, reducing the consumption of goods; The IUU yellow card has not been removed; The management still has limitations and inadequacies,... all directly and profoundly affect the process of operating production and business activities of the Company. As the agency that manages and directs all production and business activities of the Company, the Board of Directors would like to report to the General Meeting of Shareholders on management activities in the past year as follows:

1. Direct and organize the implementation of the Resolution of the General Meeting of Shareholders.

- Pursuant to the Resolution of the Annual General Meeting of Shareholders in 2025, the Board of Directors focuses on directing the Board of Directors to comprehensively

implement solutions, flexibly organize the implementation of the set production and business plan targets in a drastic and synchronous manner. The Board of Directors strategically orients capital, raw materials, commodities and market segments,... thereby promoting production and business activities. However, the world economic situation still has many difficulties and a number of other impacts, affecting the Company's overall production and business activities. Therefore, on June 10, 2025, the Board of Directors will meet to decide to adjust the planned targets on surimi processing output and revenue in 2025, and report to the General Meeting of Shareholders as follows:

Criteria	Early 2025 plan	Plan for proposed adjustment
Surimi production output (tons)	3.000	2.000
Surimi consumption (tons)	4.000	2.500
Export turnover (USD)	30.000.000	27.000.000

- Through the data of the summary report of the Board of Directors, it is shown that: although there are still many difficulties in 2025, the general situation is still well controlled, most of the targets have met and exceeded the set plan. In particular, the profit target has reached a fairly good level – exceeding the target of the year plan. In 2025, the General Meeting of Shareholders at the beginning of the year expects a dividend payment of 15%, with positive production and business results as reported by the Board of Directors, the Board of Directors plans to submit to the General Meeting of Shareholders the cash dividend in 2025 is 20%.

- The Company's financial situation is gradually balanced and strong – this is the basis and motivation for the Company to strive to better complete the plan in the following years.

- For the trading of the Company's shares on Upcom: Through monitoring, the Company's stock trading situation in 2025 is higher than the average for many years, the par value of the shares fluctuates sharply from time to time, the fluctuation range in the year is about 16,200 VND to 24,200 VND/share.

2. Meetings of the Board of Directors.

During the year, the Board of Directors held meetings 04 times.

- Approve the results of production and business activities in 2024, the draft production and business plan in 2025; approving the program and contents of the 2025 Annual General Meeting of Shareholders.

- Approving the loan plan and authorizing the Board of Directors to sign mortgage and

loan documents at BIDV Bank – Ca Mau Branch.

- Summary report on the results of production and business activities in the first 5 months of the year, and assessments for the last 7 months of 2025; approving the dossier of the plan to offer additional shares to the public to existing shareholders at the ratio of 2:1.

- Approve the loan plan and authorize the Board of Directors to sign mortgage and loan documents at Agribank – Ca Mau Branch.

- Summary report on the results of production and business activities in the first 8 months of the year, and assessment of the last 4 months of 2025; ask for comments on the draft of a number of basic production and business targets in 2026; approved the dividend advance payment plan in 2025.

- Discussing many other important issues, thereby supervising, inspecting, directing and contributing to promptly removing difficulties and obstacles for the Board of Directors in managing all activities of the Company, especially focusing on directing the implementation of the targets of the production and business plan in 2025.

3. Organization – Personnel.

- The Board of Directors regularly monitors and directs the Board of Directors to consolidate the organizational and personnel apparatus, in order to serve well the production and business activities, especially the leading personnel of specialized departments and enterprises under the Company. During the year, the Directors of the two affiliated enterprises were rotated to exchange experiences in operating practice.

4. Report on the results of the additional public offering of shares to existing shareholders.

Pursuant to the Resolution of the Company's Annual General Meeting of Shareholders dated 05/04/2025, the decision to offer additional shares to the public to existing shareholders at the ratio of 2:1. Specifically:

- * Total number of shares before the offering: 9,748,579 shares.

- In which: - Number of shares outstanding: 9,249,173 shares.

- Number of treasury shares: 499,406 shares.

- * Total charter capital before the offering: 97,485,790,000 VND.

- * Number of shares registered for offering: 4,624,587 shares.

- * Offering price: 10,000 VND/share.

- * Total estimated value of mobilized capital: 46,245,870,000 VND.

The Board of Directors directs the hiring of a consulting unit and specialized departments of the Company to prepare a dossier and submit it to the State Securities Commission for permission to offer.

On November 27, 2025, the State Securities Commission issued the Certificate of registration for additional public offering of shares No. 450/GCN-UBCK. The Company discloses the offering information according to regulations.

* The number of shares registered and paid by the shareholders by the method of exercising the right and transferring the right to buy: 4,025,959 shares, accounting for 87% of the shares registered for offering.

Value of mobilized capital: 40,259,590,000 VND.

Implementation time: from 24/12/2025 to 23/01/2026.

* The number of shares paid for the purchase under the undistributed stock handling plan in Resolution No. 39/NQ-HDQT dated 02/02/2026 and Resolution No. 50/NQ-HDQT dated 05/02/2026 of the Board of Directors: 598,627 shares. accounting for 13% of the shares registered for offering.

Value of mobilized capital: 5,986,270,000 VND.

Implementation time: from 04/02/2026 to 09/02/2026.

Closing time of the offering: 09/02/2026

* Total number of shares after the offering: 14,373,166 shares.

In which: Number of treasury shares: 499,406 shares.

* Total charter capital after the offering: 143,731,660,000 VND.

5. Regarding dividend payment in 2025 and dividend payment plan in 2026.

Pursuant to the Resolution of the Company's Annual General Meeting of Shareholders dated 05/04/2025, the decision on the dividend payment in 2025 is expected to be 15%.

With positive production and business results as reported by the Board of Directors, on January 29, 2026, the Board of Directors met to decide to submit to the General Meeting of Shareholders the cash dividend payment rate in 2025 is 20%, of which the specific plan is as follows:

5.1. Expenditure on the 1st dividend advance in 2025.

- On 08/01/2026, the Board of Directors decided to pay the 1st dividend advance in 2025 in cash, at the rate of 15%.

- Stock code: CAT
- Total number of shares: 9,748,579 shares
- Number of shares outstanding: 9,249,173 shares
- Number of treasury shares: 499,406 shares
- Payout rate: **15%** (equivalent to 1,500 VND/share)
- Total expected dividend payment value: 9,249,173 shares x 1,500 VND = **13,873,759,500 VND.**

5.2. The 2nd dividend payment in 2025.

- Securities name: Shares of Ca Mau Seafood Joint Stock Company
- Stock code: CAT
- Total number of shares: 14,373,166 shares
- Number of shares outstanding: 13,873,760 shares
- Number of treasury shares: 499,406 shares
- Payout rate: **5%** (equivalent to 500 VND/share)
- Total expected dividend payment value: 13,873,760 shares x 500 VND = **6,936,880,000 VND.**

- Source of payment: Undistributed after-tax profit on the audited financial statements in 2025.

- Form of payment: All in cash.
- Payment time: After having a list of shareholders closed on the last registration date to exercise the right to receive the 2nd dividend in 2025 of the Vietnam Securities Depository and Clearing Corporation – Ho Chi Minh City Branch (CNVSDC).
- Objects of payment: Existing shareholders according to the above list of CNVSDC.
- Payment method: the same as the dividend paid in 2024.
- Authorize the General Director: Decide on detailed plans for dividend payment.

5.3. Dividend payment plan in 2026.

Through analysis, evaluation, assessment of the situation and based on the targets of the production and business plan in 2026, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the dividend payment in 2026: Expected **10%** (Ten percent).

6. Remuneration of the Board of Directors and the Control Board.

Pursuant to Clauses 2 and 3, Article 28 of the Company's Charter of organization and operation, the Board of Directors reports to the General Meeting of Shareholders as follows:

The total remuneration of the Board of Directors, the Supervisory Board and the Secretary of the Board of Directors and the company's administrators is: 588,000,000 VND.

In which:

- The total remuneration of 03 members of the Board of Directors who directly participate in the management of the enterprise and the Supervisory Board and the Secretary of the Board of Directors, the person in charge of corporate governance is VND 348,000,000, which shall be accounted into expenses.

- The total remuneration of 04 members of the Board of Directors who do not directly participate in the management of the enterprise is VND 240,000,000, which is deducted from the profit after corporate income tax in 2024.

* Specific remuneration for each member:

- Board of Directors: 5,000,000 VND/person/month.

- Head of the Supervisory Board, and Secretary of the Board of Directors, person in charge of corporate governance: 4,000,000 VND/person/month.

- Controller: 3,000,000 VND/person/month.

7. Regarding the deduction of part of after-tax profits for setting up a reward fund.

Based on the company's production and business results in 2025. After reviewing the company's reward fund, in order to create conditions for the Board of Directors to have expenditures in necessary cases, and year-end rewards, the Board of Directors reports to the General Meeting of Shareholders to consider deducting: **6%** from profit after corporate income tax in 2025 to the reward and public welfare fund company (*of which: 4.5% to the reward fund, 1.5% to the welfare fund*); deduct **2%** from the profit after corporate income tax of 2025 to the reward fund of the Board of Directors.

8. Bonuses in excess of the profit quota for senior officials.

8.1. Pursuant to the Resolution of the Annual General Meeting of Shareholders dated 05/04/2025, it is agreed to deduct and reward the profit exceeding the profit target for senior officials in 2025 from 15 to 20% / the profit exceeding the annual plan target. Based on the results of the profit exceeding the target of the plan in 2025, the Board of Directors agreed

to submit to the General Meeting of Shareholders for consideration the deduction and bonus in excess of the profit target for senior officials in 2025 of 15%.

8.2. To encourage, motivate and encourage senior managers to further improve their roles in managing and administering work according to their assigned functions and tasks and bring about the highest possible efficiency. In addition to the usual annual bonus, the Board of Directors agreed to submit to the General Meeting of Shareholders for consideration and deduction of rewards exceeding the profit target for senior officials in 2026 from 15 to 20% / profit exceeding the annual plan target. Regarding specific subjects and levels of commendation, the General Director shall consider and decide.

The above is the report of the Board of Directors of the Company, please submit to the general meeting.

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



Bùi Vĩnh Hoàng Chương

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness



**CHARTER AMENDMENT APPENDIX
JOINT STOCK COMPANY**

**CA MAU SEAFOOD JOINT STOCK COMPANY
SEAPRIMEXCO - VIETNAM**

Ca Mau, April 04, 2026

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020; Law No. 03/2022/QH15 dated January 11, 2022.

FOREWORD

The Appendix amending this Charter was approved in accordance with the Resolution of the General Meeting of Shareholders [No. /NQ-DHDCD dated April 04, 2026](#)

Article 1. Amending Clause 3, Article 2, Charter of Ca Mau Seafood Joint Stock Company dated March 27, 2021 as follows:

"3. Registered office of the Company:

- Head office address: No. 8, Cao Thang Street, Ly Van Lam Ward, Ca Mau Province.

....

❖ Representative Office of the Company:

Address: Room 0219, The Prince Residence 17-19-21 Nguyen Van Troi Street, Phu Nhuan Ward, Ho Chi Minh City.

...."

Article 2. Amending Clause 2, Article 3, Charter of Ca Mau Seafood Joint Stock Company dated March 27, 2021 as follows:

"2. The Deputy General Director is in charge"

Article 3. Amending Clause 1, Article 4, Charter of Ca Mau Seafood Joint Stock Company dated March 27, 2021 as follows:

"1. Registered business lines:

STT	Industry Name	Industry Code
01	Retail of cars (9 seats or less)	4512
02	Domestic aquaculture Details: Domestic aquaculture, aquatic seed production (not operating at the head office address)	0322
03	Rental of machinery, equipment and other tangible utensils without an operator	7730
04	Processing and preservation of aquatic products and aquatic products Details: Manufacturing, processing, preserving, trading and exporting aquatic products. Import of raw materials and auxiliary materials for processing and processing export goods.	1020 (major)
05	Production, distribution of steam, hot water, air conditioning and ice production Details: Ice Production	3530
06	Wholesale of cars and other motor vehicles	4511
07	Sale of spare parts and auxiliary parts of automobiles and other motor vehicles	4530
08	Selling motorcycles and motorcycles	4541
09	Sale of spare parts and auxiliary parts of motorcycles and motorcycles	4543
10	General wholesale. Exceptions: cigarettes and cigars, books, newspapers and magazines, recorded items, precious metals and precious stones,	4690

STT	Industry Name	Industry Code
	pharmaceuticals, explosives, crude and processed oils, rice, cane sugar and beet sugar.	
11	Freight transport by road	4933
12	Inland waterway freight transport	5022
13	Warehousing and storage of goods	5210
14	Restaurants and mobile catering services	5610
15	Real estate business, land use rights belonging to owners, users or tenants. Except: investment in the construction of cemetery and graveyard infrastructure to transfer land use rights associated with infrastructure.	6810
16	Retail in general business stores. Exceptions: cigarettes and cigars, books, newspapers and magazines, recorded items, precious metals and precious stones, pharmaceuticals, explosives, crude and processed oils, rice, cane sugar and beet sugar.	4719
17	Manufacture of other means and equipment of transport not yet classified Details: Trading in agricultural products, processed foods, light industrial goods, handicrafts, raw materials, supplies, machinery, equipment for production and means of transport. Exceptions: cigarettes and cigars, books, newspapers and magazines, recorded items, precious metals and precious stones, pharmaceuticals, explosives, crude and processed oils, rice, cane sugar and beet sugar.	3099
18	(For conditional business lines, enterprises may only do business in such business lines when they are eligible for business. Enterprises must comply with the provisions of law)	Industries and trades that have not matched the code with the system of economic sectors in Vietnam

Article 4. Effective Date

This Amendment to the Charter was unanimously approved by the General Meeting of Shareholders of Ca Mau Seafood Joint Stock Company on April 4, 2026 and jointly approved the full validity of the Appendix amending this Charter.

Ca Mau, April 04, 2026

LEGAL REPRESENTATIVE
Chairman of the Board of Directors