



## MINH PHU SEAFOOD CORPORATION

Ward 8 Industrial Park, Ly Van Lam Ward, Ca Mau Province

Business registration number: 2000393273

Tel: (+84) 290-383-9391 - Fax: (+84) 290-366-8795

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



### INVITATION LETTER

#### TO ATTEND THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

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

The Board of Directors of Minh Phu Seafood Joint Stock Company (Stock Code: MPC), would like to respectfully announce and invite our valued shareholders, investors to participate in the 2026 Annual General Meeting of Shareholders with details as followings:

- ❖ **Time:** at 09h00 AM on June 20<sup>th</sup>, 2026 (local time)
- ❖ **Venue:** 8<sup>th</sup> Floor, Minh Phu Building, 21 Le Quy Don St., Xuan Hoa ward, HCMC
- ❖ **Forms of Attending:**
  - + Attend in person and vote/elect directly at the meeting
  - + Send the voting ballot to the meeting via mail, fax or email;
  - + Authorize other individuals and organizations to attend and vote/elect at the meeting
- ❖ **AGM documents:** documents for the AGM will be available on the Investor Relations section of the Website <http://minhphu.com/>
- ❖ **Attendance requirements:** All shareholders owning shares of Minh Phu Seafood Joint Stock Company according to the list of shareholders as of May 20<sup>th</sup>, 2026 or authorized person to attend.
- ❖ **Authorization to attend the meeting:** If any shareholder authorizes other person to attend the meeting, such shareholder is kindly requested to send a signed Power of Attorney to below address before June 20<sup>th</sup>, 2026 or authorized person, please bring the power of attorney when attending.

##### **Organizing Board of Shareholders' Meeting - Minh Phu Seafood Corp**

Add: 8<sup>th</sup> Floor, Minh Phu Building, 21 Le Quy Don St.,

Xuan Hoa ward, HCMC

Email: [ngochuong@minhphu.com](mailto:ngochuong@minhphu.com)

Your respectfully!

Ca Mau, May 28<sup>th</sup>, 2026

On behalf of BOD



CHU THI BINH

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



## **POWER OF ATTORNEY**

**(To attend the 2026 Annual General Meeting of Shareholders)**

**The Assignor:**

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

**The Assignee:**

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

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

**Scope of Authorization:**

The Assignee shall represent the Assignor in attending MPC's 2026 Annual General Meeting of Shareholders held on June 20<sup>th</sup>, 2026 and executing all rights and obligations in relation to the authorized shares in such meeting, at the same time is not allowed to delegate any authority under this document to any third party.

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

**Assignee**  
(Full name and signature)

**Assignor**  
(Full name and signature)

**Notes:**

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



## LIST OF DOCUMENTS FOR THE 2026 AGM

No.	DOCUMENT TITLE
1	Agenda of the General Meeting of Shareholders
2	Regulations for the General Meeting of Shareholders
3	Voting Ballot
4	Report of the Board of Management on the 2025 Business Performance
5	Report of the Board of Directors
6	Report of the Supervisory Board
7	Proposal for approval of the 2025 audited Financial Statements
8	Proposal for approval of the profit distribution and funds appropriations in 2025 and the profit distribution plan in 2026
9	Proposal for approval of the production and business plan in 2026
10	Proposal for approval of the remuneration for the Board of Director, the Supervisory Board
11	Proposal for approval of selecting the independent auditor for Financial Statements in 2026
12	Proposal for approval of related party transactions within the authority of the general meeting of shareholders.
13	Proposal for approval of Amendments to the Company's Charter
14	Draft Minutes of the 2025 Annual General Meeting of Shareholders
15	Draft Resolution of the 2025 Annual General Meeting of Shareholders

## AGENDA

### THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

- **Time:** at 09AM on June 20<sup>th</sup>, 2026 (local time)
- **Venue:** 8<sup>th</sup> Floor, Minh Phu Building, No. 21 Le Quy Don Street, Xuan Hoa Ward, Ho Chi Minh City.

TIME	CONTENTS
<b>8:00 (60')</b>	<b>Welcome delegates and shareholder' registration</b>
<b>9:00 (10')</b>	<b>OPENING:</b> <ul style="list-style-type: none"> <li>- Opening the Meeting and introducing delegates;</li> <li>- Report on the verification of qualifications of shareholders attending the Meeting;</li> <li>- Nominating and approval of members of the Chairman and the Vote – counting Committee, The Secretary;</li> <li>- Approval for MPC's Regulations on organization and activities at AGM;</li> <li>- Approval of the agenda of the 2026 Annual General Meeting of Shareholders.</li> </ul>
<b>9:10 (50')</b>	<b>Presentations:</b> <ul style="list-style-type: none"> <li>- Report of the Board of Management on business and production performance in 2025;</li> <li>- Report of the Board of Directors;</li> <li>- Report of the Supervisory Board;</li> </ul> <b>Proposals:</b> <ol style="list-style-type: none"> <li>1. Approval of the 2025 audited Financial Statements;</li> <li>2. Approval of the profit distribution and funds appropriations in 2025 and the profit distribution plan in 2026;</li> <li>3. Approval of the production and business plan in 2026;</li> <li>4. Remuneration for the Board of Director, the Supervisory Board;</li> <li>5. Approval of selecting the independent auditor for Annual Financial Statements in 2026;</li> <li>6. Approval of the transactions with relevant party;</li> <li>7. Approval of Amendments to the Company's Charter</li> </ol>
<b>10:00 (30')</b>	<b>Discussion and approval of proposals</b>
<b>10:30 (15')</b>	<b>Tea break</b>
<b>10:45 (15')</b>	<b>Announcement on the voting result</b>
<b>11:00 (15')</b>	<b>Approval of the Meeting Minutes and Resolution</b>
<b>11:15</b>	<b>Closing</b>



## REGULATIONS

### FOR THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

#### Pursuant to:

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, effective from January 1, 2021, and other relevant legal documents;
- Pursuant to the Charter of Minh Phu Seafood Corporation;
- Pursuant to the Internal Corporate Governance Regulations of Minh Phu Seafood Corporation.

In order to ensure the successful organization of the 2026 Annual General Meeting of Shareholders of Minh Phu Seafood Corporation, the Board of Directors hereby promulgates the following regulations and principles regarding conduct, discussion, and voting at the Meeting:

#### Article 1. Purpose

- To ensure that the principles of conduct and voting procedures at the 2026 Annual General Meeting of Shareholders of Minh Phu Seafood Corporation are conducted in compliance with regulations and successfully.
- To ensure that resolutions of the General Meeting of Shareholders reflect the unified will of the shareholders, protect shareholders' legitimate rights and interests, and comply with applicable laws.

#### Article 2. Subjects and Scope of Application

- **Subjects:** All shareholders, representatives (authorized persons), and invited guests attending the Annual General Meeting of Shareholders of Minh Phu Seafood Corporation must comply with these Regulations, the Company Charter, and applicable laws.
- **Scope of application:** These Regulations apply to the organization of the Annual General Meeting of Shareholders of Minh Phu Seafood Corporation.

#### Article 3. Interpretation of Terms and Abbreviations

- |              |   |   |
|--------------|---|---|
| - Company:   | : | Minh Phu Seafood Corporation                |
| - BOD        | : | Board of Directors                          |
| - SB         | : | Supervisory Board                           |
| - OC         | : | Organizing Committee of the Meeting         |
| - AGM        | : | The Annual General Meeting of Shareholders  |
| - Delegates: | : | Shareholders and authorized representatives |

#### **Article 4. Conditions for Holding the Annual General Meeting of Shareholders**

- The General Meeting of Shareholders shall proceed when attending delegates represent at least 65% of the total voting shares.
- If the first meeting does not satisfy the quorum requirement, a second invitation shall be sent within thirty (30) days from the scheduled date of the first meeting. The second meeting shall proceed when shareholders attending represent at least 33% of the total voting shares.
- If the second meeting also fails to satisfy the quorum requirement, a third invitation shall be sent within twenty (20) days from the scheduled date of the second meeting. The third meeting shall proceed regardless of the number of voting shares represented by attending shareholders.

#### **Article 5. Participants in the Annual General Meeting of Shareholders**

- All shareholders listed as of May 20, 2026 are entitled to attend the Annual General Meeting of Shareholders;
- Forms of participation: Shareholders may attend and vote at the meeting in one of the following ways:
  - + Attend and vote directly at the meeting;
  - + Send voting ballots via post, fax, or email;
  - + Authorize a representative to attend and vote directly at the meeting (where there are multiple authorized representatives under the law, the number of shares and voting rights of each representative must be specified).

*Note: If shareholders authorize another person to attend the Meeting, the signed Power of Attorney should be sent to the Company before June 20, 2026, or the authorized representative must present the original Power of Attorney upon attendance.*

- Shareholders, representatives arriving late at the Meeting shall have the right to register immediately and thereafter participate in and vote at the Meeting. However, the Chairperson shall not be obligated to suspend the Meeting for such registration, and the validity of any voting conducted prior to their arrival shall remain unaffected..

#### **Article 6. Guests Attending the Meeting**

- Guests include Company executives, invited guests and members of the Organizing Committee who are not shareholders but are invited to attend the Meeting.
- Guests are not permitted to speak at the Meeting unless invited by the Chairperson or pre-approved by the Organizing Committee and accepted by the Chairperson.

#### **Article 7. Chairperson and Presidium**

- The Chairman of the Board of Directors or an authorized member of the Board of Directors shall act as Chairperson of meetings convened by the Board of Directors..
- The Presidium shall consist of one (01) Chairperson and other members, specifically as follows:

No.	Name	Position
1	Le Van Quang	Authorized BOD Member acting as Chairperson



2	Chu Thi Binh	Chairwoman of the Board of Directors
3	Suzuki Yoshiaki	Member of the Board of Directors

- If the Chairman is absent or temporarily unable to perform duties, the remaining BOD members shall elect one among them as Chairperson by majority vote. If no Chairperson is elected, the Head of the Supervisory Board shall preside over the election of the Chairperson by the General Meeting of Shareholders, and the person receiving the highest number of votes shall become Chairperson.
- In other cases, the person signing the notice convening the Meeting shall preside over the election of the Chairperson, and the person receiving the highest number of votes shall become Chairperson.
- Duties of the Presidium:
  - Conduct activities of the GMS according to the agenda approved by the GMS;
  - Assign and introduce representatives of the BOD and Supervisory Board to present reports;
  - Introduce the Vote Counting Committee for approval;
  - Introduce the Presidium members for approval (if any);
  - Guide delegates and the Meeting in discussions;
  - Present draft resolutions and conclusions for voting;
  - Respond to and record matters within the approved agenda;
  - Resolve issues arising during the Meeting;
  - Approve and issue documents, minutes, and resolutions after the Meeting.
- Working principles: The Presidium shall operate collectively under the principle of democratic centralism and majority rule.

#### **Article 8. Meeting Secretary**

- The Secretary shall consist of one (01) person appointed by the Chairperson and shall be responsible to the Presidium and the General Meeting of Shareholders..
- Duties of the Secretary:
  - Assist the Presidium in verifying the eligibility of shareholders and representatives (if necessary);
  - Assist in announcing draft documents, conclusions, resolutions, and notices;
  - Receive and review registration slips for shareholders wishing to speak and submit them to the Presidium;
  - Fully and accurately record all proceedings and resolutions adopted or noted at the Meeting Minutes;

- Draft resolutions approved at the Meeting.

#### **Article 9. Delegate Eligibility Verification Committee**

- The Delegate Eligibility Verification Committee consists of one Head of Committee responsible to the Presidium and the AGM:

No.	Name	Position
1	Nguyen Thi Ngoc Huong	Head of Committee

- Duties of Delegate Eligibility Verification Committee:
  - Receive shareholder documents (if any) and verify the validity of online participants;
  - Report verification results to the AGM before official commencement;
  - Coordinate with the Vote Counting Committee to guide, support, and supervise voting.

#### **Article 10. Vote Counting Committee**

- The Vote Counting Committee introduced by the Chairperson consists of one Head of Committee approved by the Meeting through voting by show of hands.

No.	Name	Position
1	Nguyen Thi Ngoc Huong	Head of Committee

- Duties của of Vote Counting Committee:
  - Prepare vote counting minutes and be responsible to the Presidium and GMS;
  - Accurately determine voting results for each matter submitted;
  - Promptly announce voting results to the Secretary;
  - Review and report violations or complaints related to voting results;

#### **Article 11. Discussions at the Meeting**

##### **1. Principles:**

- Discussions shall only be conducted within the designated time and within the scope of matters included in the Meeting agenda;
- Only delegates may participate in discussions.;

##### **2. Responses to delegates' opinions:**

- Based on delegates' questions, the Chairperson or a person designated by the Chairperson shall provide responses;
- Due to time limitations, unanswered questions may be responded to later via email or written correspondence upon request..

#### **Article 12. Discussion and Voting at the Meeting**

##### **1. Principles:**

- All matters within the Meeting agenda and contents must be openly discussed and voted on by the



AGM.

**2. Voting methods and procedures:**

- One (01) share equals one voting right. Each delegate may represent one or more voting rights. As of the shareholder record date (May 20, 2026), the Company has 401,093,000 shares, equivalent to 401,093,000 voting rights.
- Matters submitted for approval shall be passed when approved by at least 65% of voting shares represented at the Meeting.
- Shareholders or authorized representatives having related interests are not entitled to vote on contracts and transactions valued at 35% or more of the Company's total assets as stated in the latest financial statements. Such contracts or transactions shall only be approved if at least 65% of the remaining voting shares approve them (pursuant to the Law on Enterprises No. 59/2020/QH14).
- Upon registration, each shareholder or authorized representative shall receive a Voting Ballot containing shareholder code, ID/Business Registration number, shareholder name, number of voting shares and voting contents.
- Voting shall be conducted either by show of hands (for matters such as approval of the Presidium, Vote Counting Committee, Secretariat, Minutes, Resolutions, etc.) or by selecting one of three options on Voting Ballots: "Agree" "Disagree" or "No Opinion".
- Notes:
  - + An invalid vote is one where more than one voting status is selected for the same matter. Other valid voting items on the ballot shall still be counted.
  - + If no option is selected for a voting item, it shall be deemed as "No Opinion."
  - + Invalid ballots include: ballots not issued by the Organizing Committee, altered or erased ballots (In case of an error in marking the ballot, a new ballot must be requested and the incorrect ballot must be canceled); ballots submitted after the deadline, etc
  - + Voting ballots sent via secured mail or email and complying with validity requirements shall also be considered valid.

**3. Recording voting results**

- The Vote Counting Committee shall collect voting ballots, verify and summarize results, and report to the Chairperson. Voting results shall be announced before the closing of the Meeting.

**Article 13. Minutes and Resolutions of the General Meeting of Shareholders**

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

**Article 14. Enforcement**

Shareholders, authorized representatives, and guests attending the Meeting must strictly comply with these Regulations. Violators shall be subject to measures determined by the Presidium in accordance with the Company Charter and the Law on Enterprises.

*These Regulations shall take effect immediately upon approval by the General Meeting of Shareholders.*

*Ho Chi Minh City, June 20, 2026*  
**ON BEHALF OF THE BOARD OF DIRECTORS**  
**CHAIRWOMAN**

  
**CHU THI BINH**





## MINH PHU SEAFOOD JOINT STOCK COMPANY

Ward 8 Industrial Park, Xuan Hoa Ward, Ca Mau province

Business registration number: 2000393273

Tel: 02903.838262 Fax: 02903.833119

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

# THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS VOTING BALLOT

## I. SHAREHOLDER INFORMATION

- Name of shareholder: .....

- Shareholder code: .....

- Number of shares owned <sup>(1)</sup>: .....

*(1): 01 share = 01 vote*

## II. VOTING CONTENTS

No.	Contents to vote	Agree	Disagree	No Opinion
1	Report of the Board of Management;			
2	Report of the Board of Directors;			
3	Report of the Supervisory Board;			
4	Approval of the 2025 audited Financial Statements;			
5	Approval of the profit distribution and funds appropriations in 2025 and the profit distribution plan in 2026;			
6	Approval of the production and business plan in 2026;			
7	Approval of the remuneration for the Board of Director, the Supervisory Board;			
8	Approval of selecting the independent auditor for Annual Financial Statements in 2026;			
9	Approval of the transactions with relevant party;			
10	Approval of amendments to the Company's Charter;			

HCMC, June 20<sup>th</sup>, 2026

**Name of shareholder/Assignee**  
(Signature and full name)

### Note:

1. Please mark [X] or [✓] in the box corresponding to your choice of "Agree", "Disagree", or "No Opinion" for each voting subject.
2. To ensure the legality of the voting ballot, shareholders must sign it and provide their full names.
3. The collected vote will be managed by the Vote Counting Committee and counted during the Congress.



MINH PHU SEAFOOD CORP

SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness

No: 01/BC-ĐHCĐ26

*Ca Mau, June 20<sup>th</sup>, 2026*

## REPORT OF THE BOARD OF MANAGEMENT ON BUSINESS AND PRODUCTION PERFORMANCE IN 2025

Dear Valued Shareholders,

By the end of 2025, Vietnam's total shrimp export value reached USD 4.6 billion, representing a strong growth of 19% compared to 2024 and accounting for 40.7% of the country's total seafood export value. This result once again reaffirms the vital role of the shrimp industry. This achievement not only reflects the recovery in global consumption demand, but also demonstrates the adaptability and resilience of Minh Phu in particular and Vietnamese enterprises in general, in the face of increasingly stringent trade barriers.

### 1. Report on Business and Production Performance Results

The year 2025 marked a significant turning point for Minh Phu as the Company officially returned to profitability after a challenging period. By the end of the financial year, the Company recorded consolidated revenue of VND 14,589 billion, slightly decreasing compared to 2024; however, gross profit surged by 57.29% to reach VND 1,807 billion, and profit after tax exceeded VND 532 billion, representing a strong turnaround from the previous year's loss. This achievement was a direct result of the Company's product portfolio restructuring strategy, with a strong shift toward deepprocessed and value-added products with higher profit margins, thereby optimizing value per unit instead of competing directly on raw shrimp prices.

In terms of markets, Minh Phu demonstrated flexibility by capitalizing on the recovery in consumption in Asian markets while maintaining stability in CPTPP and EU markets, offsetting policy fluctuations in the United States. Despite this remarkable improvement compared to 2024, MPC did not fully meet the targets approved at the General Meeting of Shareholders. Actual net revenue and profit after tax reached approximately 93% and over 53% of the plan, respectively. Nevertheless, the positive financial and operational results in 2025 have not only reinforced confidence across the Company but also established a solid foundation for Minh Phu to pursue sustainable and ambitious growth targets in 2026.

Indicator	Unit	2024	2025	2025 Targets	Completion (%)	Achievement vs. Plan (%)
1. Export Value	Million USD	556.48	542.83	-	-2.45%	-
2. Production Volume	Ton	55,805.00	50,157.05	60,000.0	-10.12%	83.60%
3. Export volume	Ton	54,722.00	48,980.13	-	-10.49%	-
4. Net Revenue	Billion VND	14,735.00	14,598.25	15,667.2	-0.93%	93.18%
5. Profit before tax	Billion VND	-130.45	584.04	1,091.4	-	53.51%
6. Profit after tax	Billion VND	-190.62	532.04	997.0	-	53.36%



In 2025, Minh Phu's key export markets continued to be the United States, Japan, the EU, and the Australia–New Zealand region. Revenue from the U.S. market increased significantly by 32.98%, driven by the Company's advantage of not being subject to the high anti-dumping duties imposed on many other Vietnamese exporters. In addition, Minh Phu launched a premium shrimp brand in partnership with Censea to penetrate the high-end restaurant and hotel segment, thereby enhancing value-added products and reducing competitive pressure in the mass-market segment. Japan remained the Company's second-largest market, generating revenue of USD 123.5 million, supported by stable demand for convenient frozen and value-added shrimp products, which are among Minh Phu's core strengths. In contrast, revenue from Australia–New Zealand, the Russian Federation, and the EU declined due to high logistics costs, geopolitical instability, difficulties in payment and transportation, and increasingly stringent technical standards and sustainability certification requirements. Notably, exports to China grew by 36.69%, opening up significant expansion opportunities in Asia and helping reduce the Company's dependence on Western markets. The domestic market also posted strong growth of 19.24%, reaching USD 8.7 million, thanks to Minh Phu's expansion of its distribution network through major retail chains and its official e-commerce platform, Minh Phu Xanh.

No.	Markets	2024		2025	
		Value (USD)	Proportion (%)	Value (USD)	Proportion (%)
1	The United States	105,227,695.22	18.66	139,932,448.25	25.37
2	Japan	110,795,360.65	19.65	123,552,576.92	22.40
3	Canada	45,326,684.87	8.04	46,789,871.83	8.48
4	Australia & New Zealand	106,783,936.36	18.94	83,628,010.65	15.16
5	HongKong & Taiwan	17,927,376.32	3.18	17,902,215.92	3.25
6	European Union (EU)	64,511,906.62	11.44	61,483,845.05	11.15
7	Russian Federation	42,249,163.82	7.49	13,863,292.63	2.51
8	Eastern Europe	140,859.00	0.02	72,508.70	0.01
9	South Korea	42,381,817.09	7.52	36,082,023.49	6.54
10	China	3,100,413.88	0.55	4,237,935.62	0.77
11	Domestic	7,345,895.89	1.30	8,759,475.90	1.59
12	Other Markets	18,036,110.35	3.20	15,287,729.38	2.77
	<b>Total</b>	<b>563,827,220.07</b>	<b>100.00</b>	<b>551,591,934.35</b>	<b>100.00</b>

## 2. Assets and Liabilities

As of December 31, 2025, Minh Phu's total assets recorded an increase of over 17% compared to the end of 2024, reaching more than VND 11,204 billion. Short-term assets saw a robust growth of 22.50%, rising to VND 7,566.03 billion and accounting for 67.53% of total assets (compared to 64.76% in 2024). Inventory continued to hold a high proportion of short-term assets at over 65%, an increase of



25.15% compared to December 31, 2024. This inventory buildup was primarily intended to secure raw materials at stable prices for large orders in early 2026 and to focus on high-margin value-added (deep-processed) product groups. Short-term receivables followed inventory as the second-largest component, accounting for 23.20% at VND 1,755.5 billion. During the year, the Company implemented more aggressive and effective debt collection strategies to mitigate bad debt risks, resulting in a 17% decrease in receivables from customers. Cash and Bank Deposits grew significantly by 95%, reaching VND 302 billion, driven by favorable business results, optimized investments, and efficient inventory management. This has enhanced MPC's liquidity and its ability to respond to fluctuations in exchange rates or interest rates.

Conversely, while long-term assets increased by 8.28% to VND 3,636.64 billion, Construction in Progress (CIP) at the end of 2025 rose sharply to VND 1,333.7 billion (from VND 1,012.4 billion at the beginning of the year). The largest contributors to this were the Minh Phu Khanh An Factory project (VND 809 billion) and the seawater pipeline system for shrimp farming ponds. Minh Phu remains steadfast in its strategy of investing in robotic automation and applying AI/Blockchain to manage farming processes. These initiatives aim to reduce labor dependency, lower production costs, enhance competitive advantages, and ensure sustainable development in the future.

*Unit: Billion VND*

Balance Sheet						
No.	Indicators	Dec 31, 2024	Proportion (%)	Dec 31, 2025	Proportion (%)	Change (%)
<b>I</b>	<b>Assets</b>	<b>9,536.77</b>	<b>100%</b>	<b>11,204.74</b>	<b>100%</b>	<b>+17.49%</b>
1	Short-term assets	6,176.31	64.76%	7,566.10	67.53%	+22.50%
2	Long-term assets	3,360.46	35.24%	3,638.64	32.47%	+8.28%
<b>II</b>	<b>Liabilities</b>	<b>4,623.92</b>	<b>100%</b>	<b>5,844.14</b>	<b>100%</b>	<b>+26.39%</b>
1	Short-term Liabilities	4,260.37	92.13%	5,371.75	91.92%	+26.09%
2	Long-term Liabilities	363.55	7.87%	472.39	8.08%	+29.94%

In 2025, Minh Phu's liabilities structure remained consistent with no major shifts compared to 2024. Short-term liabilities continued to be the primary component, accounting for over 92% of total debt and increasing by 26.09% year-on-year. Specifically, short-term loans rose by approximately 41.03%, representing the largest portion of the company's short-term debt. These funds were utilized to supplement working capital, providing direct support for operational activities. Long-term liabilities also saw a significant increase of 29.94%, rising from VND 363.55 billion to VND 472.39 billion, which moved its proportion from 7.86% to 8.79%. These long-term loans were dedicated to investing in the Minh Phat factory project at Khanh An Industrial Park, U Minh District, Ca Mau Province. Although the growth rate of long-term liabilities was higher than that of short-term debt, its overall scale remained small within the total debt structure, indicating that the Company maintains a relatively cautious financial leverage policy.

Total Liabilities in 2025 reached VND 5,844.14 billion, a 26.39% increase from the previous year. This trend indicates a strategic expansion of debt capital amidst a business recovery or heightened capital demand. However, the persistently high ratio of short-term debt suggests that short-term payment pressure remains present. In a context of potential volatility in interest and exchange rates, the increase



in both short-term and long-term liabilities must be strictly controlled to ensure cash flow balance and maintain financial safety ratios.

### 3. Report on financial situation

- **Solvency:** In 2025, Minh Phu's solvency declined slightly as both the current ratio and the quick ratio decreased, primarily because short-term liabilities increased at a faster pace than current assets as the Company expanded its working capital to support production and export activities. Current assets still recorded significant growth, mainly due to higher inventory levels maintained to fulfill large orders. Nevertheless, the current ratio remained above 1.0, indicating that the Company continued to maintain its ability to meet short-term obligations.

- **Capital Structure:** By the end of 2025, both the debt-to-total-assets ratio and the debt-to-equity ratio increased, with the debt-to-equity ratio exceeding 100%. This indicates a greater reliance on borrowed capital to meet working capital needs, particularly for seasonal raw material procurement and production expansion as the shrimp industry recovered.

- **Operational Capacity:** In 2025, the Company's operating efficiency indicators declined slightly, as reflected in lower inventory turnover, total asset turnover, receivables turnover, and payables turnover ratios. This indicates a slower pace of inventory movement and a moderation in asset utilization efficiency as the Company expanded its scale and increased working capital, particularly through higher inventory levels to support business operations. At the same time, the collection period for receivables lengthened due to a more flexible trade credit policy aimed at maintaining and expanding the customer base, while the payment period to suppliers was also extended, helping to ease short-term financial pressure.

- **Profitability:** In 2025, Minh Phu recorded a strong recovery in profitability, with all key indicators turning from negative to positive, including profit margins, return on equity (ROE), and return on assets (ROA). This result reflects a marked improvement in the Company's core business performance amid the recovery of the global shrimp export market and rising consumer demand. At the same time, the Company's strategy of focusing on deep-processed and value-added products, together with effective cost control and production optimization, contributed to enhanced operational efficiency and improved profit margins. This recovery provides a solid foundation for Minh Phu to further expand its markets and strengthen its competitive position in the years ahead.

Indicator	Unit	2024	2025
1. Solvency			
- Current Ratio	Time	1.45	1.41
- Quick Ratio	Time	0.53	0.49
2. Capital Structure			
- Debt to Total Assets Ratio	%	48.49	52.16
- Debt to Equity Ratio	%	94.12	109.02
3. Operational Capacity			
- Inventory Turnover	Turnover	3.05	2.89
- Total Asset Turnover	Turnover	1.49	1.41
4. Profitability			
- Net Profit Margin (Net Profit / Net Revenue)	%	-1.29	3.64

- Return on Average Equity (ROE)	%	-3.68	9.92
- Return on Average Assets (ROA)	%	-1.93	4.75
- Profit from Production and Business Activities/Net Revenue	%	-0.57	4.40

#### **4. Resources and Human Resources**

In 2025, the Company experienced changes in the Board of Management. Specifically, Mr. Bui Anh Dung and Mr. Tsunoda Norihisa resigned from their positions as Deputy Chief Executive Officers. Ms. Le Thi Minh Phu and Mr. Suzuki Yoshiaki were appointed to these positions.

Minh Phu determines that the company's development is always intertwined with the growth of its employees and the shrimp farming community. Therefore, the Company places special emphasis on enhancing professional capacity throughout the entire shrimp value chain, from seed selection and farming to processing, export, and consumption. Minh Phu implements numerous practical training programs and dispatches experts directly to farming areas to provide guidance on effective and sustainable shrimp farming techniques. At the same time, the Company creates favorable conditions for workers and farmers to access, understand, and apply new technologies into production activities. In addition, the company provides training on occupational safety and environmental incident response to ensure the health and safety of its workforce. These efforts not only contribute to increasing stable income for farmers but also help expand the farming system, consolidating the foundation for Minh Phu's sustainable development in both domestic and international markets.

#### **5. Changes in shareholders' capital**

As of December 18, 2025, the Company had 2,391 shareholders on record, of which domestic shareholders accounted for 60.8% and foreign shareholders accounted for 39.2%. There were no changes in the list of major shareholders (holding 5% or more of the voting shares), who collectively represented 68.6% of the Company's share capital.

The total number of issued shares of the Company was as follows:

- Common shares: 401,093,000 share
- Preferred shares: None
- Treasury shares : None

*Ca Mau, June 20<sup>th</sup>, 2026*

**On behalf of the Board of Management**  
**Deputy Chief Executive Officer**  
**LE VAN DIEP**





MINH PHU SEAFOOD CORP

SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness

No: 02/BC-DHCD26

Ca Mau, June 20<sup>th</sup>, 2026

## REPORT OF THE BOARD OF DIRECTORS

Dear Valued Shareholders,

The year 2025 marked a remarkable milestone for Vietnam's shrimp industry in general and for Minh Phu Seafood Corporation in particular. Minh Phu is proud to be a pioneer in transforming the challenges posed by increasingly stringent trade barriers into opportunities to reaffirm its value and strengthen its market position.

### 1. Activities of the Board of Directors:

In 2025, the Board of Directors held four regular quarterly meetings, attended by members of the Board of Directors, the Board of Management, the Board of Supervisors, the Chief Accountant, and other key executives of the Company. At these meetings, the Board of Directors reviewed and implemented the Company's strategic directions and business plans, while also receiving detailed updates on and closely monitoring the progress of ongoing projects. In addition, the Board of Directors provided direction to and supervised the Board of Management with respect to the following matters:

- Oversaw and directed the Company's information disclosure activities to ensure transparency and timely compliance with applicable legal requirements.
- Chaired and successfully organized the Annual General Meeting of Shareholders held on June 21, 2025, and the Extraordinary General Meeting of Shareholders held on December 20, 2025
- Regularly reviewed and evaluated the implementation of business plans and key financial and operating indicators in order to provide timely direction and enhance operational efficiency
- Monitored compliance with the provisions of the 2020 Law on Enterprises, the Company's Charter, the Internal Regulations on Corporate Governance, and other applicable laws and regulations.

No.	Board Member	Position	Number of meetings attended	Meeting attendance rate	Note
01	Ms. Chu Thi Binh	Chairwoman	04	100%	
02	Mr. Le Van Quang	Member	04	100%	
03	Mr. Le Van Diep	Member	04	100%	
04	Mr. Suzuki Yoshiaki	Member	04	100%	
05	Mr. Phan Thanh Loc	Member	04	100%	
06	Ms. Ho Thu Le	Member	04	100%	
07	Mr. Nguyen Nhan Nghia	Member	04	100%	
08	Mr. Sasaki Takahiro	Member	04	100%	

09	Ms. Le Thi Diu Minh	Member	02	50%	Appointed on 21/06/2025
10	Mr. Bui Anh Dung	Member	02	50%	Resigned on 21/06/2025

## 2. Report on the Implementation of Resolutions Approved at the Annual and Extraordinary General Meetings of Shareholders in 2025

### 2.1. Business Performance Indicators

Indicators	Unit	Actual Results for 2024	Actual Results for 2025	2025 Targets	Completion (%)	Achievement vs. Plan (%)
1. Production Volume	Ton	55,805.00	50,157.05	60,000.0	-10.12%	83.60%
2. Net Revenue	Billion VND	14,735.00	14,598.25	15,667.2	-0.93%	93.18%
3. Profit before tax	Billion VND	-130.45	584.04	1,091.4	-	53.51%
4. Profit after tax	Billion VND	-190.62	532.04	997.0	-	53.36%

### 2.2. Partial reversal of reserve funds to retained earnings and profit distribution plan for 2025

Pursuant to the approval of the Annual General Meeting of Shareholders in 2025, the Company reversed a portion of the Bonus and Welfare Fund and the Development Investment Fund to Retained Earnings in order to optimize financial resources. The appropriation and utilization of these funds were as follows:

CATEGORIES		AMOUNT (VND)
Fund of bonus and welfare for employees	Approved Fund by the 2025 AGM	-
	- Balance at the beginning of the period (Jan 01 <sup>st</sup> , 2025)	79,735,160,575
	- Appropriation from retained profits of 2025	19,269,738,493
	- Other adjustments	(25,714,793)
	- Reversal during the year	(79,735,160,575)
	- Utilization during the year	(14,592,059,879)
	Closing Balance at Dec 31st, 2025	4,651,963,821
Fund of the Development Investment	Approved Fund by the 2025 AGM	-
	- Balance at the beginning of the period (Jan 01 <sup>st</sup> , 2025)	121,715,806,042
	- Appropriation from retained profits of 2025	35,779,529,987
	- Other adjustments	-
	- Reversal during the year	(121,715,806,042)
	- Utilization during the year	(35,210,834,058)
	Closing Balance at Dec 31st, 2025	568,695,929

Note: Based on the audited consolidated financial statements for 2025.

In addition, pursuant to the profit distribution plan approved at the 2025 Annual General Meeting of Shareholders, Minh Phu paid cash dividends at a rate of 2.5% (equivalent to VND 250 per



share), using accumulated consolidated retained earnings as of December 31, 2024, including the amounts reversed from reserve funds.

### ***2.3. Remuneration and compensation of the Board of Directors, the Board of Supervisors, and the Board of Management in 2025***

The payment of remuneration to the Board of Directors and the Board of Supervisors was made in accordance with the resolution approved at the 2025 Annual General Meeting of Shareholders, in compliance with the Company's Charter and applicable laws and regulations. The total remuneration and compensation paid to the Board of Directors, the Board of Supervisors, and the Board of Management in 2025 were as follows:

No.	Content	Salary (VND)	Remuneration (VND)
1	BOD & BOM	16,097,568,190	2,000,000,000
2	The Board of Supervisors	986,303,765	144,000,000
	<b>Total</b>	<b>17,083,871,955</b>	<b>2,144,000,000</b>

### ***2.4. Selection of the Independent Auditor for the 2025 Financial Statements***

During the year, the Board of Directors convened to review and select an independent auditing firm to audit the Company's separate financial statements and consolidated financial statements. As a result, KPMG Vietnam Limited was appointed as the independent auditor of the Company's financial statements.

### ***2.5. Report on Transactions between Minh Phu Seafood Corporation (MPC) and Related Parties.***

In 2025, the Company entered into transactions with related parties, including subsidiaries and associated companies. All such transactions were reviewed and approved by the Board of Directors and were conducted in compliance with applicable laws and regulations. The aggregate value of these transactions remained below 35% of the Company's total assets as reported in the most recent audited financial statements. Detailed information on these transactions has been fully disclosed in the audited financial statements for 2025 and the 2025 Corporate Governance Report.

### ***2.6. Implementation of the Employee Stock Ownership Plan (ESOP)***

Pursuant to the Employee Stock Ownership Plan (ESOP) approved under the resolution of the 2025 Annual General Meeting of Shareholders, the Board of Directors implemented the issuance of 154,700 shares to 82 employees currently working at Minh Phu Seafood Corporation and its subsidiaries at a preferential issue price of VND 10,000 per share. Following the issuance, the Company's charter capital increased to VND 4,010,930,000,000. The total proceeds of VND 1,547,000,000 were added to the Company's working capital to support its business and production activities.

### ***2.7. Completion of the registration of additional business lines***

Pursuant to Resolution No. 01/NQ-ĐHCĐBT/2025 of the Extraordinary General Meeting of Shareholders dated December 20, 2025, the Company completed all necessary legal procedures to register additional business lines in accordance with applicable laws and regulations. Concurrently, Clause 1, Article 4 of the Company's Charter was amended to incorporate the updated list of registered business lines. The newly added business lines are as follows:



Business Code	Business Line
3600	Water Collection, treatment and supply
3700	Water drainage and wastewater treatment

### 3. Assessment of the Board of Directors on the Performance of the Board of Management

The supervisory activities of the Board of Directors over the Board of Management have been conducted in full compliance with the Company's Charter and Internal Corporate Governance Regulations. Overall, the Board of Management has demonstrated a clear understanding of the Board of Directors' strategic orientation and has made significant efforts to achieve the approved business plans. The Board of Directors provides the following general assessment of the Board of Management's performance in the Group's production and business activities:

- The Executive Management has consistently and promptly received the strategic directions and instructions of the Board of Directors and has effectively implemented them across the entire Group.
- Based on the Board of Directors' strategic orientation and key business targets assigned to member companies, the Executive Management has developed and implemented detailed operational plans for each period, directing individual subsidiaries, divisions, departments, and units accordingly.
- At periodic meetings of the Board of Directors, the Chief Executive Officer provided comprehensive reports on the Company's production and business performance, key operational highlights, growth initiatives, business plans, and thematic reports as required by the Board of Directors.
- The Executive Management has implemented business operations in accordance with the resolutions of the General Meeting of Shareholders, the instructions of the Board of Directors, and in full compliance with the Company's Charter and applicable laws.

### 4. The Board of Directors' Assessment of the Performance of the Board of Management

- **Business Performance Results:** In 2025, Minh Phu maintained strong revenue performance, recording nearly VND 15 trillion in net sales. Notably, the Company successfully reversed its business performance and achieved profit after tax of more than VND 532 billion, recovering from the significant losses recorded in the previous year. This turnaround was driven by effective cost optimization and improved financial income. This achievement once again demonstrates the relentless efforts and commitment of the Company's leadership, management team, and employees in overcoming a challenging business environment.
- **Investment Activities:** During the year, the Company continued to accelerate the completion of key investment projects, including the breaded shrimp processing plant and seafood processing facilities in Khanh An, as well as the seawater pipeline system supplying farming ponds in Kien Giang. These investments are aimed at increasing production capacity, expanding value-added product offerings, and improving shrimp farming technologies to enhance farming efficiency and strengthen Minh Phu's competitive advantage.

- **Dividend Payment:** The Board of Directors approved and oversaw the payment of dividends in full compliance with the resolutions adopted at the 2025 Annual General Meeting of Shareholders. Specifically, December 18, 2025 was set as the record date for shareholders entitled to receive a cash dividend at a rate of 2.5%, equivalent to VND 250 per share.
- **Environmental and Social Activities:** Environmental and social responsibility is one of the Company's key objectives in its sustainable development strategy. Accordingly, the Company proactively monitors, updates, and strictly complies with all relevant environmental protection and social welfare regulations under applicable laws. At the same time, the Company continues to maintain its charitable and community support activities, contributing to the assistance and improvement of living conditions for disadvantaged groups in local areas.

## **5. Orientation of the Board of Directors for 2026**

In 2026, the Board of Directors will focus on advancing the strategy of developing a sustainable shrimp value chain based on a green and circular economic model. Accordingly, the Company will prioritize investment in key projects such as processing plants, high-quality disease-resistant broodstock production systems, and the expansion of efficient shrimp farming models. These initiatives aim to secure a stable and sustainable source of raw materials and reduce the cost of goods sold. In particular, the Board of Directors will promote the application of modern processing technologies, while intensifying the use of AI and blockchain in farm and factory management, thereby enhancing production efficiency and strengthening global competitiveness. Alongside production development, the Board also places strong emphasis on improving corporate governance standards and enhancing transparency in information disclosure.

Risk management is identified as a top priority, with proactive governance mechanisms established to mitigate market volatility and financial risks. By strictly adhering to international governance standards and maintaining transparency in all operations, the Board of Directors is committed to strengthening shareholder trust, ensuring sustainable development, and creating long-term value for the Group amid an increasingly volatile global market.

*Ca Mau, June 20, 2026*  
**ON BEHALF OF THE BOD**  
**Chairman**  
**CHU THI BINH**



## **REPORT OF THE BOARD OF SUPERVISORS**

Dear Valued Shareholders!

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

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

- Report of the Board of Directors.
- Report of the Board of Management.
- Consolidated financial statements for the accounting year 2025

The opinion of the Supervisory Board is as follows:

- ✓ We agree with the comments of the Board of Directors and the Board of General Directors on the operation situation, business results in 2025 and the development direction of the Company in the coming time.
- ✓ We have reviewed and agreed on the truthfulness and reasonableness of the consolidated financial statements for the accounting year 2025 prepared by the Board of Management and audited by KPMG Vietnam Co., Ltd. Audit number: 25-01-00694-26-2 ngày 20/03/2026 was posted on the company's website.

### **1. Assessment of the Performance of the Board of Directors**

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

### **2. Assessment of the Performance of the Board of Management**

In 2025, despite many difficulties in the global economic - political - social situation, the Board of Management (BOM) made every effort to manage production and business to maintain and stabilize the pace and efficiency of business. The BOM has been searching for business opportunities,



developing and expanding export markets. The Supervisory Board finds that the BOM has carried out the Company's business activities effectively and complied with the Enterprise Law, the Company's Charter, and Resolutions of the General Meeting of Shareholders/Board of Directors of the Company. and other relevant laws.

### **3. The coordination of the Supervisory Board, the BOD and the BOM**

In 2025, the Supervisory Board plans and assigns members to supervise the implementation of the resolutions of the General Meeting of Shareholders, of the BOD as well as production, business and investment activities of the Company. The company complies with the company's charter and current Vietnamese laws. During the year, we continued to recruit, train personnel, perfect the control process at subsidiaries, with a focus on companies in farming areas. In the course of performing its duties, the Supervisory Board has been facilitated by the BOD, BOM and affiliated units for the Supervisory Board to attend important meetings of the BOD. In addition, the Supervisory Board was also provided with adequate and timely information, as well as received comments from the members of the Supervisory Board in order to further improve the operation process, continuously enhance the work of the Supervisory Board management and improve the efficiency of production and business of the company.

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

*Ca Mau, June 20<sup>th</sup>, 2026*

**On behalf of The Supervisory Board  
Head of Supervisory Board  
TRAN VAN KHANH**



MINH PHU SEAFOOD CORP

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

No: 01/TTr-ĐHCĐ26

Ca Mau, June 20<sup>th</sup>, 2026

## PROPOSAL

### *Re: Approval of the 2025 audited Financial Statements*

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

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17<sup>th</sup>, 2020, as amended and supplemented by Law No. 76/2025/QH15 dated June 17<sup>th</sup>, 2025;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26<sup>th</sup>, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29<sup>th</sup>, 2024;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31<sup>st</sup>, 2020, as amended and supplemented by Decree No. 245/2025/ND-CP dated September 11<sup>st</sup>, 2025;
- Pursuant to the Company Charter of Minh Phu Seafood Corporation;

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the following matters:

1. The audited separate financial statements of the parent company for the fiscal year 2025, audited by KPMG Vietnam Limited, were disclosed on March 30, 2026 on the Investor Relations section of the Company's website at <https://minhphu.com/>

*Detailed information is provided in the audited separate financial statements of the parent company for the fiscal year 2025, which have been publicly disclosed on the Company's website.*

2. The audited consolidated financial statements for the fiscal year 2025, audited by KPMG Vietnam Limited, were disclosed on March 30, 2026 on the Investor Relations section of the Company's website at <https://minhphu.com/>

*Detailed information is provided in the audited consolidated financial statements for the fiscal year 2025, which have been publicly disclosed on the Company's website.*

Respectfully submitted to the AGM for consideration and approval.

**ON BEHALF OF THE BOD**

**Chairman**

**CHU THI BINH**



## PROPOSAL

### ***Reg: Approval of the profit distribution and funds appropriations in 2025 and the profit distribution plan in 2026***

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

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17th, 2020, as amended and supplemented by Law No. 76/2025/QH15 dated June 17th, 2025;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26th, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29th, 2024;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31st, 2020, as amended and supplemented by Decree No. 245/2025/ND-CP dated September 11st, 2025;
- Pursuant to the Company Charter of Minh Phu Seafood Corporation;

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the following matters:

#### **1. Approve the profit distribution and funds appropriations from the consolidated undistributed after-tax profit in 2025.**

*1.1.* Pursuant to the provisions of the Company's Charter and the Company's actual business performance, The Board of Directors hereby respectfully submit to the General Meeting of Shareholders (AGM) consider to approve the profit distribution and funds appropriations from the consolidated undistributed after-tax profit in 2025 as following:

Profit distribution	Amount (VND)	Rate (%)
<b>Consolidated undistributed after-tax profit in 2025.</b>	<b>523,470,576,449</b>	<b>100%</b>
<i>Dividend Payments by Cash</i>	<i>0 – 300,819,750,000</i>	<i>0% - 57.47%</i>
<i>Fund of bonus and welfare for employees</i>	<i>52,347,057,645</i>	<i>~10.00%</i>
<i>Fund of Research and Development</i>	<i>52,347,057,645</i>	<i>~10.00%</i>
<i>Remaining Retained Earnings</i>	<i>117,956,711,159 - 418,776,461,159</i>	<i>22.53% - 80.00%</i>

**1.2.** According to the above profit distribution plan, the Board of Directors of Minh Phu Seafood Corporation would like to submit to the General Meeting of Shareholders to approve the Cash Dividends Payment Plan in 2025, detailed as following:

- Dividend percentage in cash: from 0% to 7.5% per par value (equivalent to VND 0 – 750 per share)
- Resource: Consolidated undistributed after-tax profit in 2025.
- The estimated time: in 2026
- Assign the Board of Directors to decide a specific payout ratio within the above approval range and the specific time to close the list of shareholders in order to pay the cash dividend for 2025.

## **2. Approve the profit distribution plan in 2026**

The Board of Directors hereby respectfully submit to the General Meeting of Shareholders (AGM) consider to approve the profit distribution plan in 2026 as following:

<b>Profit distribution plan</b>	<b>Plan of 2026 (%)</b>
Fund of bonus and welfare for employees	10%
Fund of Research and Development	10%
Dividend Payments	30% - 50%
Remaining Retained Earnings	30% - 50%

Respectfully submitted to the AGM for consideration and approval

**ON BEHALF OF THE BOD**  
**Chairman**  
**CHU THI BINH**





MINH PHU SEAFOOD CORP

SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness

No: 03/TTr-ĐHCD26

Ca Mau, June 20<sup>th</sup>, 2026

## PROPOSAL

*Re: Approval of the production and business plan in 2026*

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

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17th, 2020, as amended and supplemented by Law No. 76/2025/QH15 dated June 17th, 2025;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26th, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29th, 2024;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31st, 2020, as amended and supplemented by Decree No. 245/2025/ND-CP dated September 11st, 2025;
- Pursuant to the Company Charter of Minh Phu Seafood Corporation;

According to the current business activities of Minh Phu and the real market forecast, the Board of Directors hereby respectfully submits to the General Meeting of Shareholders to approve the Production and Business Plan (consolidated) for 2026 with some targets as follows:

No.	Specifications	Unit	Target	Unit	Target
1	Production output	Ton	68,800	Ton	68,800
2	Net Revenue	Bil VND	19,892.1	Mil USD	765.1
3	Net Profit Before Tax	Bil VND	1,059.1	Mil USD	40.7
4	Net Profit After Tax	Bil VND	974.4	Mil USD	37.5

*Exchange Rate: 26.000 VND*

Respectfully submitted to the AGM for consideration and approval

**ON BEHALF OF THE BOD**  
**Chairman**  
**CHU THI BINH**

## **PROPOSAL**

### ***V/v: Approval of the remuneration for the Board of Director, the Supervisory Board***

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

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17th, 2020, as amended and supplemented by Law No. 76/2025/QH15 dated June 17th, 2025;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26th, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29th, 2024;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31st, 2020, as amended and supplemented by Decree No. 245/2025/ND-CP dated September 11st, 2025;
- Pursuant to the Company Charter of Minh Phu Seafood Corporation;

The Board of Directors hereby respectfully submits to the General Meeting of Shareholders consider to approval of the remuneration for the Board of Directors and Supervisory Board as below:

#### **1. The remuneration was disbursed in 2025**

The remuneration of the BOD was disbursed: VND 2,000,000,000 (Two billion Vietnamese Dong)

- The remuneration of the Supervisory Board was disbursed: VND 144,000,000 (one hundred and forty-four million Vietnamese Dong).

- Total remuneration: VND 2,144,000,000 (Two billion, one hundred forty four million Vietnamese Dong).

#### **2. The proposed remuneration in 2026**

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

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

+ Remuneration for Board members who serve concurrently as Corporate Officers: VND 12,500,000/person/month (twelve million, five hundred thousand Vietnam Dong);

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

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

+ Remuneration for Supervisory members who serve concurrently as Corporate Officers: VND 4,000,000 person/month (four million Vietnam Dong).



### **3. The proposed bonus rate in 2026**

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

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

Respectfully submitted to the AGM for consideration and approval.

**ON BEHALF OF THE BOD**  
**Chairman**  
**CHU THI BINH**

## **PROPOSAL**

### ***V/v: Approval of selecting the independent auditor for Financial Statements in 2026***

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

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17th, 2020, as amended and supplemented by Law No. 76/2025/QH15 dated June 17th, 2025;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26th, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29th, 2024;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31st, 2020, as amended and supplemented by Decree No. 245/2025/ND-CP dated September 11st, 2025;
- Pursuant to the Company Charter of Minh Phu Seafood Corporation;

The Supervisory Board respectfully submits to the General Meeting of Shareholders for approval the authorization of the Board of Directors to select one auditing firm from among the top four auditing firms in Vietnam, that have been approved by the State Securities Commission to audit issuing organizations and listed companies, to perform the audit of the annual financial statements and the review of quarterly financial statements (if required by competent State authorities) of Minh Phu Seafood Corporation in accordance with applicable laws and regulations for the 2026 financial year.

Based on the evaluation of the criteria, service quality and reputation of auditing firms in Vietnam, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the list of auditing firms from which one will be selected to serve as the Company's independent auditor for the 2026 financial year, as follows:

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

Respectfully submitted to the AGM for consideration and approval.

**On behalf of the Supervisory Board  
Head of the Supervisory Board  
TRAN VAN KHANH**



## PROPOSAL

***Re: Approval of related party transactions  
within the authority of the general meeting of shareholders.***

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

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17th, 2020, as amended and supplemented by Law No. 76/2025/QH15 dated June 17th, 2025;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26th, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29th, 2024;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31st, 2020, as amended and supplemented by Decree No. 245/2025/ND-CP dated September 11st, 2025;
- Pursuant to the Company Charter of Minh Phu Seafood Corporation;

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

**1. Approving Minh Phu Seafood Corporation's (MPC) contracts and transactions with the relevant party in the period from the date of the 2026 Annual General Meeting of Shareholders to the day before the General Meeting of Shareholders in 2027, provided that the such transactions must be fair, in the best interests of the Company and not less favorable than similar conditions established for other parties, specifics as follows:**

- Parties: Minh Phu Seafood Corporation and related party as defined in Clause 1, Article 167 of the 2020 Law on Enterprises.
- Scope of Transactions: Transactions may include the purchase and sale of finished goods, purchase and sale of raw materials, purchase and sale of fixed assets, dividend payments, capital contributions, borrowing and lending transactions and other related transactions,...
- Transaction value for loan agreements, lending transactions and asset disposals: The aggregate value of transactions arising within a period of 12 months from the date of the first transaction exceeds 10% of the total assets recorded in the most recent separate financial statements of the Company. [Pursuant to Point b, Clause 3, Article 167 of the 2020 Law on Enterprises].

- Transaction value for other contracts and transactions: The aggregate value of transactions arising within a period of 12 months from the date of the first transaction is equal to or exceeds 35% of the total assets recorded in the most recent separate financial statements of the Company. *[Pursuant to Clause 2 and Point a, Clause 3, Article 167 of the 2020 Law on Enterprises]*.

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

Respectfully submitted to the AGM for consideration and approval.

**ON BEHALF OF THE BOD**  
**Chairman**  
**CHU THI BINH**





MINH PHU SEAFOOD CORP

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

No: 07/TTr-ĐHCĐ26

Ca Mau, June 20<sup>th</sup>, 2026

## PROPOSAL

### *Re: Approval of amendments to the Company's Charter*

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

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17th, 2020, as amended and supplemented by Law No. 76/2025/QH15 dated June 17th, 2025;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26th, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29th, 2024;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31st, 2020, as amended and supplemented by Decree No. 245/2025/ND-CP dated September 11st, 2025;
- Pursuant to the Company Charter of Minh Phu Seafood Corporation;

To optimize governance efficiency, the Board of Directors hereby submits to the General Meeting of Shareholders for approval the authorization to obtain shareholders' written opinions for all matters falling under the competence of the General Meeting of Shareholders. This amendment aims to establish a more flexible mechanism, enabling the Board of Directors to promptly approve strategic decisions, while aligning with the modernization of corporate governance. It is expected to streamline the organizational structure and enhance operational efficiency, while still ensuring full legal validity and transparency in accordance with the current Law on Enterprises. The Board of Directors respectfully submits the following matters to the General Meeting of Shareholders for consideration and approval:

#### **1. Approval of Amendments to the Company's Charter as follows:**

No.	Current provision	Amended provision	Legal Basis
1	Clause 1, Article 22: "The Board of Directors shall have the right to obtain shareholders' written opinions in order to adopt resolutions of the General Meeting of Shareholders when deemed necessary in the interests of the Company, except for cases specified in Clause 2, Article 147 of the Law on Enterprises."	Amended to: "The Board of Directors shall have the right to obtain shareholders' written opinions in order to adopt resolutions of the General Meeting of Shareholders with respect to all matters within the authority of the General Meeting of Shareholders as stipulated in Article 15 of this Charter and applicable laws, where deemed necessary in the interests of the Company."	Clause 2, Article 147 and Clause 1, Article 149 of the 2020 Law on Enterprises

Respectfully submitted to the AGM for consideration and approval

**ON BEHALF OF THE BOD**

**Chairman**

**CHU THI BINH**

## **THE DRAFT**

## **THE MINUTES**

### **OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

#### **I. Time and place;**

Today, June 20<sup>th</sup>, 2026, the Annual General Meeting of Shareholders of Minh Phu Seafood Joint Stock Company was held::

- Time: At 9:00 a.m.
- Location: on the 8th floor of Minh Phu Building, No. 21 Le Quy Don, Xuan Hoa Ward, Ho Chi Minh City
- Form of participation and voting method::
  - + Attend and vote/vote directly at the meeting;
  - + Send the voting ballot to the meeting via mail, fax or email;
  - + Authorize other individuals and organizations to attend and vote/vote at the meeting;

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

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

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

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

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

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

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



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

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

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

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

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

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

- Mr. Le Van Quang – Board Member and General Manager read the Report of the Board of Management on the company's production and business activities and the report of Board of Directors on the company's highlights in 2025, the activities and evaluations of the Board of Directors as well as setting out the orientation plan for 2026.

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

- Report of the Supervisory Board on the Company's operation 2023.;
- Approval of the 2025 audited Financial Statements;
- Approval of the profit distribution and funds appropriations in 2025 and the profit distribution plan in 2026;
- Approval of the production and business plan in 2026;
- Remuneration for the Board of Director, the Supervisory Board;
- Approval of selecting the independent auditor for Annual Financial Statements in 2026;
- Approval of the transactions with relevant party;
- Approval of Amendments to the Company's Charter.

**2.3 The congress discussed the issues presented**

**Question 1:**

**Answer:**

**Question 2:**

**Answer:**

**Question 3:**

**Answer:**

**Question 4:**

**Answer:**

**Question 5:**

**Answer:**

**Question 6:**

**Answer:**

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

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

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

**Voting results:**

No	Contents	Approved	Rate	Disapproved	Rate	No Comment	Rate
1	Report of the Board of Management						
2	Report of the Board of Directors						
3	Report of the Supervisory Board						
4	Approval of the 2025 audited Financial Statements						
5	Approval of the profit distribution and funds appropriations in 2025 and the profit distribution plan in 2026;						
6	Approval of the production and business plan in 2026;						
7	Remuneration for the Board of Director, the Supervisory Board;						
8	Approval of selecting the independent auditor for Annual Financial Statements in 2026;						
9	Approval of the transactions with relevant party;						
10	Approval of Amendments to the Company's Charter						



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

No.	Contents	Shareholders attending the meeting		Shareholders have interests related attendance and voting voting		Shareholders vote legally (After splitting votes)	
		Number of shareholders	Number of Shares	Number of shareholders	Number of Shares	Number of shareholders	Number of Shares
10	Approval of the transactions with relevant party *						

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

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

**The congress ended at 11:15am on the same day.**

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

### **The 2026 Annual General Meeting of Shareholders**

#### **Minh Phu Seafood Joint Stock Company**

**Secretary of the Congress**

**Chairman of the Congress**

**Bui Khanh Linh**

**Le Van Quang**

## THE DRAFT

## THE RESOLUTION

### OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

- Pursuant to business registration certificate No. 2000393273 issued by the Provincial Department of Planning and Investment Ca Mau issued the 14<sup>th</sup> change on September 24<sup>th</sup>, 2025;
- Pursuant to the Charter of Minh Phu Seafood Joint Stock Company;
- Pursuant to the minutes of the 2026 Annual General Meeting of Shareholders No. 01/BB-ĐHCĐ26

Today, June 20<sup>th</sup>, 2026, the 2026 Annual General Meeting of Shareholders of Minh Phu Seafood Joint Stock Company is held at 9:00 a.m, at Floor 8<sup>th</sup> of Minh Phu Building, No. 21 Le Quy Don Str., Xuan Hoa Ward, HCM City.

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

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

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

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

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

**ARTICLE 2.** Approved the 2025 audited Financial Statements.

**ARTICLE 3.** Approved the plan for setting up funds, profit distribution in 2025 and profit distribution plan in 2026, details as follows:

**3.1. Approve the profit distribution and funds appropriations from the consolidated undistributed after-tax profit in 2025:**

Profit distribution	Amount (VND)	Rate (%)
Consolidated undistributed after-tax profit in 2025.	523,470,576,449	100%
Dividend Payments by Cash	0 – 300,819,750,000	0% - 57.47%
Fund of bonus and welfare for employees	52,347,057,645	~10.00%
Fund of Research and Development	52,347,057,645	~10.00%
Remaining Retained Earnings	117,956,711,159 - 418,776,461,159	22.53% - 80.00%



### **3.2. Approved the Cash Dividends Payment Plan in 2025, detailed as following:**

- Dividend percentage in cash: from 0% to 7.5% per par value (equivalent to VND 0 – 750 per share)
- Resource: Consolidated undistributed after-tax profit in 2025.
- The estimated time: in 2026
- Assign the Board of Directors to decide a specific payout ratio within the above approval range and the specific time to close the list of shareholders in order to pay the cash dividend for 2025.

### **3.3. Approved the profit distribution plan in 2026, detailed as following:**

<b>Profit distribution plan</b>	<b>Plan of 2026 (%)</b>
Fund of bonus and welfare for employees	10%
Fund of Research and Development	10%
Dividend Payments	30% - 50%
Remaining Retained Earnings	30% - 50%

## **ARTICLE 4. Approved the production and business plan in 2026**

<b>No.</b>	<b>Description</b>	<b>Unit</b>	<b>Target</b>	<b>Unit</b>	<b>Target</b>
1	Finished product	Ton	68,800	Ton	68,800
3	Net Revenue	Bil VND	19,892.1	Mil USD	765.1
4	Net Profit Before Tax	Bil VND	1,059.1	Mil USD	40.7
5	Net Profit After Tax	Bil VND	974.4	Mil USD	37.5

**Exchange Rate: 26,000 VND**

## **ARTICLE 5. Approved of remuneration and bonuses for the Board of Directors and Supervisory Board**

### **5.1. The remuneration was disbursed in 2025:**

- The remuneration of the BOD was disbursed: VND 2,000,000,000 (Two billion Vietnamese Dong)
- The remuneration of the Supervisory Board was disbursed: VND 144,000,000 (one hundred and forty-four million Vietnamese Dong).
- Total remuneration: VND 2,144,000,000 (Two billion, one hundred forty four million Vietnamese Dong).

### **5.2. The proposed remuneration in 2026**

❖ The proposed remuneration of the BOD:

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

❖ The proposed remuneration of the Supervisory Board:

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

### **5.3. The proposed bonus rate in 2026**

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

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

**ARTICLE 6. Authorizing the Board of Directors to choose one of the auditing firms: KPMG Vietnam Co., Ltd., Ernst & Young Vietnam Co., Ltd., PwC Vietnam Co., Ltd., Deloitte Vietnam Co., Ltd. as the auditing firm for the 2025 financial statements.**

**ARTICLE 7. Approving Minh Phu Seafood Corporation's (MPC) contracts and transactions with the relevant party in the period from the date of the 2026 Annual General Meeting of Shareholders to the day before the General Meeting of Shareholders in 2027, provided that the such transactions must be fair, in the best interests of the Company and not less favorable than similar conditions established for other parties, specifics as follows:**

- Parties: Minh Phu Seafood Corporation and related party as defined in Clause 1, Article 167 of the 2020 Law on Enterprises.
- Scope of Transactions: Transactions may include the purchase and sale of finished goods, purchase and sale of raw materials, purchase and sale of fixed assets, dividend payments, capital contributions, borrowing and lending transactions and other related transactions,...
- Transaction value for loan agreements, lending transactions and asset disposals: The aggregate value of transactions arising within a period of 12 months from the date of the first transaction exceeds 10% of the total assets recorded in the most recent separate financial statements of the Company. [Pursuant to Point b, Clause 3, Article 167 of the 2020 Law on Enterprises].
- Transaction value for other contracts and transactions: The aggregate value of transactions arising within a period of 12 months from the date of the first transaction is equal to or exceeds 35% of the total assets recorded in the most recent separate financial statements of the Company. [Pursuant to Clause 2 and Point a, Clause 3, Article 167 of the 2020 Law on Enterprises]..

**ARTICLE 8. Approval of Amendments to the Company's Charter as follows:**

No.	Current provision	Amended provision	Legal Basis
1	Clause 1, Article 22: <i>"The Board of Directors shall have the right to obtain shareholders' written opinions in order to adopt resolutions of the General Meeting of Shareholders when deemed necessary in the interests of the Company, except for cases specified in Clause 2, Article 147 of the Law on Enterprises."</i>	Amended to: <i>"The Board of Directors shall have the right to obtain shareholders' written opinions in order to adopt resolutions of the General Meeting of Shareholders with respect to all matters within the authority of the General Meeting of Shareholders as stipulated in Article 15 of this Charter and applicable laws, where deemed necessary in the interests of the Company."</i>	Clause 2, Article 147 and Clause 1, Article 149 of the 2020 Law on Enterprises



The Resolution of the 2026 Annual General Meeting of Shareholders of Minh Phu Seafood Joint Stock Company was unanimously approved by the shareholders attending the General Meeting at 11:15 am. on the same day.

**The 2026 Annual General Meeting of Shareholders  
Minh Phu Seafood Joint Stock Company**

**Secretary of the Congress**

**Chairman of the Congress**

**Bùi Khánh Linh**

**Lê Văn Quang**