

**Phụ lục VI**  
**Appendix VI**

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

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

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

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

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Số: 18/TB-MPC25

Tp.HCM, ngày 30 tháng 05 năm 2025

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

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

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

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

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

- 3. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 30/05/2025 tại đường dẫn <https://minhphu.com/> This information was published on the company's website on May 30<sup>th</sup>, 2025, as in the link <https://minhphu.com/>**

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

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

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

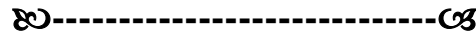
**Đại diện tổ chức/ Organization representative**

Người UQ CBTT

Person authorized to disclose information  
(Ký, ghi rõ họ tên, chức vụ, đóng dấu)  
(Signature, position, and seal)



**NGUYỄN THỊ NGỌC HƯƠNG**



## INVITATION LETTER

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

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

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

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

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

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

Vo Thi Sau ward, Dict.3, HCMC

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

Your respectfully!

**Ca Mau, May 30<sup>th</sup>, 2025**

**On behalf of BOD**



**Lê Văn Quang**

***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.***

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**POWER OF ATTORNEY**

(To attend the 2025 Annual General Meeting of Shareholders)

**The Assignor:**

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

**The Assignee:**

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

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

**Scope of Authorization:**

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

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

**Assignee**  
(Full name and signature)

**Assignor**  
(Full name and signature)

**Notes:**

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



## MINH PHU SEAFOOD JOINT STOCK COMPANY

Ward 8 Industrial Park, Ward 8, City. Ca Mau, Ca Mau province

Business registration number: 2000393273

Tel: 02903.838262 Fax: 02903.833119

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

# THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS VOTING BALLOT

## I. SHAREHOLDER INFORMATION

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

<sup>(1)</sup>: 01 share = 01 vote

## II. VOTING CONTENTS

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

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

**Name of shareholder/Assignee**

*(Signature and full name)*

### Note:

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



## MINH PHU SEAFOOD JOINT STOCK COMPANY

Ward 8 Industrial Park, Ward 8, City. Ca Mau, Ca Mau province

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Tel: 02903.838262 Fax: 02903.833119

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

# THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS ELECTION BALLOT

- Name of shareholder: .....

- Number of ownership registration: .....

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

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

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

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

**Name of shareholder/Assignee**

*(Signature and full name)*

### ***How to fill Election Ballot:***

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

**Note:** *This ballot is only valid at the 2024 Annual General Meeting of Shareholders of Minh Phu Seafood Group Joint Stock Company.*

# AGENDA

## 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

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

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

# **PROPOSAL TO SHAREHOLDERS No. 01**

***Re: Approval of the 2024 audited Financial Statements***

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

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

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

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

Respectfully submitted to the AGM for consideration and approval.

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

## PROPOSAL TO SHAREHOLDERS No. 04

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

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

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

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

*Exchange Rate: 25,950 VND*

Respectfully submitted to the AGM for consideration and approval.

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



# PROPOSAL TO SHAREHOLDERS No. 05

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

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

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

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

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

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

❖ The proposed remuneration of the BOD:

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

❖ The proposed remuneration of the Supervisory Board:

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

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

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

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

Respectfully submitted to the AGM for consideration and approval.

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

# PROPOSAL TO SHAREHOLDERS No. 06

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

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

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

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

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

Respectfully submitted to the AGM for consideration and approval.

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

# PROPOSAL TO SHAREHOLDERS No. 07

*Re: Approval of the transactions with relevant party*

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

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

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

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

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

Respectfully submitted to the AGM for consideration and approval.

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

# PROPOSAL TO SHAREHOLDERS No. 08

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

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

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

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

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

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

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

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

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

## **3. Approving the changes related to the release:**

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

## **4. Authorizing the Board of Directors to do the following:**

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

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

Respectfully submitted to the AGM for consideration and approval.

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

## PROPOSAL TO SHAREHOLDERS No. 09

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

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

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

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

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

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

Respectfully submitted to the AGM for consideration and approval.

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





**CÔNG TY CỔ PHẦN TẬP ĐOÀN THỦY SẢN MINH PHÚ**  
Khu Công Nghiệp Phường 8, Thành phố Cà Mau, tỉnh Cà Mau  
Tel: (+84) 290-383-9391 - Fax: (+84) 290-366-8795  
Website: <http://minhphu.com/>

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

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

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

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

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

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

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

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

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

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

Tôi xin trân trọng cảm ơn!

*Best Regards!*

*Tp. HCM., ngày 24 tháng 03 năm 2025*

**Người làm đơn**

**BÙI ANH DŨNG**



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

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

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

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

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

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

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

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

**NGƯỜI KHAI/DECLARANT**

*(Ký, ghi rõ họ tên)*

*(Signature, full name)*

## Appendix

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

#### **Question 1:**

**Answer:**

#### **Question 2:**

**Answer:**

#### **Question 3:**

**Answer:**

#### **Question 4:**

**Answer:**

**Question 5:**

**Answer:**

**Question 6:**

**Answer:**

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

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

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

**Voting results:**

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

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

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



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

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

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

#### **Election Results:**

STT	Full Name of BOD	Shares	Rate
1	Lê Thị Diệu Minh	...	

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

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

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

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

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

**The 2025 Annual General Meeting of Shareholders**

**Minh Phu Seafood Joint Stock Company**

**Secretary of the Congress**

**Chairman of the Congress**

**Bùi Khánh Linh**

**Lê Văn Quang**

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

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

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

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

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

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

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

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

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

**ARTICLE 3.** Approval of the transfer of the fund to undistributed after tax profit.

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

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

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

**Exchange Rate: 25,950 VND**

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

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

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

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

❖ The proposed remuneration of the BOD:

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

❖ The proposed remuneration of the Supervisory Board:

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

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

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

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

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

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

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

exceeding 35% of the total value of assets registered, recorded in the most recent financial statements).

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

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

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

16. Purpose of the issuance and Plan of using the proceeds from the issuance.	<ul style="list-style-type: none"> <li>- Issuance of new shares to the employees of the Company and member companies to recognize their contribution to the Company and the member companies over the last year. From there, employees will be more cohesive, have a higher sense of responsibility and commit to long-term companionship with the Company.</li> <li>- The proceeds from the issuance will be used to increase charter capital, for business requirements and supplementing the Company's working capital.</li> </ul>
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***9.2. Approving the plan to ensure that the issuance plan meet the regulations on foreign ownership ratio.***

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

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

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

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

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

- Select the issuance consulting unit, make depository registration dossiers and register additional transactions at VSDC and UPCOM;
- Release the Regulation on issuance of shares under the program of selection for employees, deciding on the criteria and list of employees participating in the program, the principles for determining the number of issued shares for each employee, calculating the detailed issuance rate based on the number of issued shares approved by the General Meeting of Shareholders above;
- To decide in detail the plan to use the proceeds from the issuance in accordance with the purposes approved by the General Meeting of Shareholders above; adjust the allocation and use of capital obtained from the issuance; change the purpose and plan of using capital (if necessary) to suit the actual situation to ensure the interests of shareholders and the Company, and report to the latest General Meeting of Shareholders on relevant adjustments to the purpose and plan of using this capital (if any);
- To decide on the time of issuance, develop, edit and explain all dossiers and procedures related to the issuance, modify the issuance plan depending on the actual situation or at the request of competent state agencies, and perform tasks in accordance with law to complete the issuance of shares;
- To decide on the content and sign documents related to the issuance plans, including the issuance report file, the additional depository registration dossier, the additional stock trading registration dossier.
- Carry out necessary procedures to report the issuance results to the SSC;

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

**ARTICLE 10. Approved the dismissal of Mr. Bui Anh Dung as a Board member of Minh Phu Seafood Joint Stock Company according to the Letter of Resignation.**

**Approved the list of Board of Directors candidates and elect Ms. Le Thi Diu Minh as a member of the Board of Directors for the 2024–2029 term:**

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

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

**Secretary of the Congress**

**Chairman of the Congress**

**Bùi Khánh Linh**

**Lê Văn Quang**