

No: *11* /BC-TSVN-HĐQT

Ho Chi Minh City, January 22nd, 2026

REPORT ON CORPORATE GOVERNANCE
VIETNAM SEAPRODUCTS JOINT STOCK CORPORATION
(Year 2025)

To:

- The State Securities Commission (SSC);
- Hanoi Stock Exchange (HNX).

- Name of company: VIETNAM SEAPRODUCTS JOINT STOCK CORPORATION;

- Address of headoffice: 2-4-6 Dong Khoi Street, Sai Gon Ward, Ho Chi Minh City, Vietnam;

- Telephone: (+84) 28 3829 1924

Fax: (+84) 28 3829 0146

Email: seaprodex@seaprodex.vn;

- Charter capital: 1,250,000,000,000 VND;

- Stock symbol: SEA (UPCoM);

- Governance model of **Vietnam Seaproducts Joint Stock Corporation** (Seaprodex): General Meeting of Shareholders (GMS), Board of Directors (BOD), Board of Supervisors (BOS) and General Director;

- The implementation of internal audit: Not yet implemented.

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, and Circular No. 96/2020/TT-BTC issued by the Ministry of Finance on November 16, 2020 and effective from January 1, 2021, providing guidance on information disclosure in the securities market, Seaprodex reports on its corporate governance for the year 2025, as follows:

I. Activities of the General Meeting of Shareholders

Information on meetings and resolutions of the GMS (*including the resolutions of the GMS approved in the form of written comments*), specifically:

No.	Resolution No.	Date	Content
1.	43/NQ-ĐHĐCĐ	26/4/2025	Resolution of the 2025 Annual General Meeting of Shareholders (convened in person): 1. Approval of the Board of Directors' Report at the 2025 Annual General Meeting of Shareholders; 2. Approval of the Board of Supervisors' Report on

			<p>activities in 2024;</p> <p>3. Approval of Proposal No. 36/TTr-TSVN-BKS dated April 4, 2025, regarding the selection of the auditing firm to perform the review and audit of Seaprodex's 2025 financial statements;</p> <p>4. Approval of Proposal No. 32/TTr-TSVN-HĐQT dated April 4, 2025, regarding the approval of the 2024 audited financial statements (Separate and Consolidated) of Seaprodex;</p> <p>5. Approval of Proposal No. 33/TTr-TSVN-HĐQT dated April 4, 2025, regarding the approval of the profit distribution plan for 2024 of Seaprodex;</p> <p>6. Approval of Proposal No. 35/TTr-TSVN-HĐQT dated April 4, 2025, regarding the approval of several business plan targets for 2025;</p> <p>7. Approval of Proposal No. 34/TTr-TSVN-HĐQT dated April 4, 2025, regarding the report on remuneration, income, and operating expenses of the Board of Directors and the Board of Supervisors in 2024, and the payment plan for 2025;</p> <p>8. Approval of the list of candidates for election to the Board of Directors of Seaprodex for the 2025–2029 term as follows: Mr. Hoang Ngoc Thach, Mr. Mai Xuan Phong, Ms. Dang Phuong Lan, Ms. Do Thi Phuong Lan, and Mr. Le Trung Hieu;</p> <p>9. Approval of the list of candidates for election to the Board of Supervisors of Seaprodex for the 2025–2029 term as follows: Mr. Le Cao Khanh, Mr. Luu Manh Cuong, and Ms. Pham Thi Lan Huong;</p> <p>10. Approval of the election results for 05 (five) members of the Board of Directors of Seaprodex for the 2025–2029 term, as follows: Mr. Hoang Ngoc Thach, Mr. Mai Xuan Phong, Ms. Dang Phuong Lan, Ms. Do Thi Phuong Lan, and Mr. Le Trung Hieu;</p> <p>11. Approval of the election results for 03 (three) members of the Board of Supervisors of Seaprodex for the 2025–2029 term, as follows: Mr. Le Cao Khanh, Mr. Luu Manh Cuong, and Ms. Pham Thi Lan Huong;</p> <p>12. Implementation provision: This resolution was fully approved by the 2025 Annual General Meeting of Shareholders of Seaprodex and shall take effect from April 26, 2025.</p>
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II. Board of Directors of Seaprodex (*Report for the Year 2025*)

1. Information on Members of the Board of Directors of Seaprodex:

No.	Board of Directors' members	Position	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal/ ceasing to be the member of the Board of Directors
1.	Mr. Hoang Ngoc Thach	Chairman of the Board of Directors (<i>elected as Chairman for the 2025–2029 term</i>)	27/4/2021	
2.	Mr. Dinh Tien Long	Non-executive Member of the Board of Directors	27/4/2021	26/4/2025
3.	Mr. Mai Xuan Phong	Executive Member of the Board of Directors cum General Director	27/4/2020	
4.	Ms. Do Thi Phuong Lan	Non-executive Member of the Board of Directors	26/4/2024	
5.	Mr. Vo Tung Hung	Non-executive Member of the Board of Directors	26/4/2024	26/4/2025
6.	Ms. Dang Phuong Lan	Non-executive Member of the Board of Directors	26/4/2025	
7.	Mr. Le Trung Hieu	Non-executive Member of the Board of Directors	26/4/2025	

On September 15, 2025, Seaprodex received the resignation letters of Ms. Do Thi Phuong Lan and Mr. Le Trung Hieu from their positions as members of the Board of Directors of Seaprodex, effective from September 12, 2025.

2. Meetings of the Board of Directors of Seaprodex:

No.	Board of Director' member	Number of meetings attended by	Attendance rate	Reasons for absence
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		Board of Directors		
1.	Mr. Hoang Ngoc Thach	32/32	100%	Authorized Mr. Mai Xuan Phong.
2.	Mr. Dinh Tien Long	14/14	100%	
3.	Mr. Mai Xuan Phong	31/31	100%	
4.	Ms. Do Thi Phuong Lan	29/32	90.62%	Authorized Mr. Nguyen Viet Dung.
5.	Mr. Vo Tung Hung	14/14	100%	Authorized Mr. Le Trung Hieu.
6.	Ms. Dang Phuong Lan	18/18	100%	
7.	Mr. Le Trung Hieu	15/18	83.33%	Authorized Mr. Nguyen Le My Hung.

3. Supervisory Activities of the Board of Directors of Seaprodex over the Board of Management:

- The Board of Directors of Seaprodex consistently monitors the activities of the Board of Management and promptly addresses arising issues within its authority to facilitate the effective operation of the Board of Management;
- Requested the Board of Management to strengthen its implementation efforts and regularly report to the Board of Directors on Seaprodex's activities in order to enhance the efficiency of business operations;
- Directed and assigned the Representative of Seaprodex's contributed capital at subsidiaries, associates, and long-term investments to develop solutions aimed at strengthening management and improving capital utilization efficiency.

4. Activities of the subcommittees under the Board of Directors of Seaprodex (if any): *None.*

5. Resolutions/Decisions of the Board of Directors of Seaprodex (Report for the Year 2025):

No.	Resolution/Decision No.	Date	Content	Approval rate
1.	01/NQ-TSVN-HĐQT	02/01/2025	Resolution on Commendation for Employees in 2024	5/5
2.	02/QĐ-TSVN- HĐQT	02/01/2025	Decision on Commendation for Employees in 2024	
3.	03/NQ-TSVN-HĐQT	08/01/2025	Resolution on Evaluation, Classification, and Commendation for Managers in 2024	5/5

4.	04/QĐ-TSVN-HĐQT	08/01/2025	Decision on Evaluation, Classification, and Commendation for Managers in 2024	
5.	05/NQ-TSVN-HĐQT	10/01/2025	Resolution of the Board of Directors' meeting dated January 10, 2025 (in-person session) on the following matters: Report on business performance in the fourth quarter, estimated results for the year 2024, and the 2025 business plan; and Report on the personnel structure of the Representatives and Nominees for the Board of Directors and the Board of Supervisors at certain entities in the investment portfolio of Seaprodex in 2025.	5/5
6.	07/NQ-TSVN-HĐQT	16/01/2025	Resolution on the Approval of Contracts and Transactions between Seaprodex and Gelex Group Joint Stock Company and Red Capital Asset Management Joint Stock Company in 2025	5/5
7.	14/NQ-TSVN-HĐQT	04/03/2025	Resolution on the Voting at the Board of Directors' Meeting on March 5, 2025 to Approve the Meeting Materials; and the Voting at the 2025 Annual General Meeting of Shareholders of Nam Can Seaproducts Import-Export Joint Stock Company	5/5
8.	13/NQ-TSVN-HĐQT	03/03/2025	Resolution on the Plan for Organizing the 2025 Annual General Meeting of Shareholders and Finalizing the List of Shareholders Eligible to Attend the 2025 Annual General Meeting of Shareholders of Vietnam Seaproducts Joint Stock Corporation	5/5
9.	15/NQ-TSVN-HĐQT	07/03/2025	Resolution on the Recruitment and Appointment to the Position of Deputy General Director of Hanoi Seaproducts Import Export Joint Stock Corporation	5/5
10.	19/NQ-TSVN-HĐQT	18/03/2025	Resolution on the Voting at the Board of Directors' Meeting held on March 20, 2025 to Approve the Meeting Materials and the Voting at the 2025 Annual General Meeting of Shareholders of Viet Nam Fishery Mechanical Shipbuilding Joint Stock	5/5

			Company	
11.	21/NQ-TSVN-HĐQT	20/03/2025	Resolution on the Voting at the Board of Directors' Meeting on March 21, 2025 to Approve the Meeting Materials; and the Voting at the 2025 Annual General Meeting of Shareholders of Danang Seaproducts Import - Export Corporation	5/5
12.	22/NQ-TSVN-HĐQT	20/03/2025	Resolution on the Voting at the Board of Directors' Meeting on March 21, 2025 to Approve the Meeting Materials; and the Voting at the 2025 Annual General Meeting of Shareholders of Seaproducts Mechanical Shareholding Joint Stock Company	5/5
13.	25/NQ-TSVN-HĐQT	27/03/2025	Resolution on the Voting at the Board of Directors' Meeting held on March 28, 2025 to Approve the Meeting Materials and the Voting at the 2025 Annual General Meeting of Shareholders of Hanoi Seaproducts Import Export Joint Stock Corporation	5/5
14.	26/NQ-TSVN-HĐQT	28/03/2025	Resolution on the Finalization of the 2024 Salary and Remuneration Fund for Employees and Managers of Seaprodex	5/5
15.	29/NQ-TSVN-HĐQT	04/04/2025	Resolution on the Agenda and Key Documents of the Board of Directors to be Submitted to the 2025 Annual General Meeting of Shareholders of Seaprodex	5/5
16.	37/NQ-TSVN-HĐQT	04/04/2025	Resolution of the Board of Directors' meeting dated April 4, 2025 (in-person session) on the following matters: Report on business performance in 2024 and the business plan for 2025; Audited financial statements (separate and consolidated) for 2024 of the Corporation; Report on the study of cooperation in aquaculture seed production and commercial shrimp farming under a sustainable development model; and Submission on the agenda contents and draft key documents of the Board of Directors to be presented at the 2025 Annual General Meeting of Shareholders of	5/5

			Seaprodex.	
17.	40/NQ-TSVN-HĐQT	25/04/2025	Resolution on the Promulgation of the Regulation on Appointment, Reappointment, Transfer, Rotation, Resignation, and Dismissal of Personnel of Vietnam Seaproducts Joint Stock Corporation	5/5
18.	41/QĐ-TSVN- HĐQT	25/04/2025	Decision on the Promulgation of the Regulation on Appointment, Reappointment, Transfer, Rotation, Resignation, and Dismissal of Personnel of Vietnam Seaproducts Joint Stock Corporation	
19.	52/NQ-TSVN-HĐQT	16/05/2025	Resolution on Seeking Approval for the 2025 Planned Salary and Remuneration Fund for Employees, the Executive Board, Members of the Board of Directors, and Supervisors of Vietnam Seaproducts Joint Stock Corporation	5/5
20.	48/NQ-TSVN-HĐQT	08/05/2025	Resolution on the Contents of the Business Performance Report for Q1/2025 and the Plan for Q2/2025; and the (Separate and Consolidated) Q1/2025 Financial Statements (self-prepared) of Seaprodex	5/5
21.	53/NQ-TSVN-HĐQT	16/05/2025	Resolution on Loan Acquisition to Implement the 2025 Business Plan of Danang Seaproducts Import - Export Corporation	5/5
22.	54/NQ-TSVN-HĐQT	16/05/2025	Resolution on the Personnel Change and Appointment of the Secretary to the Board of Directors of Vietnam Seaproducts Joint Stock Corporation	5/5
23.	55/QĐ-TSVN- HĐQT	16/05/2025	Decision on the Personnel Change and Appointment of the Secretary to the Board of Directors of Vietnam Seaproducts Joint Stock Corporation	
24.	62/NQ-TSVN-HĐQT	24/06/2025	Resolution on the Selection of the Auditing Firm to Conduct the Review and Audit of the 2025 Financial Statements of Vietnam Seaproducts Joint Stock Corporation	5/5
25.	63/NQ-TSVN-HĐQT	26/06/2025	Resolution on the Continued Implementation of the Charter Capital	5/5

			Increase Plan in accordance with the 2024 Annual General Meeting of Shareholders' Resolution of 2T CORPORATION	
26.	65/NQ-TSVN-HĐQT	18/07/2025	Resolution of the Board of Directors' meeting dated July 18, 2025 (in-person meeting) regarding the following matters: the report on production and business performance for the second quarter and the first six months of 2025, and the plan for the last six months of 2025; Submission No. 203/TTr-TSVN-QLDMĐT dated May 26, 2025 on the amendment and supplementation of the Regulations on the management of authorized representatives for the Corporation's invested capital in other enterprises; Submission No. 211/TTr-TSVN-TCKT dated June 3, 2025 on the amendment and supplementation of the Corporation's Financial Management Regulations; Submission No. 248/TTr-TSVN-QLDMĐT dated June 3, 2025 on the handling of developments at Viet - Nga Seaproducts Company Limited (Seaprimfco); and matters related to Vietnamese - French Cattle Feed Joint Stock Company (Proconco).	5/5
27.	69/NQ-TSVN-HĐQT	04/08/2025	Resolution on the plan for the reappointment of the Deputy General Director and the Chief Accountant of Seaprodex.	5/5
28.	73/NQ-TSVN-HĐQT	29/08/2025	Resolution on the determination of the list of shareholders entitled to receive dividends for the year 2024 of Seaprodex.	5/5
29.	77/NQ-TSVN-HĐQT	12/09/2025	Resolution on the change of the corporate seal of Seaprodex.	5/5
30.	78/NQ-TSVN-HĐQT	18/09/2025	Resolution on the promulgation of the Regulations on labor management, salaries, remuneration, and bonuses of Seaprodex.	5/5
31.	79/QĐ-TSVN-HĐQT	18/09/2025	Decision on the promulgation of the Regulations on labor management, salaries, remuneration, and bonuses of Seaprodex.	

32.	80/NQ-TSVN-HĐQT	19/09/2025	Resolution on the reappointment to the positions of Deputy General Director and Chief Accountant of Seaprodex.	5/5
33.	81/QĐ-TSVN-HĐQT	19/09/2025	Decision on the reappointment to the position of Deputy General Director of Seaprodex.	
34.	82/QĐ-TSVN-HĐQT	19/09/2025	Decision on the reappointment to the position of Chief Accountant of Seaprodex.	
35.	85/NQ-TSVN-HĐQT	02/10/2025	Resolution on the consideration and approval of the leave application dated September 25, 2025 of Mr. Mai Xuan Phong – Member of the Board of Directors and General Director of Seaprodex. <i>(Mr. Mai Xuan Phong, Member of the Board of Directors and General Director, did not participate in voting on this matter.)</i>	4/4
36.	88/NQ-TSVN-HĐQT	20/10/2025	Resolution on the plan to increase charter capital for the construction of a new factory in Hai Phong of Ha Long Canned Food Joint Stock Corporation.	3/5
37.	89/NQ-TSVN-HĐQT	23/10/2025	Resolution of the meeting dated October 23, 2025 (in-person meeting) regarding the following matters: the report on production and business performance for the third quarter and the first nine months of 2025, and the plan for the fourth quarter of 2025; the report on the plan for restructuring production and business operations and personnel of two branches, namely Seaprodex Lam Dong and Seaprodex Hai Phong; and the submission on the Development Strategy of Vietnam Seaproducts Joint Stock Corporation for the period 2026–2030.	5/5
38.	91/NQ-TSVN-HĐQT	28/11/2025	Resolution on the change of the seal contents of two branches: Seaprodex Hai Phong and Seaprodex Lam Dong.	5/5
39.	93/NQ-TSVN-HĐQT	17/12/2025	Resolution on the consideration of the overall plan for short-term working capital credit needs for 2026 of the Company; the consideration of the execution of goods purchase and sale contracts between the Company and	3/5

			related parties in 2026; and the consideration of the appointment of the Chief Accountant of Nam Can Seaproducts Import - Export Joint Stock Company.	
40.	95/NQ-TSVN-HĐQT	26/12/2025	Resolution on the approval of contracts and transactions between Vietnam Seaproducts Joint Stock Corporation and related parties for the year 2026.	3/5

III. Board of Supervisors of Seaprodex (*Report for the Year 2025*)

1. Information on Members of the Board of Supervisors of Seaprodex:

No.	Members of Board of Supervisors	Position	The date becoming/ceasing to be the member of the Board of Supervisors	Qualification
1.	Ms. Dang Phuong Lan	Head of the Board of Supervisors	26/4/2025 (<i>no longer Head/Member of the Board of Supervisors</i>)	Master's degree
2.	Mr. Tran Thanh Tuan	Member of the Board of Supervisors	26/4/2025 (<i>no longer a Member of the Board of Supervisors</i>)	Bachelor's degree
3.	Ms. Pham Tram Anh	Member of the Board of Supervisors	26/4/2025 (<i>no longer a Member of the Board of Supervisors</i>)	Bachelor's degree
4.	Mr. Le Cao Khanh	Head of the Board of Supervisors	26/4/2025 (<i>elected as Head of the Board of Supervisors for the 2025–2029 term</i>)	Master's degree
5.	Ms. Pham Thi Lan Huong	Member of the Board of Supervisors	26/4/2025	Bachelor's degree
6.	Mr. Luu Manh Cuong	Member of the Board of Supervisors	26/4/2025	Master's degree

On September 15, 2025, Seaprodex received the resignation letter of Ms. Pham Thi Lan Huong from her position as a member of the Board of Supervisors of Seaprodex, effective from September 12, 2025.

2. Meetings of Board of Supervisors:

No.	Members of Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1.	Ms. Dang Phuong Lan	1/1	100%	100%	
2.	Mr. Tran Thanh Tuan	1/1	100%	100%	
3.	Ms. Pham Tram Anh	1/1	100%	100%	
4.	Mr. Le Cao Khanh	2/2	100%	100%	
5.	Ms. Pham Thi Lan Huong	2/2	100%	100%	
6.	Mr. Luu Manh Cuong	2/2	100%	100%	

3. Supervisory Activities of the Board of Supervisors of Seaprodex over the Board of Directors, the Board of Management, other management personnel, and shareholders of Seaprodex:

- Supervised and inspected the Board of Directors and the Executive Board (including the Board of Management and the Chief Accountant) of Seaprodex in the implementation of the Resolutions of the General Meeting of Shareholders for 2024 and 2025; reviewed the legality and rationality of business activities conducted in 2024 and 2025;

- Reviewed and supervised the issuance of Resolutions and Decisions by the Board of Directors and the Executive Board of Seaprodex.

3.1. With respect to the Board of Directors of Seaprodex: The number of members of the Board of Directors in 2025 operated in full compliance with the applicable regulations. As of December 31, 2025, the Board of Supervisors of Seaprodex did not receive any petitions or requests to conduct inspections in respect of the Board of Directors of Seaprodex or any individual members of the Board of Directors.

3.2. With respect to the Board of Management and Other Management Personnel: In 2025, the Board of Supervisors of Seaprodex did not receive any petitions or requests to conduct inspections in respect of the Board of Management or Other Management Personnel of Seaprodex.

4. Coordination Between the Board of Supervisors of Seaprodex and the Activities of the Board of Directors, the Board of Management, and Other Management Personnel:

- The Board of Supervisors of Seaprodex operates independently and objectively, while always coordinating with the Board of Directors and the Executive Board in a constructive and cooperative spirit. It closely monitors the issuance of resolutions of the Board of Directors and the operations of the Executive Board, ensuring that inspection and supervision are carried out on a continuous basis without affecting the operations of Seaprodex.

- Minutes and resolutions of the Board of Directors' meetings in the first six months of 2025 were fully provided to the Board of Supervisors.

- The Board of Supervisors was duly invited to attend all Board of Directors' meetings.
- Decisions and important documents issued by Seaprodex were delivered to the Board of Supervisors in full, at the same time and in the same manner as to members of the Board of Directors.
- The Board of Supervisors' right to access information was fully ensured.
- As of December 31, 2025, the Board of Supervisors of Seaprodex did not receive any petitions or requests from the shareholders of Seaprodex to conduct inspections.

5. Other activities of the Board of Supervisors (if any): None.

IV. Board of Management of Seaprodex

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment / dismissal of members of the Board of Management
1.	Mr. Mai Xuan Phong – Member of the Board of Directors cum General Director	07/12/1973	Master of Public Administration; Fisheries Economics Engineer	Reappointment of General Director: From November 1, 2024 to present.
2.	Mr. Nguyen Thanh Trung – Deputy General Director cum The Person in Charge of Information Disclosure	24/3/1981	Bachelor's degree in Accounting; Bachelor's degree in Law	Reappointment of Deputy General Director: From February 1, 2025 to present.
3.	Mr. Le Vinh Hoa – Deputy General Director cum Executive Officers	12/11/1982	Bachelor's degree in Corporate Finance; Information Technology Engineer	Reappointment of the Deputy General Director: From October 1, 2025 to the present.
4.	Mr. Do Trung Chuyen – Deputy General Director cum Director of Seaprodex Lam Dong Branch	16/6/1981	Bachelor's degree in Tourism Culture	Appointment of Deputy General Director: From January 1, 2025 to present.

V. Chief Accountant of Seaprodex

Name	Date of birth	Qualification	Date of appointment/dismissal
Ms. Vu Thi Hong Gam – Chief Accountant	01/6/1972	Bachelor's degree in Finance and Accounting; Bachelor's degree in Business Administration	Reappointment of the Chief Accountant: From October 1, 2025 to the present.

VI. Training courses on corporate governance

In 2025, Seaprodex developed a plan and nominated professional and technical staff to participate in training programs, seminars, conferences, and short-term courses to enhance their expertise and update their professional knowledge.

Throughout the year, Seaprodex's business operations were affected by the broader context of the global economy, which continued to experience complex and unpredictable fluctuations, impacting all aspects of the company's activities. Therefore, the 2025 training program was designed to improve the advisory capacity of the management team while optimizing cost efficiency for Seaprodex. The corporate governance training plan for 2025 is presented in **Annex I**.

Annex I: Summary of the Corporate Governance Training Plan for Seaprodex (2025), attached herein.

In addition, the leadership team of Seaprodex and representatives of departmental management participated in conferences and seminars, both online and in person, organized by domestic and international training consultancy firms as well as competent authorities. These events provided opportunities to enhance and update knowledge, gain insights into corporate governance practices, stay informed about regulatory changes, implement projects, and execute procedures issued by various departments and agencies—thereby contributing to improved operational capacity, executive management, and other organizational and administrative activities of Seaprodex.

VII. The list of affiliated persons of the public company (Annual report) and transactions of affiliated persons of Seaprodex

1. The list of affiliated persons of Seaprodex:

Annex II: The list of affiliated persons of Seaprodex (Year 2025), attached herein.

2. Transactions between Seaprodex and its affiliated persons or between Seaprodex and its major shareholders, internal persons and affiliated persons:

Annex III: Transactions between Seaprodex and its affiliated persons or between Seaprodex and its major shareholders, internal persons, and affiliated persons of internal persons (Year 2025), attached herein.

3. Transactions between internal persons of Seaprodex, affiliated persons of internal persons, and Seaprodex's subsidiaries in which Seaprodex holds controlling power:
Annex III.

4. Transactions between Seaprodex and other objects:

4.1. Transactions between Seaprodex and the company in which the members of the Board of Directors, members of the Board of Supervisors, the General Director, and

other managers have been or are founding members, or members of the Board of Directors, or CEOs in the last three (03) years (calculated at the time of the report):

No.	Name of organization/ individual	Relationship with Seaprodex	NSH No.* date of issue, place of issue	Address	Time of transactions with Seaprodex	Resolution No. or Decision No. approved by GMS/BOD (if any, specifying date of issue)	Content, quantity, total value of transaction (Excluding VAT)
1.	Red Capital Asset Management Joint Stock Company (Red Capital)	- Major shareholder (shareholder holding more than 5%); - Organization affiliated with Ms. Do Thi Phuong Lan – Member of the Board of Directors of Seaprodex (<i>an insider currently serving as a Member of the Board of Directors cum General Director of Red Capital</i>)			Year 2025	Resolution No. 07/NQ-TSVN-HDQT dated January 16, 2025 on the approval of contracts and transactions between Seaprodex and Gelex Group Joint Stock Company and Red Capital Asset Management Joint Stock Company in 2025	Sales – Total Value: VND 18,290,000

4.2. Transactions between Seaprodex and the company in which its affiliated persons with members of the Board of Directors, the Board of Supervisors, the Director (General Director), and other managers are members of the Board of Directors, Director (General Director or CEO): *None*.

4.3. Other transactions of Seaprodex (if any) that may bring material or non-material benefits to members of the Board of Directors, members of the Board of Supervisors, the Director (General Director), and other managers: *None*.

VIII. Share transactions of internal persons and their affiliated persons (Annual Report)

1. The list of internal persons and their affiliated persons

Annex IV: The list of internal persons and their affiliated persons (Year 2025), attached herein.

2. Transactions of internal persons and affiliated persons with shares of Seaprodex:

Based on the reports of internal persons and related persons, Seaprodex lists the transactions by internal persons and related persons in respect of the shares of Seaprodex (from January 1, 2025 to December 31, 2025), as follows:

No.	Transaction executor	Relationship with internal persons	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increasing, decreasing (buying, selling, converting, rewarding,
			Number of shares	Percentage	Number of shares	Percentage	

							etc.)
1.	Red Capital Asset Management Joint Stock Company (Red Capital)		18,000,000 shares	14.40%	0 shares	0%	Sale of shares / Divestment
2.	S.S.G Group Joint Stock Company		0 shares	0%	14,903,200 shares	11.92%	Purchase of shares (22/8/2025)
			14,903,200 shares	11.92%	0 shares	0%	Sale of shares (23/12/2025)
3.	Ngan Hiep Real Estate Joint Stock Company		0 shares	0%	30,036,800 shares	24.03%	Purchase of shares
4.	Mr. Mai Xuan Phong		5,000 shares	0.004%	0 shares	0%	According to the personal investment plan

IX. Other significant issues

None. *[Signature]*

Recipients:

- As above;
- BOD, BOS, BOM;
- Archived: Clerk, Secretary of the BOD, Portfolio Management Dept., HR & Admin Dept.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN *[Signature]*



[Signature]
Mr. Hoang Ngoc Thach



ANNEX I

Summary of the Corporate Governance Training Plan for Seaprodex (Year 2025)

(Attached to the Report on Corporate Governance of Vietnam Seaproducts Joint Stock Corporation for the year 2025, No.: *M* /BC-TSVN-HĐQT dated January 22., 2026)

Corporate governance training programs that members of the Board of Directors, members of the Board of Supervisors, the General Director, Deputy General Directors, other management personnel, the Secretary to the Board of Directors, and professional and technical staff have attended, are attending, or will attend in accordance with corporate governance regulations:

No.	Name	Position	Course	Start Date	End Date	Training Location	Remarks
A. Courses Attended							
1.	Vo Quoc Viet	Deputy Head of the Finance and Accounting Department	Applied Internal Audit	12/2024	06/2025	Smart Train	
2.	Le Cao Thuy Linh	Specialist in the Finance and Accounting Department	Conversion of Financial Statements from VAS to IFRS	03/2025	04/2025	TACA Academy	
3.	Cao Thi Minh Huyen	Deputy Head of the Administration and Human Resources Department	Management Competency for Middle Managers	03/2025	04/2025	PACE	
4.	Bui Thi Quynh Nhu	Specialist in the Administration and Human Resources Department	In-depth Training on Personal Income Tax in Human Resource Management	04/2025	04/2025	Ho Chi Minh City University of Law	
5.	Pham Thao Hien	Specialist in the Administration and Human Resources Department	Basic, Online, and Advanced Bidding	04/2025	07/2025	Tri Thuc Viet	
6.	Luu Manh Cuong	Member of the Supervisory Board - Portfolio Management Specialist	Business Law for Corporate Managers	08/2025	10/2025	Ho Chi Minh City University of Law	
7.	Mai Xuan Phong	Member of the Board of Directors cum General Director	Board Member Certification Program	09/2025	09/2025	Vietnam Institute of Directors (VIOD)	
B. Courses Not Yet Attended (according to Training Decision No. 47 of 2025)							
1.	Vu Thi Hong Gam	Chief Accountant	Conversion of Financial Statements from VAS to IFRS				
2.	Vo Quoc Viet	Deputy Head of the Finance and Accounting Department	Conversion of Financial Statements from VAS to IFRS				
3.	Pham Thi Thuy Hang	Portfolio Management Specialist	Mergers and Acquisitions (M&A)				

4.	Tran Thi Kim Huong	Head of the Administration and Human Resources Department	Human Resources Director				
5.	Nguyen Hoang Tien	Administrative and Human Resources Staff	Office Informatics				

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ANNEX II

The list of affiliated persons of Seaprodex (Year 2025)

(Attached to the Report on Corporate Governance of Vietnam Seaproducts Joint Stock Corporation for the year 2025,
No.: *M* /BC-TSVN-HDQT dated January ...28, 2026)

Note: NSH No.: ID card No./Passport No. (As for individuals) or Business Registration Certificate No., License on Operations or equivalent legal documents (As for organisations)

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with Seaprodex
BOARD OF DIRECTORS									
1.	Hoang Ngoc Thach		Chairman of the Board of Directors			27/4/2021		Appointment	Chairman of the Board of Directors - Representative of the capital portion of the State Capital Investment Corporation (SCIC)
1.01	Father: Hoang Nguyen Thanh		None						None
1.02	Mother: Bui Bich Chau		None						None
1.03	Wife: Nguyen Thi Tam Dieu		None						None
1.04	Son: Hoang Nguyen Huy Tung		None						None
1.05	Daughter: Hoang Ngoc Anh Mai		None						None
1.06	Younger brother: Hoang Hung Viet		None						None
1.07	Sister-in-law: Do Thi Song Ha		None						None
1.08	Mother-in-law:		None						None

	Nguyen Thi Hong Viet								
1.09	State Capital Investment Corporation (SCIC)		Related Organization – Head of Investment Committee 5						Related Organization – State Shareholder, Major Shareholder (shareholder owning more than 5%)
2.	Mai Xuan Phong		Member of the Board of Directors cum General Director			27/4/2020		Appointment	Member of the Board of Directors cum General Director - Representative of the capital portion of the State Capital Investment Corporation (SCIC)
2.01	Father: Mai Xuan Thao		None						None
2.02	Older brother: Mai Xuan Phuong		None						None
2.03	Older sister: Mai Thi Xuan Huong		None						None
2.04	Older sister: Mai Thi Xuan Hoa		None						None
2.05	Mother-in-law: Luu Thi Tinh		None						None
2.06	Wife: Luong Ngoc Huong		None						None
2.07	Daughter: Mai Luong Ngoc Han		None						None
2.08	Son: Mai Xuan Phuc		None						None
2.09	Hanoi Seaproducts Import Export Joint Stock Corporation		Related Organization – Chairman of the Board of Directors			April 2018			Related Organization (A Subsidiary of Seaproducts)

2.10	State Capital Investment Corporation (SCIC)		Related Organization – Capital Representative of SCIC at Seaprodex						Related Organization – State Shareholder, Major Shareholder (shareholder owning more than 5%)
3.	Dang Phuong Lan		Member of the Board of Directors			a) 26/4/2024 b) 26/4/2025 c) 26/4/2025		Appointment Appointment	a) Head of the Board of Supervisors b) No longer Head/Member of the Board of Supervisors c) Member of the Board of Directors - Representative of the capital portion of the State Capital Investment Corporation (SCIC)
3.01	Father: Dang Van Sy		None						None
3.02	Mother: Tran Thi Dao		None						None
3.03	Husband: Hoang Hai Nam		None						None
3.04	Son: Hoang Minh Thanh		None						None
3.05	Father-in-law: Hoang Ngan Bao		None						None
3.06	Mother-in-law: Vo Lan Anh		None						None
3.07	Younger brother: Dang Anh Hoang		None						None
3.08	Sister-in-law: Nguyen Thi Ngoc Anh		None						None

3.09	Brother-in-law: Hoang Duc Minh		None						None
3.10	Sister-in-law: Le Thao Ly		None						None
3.11	State Capital Investment Corporation (SCIC)		Related Organization – Deputy Head of Investment Committee 2						Related Organization – State Shareholder, Major Shareholder (shareholder owning more than 5%)
3.12	Tien Phong Plastic Joint Stock Company		Related Organization – Member of the Board of Directors						None
4.	Do Thi Phuong Lan		Member of the Board of Directors			26/4/2024		Reappointment	Member of the Board of Directors
4.01	Husband: Nguyen Quoc Vinh		None						None
4.02	Mother: Pham Thi Tuan		None						None
4.03	Older brother: Do Hoang Phuong		None						None
4.04	Older sister: Do Thi Thuy		None						None
4.05	Daughter: Nguyen Tram Anh		None						None
4.06	Son: Nguyen Duc Minh		None						None
4.07	VLCC COMPANY LIMITED		Related Organization – Capital Contributing Member						None
4.08	R.C REAL ESTATE DEVELOPMENT		Related Organization – Member of the						None

	AND FINANCE CORPORATION (Refico)		Board of Directors						
4.09	Transport Engineering Design Incorporated (Tedi)		Related Organization – Member of the Board of Directors						None
4.10	Red Capital Asset Management Joint Stock Company (Red Capital)		Related Organization – Member of the Board of Directors cum General Director						Related Organization
5.	Le Trung Hieu		Member of the Board of Directors			26/4/2025		Appointment	Member of the Board of Directors
5.01	Father: Le Song		None						None
5.02	Mother: Le Thi Hoai Xuan		None						None
5.03	Older sister: Le Thi Thu Van		None						None
5.04	Wife: Phan Tran Phuong Trinh		None						None
5.05	Father-in-law: Phan Minh Hoi		None						None
5.06	Mother-in-law: Tran Thi Nguyet Thu		None						None
BOARD OF SUPERVISORS									
6.	Le Cao Khanh		Head of the Board of Supervisors			26/4/2025		Appointment	Head of the Board of Supervisors
6.01	Father: Le Vien Chi		None						None
6.02	Mother: Cao Thi Tuyet		None						None
6.03	Younger brother: Le Cao Thang		None						None
6.04	Wife: Nguyen Thu Huong		None						None

									None
6.05	Son: Le Minh An		None						None
6.06	Son: Le Duc Toan		None						None
6.07	State Capital Investment Corporation (SCIC)		Related organization – Investment Division 2 Specialist						Related Organization – State Shareholder, Major Shareholder (shareholder owning more than 5%)
7.	Pham Thi Lan Huong		Member of the Board of Supervisors			26/4/2025		Appointment	Member of the Board of Supervisors
7.01	Mother: Dung Thi Thu Lan		None						None
7.02	Red Capital Asset Management Joint Stock Company (Red Capital)		Related organization – Head of Project Legal Department						Related Organization
7.03	Transport Engineering Design Incorporated (Tedi)		Related Organization – Head of the Board of Supervisors						None
8.	Luu Manh Cuong		Member of the Board of Supervisors			26/4/2025		Appointment	Member of the Board of Supervisors
8.01	Father: Luu Phung Tien		None						None
8.02	Mother: Nguyen Thi Nguyet Thu		None						None
8.03	Younger sibling: Luu Binh An		None						None
8.04	Younger sibling: Luu Thien Ai		None						None
8.05	Hanoi Seaproducts Import Export Joint Stock Corporation		Related organization – Member of the Board of Supervisors			18/4/2022			Related Organization (A Subsidiary of Seaprodex)

8.06	Viet Nam Fishery Mechanical Shipbuilding Joint Stock Company		Related organization – Head of the Board of Supervisors			26/10/2023			Related Organization (A Subsidiary of Seaprodex)
8.07	Vietnam Fishery Material Joint Stock Company		Related organization – Member of the Board of Supervisors			26/10/2021			Related Organization (A Financial Investment Company of Seaprodex)

BOARD OF MANAGEMENT

9.	Nguyen Thanh Trung		Deputy General Director cum The Person in Charge of Information Disclosure			01/02/2020		Appointment	Deputy General Director cum The Person in Charge of Information Disclosure (Reappointed from February 1, 2025 to present)
9.01	Father: Nguyen Hai Dang		None						None
9.02	Mother: Nguyen Thi Phuong		None						None
9.03	Older sister: Nguyen Thi Ha		None						None
9.04	Older sister: Nguyen Hai An		None						None
9.05	Older brother: Nguyen Tran Bac		None						None
9.06	Younger sibling: Nguyen Ngoc Thuy		None						None
9.07	Mother-in-law: Le Thi Xuan Huong		None						None
9.08	Wife: Nguyen Thi Tuong Vy		None						None
9.09	Son: Nguyen Doan Minh Khoi		None						None

9.10	Son: Nguyen Doan Minh Huy		None						None
9.11	Hanoi Seaproducts Import Export Joint Stock Corporation		Related Organization – Member of the Board of Directors			April 2021			Related Organization (A Subsidiary of Seaprodex)
9.12	Seaproducts Mechanical Shareholding Joint Stock Company		Related Organization – Chairman of the Board of Directors			April 2023			Related Organization (A Joint Venture or Associate Company of Seaprodex)
9.13	Ha Long Canned Food Joint Stock Corporation		Related Organization – Vice Chairman of the Board of Directors			June 2021			Related Organization (A Joint Venture or Associate Company of Seaprodex)
10.	Le Vinh Hoa		Deputy General Director cum Executive Officers			16/10/2020		Appointment	Deputy General Director cum Executive Officers (Reappointed from October 1, 2025 to the present)
10.01	Father: Le Van Thuong		None						None
10.02	Mother: Vo Thi Vu		None						None
10.03	Younger brother: Le Vu Ky Nam		None						None
10.04	Father-in-law: Thai Phuc		None						None
10.05	Mother-in-law: Nguyen Thi Kim Dung		None						None
10.06	Wife: Thai Thi Thu Thao		None						None
10.07	Daughter: Le Thai Chi Mai		None						None

10.08	Son: Le Thai Anh Minh		None						None
10.09	Viet Nam Fishery Mechanical Shipbuilding Joint Stock Company		Related Organization – Chairman of the Board of Directors			April 2019			Related Organization (A Subsidiary of Seaprodex)
10.10	Danang Seaproducts Import - Export Corporation		Related Organization – Chairman of the Board of Directors			December 2018			Related Organization (A Joint Venture or Associate Company of Seaprodex)
10.11	Seafood Joint Stock Company No 4		Related Organization – Vice Chairman of the Board of Directors			June 2015			Related Organization (A Joint Venture or Associate Company of Seaprodex)
10.12	Special Aquatic Products Joint Stock Company		Related Organization – Member of the Board of Directors			April 2023			Related Organization (A Financial Investment Company of Seaprodex)
11.	Do Trung Chuyen		Deputy General Director cum Director of Seaprodex Lam Dong Branch			01/01/2025		Appointment	Deputy General Director cum Director of Seaprodex Lam Dong Branch
11.01	Father-in-law: Vu Danh Binh		None						None
11.02	Mother-in-law: Vu Thi Hoa		None						None
11.03	Wife: Vu Thi Thu Hang		None						None
11.04	Older brother: Do Trung Dung		None						None
11.05	Older brother: Do Trung Kien		None						None
11.06	Older brother: Do Trung Cuong		None						None

11.07	Daughter: Do Kim Ngan		None						None
11.08	Son: Do Trung Nguyen		None						None
11.09	Seaproducts Mechanical Shareholding Joint Stock Company		Related Organization – Member of the Board of Directors						Related Organization (A Joint Venture or Associate Company of Seaprodex)
11.10	Vietnamese - French Cattle Feed Joint Stock Company (Proconco)		Related Organization – Member of the Board of Directors						Related Organization (A Joint Venture or Associate Company of Seaprodex)
CHIEF ACCOUNTANT									
12.	Vu Thi Hong Gam		Chief Accountant			16/10/2020		Appointment	Chief Accountant (Reappointed from October 1, 2025 to the present)
12.01	Father: Vu Van Cao		None						None
12.02	Mother: Pham Thi Tuyet Nhung		None						None
12.03	Mother-in-law: Ngo Thi Mai Hien		None						None
12.04	Younger sister: Vu Thi Hong Vinh		None						None
12.05	Brother-in-law: Nguyen Xuan Tien		None						None
12.06	Younger sister: Vu Thi Hong Chien		None						None
12.07	Husband: Ha Quyet Chien		None						None
12.08	Daughter: Ha Vu Phuong Thao		None						None
12.09	Hanoi Seaproducts Import Export		Related organization –			April 2021			Related Organization

	Joint Stock Corporation		Head of the Board of Supervisors						(A Subsidiary of Seaprodex)
SECRETARIES TO THE BOARD OF DIRECTORS									
13.	Ngo Quoc Tung		Secretary of the Board of Directors – Portfolio Management Specialist			01/6/2025		Appointment	Secretary of the Board of Directors – Portfolio Management Specialist
13.01	Mother: Nguyen Thi My Hanh		None						None
13.02	Younger brother: Ngo Quoc Toan		None						None
13.03	Seaproducts Mechanical Shareholding Joint Stock Company		Related organization – Member of the Board of Supervisors			15/4/2025			Related Organization (A Joint Venture or Associate Company of Seaprodex)
STATE SHAREHOLDER – MAJOR SHAREHOLDER									
14.	State Capital Investment Corporation (SCIC)		State shareholder - major shareholder (shareholder owning more than 5%)					State Shareholder – Major Shareholder	Ownership: 79,228,000 shares, accounting for 63.38% of Seaprodex's charter capital
14.01	Nguyen Chi Thanh		Chairman of the Members' Council of SCIC						Manager of the Parent Company
14.02	Nguyen Quoc Huy		Member of the Members' Council cum General Director of SCIC						Manager and Legal Representative of the Parent Company
14.03	Dinh Chi Kien		Member of the Members' Council of SCIC						Manager of the Parent Company
14.04	Le Huy Chi		Member of the						Manager of the

			Members' Council of SCIC						Parent Company
14.05	Dinh Thi Bich Diep		Member of the Members' Council of SCIC						Manager of the Parent Company
14.06	Bui Duc Long		Member of the Members' Council of SCIC						Manager of the Parent Company
14.07	Nguyen Thanh Quang		Member of the Members' Council of SCIC						Manager of the Parent Company
14.08	Dinh Viet Tung		Deputy General Director of SCIC						Manager of the Parent Company
14.09	Le Thanh Tuan		Deputy General Director of SCIC						Manager of the Parent Company
14.10	Vu Tri Thuc		Deputy General Director of SCIC						Manager of the Parent Company
14.11	Le Thi Hoai Diem		Deputy General Director of SCIC						Manager of the Parent Company
14.12	Mai Quoc Vuong		Deputy General Director of SCIC						Manager of the Parent Company
15.	Red Capital Asset Management Joint Stock Company (Red Capital)		Major shareholder (shareholder owning more than 5%)			06/8/2024	22/8/2025	No longer a major shareholder	Ownership: 0 shares, representing 0% of the charter capital of Seaprodex. (From August 22, 2025, Red Capital is no longer a major shareholder.)
16.	Gelex Group Joint Stock Company (Gelex Group)		Major shareholder (shareholder owning more than 5%)			17/12/2024	22/8/2025	No longer a major shareholder	Ownership: 3,021,800 shares, representing 2.42% of the charter capital of Seaprodex. (From August 22, 2025, Gelex Group is no longer a major shareholder.)

									<i>shareholder.)</i>
17.	S.S.G Group Joint Stock Company (S.S.G Group)		Major shareholder (shareholder owning more than 5%)			22/8/2025	23/12/2025	No longer a major shareholder	Ownership: 0 shares, representing 0% of the charter capital of Seaprodex. (From December 23, 2025, S.S.G Group is no longer a major shareholder.)
18.	Ngan Hiep Real Estate Joint Stock Company		Major shareholder (shareholder owning more than 5%)			23/12/2025		Became a major shareholder	Ownership: 30,036,800 shares, representing 24.03% of the charter capital of Seaprodex
19.	Redwood Investment Joint Stock Company		Major shareholder (shareholder owning more than 5%)			23/12/2025		Became a major shareholder	Ownership: 10,544,900 shares, representing 8.44% of the charter capital of Seaprodex
RELATED ORGANIZATION									
20.	Hanoi Seaproducts Import Export Joint Stock Corporation		Subsidiary					Related Organization	Seaprodex owns 5,934,000 shares, accounting for 59.34% of the charter capital of Hanoi Seaproducts Import Export Joint Stock Corporation
20.01	Thieu Thi Thanh Thuy		Member of the Board of Directors cum General Director						Managers and Legal Representatives of the Subsidiary

			of the Subsidiary						
21.	Nam Can Seaproducts Import-Export Joint Stock Company		Subsidiary					Related Organization	Seaprodex owns 2,539,217 shares, accounting for 50.78% of the charter capital of Nam Can Seaproducts Import-Export Joint Stock Company
21.01	Ngo Minh Hien		Member of the Board of Directors cum General Director of the Subsidiary						Managers and Legal Representatives of the Subsidiary
22.	Viet Nam Fishery Mechanical Shipbuilding Joint Stock Company		Subsidiary					Related Organization	Seaprodex owns 3,508,200 shares, accounting for 62.37% of the charter capital of Viet Nam Fishery Mechanical Shipbuilding Joint Stock Company
22.01	Luong The Long		Member of the Board of Directors cum General Director of the Subsidiary						Managers and Legal Representatives of the Subsidiary
23.	Danang Seaproducts Import - Export Corporation		Joint Venture or Associate Company					Related Organization	Seaprodex owns 4,367,538 shares, accounting for 36.40% of the charter capital of Danang Seaproducts Import - Export Corporation
24.	Ha Long Canned		Joint Venture					Related	Seaprodex owns

	Food Joint Stock Corporation		or Associate Company					Organization	1,387,360 shares, accounting for 27.75% of the charter capital of Ha Long Canned Food Joint Stock Corporation
25.	Ha Long Aquaculture Service Joint Stock Company		Joint Venture or Associate Company					Related Organization	Seaprodex owns 640,000 shares, accounting for 20% of the charter capital of Ha Long Aquaculture Service Joint Stock Company
26.	Nha Be Shipbuilding & Repair Joint Stock Company		Joint Venture or Associate Company					Related Organization	Seaprodex owns 130,050 shares, accounting for 26.01% of the charter capital of Nha Be Shipbuilding & Repair Joint Stock Company
27.	Seaproducts Mechanical Shareholding Joint Stock Company		Joint Venture or Associate Company					Related Organization	Seaprodex owns 1,947,000 shares, accounting for 46.36% of the charter capital of Seaproducts Mechanical Shareholding Joint Stock Company
28.	Viet - Nga Seaproducts Company Limited (Seaprimfico)		Joint Venture or Associate Company					Related Organization	Seaprodex holds 50% of the charter capital of Viet - Nga Seaproducts Company Limited

									(Seaprimfico)
29.	Seaproducts Joint Stock Company No. 5		Joint Venture or Associate Company					Related Organization	Seaprodex owns 693,000 shares, accounting for 22.59% of the charter capital of Seaproducts Joint Stock Company No. 5
30.	Seafood Joint Stock Company No 4		Joint Venture or Associate Company					Related Organization	Seaprodex owns 4,347,000 shares, accounting for 26.90% of the charter capital of Seafood Joint Stock Company No. 4
31.	Vietnamese - French Cattle Feed Joint Stock Company (Proconco)		Joint Venture or Associate Company					Related Organization	Seaprodex owns 34,945,058 shares, accounting for 22.08% of the charter capital of Vietnamese - French Cattle Feed Joint Stock Company (Proconco)

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T.C.P. *



ANNEX III

Transactions between Seaprodex and its affiliated persons or between Seaprodex and its major shareholders, internal persons, and affiliated persons of internal persons (Year 2025)

(Attached to the Report on Corporate Governance of Vietnam Seaproducts Joint Stock Corporation for the year 2025,
No.: *M* /BC-TSVN-HĐQT dated January 22., 2026)

Note: NSH No.: ID card No./Passport No. (As for individuals) or Business Registration Certificate No., License on Operations or equivalent legal documents (As for organisations)

Transactions between Seaprodex and related parties of Seaprodex, or between Seaprodex and major shareholders, insiders, or related persons of insiders during the first six months of 2025 were carried out in accordance with resolutions of the Board of Directors of Seaprodex, specifically:

- Resolution No. 126/NQ-TSVN-HĐQT dated December 24, 2024 of the Board of Directors of Seaprodex on the approval of contracts and transactions with related parties in 2025 (Resolution No. 126);
- Resolution No. 07/NQ-TSVN-HĐQT dated January 16, 2025 of the Board of Directors of Seaprodex on the approval of contracts and transactions with Gelex Group Joint Stock Company and Red Capital Asset Management Joint Stock Company in 2025 (Resolution No. 07).

No.	Name of organization/ individual	Relationship with Seaprodex	NSH No.* date of issue, place of issue	Address	Time of transactions with Seaprodex	Resolution No. or Decision No. approved by GMS/BOD (if any, specifying date of issue)	Content, quantity, total value of transaction (Excluding VAT)	Note
PURCHASE TRANSACTIONS (Cumulative - As of December 31, 2025)								
1.	<i>Nam Can Seaproducts Import-Export Joint Stock Company</i>	Subsidiary			Year 2025	Resolution No. 126	26,387,750,000 VND	Purchase of good
2.	<i>Nha Be Shipbuilding & Repair Joint</i>	Joint Venture and Associate Company			Year 2025		21,818,183 VND	Purchase of services



	<i>Stock Company</i>							
3.	<i>Seaproducts Mechanical Shareholding Joint Stock Company</i>	Joint Venture and Associate Company			Year 2025		36,000,000 VND	Purchase of services
SALES TRANSACTIONS (Cumulative - As of December 31, 2025)								
1.	<i>Hanoi Seaproducts Import Export Joint Stock Corporation</i>	Subsidiary			Year 2025	Resolution No. 126 and Resolution No. 07	2,901,681,100 VND	Sale of goods
2.	<i>Ha Long Aquaculture Service Joint Stock Company</i>	Joint Venture and Associate Company			Year 2025		96,567,240 VND	Sale of goods
3.	<i>Red Capital Asset Management Joint Stock Company (Red Capital)</i>	Major shareholder (shareholder owning more than 5%)			Year 2025		18,290,000 VND	Sale of goods
4.	<i>Gelex Group Joint Stock Company (Gelex Group)</i>	Major shareholder (shareholder owning more than 5%)			Year 2025		199,672,383 VND	Sale of goods

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ANNEX IV

The list of internal persons and their affiliated persons (Year 2025)

(Attached to the Report on Corporate Governance of Vietnam Seaproducts Joint Stock Corporation for the year 2025,
No.: *11* /BC-TSVN-HĐQT dated January *22*., 2026)

Note: NSH No.: ID card No./Passport No. (As for individuals) or Business Registration Certificate No.; License on Operations or equivalent legal documents (As for organisations)

No.	Name	Securities trading account (if any)	Position at Seaproducts (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
BOARD OF DIRECTORS								
1.	Hoang Ngoc Thach		Chairman of the Board of Directors			0 shares	0%	Internal Persons; Representative of the capital portion of the State Capital Investment Corporation (SCIC)
1.01	Father: Hoang Nguyen Thanh		None			0 shares	0%	Affiliated Persons
1.02	Mother: Bui Bich Chau		None			0 shares	0%	Affiliated Persons
1.03	Wife: Nguyen Thi Tam Dieu		None			0 shares	0%	Affiliated Persons
1.04	Son: Hoang Nguyen Huy Tung		None			0 shares	0%	Affiliated Persons
1.05	Daughter: Hoang Ngoc Anh Mai		None			0 shares	0%	Affiliated Persons
1.06	Younger brother: Hoang Hung Viet		None			0 shares	0%	Affiliated Persons
1.07	Sister-in-law: Do Thi Song Ha		None			0 shares	0%	Affiliated Persons
1.08	Mother-in-law: Nguyen Thi Hong		None			0 shares	0%	Affiliated Persons

	Viet							
1.09	State Capital Investment Corporation (SCIC)		Related Organization – Head of Investment Committee 5			79,228,000 shares	63.38%	Related Organization – State Shareholder, Major Shareholder (shareholder owning more than 5%)
2.	Mai Xuan Phong		Member of the Board of Directors cum General Director			0 shares	0%	Internal Persons; Representative of the capital portion of the State Capital Investment Corporation (SCIC)
2.01	Father: Mai Xuan Thao		None			0 shares	0%	Affiliated Persons
2.02	Older brother: Mai Xuan Phuong		None			0 shares	0%	Affiliated Persons
2.03	Older sister: Mai Thi Xuan Huong		None			0 shares	0%	Affiliated Persons
2.04	Older sister: Mai Thi Xuan Hoa		None			0 shares	0%	Affiliated Persons
2.05	Mother-in-law: Luu Thi Tinh		None			0 shares	0%	Affiliated Persons
2.06	Wife: Luong Ngoc Huong		None			0 shares	0%	Affiliated Persons
2.07	Daughter: Mai Luong Ngoc Han		None			0 shares	0%	Affiliated Persons
2.08	Son: Mai Xuan Phuc		None			0 shares	0%	Affiliated Persons
2.09	Hanoi Seaproducts Import Export Joint Stock Corporation		Related Organization – Chairman of the Board of Directors			0 shares	0%	Related Organization (A Subsidiary of Seaproducts)
2.10	State Capital Investment		Related Organization –			79,228,000 shares	63.38%	Related Organization –

	Corporation (SCIC)		Capital Representative of SCIC at SeaproDEX					State Shareholder, Major Shareholder (shareholder owning more than 5%)
3.	Dang Phuong Lan		Member of the Board of Directors			0 shares	0%	Internal Persons; Representative of the capital portion of the State Capital Investment Corporation (SCIC)
3.01	Father: Dang Van Sy		None			0 shares	0%	Affiliated Persons
3.02	Mother: Tran Thi Dao		None			0 shares	0%	Affiliated Persons
3.03	Husband: Hoang Hai Nam		None			0 shares	0%	Affiliated Persons
3.04	Son: Hoang Minh Thanh		None			0 shares	0%	Affiliated Persons
3.05	Father-in-law: Hoang Ngan Bao		None			0 shares	0%	Affiliated Persons
3.06	Mother-in-law: Vo Lan Anh		None			0 shares	0%	Affiliated Persons
3.07	Younger brother: Dang Anh Hoang		None			0 shares	0%	Affiliated Persons
3.08	Sister-in-law: Nguyen Thi Ngoc Anh		None			0 shares	0%	Affiliated Persons
3.09	Brother-in-law: Hoang Duc Minh		None			0 shares	0%	Affiliated Persons
3.10	Sister-in-law: Le Thao Ly		None			0 shares	0%	Affiliated Persons
3.11	State Capital Investment Corporation (SCIC)		Related Organization – Deputy Head of Investment Committee 2			79,228,000 shares	63.38%	Related Organization – State Shareholder, Major

								Shareholder (shareholder owning more than 5%)
3.12	Tien Phong Plastic Joint Stock Company		Related Organization – Member of the Board of Directors			0 shares	0%	Related Organization
4.	Do Thi Phuong Lan		Member of the Board of Directors			0 shares	0%	Internal Persons
4.01	Husband: Nguyen Quoc Vinh		None			0 shares	0%	Affiliated Persons
4.02	Mother: Pham Thi Tuan		None			0 shares	0%	Affiliated Persons
4.03	Older brother: Do Hoang Phuong		None			0 shares	0%	Affiliated Persons
4.04	Older sister: Do Thi Thuy		None			0 shares	0%	Affiliated Persons
4.05	Daughter: Nguyen Tram Anh		None			0 shares	0%	Affiliated Persons
4.06	Son: Nguyen Duc Minh		None			0 shares	0%	Affiliated Persons
4.07	VLCC COMPANY LIMITED		Related Organization – Capital Contributing Member			0 shares	0%	Related Organization
4.08	R.C REAL ESTATE DEVELOPMENT AND FINANCE CORPORATION (Refico)		Related Organization – Member of the Board of Directors			0 shares	0%	Related Organization
4.09	Transport Engineering Design Incorporated (Tedi)		Related Organization – Member of the Board of Directors			0 shares	0%	Related Organization
4.10	Red Capital Asset Management Joint		Related Organization –			0 shares	0%	Related Organization

	Stock Company (Red Capital)		Member of the Board of Directors cum General Director					
5.	Le Trung Hieu		Member of the Board of Directors			0 shares	0%	Internal Persons
5.01	Father: Le Song		None			0 shares	0%	Affiliated Persons
5.02	Mother: Le Thi Hoai Xuan		None			0 shares	0%	Affiliated Persons
5.03	Older sister: Le Thi Thu Van		None			0 shares	0%	Affiliated Persons
5.04	Wife: Phan Tran Phuong Trinh		None			0 shares	0%	Affiliated Persons
5.05	Father-in-law: Phan Minh Hoi		None			0 shares	0%	Affiliated Persons
5.06	Mother-in-law: Tran Thi Nguyet Thu		None			0 shares	0%	Affiliated Persons
BOARD OF SUPERVISORS								
6.	Le Cao Khanh		Head of the Board of Supervisors			0 shares	0%	Internal Persons
6.01	Father: Le Vien Chi		None			0 shares	0%	Affiliated Persons
6.02	Mother: Cao Thi Tuyet		None			0 shares	0%	Affiliated Persons
6.03	Younger brother: Le Cao Thang		None			0 shares	0%	Affiliated Persons
6.04	Wife: Nguyen Thu Huong		None			0 shares	0%	Affiliated Persons
6.05	Son: Le Minh An		None			0 shares	0%	Affiliated Persons
6.06	Son: Le Duc Toan		None			0 shares	0%	Affiliated Persons
6.07	State Capital Investment Corporation (SCIC)		Related organization – Investment Division 2 Specialist			79,228,000 shares	63.38%	Related Organization – State Shareholder, Major

								Shareholder (shareholder owning more than 5%)
7.	Pham Thi Lan Huong		Member of the Board of Supervisors			0 shares	0%	Internal Persons
7.01	Mother: Dung Thi Thu Lan		None			0 shares	0%	Affiliated Persons
7.02	Red Capital Asset Management Joint Stock Company (Red Capital)		Related organization – Head of Project Legal Department			0 shares	0%	Related Organization
7.03	Transport Engineering Design Incorporated (Tedi)		Related Organization – Head of the Board of Supervisors			0 shares	0%	Related Organization
8.	Luu Manh Cuong		Member of the Board of Supervisors			0 shares	0%	Internal Persons
8.01	Father: Luu Phung Tien		None			0 shares	0%	Affiliated Persons
8.02	Mother: Nguyen Thi Nguyet Thu		None			0 shares	0%	Affiliated Persons
8.03	Younger sibling: Luu Binh An		None			0 shares	0%	Affiliated Persons
8.04	Younger sibling: Luu Thien Ai		None			0 shares	0%	Affiliated Persons
8.05	Hanoi Seaproducts Import Export Joint Stock Corporation		Related organization – Member of the Board of Supervisors			0 shares	0%	Related Organization (A Subsidiary of Seaproducts)
8.06	Viet Nam Fishery Mechanical Shipbuilding Joint Stock Company		Related organization – Head of the Board of Supervisors			0 shares	0%	Related Organization (A Subsidiary of Seaproducts)
8.07	Vietnam Fishery Material Joint		Related organization –			0 shares	0%	Related Organization

	Stock Company		Member of the Board of Supervisors					(A Financial Investment Company of Seaprodex)
BOARD OF MANAGEMENT								
9.	Nguyen Thanh Trung		Deputy General Director cum The Person in Charge of Information Disclosure			0 shares	0%	Internal Persons
9.01	Father: Nguyen Hai Dang		None			0 shares	0%	Affiliated Persons
9.02	Mother: Nguyen Thi Phuong		None			0 shares	0%	Affiliated Persons
9.03	Older sister: Nguyen Thi Ha		None			0 shares	0%	Affiliated Persons
9.04	Older sister: Nguyen Hai An		None			0 shares	0%	Affiliated Persons
9.05	Older brother: Nguyen Tran Bac		None			0 shares	0%	Affiliated Persons
9.06	Younger sibling: Nguyen Ngoc Thuy		None			0 shares	0%	Affiliated Persons
9.07	Mother-in-law: Le Thi Xuan Huong		None			0 shares	0%	Affiliated Persons
9.08	Wife: Nguyen Thi Tuong Vy		None			0 shares	0%	Affiliated Persons
9.09	Son: Nguyen Doan Minh Khoi		None			0 shares	0%	Affiliated Persons
9.10	Son: Nguyen Doan Minh Huy		None			0 shares	0%	Affiliated Persons
9.11	Hanoi Seaproducts Import Export Joint Stock Corporation		Related Organization – Member of the Board of Directors			0 shares	0%	Related Organization (A Subsidiary of Seaprodex)
9.12	Seaproducts Mechanical Shareholding Joint Stock Company		Related Organization – Chairman of the Board of			0 shares	0%	Related Organization (A Joint Venture or Associate)

			Directors					<i>Company of Seaprodex)</i>
9.13	Ha Long Canned Food Joint Stock Corporation		Related Organization – Vice Chairman of the Board of Directors			0 shares	0%	Related Organization (A Joint Venture or Associate Company of Seaprodex)
10.	Le Vinh Hoa		Deputy General Director cum Executive Officers			0 shares	0%	Internal Persons
10.01	Father: Le Van Thuong		None			0 shares	0%	Affiliated Persons
10.02	Mother: Vo Thi Vu		None			0 shares	0%	Affiliated Persons
10.03	Younger brother: Le Vu Ky Nam		None			0 shares	0%	Affiliated Persons
10.04	Father-in-law: Thai Phuc		None			0 shares	0%	Affiliated Persons
10.05	Mother-in-law: Nguyen Thi Kim Dung		None			0 shares	0%	Affiliated Persons
10.06	Wife: Thai Thi Thu Thao		None			0 shares	0%	Affiliated Persons
10.07	Daughter: Le Thai Chi Mai		None			0 shares	0%	Affiliated Persons
10.08	Son: Le Thai Anh Minh		None			0 shares	0%	Affiliated Persons
10.09	Viet Nam Fishery Mechanical Shipbuilding Joint Stock Company		Related Organization – Chairman of the Board of Directors			0 shares	0%	Related Organization (A Subsidiary of Seaprodex)
10.10	Danang Seaproducts Import - Export Corporation		Related Organization – Chairman of the Board of Directors			0 shares	0%	Related Organization (A Joint Venture or Associate Company of Seaprodex)
10.11	Seafood Joint Stock Company		Related Organization –			0 shares	0%	Related Organization

	No 4		Vice Chairman of the Board of Directors					<i>(A Joint Venture or Associate Company of Seaprodex)</i>
10.12	Special Aquatic Products Joint Stock Company		Related Organization – Member of the Board of Directors			0 shares	0%	Related Organization <i>(A Financial Investment Company of Seaprodex)</i>
11.	Do Trung Chuyen		Deputy General Director cum Director of Seaprodex Lam Dong Branch			0 shares	0%	Internal Persons
11.01	Father-in-law: Vu Danh Binh		None			0 shares	0%	Affiliated Persons
11.02	Mother-in-law: Vu Thi Hoa		None			0 shares	0%	Affiliated Persons
11.03	Wife: Vu Thi Thu Hang		None			0 shares	0%	Affiliated Persons
11.04	Older brother: Do Trung Dung		None			0 shares	0%	Affiliated Persons
11.05	Older brother: Do Trung Kien		None			0 shares	0%	Affiliated Persons
11.06	Older brother: Do Trung Cuong		None			0 shares	0%	Affiliated Persons
11.07	Daughter: Do Kim Ngan		None			0 shares	0%	Affiliated Persons
11.08	Son: Do Trung Nguyen		None			0 shares	0%	Affiliated Persons
11.09	Seaproducts Mechanical Shareholding Joint Stock Company		Related Organization – Member of the Board of Directors			0 shares	0%	Related Organization <i>(A Joint Venture or Associate Company of Seaprodex)</i>
11.10	Vietnamese - French Cattle Feed Joint Stock Company (Proconco)		Related Organization – Member of the Board of Directors			0 shares	0%	Related Organization <i>(A Joint Venture or Associate Company of</i>

								Seaprodex)
CHIEF ACCOUNTANT								
12.	Vu Thi Hong Gam		Chief Accountant			0 shares	0%	Internal Persons
12.01	Father: Vu Van Cao		None			0 shares	0%	Affiliated Persons
12.02	Mother: Pham Thi Tuyet Nhung		None			0 shares	0%	Affiliated Persons
12.03	Mother-in-law: Ngo Thi Mai Hien		None			0 shares	0%	Affiliated Persons
12.04	Younger sister: Vu Thi Hong Vinh		None			0 shares	0%	Affiliated Persons
12.05	Brother-in-law: Nguyen Xuan Tien		None			0 shares	0%	Affiliated Persons
12.06	Younger sister: Vu Thi Hong Chien		None			0 shares	0%	Affiliated Persons
12.07	Husband: Ha Quyet Chien		None			0 shares	0%	Affiliated Persons
12.08	Daughter: Ha Vu Phuong Thao		None			0 shares	0%	Affiliated Persons
12.09	Hanoi Seaproducts Import Export Joint Stock Corporation		Related organization – Head of the Board of Supervisors			0 shares	0%	Related Organization (A Subsidiary of Seaprodex)
SECRETARIES TO THE BOARD OF DIRECTORS								
13.	Ngo Quoc Tung		Secretary of the Board of Directors – Portfolio Management Specialist			0 shares	0%	Internal Persons
13.01	Mother: Nguyen Thi My Hanh		None			0 shares	0%	Affiliated Persons
13.02	Younger brother: Ngo Quoc Toan		None			0 shares	0%	Affiliated Persons
13.03	Seaproducts Mechanical Shareholding Joint Stock Company		Related organization – Member of the Board of			0 shares	0%	Related Organization (A Joint Venture or Associate)

			Supervisors					<i>Company of Seaprodex)</i>
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