

No: 09/CAD-2026

*Ca Mau, January, 27, 2026*

**SEMI-ANNUAL CORPORATE GOVERNANCE REPORT**  
**The Year 2025**

**To :** - State Securities Commission of Vietnam  
- Stock Exchange

- **Listed Company Name:** CADOVIMEX Seafood Processing & Export Import Joint Stock Company.

- **Head Office Address:** National Highway 1A, Dam Cung Hamlet, Tran Thoi Commune, Cai Nuoc District, Ca Mau Province.

- **Phone:** 0290 3889050.

- **Fax:**

- **Charter Capital:** VND 207,999,270,000

- **Stock Code:** CAD

**I. Activities of the General Meeting of Shareholders:**

Information on Meetings and Resolutions/Decisions of the General Meeting of Shareholders (including written consultation resolutions):

<b>No.</b>	<b>Resolution/Decision No.</b>	<b>Date</b>	<b>Content</b>
01	No: 40/2025/QĐ-HĐQT	19/06/2025	– Promulgation of the Regulations on the organization of the 2024 Annual General Meeting of Shareholders
02	No: 41/2025/QĐ-HĐQT	19/06/2025	– Establishment of the Organizing Committee for the 2025 Annual General Meeting of Shareholders
03	No: 58/2025/NQĐHĐCĐ-CADO	12/07/2025	– Resolution of the 2025 General Meeting of Shareholders
04	No: 59/QĐ ĐHĐCĐ-CADO	12/07/2025	– Finalization of remuneration for the Board of Directors, the Supervisory Board, and salaries of the Board of Management for 2024, and the payment plan for 2025
05	No: 60/2025/QĐ - ĐHĐCĐ-CADO	12/07/2025	– Dismissal of a member of the Board of Directors
06	No: 61/2025/QĐ - ĐHĐCĐ-CADO	12/07/2025	– Dismissal of the Head of the Supervisory Board
07	No: 62/2025/QĐ - ĐHĐCĐ-CADO	12/07/2025	– Dismissal of a member of the Supervisory Board

08	No: 63/2025/QĐ - ĐHĐCĐ-CADO	12/07/2025	– Dismissal of a member of the Supervisory Board
09	No: 64/2025/QĐ - ĐHĐCĐ-CADO	12/07/2025	– Appointment of a member of the Board of Directors
10	No: 65/2025/QĐ-ĐHĐCĐ-CADO	12/07/2025	– Decision on change of the legal representative
11	No: 67/2025/QĐ-ĐHĐCĐ-CADO	12/07/2025	– Decision on change of the Company's head office address

## II. Board of Directors (the year 2025):

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

No.	Name	Position	Start/End Date as BOD/Independent BOD Member	
			Date Elected	Date of Dismissal
01	Khuong Thi Minh Hang	Chairwoman	08/04/2021	—
02	Sam Minh Duc	Member	04/10/2022	—
03	Nguyen Van Chinh	Member / General Director	—	12/07/2025
04	Le Tan Kiet	BOD Member / General Director	12/07/2025	—

### 2. Meetings of the Board of Directors:

In the year 2025, the BOD held 4 meetings and conducted 5 written consultations. Attendance was as follows:

No.	Name	Meetings Attended	Attendance Rate	Reason for Absence
01	Khuong Thi Minh Hang	9/9	100%	—
02	Sam Minh Duc	9/9	100%	—
03	Nguyen Van Chinh	5/9	56%	Dismissal
04	Le Tan Kiet	4/9	44%	Newly appointed

### 3. Supervisory Activities of the Board of Directors:

- Oversight and direction of business operations;
- Monitoring implementation of shareholders' resolutions and BOD decisions;
- Oversight of sales and outsourcing to clients;
- Direction and supervision of the 2025 Annual General Meeting held on July 12, 2025.

### 4. Activities of BOD Subcommittees:

The Company has established subcommittees to advise the BOD based on assigned functions:

- Personnel and Salary Oversight Subcommittee: In charge of monitoring recruitment, salary payment, and labor law compliance.

- Procurement and Construction Oversight Subcommittee: In charge of monitoring equipment procurement and repairs.

### 5. BOD Resolutions/Decisions in the First Half of 2025:

In 2025, the Board of Directors issued one resolution for management and operational purposes, as detailed below:

No.	Resolution/Decision No.	Date	Content
01	No: 01/2025/NQ-HĐQT - CADO	10/02/2025	- Authorization is hereby granted to Mr. Lê Tấn Kiệt to manage and operate the Company's production and business activities with full decision-making authority

### III. Supervisory Board in 2025:

#### 1. Information on Members of the Supervisory Board (SB):

No.	Name	Position	Start/End Date as SB Member	
			Date Elected	Date of Dismissal
01	Vu Thi Thu	Head of SB	—	12/07/2025
02	Chau Long	Member	—	12/07/2025
03	Doan Kim Thanh	Member	—	12/07/2025
04	Le Thanh Cong	Head of SB	12/07/2025	—
05	Nguyen Chi Nam	Member	12/07/2025	—
06	Le Minh Phuong	Member	12/07/2025	—

#### 2. Meetings of the Supervisory Board:

No.	Name	Meetings Attended	Attendance Rate	Voting Rate	Reason for Absence
01	Vu Thi Thu	2/4	50%	100%	Dismissal
02	Chau Long	2/4	50%	100%	Dismissal
03	Doan Kim Thanh	2/4	50%	100%	Dismissal
04	Le Thanh Cong	2/4	50%	100%	Newly appointed
05	Nguyen Chi Nam	2/4	50%	100%	Newly appointed
06	Le Minh Phuong	2/4	50%	100%	Newly appointed

### **3. Supervisory Activities of the SB toward the BOD, Executive Board, and Shareholders:**

- Fully received reports and operational plans from the BOD, General Director, and annual financial statements.
- Acted on behalf of shareholders to monitor business operations, corporate governance, and executive activities in accordance with legal regulations and the Company's charter.
- No abnormal findings were detected during the review of activities of the BOD, General Director, and other management staff.

### **4. Coordination Between SB and BOD, Executive Board, and Management Staff:**

- Monitored the implementation of 2024 AGM resolutions;
- Reviewed the legality and reasonableness of internal regulations issued by the Company;
- Audited implementation of resolutions and management regulations from the BOD and General Director;
- Verified financial statements and performance of business plans quarterly, semi-annually, and annually;
- Oversaw price setting, international trade contracts, and profitability analysis of each contract;
- Cooperated with BOD, General Director, and management in supervising overall company performance;
- Coordinated with authorities, investors, and shareholders to investigate complaints, if any.

### **5. Other Activities of the SB (if any)**

Supported the BOD and executive management in production and business operations.

### **IV. Executive Board:**

<b>No.</b>	<b>Name</b>	<b>Position</b>	<b>Date of Birth</b>	<b>Date Appointed</b>	<b>Date of Dismissal</b>
01	Le Tan Kiet	Director	30/10/1976	16/04/2021	—
02	Nguyen Kien Giang	Deputy director	19/02/1981	16/04/2021	—
03	Tran Thanh Bang	Deputy director	08/05/1978	16/04/2021	—

### **V. Chief Accountant:**

<b>No.</b>	<b>Name</b>	<b>Qualification</b>	<b>Date of Birth</b>	<b>Date Appointed</b>	<b>Date of Dismissal</b>
01	Tran Thien Thanh	Bachelor in Corporate Finance	12/03/1985	09/09/2019	—

### **VI. Corporate Governance Training :**

Training courses on corporate governance that were attended by members of the BOD, SB, Executive Director, other management staff, and Company Secretary as required by corporate governance regulations:

Most BOD members, Company Secretary, and relevant management staff participated in training courses as required by the State Securities Commission.

**VII. List of Related Persons of the Listed Company (as stipulated in Clause 34, Article 6 of the Securities Law) and Transactions with Related Persons (First Half of 2025)**

1. List of insiders and related person.

2. Transactions between the Company and its related persons; or between the Company and major shareholders, insiders, or persons related to insiders: (None)

3. Transactions between insiders of the listed company or persons related to insiders and subsidiaries or entities controlled by the listed company: (None)

4. Transactions between the Company and other parties: (None)

4.1. Transactions between the Company and entities in which members of the Board of Directors, members of the Supervisory Board, or the General Director have been or are currently founding members, BOD members, or General Directors within the past three (03) years (as of the reporting date): (None)

4.2. Transactions between the Company and entities in which related persons of BOD members, Supervisory Board members, or the General Director hold positions as BOD members or General Directors: (None)

4.3. Other transactions of the Company (if any) that may bring material or immaterial benefits to members of the Board of Directors, Supervisory Board, or the General Director: (None)

**VIII. Stock Transactions of Insiders and Their Related Persons (First Half of 2025)**

1. List of Insiders and Their Related Persons: *None*

2. Transactions by Insiders and Related Persons with the Listed Company's Shares: *None*

**IX. Other Important Notes:**

**T/M HỘI ĐỒNG QUẢN TRỊ  
CHỦ TỊCH HĐQT**



**KHUƠNG THỊ MINH HẰNG**