

JOINT STOCK COMPANY
NHA TRANG SEAFOODS – F17

SOCIALIST REPUBLIC OF VIET NAM
Independence – Freedom – Happiness

No.: 61/NQ-HĐQT-F17

Khanh Hoa, February 12, 2026

RESOLUTION

On approving the drafts of documents for the 2026 Annual General Meeting of
Shareholders

CÔNG TY C^o
PHÂN NHA
TRANG
SEAFOODS - F17

Digitally signed by CÔNG TY C^o PHÂN
NHA TRANG SEAFOODS - F17
DN: cn=CÔNG TY C^o PHÂN NHA
TRANG SEAFOODS - F17 c=VN
l=KHÁNH HÒA
e=NHATRANGSEAFOODS@NHATRANG
SEAFOODS.VN
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Date: 2026-02-13 18:03:07:00

BOARD OF DIRECTORS

NHA TRANG SEAFOODS – F17 JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on 17/06/2020;
- Pursuant to the Charter of Nha Trang Seafoods – F17 Joint Stock Company;
- Pursuant to the Minutes of the Board of Directors' meeting No.: 60 /BBH-HĐQT-F17 dated 12/02/2026;

HEREBY RESOLVES:

Article 1. To approve the drafts of documents for the Company's 2026 Annual General Meeting of Shareholders, including:

1. Agenda of the 2026 Annual General Meeting of Shareholders;
2. Rules and Procedures for organizing the 2026 Annual General Meeting of Shareholders;
3. Voting Regulations of the 2026 Annual General Meeting of Shareholders;
4. Board of Directors' Report for 2026;
5. Business Performance Report for 2025 and Business Plan for 2026;
6. Supervisory Board Report for 2025;
7. Proposals:
 - a. Proposal on selection of the auditing firm for 2026;
 - b. Proposal on approval of the audited Financial Statements for 2025;
 - c. Proposal on remuneration for the Board of Directors and the Supervisory Board;
 - d. Proposal on amendments and supplements to the Company Charter;
 - e. Proposal to authorize the Board of Directors to decide on certain matters under the competence of the General Meeting of Shareholders;



- f. Proposal on dismissal of a member of the Board of Directors for the 2024–2029 term.

Article 2. The Company's legal representative, members of the Board of Directors, all divisions/departments and employees shall be responsible for the implementation of this Resolution.

Article 3. This Resolution shall take effect from the signing date./.

Recipients:

- As stated in Article 2;
- Archived: Office.

For and on behalf of the Board of Directors

CHAIRMAN



NGÔ TUẤN KIẾT



AGENDA
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
(Tentative)

- Date and time: **08:00, Saturday, February 28, 2026**
- Venue: Phòng Lotus Room, 2nd Floor, Green World Hotel,
44 Nguyễn Thị Minh Khai, Nha Trang Ward, Khánh Hòa Province

Time	Agenda item
7:00 – 8:00	- Registration and welcome reception - Verification of shareholder eligibility
I. Opening Ceremony	
8:00 – 8:15	Opening Ceremony: - National anthem - Declaration of the meeting's convening and purpose
8:15 – 8:30	Introductions & Voting - Approve composition of the Chairing Panel, Secretariat, and Shareholder Eligibility Verification Committee - Approve Vote Counting Committee - Approve AGM Agenda - Approve AGM Regulations - Approve Voting Procedures
II. Main Business	
8:30 – 9:30	Reports & Resolutions: 1. Board of Directors' 2025 Activities Report 2. 2025 Business Performance Report & 2026 Business Plan 3. Supervisory Board's 2025 Report 4. Proposal to appoint the external auditor for the 2026 Financial Statements 5. Proposal to approve the audited 2025 Financial Statements 6. Proposal on remuneration for the Board of Directors and Supervisory Board in 2025



	7. Proposal to amend and supplement the Company Charter 8. Proposal to authorize the Board of Directors to decide certain matters within the AGM's authority 9. Proposal to dismiss a member of the Board of Directors (2024–2029 term) 10. Other business arising (if any)
9:30 – 10:00	General discussion
10:00 – 10:15	Voting on all AGM resolutions
10:15 – 10:45	Tea Break
10:45 – 11:00	Announcement of voting results
11g00 – 11g30	- Approval of the draft Resolutions and Minutes of the 2026 AGM - National anthem and closing ceremony

**NHA TRANG SEAPRODUCT COMPANY
CHAIRMAN OF THE BOARD OF DIRECTORS**


NGO TUAN KIET



REGULATIONS ON ORGANIZATION
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
NHA TRANG SEAPRODUCT COMPANY
CHAPTER I: GENERAL PROVISIONS

- Article 1.** Scope of Application: These Regulations apply to the organization of the 2026 Annual General Meeting of Shareholders of NHA TRANG SEAPRODUCT COMPANY (“the Company”).
- Article 2.** These Regulations specifically define the rights and obligations of shareholders/shareholder representatives participating in the Meeting, as well as the conditions and procedures for conducting the Meeting.
- Article 3.** Shareholders/shareholder representatives attending the Meeting are responsible for complying with the provisions of these Regulations.

CHAPTER II: RIGHTS AND OBLIGATIONS
WHEN ATTENDING THE GENERAL MEETING

- Article 4.** Rights and obligations of ordinary shareholders when attending the General Meeting.
1. Ordinary shareholders have the right to attend, discuss, and vote on all matters under the authority of the General Meeting of Shareholders as per the 2026 AGM agenda. Each ordinary share corresponds to one voting right. If a shareholder cannot attend the General Meeting for personal reasons, they may authorize another person or organization in writing to attend and vote on their behalf at the Meeting.
 2. Each shareholder or shareholder representative attending the General Meeting must bring: the meeting invitation and a valid identification document (ID card/Citizen ID/Passport, etc.) to present to the Meeting

Organizing Committee. Upon verification, they will receive a Voting Card indicating their Shareholder Code (registration number), full name, authorized representative's name (if applicable), and the corresponding number of voting/ballot slips.

3. The Organizing Committee of the General Meeting will publicly announce the Meeting agenda, financial statements, reports from the Board of Directors, reports from the Executive Board, Supervisory Board, etc. Shareholder opinions, whether directly or through authorized representatives, will be openly discussed during the Meeting.
4. During the Meeting, shareholders will hear the reports listed in the agenda, participate in discussions, and vote on each item by raising their Voting Cards.
5. In the event that a shareholder or shareholder representative arrives after the Meeting has commenced, they must complete the registration process with the Organizing Committee and will be allowed to vote immediately after registration. The Chairperson is not obligated to pause the Meeting for latecomers, and any content already voted on or elected prior to their arrival remains valid.
6. **Shareholders** must strictly comply with the Meeting's internal rules, respect the outcomes of the Meeting, and follow the guidance of the Chairing Panel.

Article 5. Rights and obligations of the Organizing Committee, the Shareholder Eligibility Verification Committee, and the Vote Counting Committee of the General Meeting

1. **The Organizing Committee** is established by decision of the Board of Directors and is responsible for: Developing plans, preparing materials, Organizing logistics, supporting the Meeting's administration, Welcoming participants, arranging seating, Distributing materials and Voting Cards to eligible shareholders/shareholder representatives, Consolidating, archiving, and handing over the General Meeting's documents.
2. **The Shareholder Eligibility Verification Committee:**
 - a. The Committee shall consist of up to 03 members, including 01 Head and up to 02 members, appointed by the Chairperson of the Board of Directors.
 - b. Duties of the Shareholder Eligibility Verification Committee:
 - (i) Coordinate with the Organizing Committee to verify the eligibility of shareholders attending the Meeting.

- (ii) Report to the General Meeting on shareholder attendance. The Meeting may proceed if shareholders representing more than 50% of the total voting shares are present.
- (iii) Prepare the Minutes of Shareholder Eligibility Verification, report to, and be accountable to the General Meeting for the performance of their duties.
- (iv) After the Meeting, the Committee must hand over the Verification Minutes along with the list of attending shareholders to the Organizing Committee for archiving.
- (v) Perform other tasks as requested or assigned by the Chairing Panel.

3. Vote Counting Committee:

- a. The Vote Counting Committee of the General Meeting shall consist of up to 03 members, including 01 Head and up to 02 members, nominated by the Chairperson and approved by the General Meeting through a voting process.
- b. Duties of the Vote Counting Committee
 - (i) Announce the voting procedures, the election regulations (if any), and provide instructions on the voting and election process.
 - (ii) Accurately determine the results of the votes on each item submitted for voting, and tally the number of votes cast for the election of members of the Board of Directors/Supervisory Board by the shareholders.
 - (iii) Review and report to the General Meeting any violations of voting procedures, election regulations, or complaints regarding the voting or election results.
 - (iv) Announce the voting and election results to the Secretariat for inclusion in the Meeting Minutes.
 - (v) Prepare the Vote Counting Minutes, and report to and be responsible before the General Meeting of Shareholders for the performance of their duties.
 - (vi) After the Meeting, the Vote Counting Committee must hand over the Vote Counting Minutes to the Organizing Committee for archiving purposes.
 - (vii) Perform other tasks as requested or assigned by the Chairing Panel.



Article 6. Rights and Obligations of the Chairing Panel and the Secretariat of the General Meeting

1. Chairing Panel:

- a. The Chairing Panel shall consist of up to 03 members, including 01 Chairperson (who is the Chairperson of the Board of Directors) and up to 02 other members appointed by the Chairperson of the Board. The Chairing Panel shall preside over the General Meeting in accordance with the agenda prepared by the Board of Directors and approved by the General Meeting.
- b. Responsibilities of the Chairing Panel:
 - (i) Preside over and direct the activities of the General Meeting of Shareholders in accordance with the agenda approved by the General Meeting;
 - (ii) Provide explanations and responses to shareholders regarding discussion items and reports presented at the Meeting;
 - (iii) Present drafts and conclusions on issues requiring a vote by the General Meeting;
 - (iv) Respond to matters requested by the General Meeting;
 - (v) Handle any issues arising during the General Meeting.
- c. Operating principle of the Chairing Panel:

The Chairperson is the highest authority in the General Meeting. Other members of the Chairing Panel shall carry out tasks as assigned or delegated by the Chairperson.

2. Secretariat of the General Meeting:

- a. The Secretariat shall consist of up to 03 members appointed by the Chairing Panel. The Secretariat is responsible to the Chairing Panel and the General Meeting for fulfilling its duties and shall act under the direction of the Chairing Panel.
- b. Responsibilities of the Secretariat:
 - (i) Assist the Chairing Panel in announcing drafts of documents, conclusions, resolutions, and notices from the Chairing Panel to shareholders as required;
 - (ii) Receive and review discussion opinions from shareholders, notify and submit them to the Chairing Panel for decision-making;

- (iii) Accurately and honestly record the entire content and proceedings of the General Meeting, including matters approved or noted by shareholders, in the Meeting Minutes;
- (iv) Draft the Resolutions on matters approved at the General Meeting;
- (v) Read aloud the content of the Meeting Minutes to form the basis for the Meeting's approval;
- (vi) Perform other tasks as requested or assigned by the Chairing Panel.

CHAPTER III. CONDUCTING THE GENERAL MEETING

Article 7. The General Meeting of Shareholders shall be conducted when shareholders attending the meeting represent more than 50% of the total voting shares of the Company.

Article 8. Method of Conducting the Meeting

The General Meeting shall proceed by sequentially presenting the reports as listed in the agenda and conducting discussions and voting to approve each of those reports. Voting on each item shall be carried out in accordance with the established voting procedures.

Article 9. Resolutions and Meeting Minutes

All proceedings and content of the General Meeting must be recorded in the meeting minutes by the Secretariat. The resolutions of the General Meeting shall be read and adopted before the closing of the meeting and shall be retained by the Company for archival purposes.

CHAPTER IV. MISCELLANEOUS PROVISIONS

Article 10. All matters related to the organization, postponement, or reconvening of the General Meeting shall be conducted in accordance with the Company's Charter.

Article 11. All expenses related to attending the 2026 Annual General Meeting of Shareholders including travel, accommodation, and other incidental costs (if any) shall be borne by the shareholders or their authorized representatives.

ON BEHALF OF THE ORGANIZING COMMITTEE
CHAIRMAN OF THE BOARD OF DIRECTORS



NGO TUAN KIET

VOTING REGULATIONS
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
NHA TRANG SEAPRODUCT COMPANY

- Pursuant to the 2020 Law on Enterprises;
- Pursuant to the Charter of Nha Trang Seaproduct Company;

THE ORGANIZING COMMITTEE
OF THE 2026 ANNUAL GENERAL MEETING

hereby promulgates the Voting Regulations for the 2026 Annual General Meeting of Shareholders of Nha Trang Seaproduct Company as follows:

1. After registration and attendance at the General Meeting, each shareholder/proxy will be provided with a Voting Card, which states the registration number, full name of the shareholder or proxy, and the number of voting ballots/votes entitled to that shareholder.
2. All resolutions and decisions of the Company's General Meeting of Shareholders, including but not limited to: election of the composition of the Chairing Panel, the Secretariat, and the Shareholders' Eligibility Verification Committee; election of the Vote Counting Committee; discussion and approval of the business plan; approval of amendments to the Company's Charter (if any); approval of the remuneration of the Board of Directors and the Supervisory Board; and other resolutions/decisions, shall be adopted by open voting or by secret ballot, depending on the relevant matter and under the chairing of the Meeting Chairperson.
3. **Voting method**
 - a) **Matters voted by raising Voting Cards:**
 - Approval of the composition of the Presidium, the Secretariat, and the Shareholders' Eligibility Verification Committee;



- Approval of the composition of the Vote Counting Committee;
- Approval of the Meeting Agenda;
- Approval of the Regulations on organization of the Meeting;
- Approval of the Voting Rules of the Meeting;
- Approval of the draft Minutes of the Meeting and the draft Resolution of the General Meeting of Shareholders.

b) Matters voted by secret ballot:

- Report of the Board of Directors on its activities in 2025;
- Report on business performance in 2025 and the business plan for 2026;
- Report of the Supervisory Board on its activities in 2025;
- Proposal on selecting the auditing firm for the 2026 financial statements;
- Proposal on approving the audited financial statements for 2025;
- Proposal on remuneration of the Board of Directors and the Supervisory Board for 2026;
- Proposal on amendments and supplements to the Company Charter;
- Proposal on authorizing the Board of Directors to decide on certain matters falling under the authority of the General Meeting of Shareholders;
- Proposal on dismissal of a member of the Board of Directors for the 2024–2029 term;
- Other matters under the authority of the General Meeting of Shareholders (if any);
- Certain other matters under the authority of the General Meeting of Shareholders as decided by the Chairing Panel.

4. Voting procedures

a) Voting by raising Voting Cards:

- Shareholders and/or authorized representatives shall vote (For, Against, or Abstain) on each matter by directly raising the Voting Card at the Meeting;
- When voting is conducted, shareholders or authorized representatives voting For shall raise their Voting Cards high. Members of the Vote Counting Committee shall record the shareholder code (registration number) and the corresponding number of voting shares of each shareholder/authorized representative voting For. Similarly, under the chairing of the Chairing Panel, shareholders/authorized representatives voting Against or Abstaining shall raise their Voting Cards in turn;

- Immediately after the voting on each item proposed by the Chairing Panel is completed, the Vote Counting Committee shall count the votes and the Vote Counting Committee/Chairing Panel shall announce the voting results to the Meeting.

b) Voting by secret ballot:

- The Organizing Committee shall issue voting ballots to each shareholder/authorized representative based on the final list of shareholders entitled to attend the Meeting. Each ballot clearly states the shareholder code, the number of voting shares, and the matters subject to voting.
 - Shareholders/authorized representatives shall vote by marking one of the boxes: “For”, “Against” or “Abstain” corresponding to each voting matter.
 - After completing the ballot, shareholders/authorized representatives shall place the ballot into the ballot box as instructed by the Vote Counting Committee.
 - The Vote Counting Committee shall conduct vote counting immediately after the ballot collection is closed. Vote counting shall be conducted publicly, honestly, and accurately, and the vote-counting minutes shall be prepared.
 - The vote-counting results shall be reported by the Vote Counting Committee and publicly announced at the Meeting.
 - Invalid ballots include:
 - Ballots not issued by Nha Trang Seafoods – F17 Joint Stock Company.
 - Ballots containing additional contents/notes/signs, etc. without the request/instruction of the Chairing Panel.
 - Ballots that are erased, amended, torn, damaged, not intact, or do not clearly reflect the shareholder’s opinion.
 - Ballots with no box marked or with two (02) or more boxes marked for one voting matter; in such case, the voting result for that matter shall be invalid.
 - Invalid ballots or invalid voting matters shall not be included in the vote-counting results.
5. In case of any concerns or disputes over the voting results, the Chairing Panel shall review and make decisions immediately at the Meeting.

ON BEHALF OF THE ORGANIZING COMMITTEE

CHAIRMAN OF THE BOARD OF DIRECTORS



NGO TUAN KIET



**REPORT OF THE BOARD OF DIRECTORS
NHA TRANG SEAPRODUCT COMPANY**

TO: THE GENERAL MEETING OF SHAREHOLDERS

The Board of Directors (“BOD”) of Nha Trang Seaproduct Company (“the Company”) respectfully submits to the Annual General Meeting of Shareholders (“AGM”) the report on the BOD’s activities and the Company’s performance in 2025; and key orientations and business plan for 2026, as follows:

1. MARKET CONTEXT AND BUSINESS PERFORMANCE IN 2025

1.1 Market situation:

In 2025 remained a challenging year for the seafood industry in general and Nha Trang Seaproduct Company in particular. Although the world economy showed certain signs of recovery, there were still considerable uncertainties due to the prolonged impact of inflation, geopolitical fluctuations and increased trade protectionism trends in major markets.

In 2025, the Company continued to confront multifaceted challenges and headwinds from various directions. Export operations—the Company’s core strategic pillar—were under significant pressure due to rising raw material and logistics costs, coupled with increasingly stringent inspection requirements from major markets including the US, EU, and Japan. Simultaneously, competition from countries with competitive raw material pricing advantages, such as Ecuador, India, and Indonesia, became increasingly intense. To safeguard order volumes, the Company proactively adjusted its product portfolio—integrating new product lines such as tilapia—and refined its pricing policies, despite the inevitable impact on short-term profit margins

1.2 Regarding the results of the implementation of the Resolution of the AGM in 2025.

With the efforts of the BOD, the Board of Management, and all employees of the Company, in 2025, the targets of business activities will achieve the following results:

Unit: million VND

No.	Index	Actual 2024	Actual 2025	Budget 2025	Actual 2025 / Actual 2024	Actual 2025 / Budget 2025
1	Net sales	939,226	695,759	748,200	74.08%	92.99%
2	Profit before tax	5,920	2,757	4,390	46.57%	62.80%

2. BOD’S ASSESSMENT OF THE MANAGEMENT BOARD’S PERFORMANCE

The Board of Directors (BOD) highly commends the Management Board's **agile leadership** amidst challenging circumstances, which has effectively sustained the stability of production and business operations. Notable highlights include:

- **Proactive development of contingency scenarios** to mitigate fluctuations in raw material costs, foreign exchange rates, and logistics expenses.

- **Optimization of centralized production** at the F90 facility, enhanced cost control, and the integration of digital transformation initiatives.
- **Successful piloting of tilapia farming and production** on a small scale, serving as a foundational milestone for strategic expansion into this segment.
- **Acceleration of value-added product lines** and the successful rollout of the **"Farm to Fork" model** in both domestic and Japanese markets.
- **Commitment to transparency** in financial reporting and full compliance with regulatory information disclosure requirements.

3. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025

3.1 Governance and supervision

The BOD has performed its governance, strategic direction and supervision responsibilities in compliance with applicable laws, the Company's Charter and internal regulations. The BOD directed and organized the 2025 AGM in accordance with regulations, and closely monitored market developments to provide timely guidance to the Management Board on market development, funding solutions and operational issues.

3.2 Meetings and resolutions

In 2025, the BOD has held 19 meetings and issued 19 Resolutions to approve policies related to the Company's activities related to the organization and implementation of decisions of the AGM; on the promulgation of the Company's Regulation on Information Disclosure; elected the Chairman and Vice Chairman of the Board of Directors of the Company; dismissal of the Company's Director, dismissal and appointment of the Company's Chief Accountant; approval of loan contracts at Vietinbank Khanh Hoa and BIDV Khanh Hoa; and transfer of shares in a number of companies.

In 2025 will also witness a strong restructuring in the company's organizational structure in the direction of leanness, efficiency, and goal-oriented management. This contributes to helping the Company optimize resources to overcome difficult periods.

3.3 Related-party transactions

In 2025 on the basis of complying with legal regulations, the Company has conducted transactions with related parties, including transactions between companies with members of the BOD and related persons of such members; transactions between public companies company with a company in which a member of the BOD is a founding member or a manager of the enterprise. Information about specific transactions has been detailed by the Company in the 2025 audited financial statements.

3.4 Activities of other subcommittees of the BOD:

The Board of Directors of the Company does not establish subcommittees.

3.5 Remuneration, operating expenses and other benefits of the BOD in 2025:

Full name	Title	Salary	Total Income
Ngo Tuan Kiet	President	623,151,000	623,151,000
Huynh Long Quan	Vice President	560,289,000	560,289,000
Dao Thi Minh Huong	Member	-	-
Ngo Anh Phuong Lan	Member	142,547,000	142,547,000
Tran Vinh Hung	Member	380,716,000	380,716,000
Total		1,706,703,000	1,706,703,000

4. BUSINESS ORIENTATION AND PLAN FOR 2026

Based on the results of business activities in 2025 and the assessment of the market situation in 2026, it is forecasted that there will still be many difficulties and challenges. The BOD is determined to direct the Board of Management to try to implement the goals of the business plan in 2026 as follows:

4.1 The 2026 plan target:

- Output: finished products sold is planned to be 1,981 tons shrimp and 2,127 tons tilapia.
- Financial plan (units: Billion VND):

No.	Index	Plan for 2026
1	Net sales	776,8
2	Profit before tax	21,5
3	Profit after tax	18,2

4.2 Key priorities as follows:

- **The Board of Directors** will continue to strengthen the oversight of the implementation of General Meeting of Shareholders (GMS) Resolutions and medium-to-long-term strategies.
- **Scale up tilapia production** and aggressively explore new market opportunities.
- **Upgrade technology and factory automation** in alignment with Industry 4.0 trends.
- **Implement an Enterprise Resource Planning (ERP) system** to achieve comprehensive, company-wide management efficiency.
- **Strive** for all farming areas to obtain BAP certification.
- **Robustly develop domestic channels** and tap into potential international markets, including Northern Europe, Australia, and the Middle East.
- **Advance ESG (Environmental, Social, and Governance) initiatives** progressively, with the immediate priority of installing solar energy systems to optimize energy costs.
- **Build a succession pipeline** by proactively enhancing soft skills training for management levels (Department Heads and above). Conduct OKR (Objectives and Key Results) training and integrate the OKR framework into daily operations.



5. APPRECIATION

On behalf of the BOD, We would like to sincerely thank the Shareholders Nha Trang Seaproduct Company for actively supporting, cooperating and contributing to the development of the Company in recent years. We believe that with the sense of responsibility and determination of the BOD, the Board of Management and all employees, we will create momentum for the Company's development in the new period of stability and sustainability.

Thank you very much./.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



CÔNG TY
CỔ PHẦN
NHÀ TRANG SEAFOODS
-F17

MS.DN: 420056
S.T.C.P
P. BẮC NHA TRANG - T. KHÁNH HÒA

NGO TUAN KIET

REPORT OF BUSINESS RESULTS IN 2025
AND PLANS FOR 2026

Dear Shareholders

2025 is a year of "golden testing" for Vietnam's seafood industry. Despite facing many adversities, the whole industry still recorded an impressive export turnover of 11.34 billion USD (up 11.34% compared to 2024). In which, shrimp contributed 4.6 billion USD (+15%), tuna reached nearly 1 billion USD (+5%), and pangasius reached 2.1 billion USD (+5%). Joining that positive flow, Nha Trang Seafoods has recorded results that exceed expectations thanks to its flexible adaptability.

1. Evaluation of production and business results

The biggest bright spot in the past year was the breakthrough in profit efficiency despite the adjustment in revenue.

- Profit optimization:** Although total revenue reached VND 698 billion (down 25.99% compared to 2024), gross profit grew dramatically, reaching VND 70 billion, equivalent to an increase of 443.85% over the same period. This reflects the successful shift to higher value-added product lines and drastic efforts to control cost costs.
- Sustainable revenue structure:** Seafood processing continues to be the "backbone" of the Company, contributing VND 677 billion, accounting for 97.01% of total revenue. The sales and ancillary services segments only account for a small proportion.

Unit: billion VND

STT	Criteria	2024	2025	% Increase/Decrease
1	Total Revenue	943.03	697.96	(25.99)%
2	Net Revenue	939.23	695.76	(25.92)%
3	Gross profit	12.84	69.83	443.85%
4	Profit before tax	5.92	2.76	(53.43)%
5	Profit after tax	3.12	2.76	(11.76)%



Revenue structure:

STT	Criteria	2024		2025	
		Billion VND	Density	Billion VND	Density
1	Revenue from sales of goods	2.37	0.25%	0.38	0.05%
2	Sales of semi-finished products	921.33	97.70%	677.07	97.01%
3	Revenue from service provision	19.33	2.05%	20.51	2.94%
	Plus	943.03	100.00%	697.96	100.00%

Cost structure:

STT	Criteria	2024		2025	
		Billion VND	Density	Billion VND	Density
1	Cost of goods sold	926.38	86.43%	625.93	82.02%
2	Financing Costs	48.85	4.56%	60.20	7.89%
3	Cost of Selling	53.69	5.01%	39.98	5.24%
4	Business Management Expenses	38.04	3.55%	34.78	4.56%
5	Other expenses	4.84	0.45%	2.25	0.29%
	Plus	1,071.80	100.00%	763.14	100.00%

Cost-effectiveness:

- **Operational savings:** Selling costs are sharply reduced thanks to the optimization of logistics and export costs.
- **Financial volatility:** There has been an increase in financial costs, largely due to the impact of the revaluation of exchange rate differences at the end of the period.

2. Financial situation**Financial Health:**

- **Asset structure:** Total assets reached VND 1,020.40 billion by the end of 2025. The decrease of 11.39% in total assets mainly came from effective debt recovery and streamlining of short-term assets.
- **Debt management:** The company has reduced liabilities to VND 577.85 billion (down 18.81% compared to 2024), helping the financial structure become healthy and reduce interest pressure on loans.

a. Assets

Unit: billion VND

STT	Criteria	2024	2025	% Increase/Decrease
1	Short-term assets	672.94	558.97	(16.94)%
2	Long-term assets	478.60	461.43	(3.59)%
3	Total Assets	1,151.54	1,020.40	(11.39)%

b. Liabilities

Unit: billion VND

STT	Criteria	2024	2025	% Increase/Decrease
1	Short-term debt	668.50	555.29	(16.94)%
2	Long-term debt	43.24	22.56	(47.83)%
3	Total debt	711.74	577.85	(18.81)%

3. Improvements in organizational structure, policies, and management

In 2025, the Company's business performance showed initial signs of recovery, driven by the flexible and timely management of the Board of Directors together with the strong efforts of all employees. However, net revenue from sales and service provision reached only 92.99% of the planned target (VND 696 billion compared to the planned VND 748 billion).

In 2025, Nha Trang Seafoods was honored to be recognized as the Top 1 Outstanding Export Enterprise of Khanh Hoa Province.

4. Expected development plan in 2026:

The Board of Directors orients 2026 to be a breakthrough year in technology and market diversification with specific goals:

- **"Tilapia" program:** This is a new strategic business segment to diversify the product portfolio and seek sustainable growth momentum in the future.
- **Comprehensive digital transformation:** Deploy ERP and CRM systems to improve modern management capacity and make all operations transparent.
- **Market expansion:** The goal is to establish 2 more direct distribution channels in the Central and Southern regions to maximize domestic potential.
- **Luxury brands:** Focus on building private labels for value-added goods in the EU, Japan and Korea to improve profit margins.



Production and business plan targets in 2026:

- ✓ Output targets: In 2026, the total output of finished products is planned to be 1,981 tons of shrimp and 2,127 tons of tilapia.
- ✓ Financial targets:

Unit: billion VND

STT	Criteria	Plan for 2026
1	Total Revenue	776.8
2	Profit before tax	21.5
3	Profit after tax	18.2

5. Audit report related to the Company's environmental and social responsibility

Nha Trang Seafoods is committed to development in tandem with community responsibility:

- **Environment:** Set a goal of carbon neutrality by 2030, starting with the installation of solar power systems at the factory and control emissions in the farming area.
- **Employees:** Apply a fair KPIs system and digital skills training for 70% of production personnel.
- **Shareholders:** Strive for profit growth of 10-15% and gradually apply International Financial Reporting Standards (IFRS).

Above is the business report in 2025 and the 2026 operation plan of Nha Trang Seafoods-F17 Joint Stock Company. Respectfully submit to the General Meeting of Shareholders for consideration and direction.

Sincerely./.

**NHA TRANG SEAFOODS JOINT STOCK COMPANY-F17
CHAIRMAN OF THE BOARD OF DIRECTORS**



NGO TUAN KIET

**NHA TRANG SEAPRODUCT
COMPANY**

No.: 05 /TTr-HĐQT-F17

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Khanh Hoa, February 12, 2026

PROPOSAL

Approval of the Audited Financial Statements for 2025

To: The Annual General Meeting of Shareholders 2026

- Pursuant to the Charter of Nha Trang SeaProduct Company (hereinafter referred to as “the Company”) amended and adopted on June 20, 2025;
- Pursuant to the 2025 Financial Statements of Nha Trang SeaProduct Company audited by A&C Auditing and Consulting Company Limited;

Accordingly, the auditing firm expresses the following opinion:

“The Financial Statements referred to above, give a true and fair view, in all material respects, the financial position as of 31 December 2025 of Nha Trang Seaproduct Company, its financial performance and its cash flows for the fiscal year then ended, in conformity with the Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System and relevant statutory requirements on the preparation and presentation of Financial Statements”.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval the audited Financial Statements for the fiscal year 2025 of Nha Trang Seaproduct Company.
Respectfully,

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



NGO TUAN KIET

Khanh Hoa, February 12, 2026

**PROPOSAL INCOME FOR
THE BOARD OF DIRECTORS, BOARD OF SUPERVISORS
NHA TRANG SEAPRODUCT COMPANY**

**Dear: Annual General Meeting of Shareholders 2026
Nha Trang Seaproduct Company**

I. The income of the Board of Directors for year 2026:

0.5% of profit after tax

II. The income of the Board of Supervisors for year 2026:

5,000,000 VND/person/year

Respectfully submit to the General Meeting of Shareholders for consideration.

**NHA TRANG
SEAPRODUCT COMPANY
CHAIRMAN
OF THE BOARD OF DIRECTORS**



NGO TUAN KIET

No: 07/TTr-HDQT-F17

Khanh Hoa, February 12, 2026

PROPOSAL

*Re: Proposed Amendments and Supplements to
the Charter of Nha Trang Seaproduct Company*

To: The General Meeting of Shareholders of the Company

- Pursuant to the Law on Enterprises 2020;
- Pursuant to the Law on Securities 2019 and its guiding documents;
- Pursuant to the Charter of Nha Trang Seaproduct Company approved on 20 June 2025;
- Pursuant to the Minutes of the Board of Directors' Meeting No. 60 dated 12/ 02/ 2026;
- Based on the need to facilitate the Company's organization and operations and to ensure the rights of shareholders,

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the Appendix on amendments and supplements to the Company's Charter, with the proposed contents as set out in the Draft amended and supplemented Charter attached hereto.

We respectfully submit this proposal to the General Meeting of Shareholders for approval.

Recipients:

- As above;
- Filing.

**ON BEHALF OF THE
BOARD OF DIRECTORS**

CHAIRMAN



NGO TUAN KIET

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Khanh Hoa, February 12, 2026

DRAFT
APPENDIX ON AMENDMENTS AND SUPPLEMENTS TO THE
CHARTER
NHA TRANG SEAPRODUCT COMPANY

(Attached to Proposal No. .../TTr HĐQT-F17 dated 12 February 2026 of the Board of Directors)

Article 1. Amendments and supplements to Article 3 – Legal Representative(s) of the Company:

Article 3 of the Company's Charter is hereby amended and supplemented to read as follows:

1. Number and title(s) of legal representative(s)

The Company has 02 (two) legal representatives, including:

- a) The Chairperson of the Board of Directors is the first legal representative of the Company;
- b) The General Director is the second legal representative of the Company.

Information of each legal representative shall be registered with the business registration authority.

2. Scope of representation and allocation of responsibilities

- a) Each legal representative shall have responsibilities and authority corresponding to the managerial position he/she holds;
- b) The specific rights, obligations, and scope of representation of each legal representative shall be stipulated in the "Regulations on assignment of duties and delegation of authority between the legal representatives" as may be promulgated and amended by the Board of Directors from time to time;
- c) Such Regulations shall take effect from the date they are approved by a valid resolution of the Board of Directors.

3. General responsibilities and obligations

- a) Both legal representatives of the Company shall have the obligation to:
 - Act honestly, prudently and diligently in performing their rights and obligations for the lawful interests of the Company and its shareholders;
 - Not misuse their position, power, or the Company's information and business opportunities for personal gain;



- Be jointly and severally liable for damages of the Company in accordance with law and this Charter, if such damages are caused by breach of duties.
- b) Any document or transaction of the Company signed and/or executed by either of the two legal representatives shall be legally binding upon the Company, except as otherwise provided under the Charter, internal regulations, or resolutions of the Board of Directors.
- c) The Board of Directors shall be responsible for promulgating the Regulations on coordination and delegation of authority between the two legal representatives.

4. Change of legal representative(s)

- a) Any change in the number and title(s) of the legal representatives shall be decided by the General Meeting of Shareholders.
- b) Upon any change, the Company shall carry out procedures for registration of changes of legal representatives with the business registration authority in accordance with applicable laws.

Article 2. General provisions.

2.1. This Appendix is an integral part of the Charter of Nha Trang SeaProduct Company adopted on 20 June 2025.

2.2. Other contents of the Charter adopted on 20 June 2025 that are not amended or supplemented by this Appendix shall remain valid and in full force and effect.

2.3. This Appendix shall take effect from the date it is approved by the General Meeting of Shareholders.

PROPOSAL

Approval of Authorization for the Board of Directors

To: The Annual General Meeting of Shareholders 2026

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated 17 June 2020
- Pursuant to the Charter of Nha Trang SeaProduct Company (hereinafter referred to as “the Company”) amended and adopted on June 20, 2025;

In order to enable the Board of Directors (BOD) to proactively manage and operate the Company’s business activities, in addition to the matters discussed and voted on at the General Meeting, it is proposed that the Annual General Meeting of Shareholders 2026 authorize the Board of Directors to decide on the following matters, which fall under the authority of the General Meeting of Shareholders:

- To approve the Company’s internal corporate governance charters and regulations;
- To adjust the 2026 business plan in response to market developments;
- To select the auditing firm to audit the Company’s financial statements for the fiscal year 2026.

The authorization shall remain valid until the Annual General Meeting of Shareholders 2027.

We respectfully submit this proposal to the Annual General Meeting of Shareholders 2026 for consideration and approval.

Respectfully,

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN


NGO TUAN KIET

**NHA TRANG SEAPRODUCT
COMPANY**

No.: 09/TTr-HDQT-F17

THE SOCIALIST REPUBLIC OF VIET NAM
Independence – Freedom – Happiness

Khanh Hoa, February 12, 2026

PROPOSAL

Regarding the dismissal of member of the Board of Directors (2024 – 2029)

Respectfully to: **ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

- Pursuan to item b Clause 1 Article 160 of Enterprise Law No. 59/2020/QH14 dated 17 June, 2020;
- Pursuant to Charter of Nha Trang Seaproduct Company;

Based on the resignation letter dated January 10, 2026 of Mr. Huynh Long Quan - Member of the Board of Directors which has been disclosed in accordance with legal regulations.

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders 2026 for consideration and approval of the dismissal of member of the Board of Directors as follows:

Accept the resignation letter of Mr. Huynh Long Quan and dismiss her from the Board of Directors effective from the date of issuance of the Resolution of the Annual General Meeting of Shareholders 2026.

Reason:

On January 10, 2026, the Board of Directors received the resignation letter of Mr. Huynh Long Quan - Member of the Board of Directors. In the resignation letter, Mr. Huynh Long Quan stated that his resignation is due to health reasons.

Respectfully submits to the Annual General Meeting of Shareholders 2026 for consideration and approval of the dismissal of member of the Board of Directors (2024-2029) in accordance with regulations.

Recipient:

- As aboved;
- Archived.

FOR AND ON BEHALF OF BOARD OF DIRECTORS



NGO TUAN KIET

