

**COMPANY MANAGEMENT REPORT**  
**THE YEAR 2025**

**To:** - The State Securities Commission;  
- Stock Exchange.

- Company Name: **DOMENAL JOINT STOCK COMPANY**
- Head office address: National Highway 30, Hamlet 1, Phong My Commune, Cao Lanh District, Dong Thap Province.
- Phone: 02773.890.711      - Authorized capital: 125,000,000,000 VND
- Stock Code: DMN
- Corporate governance model:
  - + The General Meeting of Shareholders, the Board of Directors, the Supervisory Board and the General Director.
- Regarding the performance of the internal audit function: The company is not subject to the internal audit function according to Decree No. 05/2019/ND-CP

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

Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders (including Resolutions of the General Meeting of Shareholders adopted in the form of written consultation):

<b>Ordinal Number</b>	<b>Number of Resolutions/Decisions</b>	<b>Date</b>	<b>Content</b>
1	43/NQ/ĐHĐCĐ	28/04/2025	<ul style="list-style-type: none"><li>- Agreed to approve: The report of the Board of Directors for 2024 and the direction of tasks for 2025</li><li>- Agreed to approve: The audited report on production and business results for 2024 and the production and business plan for 2025</li><li>- Agreed to approve: The report of the Supervisory Board for 2024- Agreed to approve the proposal to select the auditing unit for the 'Financial Report for</li></ul>

			<p>2025' by the Supervisory Board</p> <ul style="list-style-type: none"> <li>- Agreed to approve the proposal: to use all assets of the Company as collateral for loans at credit institutions and authorize the Board of Directors to implement</li> <li>- Agreed to approve the proposal: to authorize the General Director to sign contracts for transactions and to offset debts with related parties valued at 35% of the total assets of the Company or more-</li> <li>Agreed to approve the proposal: to retain the undistributed after-tax profit for 2024 to ensure the Company's business capital</li> </ul>
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## II. Board of Directors

### 1. Information about members of the Board of Directors (BOD):

Ordinal Number	Member of the Board of Directors	Duty ( <i>independent member of the Board of Directors, non-executive member of the Board of Directors</i> )	Start/no longer a member of the Board of Directors/ Independent Board of Directors	
			Date of Appointment	Date of dismissal
1	Vo Dinh An	Chairman of the Board of Directors	24/04/2024	
2	Nguyen Thanh Ha	Member of the Board of Directors General Director	24/04/2024	
3	Vo Dinh Hai	Member of the Board of Directors Assistant General Manager	24/04/2024	

### 2. Board of Directors Meetings:

Ordinal Number	Member of the Board of Directors	Number of meetings attended by the Board of Directors	Meeting attendance rate	Reasons for not attending the meeting
1	Vo Dinh An	4/4	100%	
2	Nguyen Thanh Ha	4/4	100%	
3	Vo Dinh Hai	4/4	100%	



### 3. Supervisory activities of the Board of Directors over the Board of Directors:

The Board of Directors always closely monitors and highly appreciates the timely and effective implementation of the Resolutions of the General Meeting of Shareholders, the Resolutions of the Board of Directors, as well as the concretization of solutions, plans and plans for production activities, the Company's business.

The Board of Directors recognizes the efforts and determination of the General Director to bring about positive changes in the Company's governance activities.

The Board of Directors recognizes that the CEO has continued to pay closer attention to financial safety and risk management.

During the meetings of the Board of Directors, the General Director has prepared reports on the current production and business situation and upcoming operational directions for the members of the Board of Directors to give their opinions on direction.

In human resource development, the Board of Directors recognized the results of the Board of Directors for well implementing the training and training of personnel to update knowledge and skills in order to well implement new business models.

The enterprise has also fully fulfilled its tax obligations to the State budget in accordance with the provisions of law; pay dividends to shareholders in full and on time and fully and strictly implement policies for employees such as salary and bonus regimes; pay social insurance, health insurance, ...

### 4. Sustainable development orientation:

- Regarding the subsidiary, Hiep Thanh Phat Seafood Co., Ltd., it has been operating stably and efficiently, generating good profits. By 2025, the company will operate at over 60% of the factory's designed capacity. In 2026, the company will operate at full design capacity and plans to propose to shareholders further investment in additional machinery and equipment to increase the design capacity to 200 tons of raw fish per day, aiming to achieve better profits in terms of both absolute value and capital efficiency.

- For the parent company, Domenal Joint Stock Company, thanks to indirect support from its subsidiaries and affiliated companies, the parent company has boosted production, increased sales, and achieved higher profits. It is projected that in 2026, the company will continue to maintain stable production at maximum capacity and boost sales to exceed its planned profit targets.

### 5. Activities of subcommittees of the Board of Directors (if any): No

### 6. Resolutions/Decisions of the Board of Directors:

Ordinal Number	Number of Resolutions/Decisions	Date	Content	Adoption Rate
1	12/NQ/HĐQT	14/02/2025	Regarding the approval of the final list of shareholders for the organization of the Annual General Meeting of Shareholders in 2025.	100%

2	65/NQ/HĐQT	23/06/2025	Regarding the lease of land to the subsidiary, Hiệp Thành Phát Seafood Company Limited, to implement the Hiệp Thành Phát seafood processing plant project.	100%
3	86/NQ/HĐQT	12/09/2025	Regarding the appointment of company administrators	100%
4	89/NQ/HĐQT	01/10/2025	Regarding the change of seal design	100%

### III. Supervisory Board:

#### 1. Information about members of the Supervisory Board (BOS):

Ordinal Number	Controller	Duty	Start/no longer a member of the BOS /Audit Committee	Qualifications
1	Phan Thi Cam Huong	Member	24/04/2024	University
2	Le Thi Bao Tram	Member	24/04/2024	Bachelor of Accounting
3	Nguyen Thi My Duyen	Head of Department	26/11/2024	Biotechnology

#### 2. Meeting of BOS

Ordinal Number	Member BOS/ Audit Committee	Number of Meetings Attended	Meeting attendance rate	Voting Rate	Reasons for not attending the meeting
2	Phan Thi Cam Huong	3/3	100%	100%	
3	Le Thi Bao Tram	3/3	100%	100%	
4	Nguyen Thi My Duyen	3/3	100%	100%	

#### 3. Monitoring activities of BOS for the Board of Directors, Board of Directors and shareholders:

- Inspect and supervise the observance and compliance with the provisions of the Law on Enterprises, the company's Charter and current regulations of the State.
- Fully participate and contribute opinions at meetings of the Board of Directors as well as meetings between the Board of Directors and the Executive Board



- The activities of the Board of Directors are in compliance with the Law on Enterprises and the Company's Charter, the Board of Directors has held periodic meetings, then promptly implemented the Resolutions of the Board of Directors for the Board of Directors to implement.

- The issues discussed and voted at the Board of Directors meeting are based on the Resolution of the General Meeting of Shareholders and are under the jurisdiction of the Board of Directors. The discussion and voting are in accordance with the functions, tasks and powers of the Board of Directors according to the Law on Enterprises and the Company's Charter.

- The Board of Directors fully participates in meetings with the Board of Directors

- In operating the Company's business activities, the Board of Directors has complied with, closely followed and implemented guidelines and policies in accordance with the spirit of the Resolution of the General Meeting of Shareholders and the Resolution of the Board of Directors

4. Coordination of activities between the Supervisory Board for the activities of the Board of Directors, the Board of Directors and other managers:

- In the year 2025, the Supervisory Board always closely coordinates with the Board of Directors and the Executive Board of the Company

- The Board of Directors and the Board of Directors regularly create favorable conditions for the Supervisory Board to collect information as well as supervise the Company's production and business activities.

- The Board of Directors and the Board of Directors have made many efforts, regularly directing the Company's employees to save maximum costs, maintain and stabilize the Company's business activities. Departments always have a high sense of responsibility, contributing positively to business activities.

- The Supervisory Board is invited to participate in all meetings of the Board of Directors and the Board of Directors

- The Supervisory Board shall supervise and examine the legality and reasonableness of business activities in the year 2025

- Inspect and supervise the issuance of Resolutions and Decisions of the Board of Directors and the Board of Directors.

- The activities of the Supervisory Board always have active support from the Board of Directors, the Board of Directors, and departments. The activities of the Supervisory Board are independent and do not hinder the Company's business activities. The working coordination relationship between the Board of Directors, the Board of Directors and the Supervisory Board is in accordance with the standards, the Law on Enterprises and the Company's Charter.

5. Other activities of BOS/ Audit Committee (if any): None

#### IV. Executive Board

Ordinal Number	Executive Board Members	Date of birth	Qualifications	Date of appointment/dismissal of members of the Executive Board
1	Nguyen Thanh Ha	04/05/1961	Bachelor	24/04/2024

#### V. Chief Accountant

Full name	Date of birth	Professional qualifications	Date of appointment/dismissal
Nguyen Thi Kieu	12/11/1984	Bachelor	15/12/2015

#### VI. Corporate Governance Training:

Training courses on corporate governance that members of the Board of Directors, members of the Supervisory Board, Directors (General Directors) have participated in, other managers and the company secretary have participated in accordance with the regulations on corporate governance: No

#### VII. List of related persons of a public company and transactions of related persons of the company with the Company itself

##### 1. List of related persons of the company

(Attached to Appendix 01)

2. Transactions between the company and related persons of the company; or between the company and major shareholders, insiders, related persons of insiders: No

3. Transactions between internal persons of the company, related persons of internal persons and subsidiaries and companies controlled by the company: (Attached to Appendix 03)

4. Transactions between the company and other entities

4.1. Transactions between the company and the company that members of the Board of Directors, members of the Supervisory Board, Directors (General Directors) and other managers have been and are founding members or members of the Board of Directors, Directors (General Directors) in the past three (03) years (calculated at the time of making reports): No

4.2. Transactions between companies and companies that are operated by related persons of members of the Board of Directors, members of the Supervisory Board, Directors (General Directors) and other managers who are members of the Board of Directors, Directors (General Directors): No

4.3. Other transactions of the company (if any) that may bring material or immaterial benefits to members of the Board of Directors, members of the Supervisory Board, Directors (General Directors) and other managers: No



### VIII. Trading of shares of insiders and related persons of insiders

1. List of insiders and related persons of insiders

Attachment of Appendix 2

2. Transactions of insiders and related persons for the company's shares: No

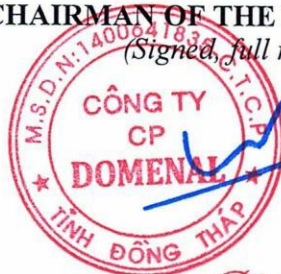
**IX. Other issues to note: No**

*Where to receive:*

- Ditto;
- Save: VT

**CHAIRMAN OF THE BOARD OF DIRECTORS**

*(Signed, full name and sealed)*



*Võ Đình Ân*

# APPENDIX 01: LIST OF RELATED PERSONS OF DOMNEAL JOINT STOCK COMPANY

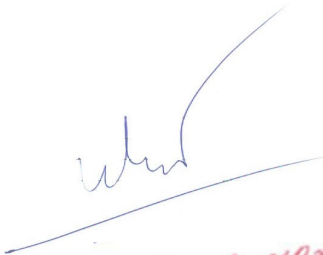
(Attached is the Company Management Report the year 2025)

Ordinal Number	Name of organization/individual (*)	Account trading stock	Position at the Company	Number of NSH Certificate, date of issue, place of issuance	Head Office Address/Contact	The start time is the person involved	The time is no longer a relevant person	Reason	Related relationship with the company
<b>A</b>	<b>Company Insiders (Refer to Table 1 – Instructions)</b>								
<b>I</b>	<b>Member of the Board of Directors</b>								
1	Vo Dinh An		Chairman of the Board of Directors			2012			Insider
2	Nguyen Thanh Ha		Board Member/CEO			2012			Insider
3	Vo Dinh Hai		Board Members			2012			Insider
<b>II</b>	<b>Member of the Supervisory Board</b>								
1	Nguyen Thi My Duyen		Head of the Supervisory Board			26/11/2024			Insider
2	Phan Thi Cam Huong		Members of the Supervisory Board			24/04/2024			Insider
3	Le Thi Bao Tram		Members of the Supervisory Board			24/04/2024			Insider
<b>III</b>	<b>Board of Directors</b>								
1	Nguyen Thanh Ha		General Director			01/01/2019			Legal representative
<b>IV</b>	<b>Chief Accountant</b>								
1	Nguyen Thi Kieu		Chief Accountant			15/12/2015			Insider
<b>B</b>	<b>Shareholders owning more than 10% of the voting shares</b>								
1	Vo Dinh An		Chairman of the Board of Directors			2012			Insider
<b>C</b>	<b>The parent company, the manager, the legal representative and the person competent to appoint the manager and internal person of the parent company</b>								
1	Vo Dinh An		Chairman of the Board of Directors			2012			Insider
2	Nguyen Thanh Ha		Board Member/CEO			2012			Insider
3	Vo Dinh Hai		Board Members			2012			Insider
<b>D</b>	<b>Subsidiaries, managers, legal representatives of subsidiaries</b>								
1	Hiep Thanh Phat Seafood Co., Ltd.					20/01/2022			Subsidiaries
2	Nguyen Thanh Ha		Chairman of the Board of Directors/Director			20/01/2022			Legal representative
<b>E</b>	<b>Affiliated companies, managers, legal representatives of affiliated companies</b>								
1	Truong Phat Seafood Joint Stock Company					27/09/2016			Affiliates



Ordinal Number	Name of organization/individual (*)	Account trading stock	Position at the Company	Number of NSH Certificate, date of issue, place of issuance	Head Office Address/Contact	The start time is the person involved	The time is no longer a relevant person	Reason	Related relationship with the company
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### FOUNDER

  
**Võ Đình Hải**

### ORGANIZATION REPRESENTATIVE

(Signed, full name and sealed)

  
**Võ Đình Ân**

**APPENDIX 02: LIST OF INSIDERS AND RELATED PERSONS OF INSIDERS**

*(Attached is the Company Management Report the year 2025)*

Closing time: 31/12/2025

Ordinal Number	Stock Code	Full name	Stock trading account (if any)	Position at the company (if any)	Citizen ID Number/Passport	Issue Date	Place of issue	Head Office Address/ Contact Address	Number of shares owned at the end of the period	Stock ownership ratio at the end of the period	Notes (Internal Shareholder Relations)
1	2	3	4	5	8	9	10	11	12	13	16
1	DMN	Vo Dinh An		Chairman of the Board of Directors					8.996.720	71,97%	
1.01		Võ Đình Tăng		No							Biological Father - Deceased
1.02		Đinh Thị Nhâm		No							Native
1.03		Hà Văn Thành		No							Father-in-law
1.04		Nguyễn Thị Ninh		No							Mother-in-law - Deceased
1.05	DMN	Hà Thị Dạ Thảo		No					812.000	6,50%	Wife
1.06		Võ Thị Kim Chi		No							Siblings
1.07		Võ Thị Diễm Chi		No							Siblings
1.08		Võ Thị Ái Nhi		No							Siblings
1.09		Võ Đình Hải		Member of the Board of Directors/Assistant General Director							Younger siblings
1.10		Võ Thị Uyên Nhi		No							Younger siblings
1.11		Nguyễn Lê Tấn Vũ		No							Brother-in-law
1.12		Trần Quang Sơn		No							Brother-in-law
1.13		Lê Thiện Hối		No							Brother-in-law - Lost
1.14		Nguyễn Chí Nghĩa		No							Brother-in-law
1.15		Phạm Thị Thanh Phương		No							Sister-in-law
1.16		Võ Hà Khánh Linh		No							Offspring
1.17		Võ Hà Ngọc Linh		No							Offspring
1.18		Võ Đình Khải		No							Offspring
1.19		Truong Phat Seafood Joint Stock Company		No	1402051038	27/09/2016	Department of Planning and Investment of Can Tho City	Lot 6A, Main Road, Tra Noc 1 Industrial Park, Tra Noc Ward, Binh Thuy District, Can Tho City			Member of the Board of Directors



Ordinal Number	Stock Code	Full name	Stock trading account (if any)	Position at the company (if any)	Citizen ID Number/Passport	Issue Date	Place of issue	Head Office Address/ Contact Address	Number of shares owned at the end of the period	Stock ownership ratio at the end of the period	Notes (Internal Shareholder Relations)
1	2	3	4	5	8	9	10	11	12	13	16
1.20		Khanh An Import-Export Co., Ltd.		No	0310216545	25/08/2010	Department of Planning and Investment of Ho Chi Minh City.	109 Dang Dung, Tan Dinh Ward, District 1, Ho Chi Minh City			The wife is the owner of the company
1.21		Truong Phat Seafood Joint Stock Company		No	1402051038	27/09/2016	Department of Planning and Investment of Can Tho City	Lot 6A, Main Road, Tra Noc 1 Industrial Park, Tra Noc Ward, Binh Thuy District, Can Tho City			Vo Dinh Hai's younger brother is the General Director of the Company
2		<b>Vo Dinh Hai</b>		<b>Member of the Board of Directors</b>							
2.01		Võ Đình Tăng		No							Biological Father - Deceased
2.02		Đinh Thị Nhâm		No							Native
2.03		Phạm Thanh Tòng		No							Father-in-law
2.04		Nguyễn Thị Kim Thoa		No							Mother-in-law
2.05		Phạm Thị Thanh Phương		No							Wife
2.06		Võ Thị Kim Chi		No							Siblings
2.07		Võ Thị Diễm Chi		No							Siblings
2.08		Võ Thị Ái Nhi		No							Siblings
2.09		Võ Đình Ân		Chairman of the Board of Directors							Brother
2.10		Võ Thị Uyên Nhi		No							Younger siblings
2.11		Nguyễn Lê Tấn Vũ		No							Brother-in-law
2.12		Trần Quang Sơn		No							Brother-in-law
2.13		Lê Thiện Hối		No							Brother-in-law - Lost
2.14		Nguyễn Chí Nghĩa		No							Brother-in-law
2.15		Hà Thị Dạ Thảo		No							Sister-in-law
2.16		Võ Đình Hiếu		No							Offspring
2.17		Võ Ngọc Liên Hoa		No							Offspring
2.18		Võ Đình Hiền		No							Offspring

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Wm. Lloyd Garrison





Ordinal Number	Stock Code	Full name	Stock trading account (if any)	Position at the company (if any)	Citizen ID Number/Passport	Issue Date	Place of issue	Head Office Address/ Contact Address	Number of shares owned at the end of the period	Stock ownership ratio at the end of the period	Notes (Internal Shareholder Relations)
1	2	3	4	5	8	9	10	11	12	13	16
3.22		Truong Phat Seafood Joint Stock Company		No	1402051038	27/09/2016	Department of Planning and Investment of Can Tho City	Lot 6A, Main Road, Tra Noc 1 Industrial Park, Tra Noc Ward, Binh Thuy District, Can Tho City			Chairman of the Board of Directors
3.23		Hiep Thanh Phat Seafood Co., Ltd.		No	1402174632	20/01/2022	Department of Planning and Investment of Dong Thap province	National Highway 30, Hamlet 1, Phong My Commune, Cao Lanh District, Dong Thap Province			Chairman of the Board of Members/Director
4		<b>Nguyen Thi Kieu</b>		<b>Chief Accountant</b>							
4.1		Nguyễn Mát		No							Biological father
4.2		Nguyễn Thị Chính		No							Biological mother
4.3		Nguyễn Văn Vinh		No							Father-in-law
4.4		Trần Thị Phương		No							Mother-in-law
4.5		Nguyễn Mạnh Quang		No							Husband
4.6		Nguyễn Gia Cát Tường		No							Biological children
4.7		Nguyễn Phúc Gia Hân		No							Biological children
4.8		Nguyễn Chí Viễn		No							Younger siblings
4.9		Nguyễn Công Chính		No							Younger siblings
4.8		Nguyễn Chí Anh		No							Younger siblings
4.9		Lâm Mỹ Trân		No							Sister-in-law
4.10		Hoàng Thị Hồng Đào		No							Sister-in-law
5		<b>Nguyen Thi My Duyen</b>		<b>Head of the Supervisory Board</b>							
5.1		Nguyễn Văn Ri		No							Biological father
5.2		Nguyễn Thị Trang		No							Biological mother
5.3		Nguyễn Thị Thu Ngân		No							Younger siblings
5.4		Nguyễn Quốc Vinh		No							Younger siblings
5.5		Nguyễn Lê Phong		No							Brother-in-law

DOMENAL JOINT STOCK COMPANY  
LEGAL REPRESENTATIVE



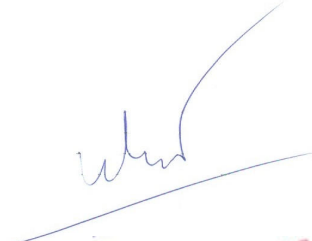
*Võ Đình Ân*

**APPENDIX 03: TRANSACTIONS BETWEEN INSIDER COMPANY MEMBERS, RELATED PERSONS OF INSIDERS WITH SUBSIDIARIES, COMPANIES CONTROLLED BY THE HOLDING COMPANY.**

*(Attached is the Company Management Report the year 2025)*

Ordinal Number	Name of organization/individual	Related relationship with the company	Number of Owner's Certificate*, date of issue, place of issuance of Owner	Head Office Address/ Contact Address	When to deal with the company	Number of Resolutions/Decisions of the General Meeting of Shareholders/ Board of Directors... approval (if any, clearly stating the date of issuance)	Content, quantity, total value of transactions	Notes
1	Hiep Thanh Phat Seafood Co., Ltd.	Subsidiaries	1402174632	National Highway 30, Hamlet 1, Phong My Commune, Cao Lanh District, Dong Thap Province	Q2/2025	65/NQ/HĐQT	Regarding the leasing of land to the subsidiary company for the project of the Hiệp Thành Phát seafood processing plant.	

**FOUNDER**

  
**Võ Đình Hải**

**ORGANIZATION REPRESENTATIVE**

*(Signed, full name and sealed)*  
  
**Võ Đình Ân**

