

*Ca Mau, April 4, 2026*

No. 94./2026/BB-DHĐCĐ

## MINUTES

### The 21st Annual General Meeting of Shareholders, 2026

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020; Law No. 03/2022/QH15 dated January 11, 2022; Law No. 76/2025/QH15 dated 17/06/2025, amending the Law on Enterprises;

- Pursuant to the Law on Securities No. 54/2019/QH14 dated 26/11/2019; Law No. 56/2024/QH15 dated 29/11/2024, regulating securities and the securities market;

- Pursuant to the Charter of organization and operation of Ca Mau Seafood Joint Stock Company dated 27/03/2021.

\* Company name: Ca Mau Seafood Joint Stock Company MCK: CAT

\* Head office address: No. 08, Cao Thang Street, Ly Van Lam Ward, Ca Mau Province.

\* Enterprise code: 2000105020 first registration: 21/10/2004, registration for the first change: 15, 03/03/2026. Place of issue: Business Registration Office, Department of Finance of Ca Mau province.

Today, at 08:00 on April 4, 2026, at Muong Thanh Ca Mau Hotel, An Xuyen Ward, Ca Mau Province, the 21st Annual General Meeting of Shareholders of Ca Mau Seafood Joint Stock Company held the 21st meeting, 2026, with the following participants and agenda contents:

#### **A/-Ingredients:**

#### **I/-Board of Directors:**

- |                              |  |
|------------------------------|--|
| 1. Mr. Bui Vinh Hoang Chuong | - Chairman of the Board of Directors, Deputy General Director of the Company |
| 2. Mr. Nguyen Van Khanh      | - Vice Chairman of the Board of Directors                                    |
| 3. Mr. Bui Nguyen Khanh      | - Member of the Board of Directors, Deputy General Director in charge        |
| 4. Mr. Bui The Hung          | - Member of the Board of Directors   |
| 5. Mr. Le Thanh Phuong       | - Member of the Board of Directors   |
| 6. Mr. Nguyen Hong Duc       | - Member of the Board of Directors   |
| 7. Mr. Huynh Nhat Vu         | - Member of the Board of Directors   |

## **II/-Supervisory Board:**

1. Mr. Dang Chien Thang - Head of the Control Board.
2. Mr. Do Huu Duy - Controllers.
3. Vu Ha Nam - Controllers.

**III/- Composition of shareholders:** Number of shareholders owning and representatives: 6,361,015 shares equivalent to 68.77% of the Company's voting shares attending the meeting.

**IV/- Guests:** They are members of the Board of Directors of the Company, leaders of departments and units under the Company.

## **B/-Statement of reasons, introduction of delegates:**

**@.** Mr. Huynh Minh Hong announced the reason and introduced delegates to attend the congress.

Shareholder status report – on the percentage of shareholders attending the general meeting compared to the final list to exercise the right to attend the general meeting of VSDC on 03/03/2026: there are total shareholders owning and representatives owning: 6,361,015 shares/9,249,173 shares, equivalent to 68.77% of the Company's voting shares attending the meeting. Thus, according to the provisions of Clause 1, Article 19 of the Company's Charter, the General Meeting is eligible to conduct.

**@.** The Congress unanimously introduced and voted 100%, through the Presiding Delegation presiding over the administration of the Congress, including:

1. Mr. Bui Vinh Hoang Chuong - Chairman of the Board of Directors, Deputy General Director of the Company.
2. Mr. Nguyen Van Khanh - Vice Chairman of the Board of Directors.
3. Mr. Nguyen Hong Duc - Member of the Board of Directors
4. Mr. Bui The Hung - Member of the Board of Directors
5. Mr. Huynh Nhat Vu - Member of the Board of Directors

**@.** The Congress unanimously recommended and voted 100%, through the Vote Counting Committee consisting of Mr. and Mrs.

1. Mr. Dang Chien Thang - Head of the Control Board.
2. Mr. Do Huu Duy - Controllers.
3. Vu Ha Nam - Controllers.

**@.** The Chairman of the General Meeting agreed to appoint Mr. Huynh Minh Hong – Secretary of the Board of Directors of the Company as the Chairman of the General Meeting.

**@.** Mr. Huynh Minh Hong:



- Presenting and requesting the General Assembly to vote to approve the Agenda, reaching 100%.

- Presenting and requesting the General Assembly to vote to approve the Internal Regulations of the Congress, reaching 100%.

- Announcing the Voting Regulations and requesting the General Assembly to vote for approval, reaching 100%.

**C/- Contents:**

**I/- Report 2025 and Plan 2026:**

1/- Mr. Bui Nguyen Khanh – Member of the Board of Directors, Deputy General Director in charge of approving the Report on production and business activities in 2025 and the production and business plan in 2026, basic data:

**a. Implementation data in 2025.**

Criteria	Unit of calculation	Implementation
1. <u>Total finished product production</u>	Tons	<b>4.859</b>
In which:		
- Manufactured from raw materials	Tons	4.289
- Manufactured from semi-finished products	Tons	570
2. <u>Total consumption</u>	Tons	<b>5.454</b>
3. <u>Total revenue</u>	VND	<b>860.759.378.230</b>
4. <u>Export turnover</u>	USD	<b>32.027.427</b>
5. <u>Profit before corporate income tax</u>	VND	<b>59.731.566.164</b>
6. <u>Investment in capital construction and machinery and equipment</u>	Billion VND	<b>6,922</b>

**b. Production and business plan in 2026.**

**\* Production of aquatic products:**

Unit: Ton

UNIT INTERPRETATION	New Enterprises	Dam Doi Enterprises	Song Doc Enterprises	Whole Company
- Frozen shrimp	1.450	1.450	0	2.900
- Surimi (chả where)	0	0	2.400	2.400
<b>Total</b>	<b>1.450</b>	<b>1.450</b>	<b>2.400</b>	<b>5.300</b>

**\* Consumption volume, total revenue, export turnover and profit:**

Criteria	Unit	Official
+ Consumption	Tons	6.000
+ Total revenue from sales and service provision	VND	834.750.000.000
+ Export turnover	USD	30.500.000
+ Domestic consumption	USD	1.000.000
+ Profit before corporate income tax	VND	43.000.000.000

**\* Investment plan for construction and machinery and equipment:**

TT	Works/Investment Items	Concept (Million VND)	Notes
1	Construction of the Company's office and cold storage cover, at 8 Cao Thang, Ly Van Lam Ward, Ca Mau Province.	22.000	Forward
2	Cold storage of 3,800 pallets, at 8 Cao Thang, Ly Van Lam ward, Ca Mau province.	30.000	Forward
3	Investment in cold storage rooftop solar power system	1.500	
4	Upgrading the system and replacing 2 flakes of 10 tons/mortar/day, including ice warehouses at the New Enterprise	2.000	
5	Upgrading and converting from R22 gas to NH3 gas for Nam Dung conveyor belt (Changing the coil of the indoor unit) at the New Enterprise	2.000	
6	Upgrading the internal road at the New Enterprise	2.000	Forward
7	Upgrading and rearranging the production line of workshop 196 - New Enterprise, connected to a cold storage of 3,800 pallets.	5.000	Forward
8	Newly equipped with a 700kg/h re-freezing conveyor belt; including compressors, condensers at Dam Doi Enterprise	5.500	Forward
9	Upgrading and repairing part of the processing and sizing area at Dam Doi Enterprise	550	
10	Raising the internal foundation at Dam Doi Enterprise	300	
11	Upgrading and converting from R22 gas to NH3 gas for the cold storage system (Replacing the indoor unit, connecting the high-voltage side with the Block freezer system) at Song Doc Enterprise	500	
12	Installation of fire protection system at Song Doc Enterprise	840	
13	Building 20 new rooms for workers at Song Doc Enterprise	2.000	
	<b>TOTAL</b>	<b>74.190</b>	



2/- Mr. Tran Trong Tai – Chief Accountant of the Company approved the Financial Statements for 2025 which have been audited by RSM Vietnam Auditing & Consulting Co., Ltd. (with separate reports).

3/- Mr. Vu Ha Nam – On behalf of the Supervisory Board of the Company, approved the Report of the Supervisory Board in 2025 (with separate report).

4/- Mr. Bui Vinh Hoang Chuong – Chairman of the Board of Directors of the Company approved the Report on the activities of the Board of Directors in 2025 (with separate report).

5/- Mr. Huynh Minh Hong – approved the summary of the amended contents of the amended Charter of the Company.

6/- The Presiding Delegation approves the following reports:

- 6.1. Report No. 01, approving the data on the implementation of a number of basic production and business targets in 2025.
- 6.2. Report No. 02, approving the targets of the basic production and business plan in 2026.
- 6.3. Report No. 03, approved the audited Financial Statements for 2025.
- 6.4. Report No. 04, approving the Report of the Supervisory Board in 2025.
- 6.5. Report No. 05, approving the Report on the activities of the Board of Directors in 2025.
- 6.6. Report No. 06, approving the dividend payment plan in 2025 and the dividend payment plan in 2026.
- 6.7. Report No. 07, on the remuneration of the Board of Directors and the Supervisory Board in 2025.
- 6.8. Report No. 08, on deducting part of after-tax profits for setting up a reward, welfare and development investment fund.
- 6.9. Report No. 09, on deduction and bonus in excess of the profit target for senior officials.
- 6.10. Report No. 10, on the approval of the amended Charter of the Company.
- 6.11. Report No. 11, on the selection of an independent auditing firm in 2026.

## **II/- Discussion Opinions:**

### **+ Chairman's opinion:**

- Through the presentation of the contents of the reports, the Chairman asked interested shareholders to give their opinions: Report No. 2 on the production and business plan in 2026; Report No. 6, the expected dividend payment plan in 2026; Report No. 8, the appropriation for setting up the development investment fund.

### **+ Shareholders' opinions:**

- Where is the Company's current profit margin compared to the industry?
- Can the company update the expected completion time of the current warehouse project?
- After the warehouse is put into operation, can the Company increase its production/business capacity?
- US market strategy: In the context that the Company's export tax to the US is lower than that of some major competitors (especially seafood enterprises in Soc Trang), does the Company plan to expand its market share in the US in the near future?
- Will the company continue to maintain the current high level of fund appropriation?
- Can the company indicate the expected business results for the 1st quarter of 2026?
- Submission No. 6, the dividend payment plan in 2026 is expected to be 10% in my opinion is low, it is appropriate to propose the General Meeting to consider raising the expected level to 15%.
- The Company's facilities have been invested relatively completely, synchronously, the apparatus operates quite well and effectively. However, the workforce directly in production is suffering from a large shortage, the Company needs a stronger solution to attract this workforce to meet production requirements.

**+ Opinion of the Board of Directors:**

- Regarding the Company's orientation in promoting consumption into the US market, the Company has the orientation and currently maintains consumption in this market, but with a low proportion, because the tax risk of this market at the present time is very high. The company will boost consumption into the US market when the risk assessment improves.
- At the end of March 2026, the Company will be granted a Land Use Right Certificate by the Authorities for the Land of the Company's Headquarters at No. 08, Cao Thang Street, Ly Van Lam Ward, Ca Mau Province – where the construction of a cold storage of 3,800 pallets will be carried out. The company is promoting the completion of construction procedures and invitation for bids for construction packages, expected to organize construction in the third and fourth quarters of 2026 and put the project into operation in early 2027.
- Due to the situation of the war between the United States and Israel and Iran pushing oil prices up very high, greatly affecting the marine fishing industry, the large proportion of fishing vessels lying ashore greatly affects the supply of raw fish for surimi products is seriously shortaged. Besides, there is the impact of the EU yellow card on IUU. It is proposed that the Congress consider adjusting the target of the surimi production plan in 2026 from 2,400 tons to 2000 tons.



- Regarding the comparison of gross profit margin between a number of companies doing business in the same business line of the Company. Please inform shareholders that the gross profit margin of our company is quite in the group compared to some companies doing business in the same industry in the area. Particularly, the real profit margin after CIT is quite good. Due to the lack of settlement report data for the first quarter of 2026, the Company estimates that the profit is about 9-10 billion VND.

- The appropriation for the development investment fund is to be more proactive in investment, first of all, the 3,800-pallet cold storage project, and then it can be green investment projects, taking carbon credits. Previously, our company has not deducted development investment funds, so the proposed deduction this time (real amount) in my opinion is not high. There are companies in the same industry as us, their development investment fund is up to hundreds of billions of VND. Shareholders are requested to support this plan.

**+ Chairman's opinion:**

- After the warehouse project is completed and put into operation, the Company will save many costs: transportation costs, warehousing costs,... The company is more proactive in producing and storing goods when the time is favorable.

- Through the opinions of shareholders, the Chairman agreed to adjust: reduce the target of the surimi production plan in 2026 from 2,400 tons to 2,000 tons; adjust the expected increase in the dividend payment plan in 2026 from 10% to 15%, for the General Meeting of Shareholders to vote for approval.

**III/- Voting to approve important contents:**

**1. Approved data on the implementation of a number of basic production and business targets in 2025.**

Criteria	Unit of calculation	Implementation
1. <u>Total finished product production</u>	Tons	<b>4.859</b>
In which:		
- Manufactured from raw materials	Tons	4.289
- Manufactured from semi-finished products	Tons	570
2. <u>Total consumption</u>	Tons	<b>5.454</b>
3. <u>Total revenue</u>	VND	<b>860.759.378.230</b>
4. <u>Export turnover</u>	USD	<b>32.027.427</b>
5. <u>Profit before corporate income tax</u>	VND	<b>59.731.566.164</b>
6. <u>Investment in capital construction and machinery and equipment</u>	Billion VND	<b>6,922</b>

Approval voting rate: 100% in favor; 0% disapprove; 0% have no opinions.

## 2. Approve the targets of the basic production and business plan in 2026.

### *\* Production of aquatic products:*

Unit: Ton

UNIT INTERPRETATION	New Enterprises	Dam Doi Enterprises	Song Doc Enterprises	Whole Company
- Frozen shrimp	1.450	1.450	0	2.900
- Surimi	0	0	2.000	2.000
<b>Total</b>	<b>1.450</b>	<b>1.450</b>	<b>2.000</b>	<b>4.900</b>

### *\* Consumption volume, total revenue, export turnover and profit:*

Criteria	Unit	Official
+ Consumption	Tons	6.000
+ Total revenue from sales and service provision	VND	834.750.000.000
+ Export turnover	USD	30.500.000
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### *\* Investment plan for construction and machinery and equipment:*

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2	Cold storage of 3,800 pallets, at 8 Cao Thang, Ly Van Lam ward, Ca Mau province.	30.000	Forward
3	Investment in cold storage rooftop solar power system	1.500	
4	Upgrading the system and replacing 2 flakes of 10 tons/mortar/day, including ice warehouses at the New Enterprise	2.000	
5	Upgrading and converting from R22 gas to NH3 gas for Nam Dung conveyor belt (Changing the coil of the indoor unit) at the New Enterprise	2.000	
6	Upgrading the internal road at the New Enterprise	2.000	Forward
7	Upgrading and rearranging the production line of workshop 196 - New Enterprise, connected to a cold storage of 3,800 pallets.	5.000	Forward



8	Newly equipped with a 700kg/h re-freezing conveyor belt; including compressors, condensers at Dam Doi Enterprise	5.500	Forward
9	Upgrading and repairing part of the processing and sizing area at Dam Doi Enterprise	550	
10	Raising the internal foundation at Dam Doi Enterprise	300	
11	Upgrading and converting from R22 gas to NH3 gas for the cold storage system (Replacing the indoor unit, connecting the high-voltage side with the Block freezer system) at Song Doc Enterprise	500	
12	Installation of fire protection system at Song Doc Enterprise	840	
13	Building 20 new rooms for workers at Song Doc Enterprise	2.000	
	<b>TOTAL</b>	<b>74.190</b>	

Approval voting rate: 100% in favor; 0% disapprove; 0% have no opinions.

### **3. Approve the 2025 Financial Statements.**

Through the presentation of the 2025 Financial Statements audited by RSM Vietnam Auditing & Consulting Co., Ltd. by the Chief Accountant of the Company.

Approval voting rate: 100% in favor; 0% disapprove; 0% have no opinions.

### **4. Approve the Report of the Supervisory Board in 2025.**

Through the presentation of the Report on the results of assessment and supervision of the Supervisory Board in 2025 by the Representative of the Supervisory Board of the Company.

Approval voting rate: 100% in favor; 0% disapprove; 0% have no opinions.

### **5. To approve the Report on the activities of the Board of Directors in 2025.**

Through the presentation of the Report on the activities of the Board of Directors in 2025 by the Chairman of the Board of Directors of the Company.

Approval voting rate: 100% in favor; 0% disapprove; 0% have no opinions.

### **6. To approve the dividend payment plan in 2025 and the dividend payment plan in 2026.**

Pursuant to the Resolution of the Company's Annual General Meeting of Shareholders dated 05/04/2025, the decision on the dividend payment in 2025 is expected to be 15%.

With the positive results of production and business activities as reported by the Board of Directors, on January 29, 2026, the Board of Directors met to decide to submit

to the General Meeting of Shareholders the cash dividend payment rate in 2025 is 20%, of which the specific plan is as follows:

**6.1. Expenditure on the 1st dividend advance in 2025.**

- On 08/01/2026, the Board of Directors decided to pay the 1st dividend advance in 2025 in cash, at the rate of 15%. Specifically:

- Stock code: CAT
- Total number of shares: 9,748,579 shares
- Number of shares outstanding: 9,249,173 shares
- Number of treasury shares: 499,406 shares
- Payout rate: **15%** (equivalent to 1,500 VND/share)
- Total dividend payment value: 9,249,173 shares x 1,500 VND = **13,873,759,500**

**VND.**

**6.2. The 2nd dividend payment in 2025.**

- Securities name: Shares of Ca Mau Seafood Joint Stock Company
- Stock code: CAT
- Total number of shares (expected after issuance): 14,373,166 shares
- Number of shares outstanding: 13,873,760 shares
- Number of treasury shares: 499,406 shares
- Payout rate: **5%** (equivalent to 500 VND/share)
- Total expected dividend payment value: 13,873,760 shares x 500 VND =

**6,936,880,000 VND.**

- Source of payment: Undistributed after-tax profit on the audited financial statements in 2025.

- Form of payment: All in cash.

- Payment time: After having a list of shareholders closed on the last registration date to exercise the right to receive the 2nd dividend in 2025 of the Vietnam Securities Depository and Clearing Corporation – Ho Chi Minh City Branch (CNVSDC).

- Objects of payment: Existing shareholders according to the above list of CNVSDC.

- Payment method: the same as the dividend paid in 2024.

- Authorize the General Director: Decide on detailed plans for dividend payment.

**6.3. Dividend payment plan in 2026.**



Through analysis, assessment, assessment of the situation and based on the targets of the production and business plan in 2026, the Board of Directors agreed to submit to the General Meeting of Shareholders for approval the dividend payment in 2026: Expected **15%** (Fifteen percent).

Approval voting rate: 100% in favor; 0% disapprove; 0% have no opinions.

#### **7. Remuneration of the Board of Directors and the Control Board.**

Pursuant to Clauses 2 and 3, Article 28 of the Company's Charter on organization and operation, and after reviewing the report of the Board of Directors, the General Meeting of Shareholders agreed that the total remuneration of the Board of Directors in 2025 is: 420,000,000 VND, i.e. 5,000,000 VND/person/month. The total remuneration of the Supervisory Board and the Secretary of the Board of Directors, the company's administrator is: 168,000,000 VND, specific level: Head of the Supervisory Board, Secretary of the Board of Directors of the company's administrator: 4,000,000 VND/person/month, Controller: 3,000,000 VND/person/month. The total remuneration is: 588,000,000 VND.

In which:

- The total remuneration of 03 members of the Board of Directors who directly participate in the management of the enterprise and the Supervisory Board and the Secretary of the Board of Directors and the company's administrator is VND 348,000,000, which shall be accounted into expenses.
- The total remuneration of 04 members of the Board of Directors who do not directly participate in the management of the enterprise is VND 240,000,000, which is deducted from the profit after CIT in 2025.

Approval voting rate: 100% in favor; 0% disapprove; 0% had no opinion.

#### **8. To deduct a part of the after-tax profit for setting up the reward and welfare fund and the development investment fund.**

8.1. Based on the results of the company's production and business activities in 2025. After reviewing the company's reward and welfare fund, in order to create conditions for the Board of Directors to have a source of expenditure in necessary cases, year-end commendation, the General Meeting of Shareholders agreed to deduct: **6%** from the profit after corporate income tax of 2025 to the reward fund, company welfare (*in which: reward fund 4.5%, welfare fund 1.5%*); deduct **2%** from profit after corporate income tax in 2025 to the reward fund of the company's Board of Directors.

8.2. In order to be proactive in investment, production and business development, the General Meeting of Shareholders agreed to deduct: **50%** from undistributed after-

income tax profits to the development investment fund, specific data based on the financial statements in 2025.

Approval voting rate: 100% in favor; 0% disapprove; 0% had no opinion.

## **9. Bonuses in excess of profit targets for senior officials.**

**9.1.** Pursuant to the Resolution of the Annual General Meeting of Shareholders dated 05/04/2025, it is agreed to deduct and reward the profit exceeding the profit target for senior officials in 2025 from 15 - 20%/ the profit exceeding the annual plan target. Based on the results of the profit exceeding the target of the plan in 2025, the General Meeting of Shareholders agreed that the level of bonus deduction exceeding the target of profit for senior officials in 2025 is 15%. Specific data is based on the financial statements in 2025.

**9.2.** To encourage, motivate and encourage senior managers to further improve their roles in managing and administering work according to their assigned functions and tasks and bring about the highest possible efficiency. In addition to the usual annual bonus, the General Meeting of Shareholders agreed to deduct a bonus for exceeding the profit target for senior officials in 2026 from 15 to 20%/ profit exceeding the annual plan target. Regarding specific subjects and levels of commendation, the General Director shall consider and decide.

Approval voting rate: 100% in favor; 0% disapprove; 0% have no opinions.

## **10. To approve the amended Charter of the Company.**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020; Law No. 03/2022/QH15 dated January 11, 2022, Law No. 76/2025/QH15 dated June 17, 2025 amending a number of articles of the Law on Enterprises.

In order to facilitate the storage, lookup, copying and implementation, the Board of Directors has directed the integration of appendices, updating and amending the Company's Charter as presented. The General Meeting of Shareholders unanimously voted to approve the amended Charter of Ca Mau Seafood Joint Stock Company, dated 04/04/2026.

Approval voting rate: 100% in favor; 0% disapprove; 0% have no opinions.

## **11. Select an Independent Auditing Firm.**

Pursuant to Point k, Clause 2, Article 15, Charter of organization and operation of the Company. The General Meeting of Shareholders agreed: Authorize the Board of Directors to choose an independent auditing firm in 2026, provided that it meets the standards prescribed by the Ministry of Finance and is the most cost-effective for the Company.

Approval voting rate: 100% in favor; 0% disapprove; 0% have no opinions.



The Congress ended at 11:50 a.m. on the same day, the Minutes were read back to the Congress to listen to and unanimously approve.

**ANNUAL GENERAL MEETING OF SHAREHOLDERS OF CA MAU SEAFOOD  
JOINT STOCK COMPANY IN 2026**



**Huynh Minh Hong**

Secretary



**Nguyen Van Khanh**

Vice Chairman of the Board of Directors



**Bui Vinh Hoang Chuong**

Chairman of the Board of Directors

**MEMBERS OF THE BOARD OF DIRECTORS**



**Bui The Hung**




**Nguyen Hong Duc**



**Bui Nguyen Khanh**



**Le Thanh Phuong**



**Huynh Nhat Vu**

