

**MINH HAI EXPORT FROZEN
SEAFOOD PROCESSING JOINT
– STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Nimber: 01/BCTHQT/2026/JOS

Camau, 25 March 2026

RPORATE

Corporate governance situation (2025)

**Dear: - State Securities Commission;
- Hanoi Stock Exchange.**

- Company name: **MINH HAI EXPORT FROZEN SEAFOOD PROCESSING JOINT – STOCK COMPANY**

- Head office address: 09 Cao Thang St., Ly Van Lam Ward, Ca Mau Province, Viet Nam.

- Phone: 0780 3836 971

Fax: 0780 3836 921

- Email: jostoco@jostoco.com

- Charter capital: 153.227.230.000 VND

- Stock code: JOS

- Corporate governance model:

+ General Meeting of Shareholders, Board of Management, Board of Supervisors and Director.

- Regarding the implementation of internal audit function: Implemented.

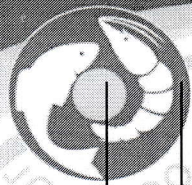
I. Activities of the General Meeting of Shareholders

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 opinions):

No.	Resolution/Decision No.	Date	Content
01	01/NQ – ĐHĐCĐ.2025	July 17, 2025	<ol style="list-style-type: none">1. Business results for 20242. Business plan for 20253. Report of Board of Management.4. Report of Board of Supervisors.5. Submission on authorizing the Chairman of the Board of Directors to complete the procedures for handing over all seized assets to the civil enforcement agency of Ca Mau province.

MINH HAI JOSTOCO

09 Cao Thang st., ward 8, Ca Mau City, Ca Mau Province, Vietnam
Tel: +84 7803 828278 - Fax: +84 7803 836 921
Email: jostoco@hcm.vnn.vn * Website: www.jostoco.com



6. Selecting an auditing company to conduct the annual financial statement audit 2025.
7. Submission on authorize the Chairman of the Board of Directors to complete the procedures for suspending the company's operations no later than December 31, 2025.

II. Board of Directors (Report for 2025):

1. Information about Board of Directors (BoD) members:

No.	Board Member	Position (independent member of the Board of Management, non-executive member of the Board of Management)	Date of starting/cease being a member/ independent member of the Board of Management	
			Date of appointment	Dismissal date
1.	Phan Thi Anh Thu	Chairman of the Board	28/06/2024	
2.	Nguyen Phu Dung	Vice Chairman of Board	21/05/2018	
3	Tran Thi Han	Board Member	21/05/2018	

2. Board of Management meetings:

No.	Board Member	No. of Board of Management meetings attended	Meetings attendance rate	Reason for not attending the meeting
1	Phan Thi Anh Thu	4	100%	
2	Nguyen Phu Dung	4	100%	
3	Tran Thi Han	4	100%	

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

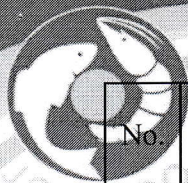
- The Board of Management has held meetings to issue timely Resolutions/Decisions for the Board of Directors to implement production and business in accordance with the strategic direction approved by the General Meeting of Shareholders.

- The Board of Management has fully participated in the Company's regular meetings to grasp the work situation implemented during the period and orient the work to be implemented in the next period. The Board of Management arranged representative members to attend these meetings.

4. Activities of subcommittees under the Board of Directors (if any):

The Company does not have any subcommittees under the Board of Directors.

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



No.	Resolution/Decision No.	Date	Content	Approval Rate
01	01/NQ – ĐHĐCĐ.2025	July 17, 2025	<ol style="list-style-type: none">1. Business results for 20242. Business plan for 20253. Report of Board of Management.4. Report of Board of Supervisors.5. Submission on authorizing the Chairman of the Board of Directors to complete the procedures for handing over all seized assets to the civil enforcement agency of Ca Mau province.6. Selecting an auditing company to conduct the annual financial statement audit 2025.7. Submission on authorize the Chairman of the Board of Directors to complete the procedures for suspending the company's operations no later than December 31, 2025.	100%

III. Board of Supervisors (Report for 2025):

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

No.	Board Member	Position	Date of starting/no longer being a member of the Board of Supervisors	Professional qualifications
1	Le Tu Trinh	Member	21/05/2018	University of Accounting

2. Board of Supervisors meeting:

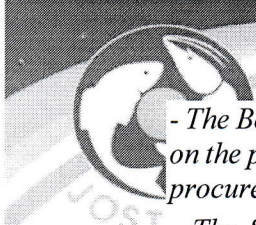
No.	Board Member	Number of meetings attended	Meetings attendance rate	Voting ratio	Reason for not attending the meeting
1	Le Tu Trinh	1/1	100%	100%	

3. Supervisory activities of the Board of Supervisors over the Board of Management,

- The members of the Board of Directors, the Board of Management and the Company's management staff have performed their assigned functions and tasks in accordance with the provisions of the Enterprise Law, the Company's Charter and the resolutions of the General Meeting of Shareholders and the Board of Management.

MINH HAI JOSTOCO

09 Cao Thang st., ward 8, Ca Mau City, Ca Mau Province, Vietnam
Tel: +84 7803 828278 - Fax: +84 7803 836 921
Email: jostoco@hcm.vnn.vn * Website: www.jostoco.com



- The Board of Management has held regular meetings to listen to the Board of Management's reports on the production and business activities, and has given close instructions on personnel, raw material procurement, customer negotiations, etc.

- The Supervisory Board has recorded that there were no abnormalities in the activities of the members of the Board of Directors, the Board of Management as well as the Company's management departments. At the same time, the Supervisory Board has not received any recommendations from shareholders regarding violations by the Board of Directors and the Board of Management during the performance of their duties.

4. Coordination of activities between the Supervisory Board and the Board of Management, the Executive Board and other management staff:

- In the first 6 months of the year, the Board of Directors and the Executive Board have coordinated and provided full reporting information and relevant data for the Supervisory Board to perform its duties well.

- The Supervisory Board has participated in the development and preparation of documents and content for the 2025 Annual General Meeting of Shareholders.

- The Supervisory Board has closely coordinated with the Board of Directors and the Board of Management but still maintained its independence in performing its assigned functions and tasks, coordinating in inspection, supervision and internal control activities.

5. Other activities of the Supervisory Board : None

IV. Executive Board:

No.	Board Member	Date of birth	Professional qualifications	Date of appointment/no longer a member of the Executive Board
01	Nguyen Phu Dung	26/11/1973	University of Food Technology	05/09/2020
02	Nguyen Tan Duong	08/10/1974	Masters of Finance	16/09/2020

V. Chief Accountant:

Board Member	Date of birth	Professional qualifications	Date of appointment/no longer a member of the Executive Board
Pham Van Liem	03/02/1992	University of Accounting	30/06/2022

VI. Training on corporate governance:

Corporate Management governance training courses attended by members of the Board of Management, members of the Supervisory Board, the General Director, other managers and the Company cretary in accordance with corporate governance regulations

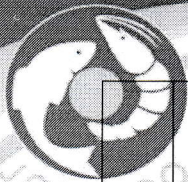
Participate in seminars and specialized workshops to improve management capacity.

VII. List of related persons of public companies (Report for 2025) and transactions of related persons of the company with the Company itself.

1. List of related persons of the Company:

MINH HAI JOSTOCO

09 Cao Thang st., ward 8, Ca Mau City, Ca Mau Province, Vietnam
Tel: +84 7803 828278 - Fax: +84 7803 836 921
Email: jostoco@hcm.vnn.vn * Website: www.jostoco.com



No.	Name of organization/individual	Securities Trading Account (if any)	Positions	NHS no. (*), Date of issue, Place of issue	Head office/Contact address	Start date	End date	Reasons	Relationship with the internal shareholders
1	Nguyen Phu Dung	005C464217	Board's member, Director	380733298 – 16/02/2011 - Ca Mau	20 Huynh Ngoc Diep, 5 ward, Ca Mau	30/05/2015			Internal Shareholder
2	Nguyen Tan Duong	005C463935	Vice Director			30/05/2015			Internal Shareholder
3	Tran Thi Han		Board's member			21/05/2018			Internal Shareholder
4	Phan Thi Anh Thu		Chairman; Legal Representative			28/6/2024			Insider

Note: NSH Certificate No. *: ID card/Passport number (for individuals) or Business Registration Certificate No., Operating License or equivalent legal documents (for organizations).

2. Transactions between the company and related persons of the company; or between the company and major shareholders, internal shareholders, related persons of internal shareholders: None

Note: NSH Certificate No. *: ID card/Passport number (for individuals) or Business Registration Certificate No., Operating License or equivalent legal documents (for organizations).

3. Transactions between company internal shareholders, related persons of internal shareholders and subsidiaries, companies controlled by the company: None

4. Transactions between the company and other entities: None

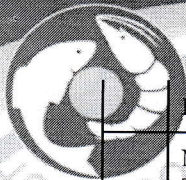
VIII. Stock transactions of internal shareholders and related parties of internal shareholders (Report for 2025)

1. List of internal shareholders and related persons of internal shareholders:

No.	Name of organization/individual	Securities Trading Account (if any)	Positions	NHS no. (*), Date of issue, Place of issue	Head office/Contact address	Closing no. of shares held	%	Notes
1	Nguyen Tan Duong		Vice Director			2,840,565	18.88%	
	Tran Diem Hang							Wife
	Nguyen Tran Tan Duy							Son
	Nguyen Tran Tan Khoa							Son
	Nguyen Tan Do							Father

MINH HAI JOSTOCO

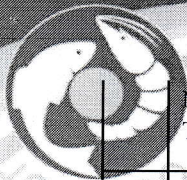
09 Cao Thang st., ward 8, Ca Mau City, Ca Mau Province, Vietnam
Tel: +84 7803 828278 - Fax: +84 7803 836 921
Email: jostoco@hcm.vnn.vn * Website: www.jostoco.com



	Le Thanh Lan						Mother
	Nguyen Thi Thanh Thuy						Sister
	Nguyen Tan Hai						Brother
	Nguyen Tan Quoc						Brother
	Le Thi Le Hang						Sister-inlaw
	Phan Thi Anh Thu						Sister-inlaw
	Vo Thi To Nga						Mother-inlaw
2	Nguyen Phu Dung		Board's member, Director		2,802,317	18.63%	
	Tran Thanh Loan						Wife
	Nguyen Tran Xuan Uyen						Son
	Nguyen Tran Diem Uyen						Son
	Tran Van Nam						Father-in-law
	Pham Thi Man						Mother-inlaw
	Nguyen Phu Hao						Brother
	Nguyen Thi Sua						Sister-inlaw
	Nguyen Phu Vinh						Brother
	Dinh Thi Suoi						Sister-inlaw
	Nguyen Tu Hoa						Brother
	Nguyen Thi Quoc Huong						Sister
	Huynh Van Ty						Brotherin-law
	Nguyen Phu Huu						Brother
	Luu Thanh Nhan						Sister-inlaw
	Nguyen Thi Quoc Trinh						Sister
	Tang Van Vinh						Brotherin-law

MINH HAI JOSTOCO

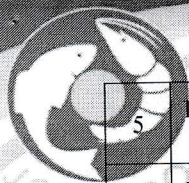
09 Cao Thang st., ward 8, Ca Mau City, Ca Mau Province, Vietnam
Tel: +84 7803 828278 - Fax: +84 7803 836 921,
Email: jostoco@hcm.vnn.vn * Website: www.jostoco.com



	Nguyen Thi Quoc Tuyen						Sister
3	Tran thi Han		Board's member			613,000	4.0006%
	Huynh Ngoc Chac						Father-in-law
	Huynh Ngoc Hoan						Father
	Huynh Nhat Thien An						Son
	Tran Muoi Hai						Father
	Nguyen Thi Tinh						Mother
	Tran Kiu Oanh						Sister
	Tran Thi Tim						Sister
	Trinh Thanh Toan						Brotherin-law
	Tran Tuyet Duom						Sister
	Do Song Hien						Brotherin-law
	Tran Thi Mau						Sister
	Tran Quoc Hau						Brother
	Tran Hoang Khuong						Brother
	Tran Hong Cam						Sister-inlaw
	Tran Hoang Minh						Brother
	Nguyen Huynh Nhu						Sister-inlaw
4	Pham Van Liem		Chief Accountant				
	Pham Van Thum						Father
	Ma Thi Kheo						Mother
	Le Kim Phuong						Wife
	Pham Le Gia Khiết						Son
	Pham Tu Trinh						Sister
	Nguyen Viet Linh						Brotherin-law
	Le Van Toai						Father-in-law
	Huynh Thi Anh Tuyet						Mother-inlaw

MINH HAI JOSTOCO

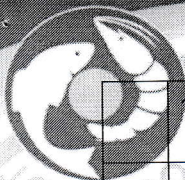
09 Cao Thang st., ward 8, Ca Mau City, Ca Mau Province, Vietnam
Tel: +84 7803 828278 - Fax: +84 7803 836 921
Email: jostoco@hcm.vnn.vn * Website: www.jostoco.com



5	Le Tu Trinh		Board of Supervisors			613,100	4,0012%	
	Le Huu Anh							Father
	Le Huu Anh Minh							Son
	Le Huu Nhat Minh							Son
	Le Van Tuan							Father
	Phan Thi Ngoan							Mother
	Le Thi Tu Hanh							Sistert
	Nguyen Buu Long							Brotherin-law
	Le Duc Di							Brother
	Huynh Thi Mong Thu							Sister-inlaw
	Le Duc Tri							Brother
	Le Cam Tien							Sister-inlaw
	Le Nhiep							Father-in-law
	Nguyen Thi A							Mother-inlaw
6	Phan Thi Anh Thu		Chairman of the board					
	Nguyen Tan Quoc							Father
	Nguyen Phan Tan Hung							Son
	Phan Van Chin							Father
	Le Thi My Lan							Mother
	Phan Truong An							Brother
	Phan Truong Toan							Brother
	Nguyen Thi Phuong							Sister-inlaw
	Vo Ngoc Anh							Sister-inlaw
	Nguyen Tan Do							Father-in-law
	Le Thanh Lan							Mother-inlaw
	Nguyen Tan Duong							Brotherin-law

MINH HAI JOSTOCO

09 Cao Thang st., ward 8, Ca Mau City, Ca Mau Province, Vietnam
 Tel: +84 7803 828278 - Fax: +84 7803 836 921
 Email: jostoco@hcm.vnn.vn * Website: www.jostoco.com



Tran Diem Hang							Sister-inlaw
Nguyen Thi Thanh Thuy							Sister-inlaw
Nguyen Tan Hai							Brotherin-law
Le Thi Le Hang							Sister-inlaw

2. Transactions of internal shareholders and related persons on the Company's shares: None

IX. Other issues to note : None.

**CHAIRMAN OF THE BOARD OF
MANAGEMENT**

(Sign write full name and seal)



PHAN THI ANH THU

MINH HAI JOSTOCO

09 Cao Thang st., ward 8, Ca Mau City, Ca Mau Province, Vietnam
Tel: +84 7803 828278 - Fax: +84 7803 836 921
Email: jostoco@hcm.vnn.vn * Website: www.jostoco.com