

No: 46 /CAD-2026

Ca Mau, July, 21, 2026

SEMI-ANNUAL CORPORATE GOVERNANCE REPORT
First Half of 2026

To : - State Securities Commission of Vietnam
- Stock Exchange

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

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

- **Phone:** 0290 3889050.

- **Fax:**

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

- **Stock Code:** CAD

I. Activities of the General Meeting of Shareholders:

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

No.	Resolution/Decision No.	Date	Content
01	28/QĐ-CADOVIMEX	May 25, 2025	- Establish the Organizing Committee for the 2026 Annual General Meeting of Shareholders (AGM).
02	29/NQ-CADOVIMEX	May 25, 2025	- Issue the Regulations on the Organization of the 2026 Annual General Meeting of Shareholders (AGM).
03	36/2026/NQ-ĐHĐCĐ-CADO	June 26, 2025	- Approve the settlement of remuneration for the Board of Directors and the Supervisory Board.
04	37/2026/NQ-ĐHĐCĐ-CADO	June 26, 2025	- Resolution of the 2026 Annual General Meeting of Shareholders (AGM).

II. Board of Directors (First Half of 2026):

1. Information on Members of the Board of Directors:

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

2. Meetings of the Board of Directors:

In the first half of 2026, the BOD held 2 meetings and conducted 1 written consultations. Attendance was as follows:

No.	Name	Meetings Attended	Attendance Rate	Reason for Absence
01	Mrs . Khuong Thi Minh Hang	3/3	100%	—
02	Mr. Sam Minh Duc	3/3	100%	—
03	Mr.Le Tan Kiet	3/3	100%	—

3. Supervisory Activities of the Board of Directors:

- Oversight and direction of business operations;
- Monitoring implementation of shareholders' resolutions and BOD decisions;
- Oversight of sales and outsourcing to clients;
- Direction and supervision of the 2026 Annual General Meeting held on June 26, 2026.

4. Activities of BOD Subcommittees:

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

- Personnel and Salary Oversight Subcommittee: In charge of monitoring recruitment, salary payment, and labor law compliance.
- Procurement and Construction Oversight Subcommittee: In charge of monitoring equipment procurement and repairs.

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

During the first six months of 2025, the Board of Directors issued two resolutions for management and operational purposes, as detailed below:

No.	Resolution/Decision No.	Date	Content
01	28/QĐ-CADOVIMEX	May 25, 2025	- Establish the Organizing Committee for the 2026 Annual General Meeting of Shareholders (AGM).

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III. Supervisory Board (First Half of 2026):

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

No.	Name	Position	Start/End Date as SB Member	
			Date Elected	Date of Dismissal
01	Mr. Le Thanh Cong	Head of SB	12/07/2025	—
02	Mr. Nguyen Chi Nam	Member	12/07/2025	—
03	Mr. Le Minh Phuong	Member	12/07/2025	—

2. Meetings of the Supervisory Board:

No.	Name	Meetings Attended	Attendance Rate	Voting Rate	Reason for Absence
01	Mr. Le Thanh Cong	1/1	100%	100%	—
02	Mr. Nguyen Chi Nam	1/1	100%	100%	—
03	Mr. Le Minh Phuong	1/1	100%	100%	—

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

- Fully received reports and operational plans from the BOD, General Director, and annual financial statements.

- Acted on behalf of shareholders to monitor business operations, corporate governance, and executive activities in accordance with legal regulations and the Company's charter.

- No abnormal findings were detected during the review of activities of the BOD, General Director, and other management staff.

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

- Monitored the implementation of 2026 AGM resolutions;

- Reviewed the legality and reasonableness of internal regulations issued by the Company;

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

5. Other Activities of the SB (if any)

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

IV. Executive Board:

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

V. Chief Accountant:

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

VI. Corporate Governance Training :

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

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

VII. List of Related Persons of the Listed Company (as stipulated in Clause 34, Article 6 of the Securities Law) and Transactions with Related Persons (First Half of 2026)

1. List of insiders and related person.

No .	Name (Organization / Individual)	Trading Account (if any)	Position in Company (if any)	ID / Business Registration No.	ID / Reg. Issued Date	Issuing Authority (ID / Reg.)	Address	Date Became Related Party	Date Ceased Being Related Party	Reason
01	Mrs . Khuong Thi Minh Hang		Chairwoman of the Board of Directors	011068000016	30/08/2018	National Population Management Police Department	No. 22, Alley 264/2 Thuy Khue Street, Thuy Khue Ward, Tay Ho District, Hanoi City			Insider
02	Mr . Le Tan Kiet		Board Member / Director	096076010904	02/07/2021	Administrative Management Police Department	Dong Hung Hamlet, Cai Nuoc Commune, Ca Mau Province, Vietnam			Insider
03	Mr . Sam Minh Duc		Board Member	001086040829	14/12/2021	Administrative Management Police Department	No. 422, Bach Mai Ward, Hai Ba Trung District, Hanoi, Vietnam			Insider
04	Mr . Le Thanh Cong		Head of Supervisory Board	096066001714	23/09/2024	Administrative Management Police Department	Go Cong Hamlet, Nguyen Viet Khai Commune, Ca Mau Province, Vietnam			Insider

05	Mr. Nguyen Chi Nam		Supervisory Board Member	083079015695	10/05/2021	Administrative Management Police Department	Dam Cung Hamlet, Cai Nuoc Commune, Ca Mau Province, Vietnam			Insider
06	Mr . Le Minh Phuong		Supervisory Board Member	096083002422	25/08/2022	Administrative Management Police Department	Cai Gieng Hamlet, Tan Hung Commune, Ca Mau Province, Vietnam			Insider
08	Mr . Nguyen Kien Giang		Deputy Director	096081004338	02/07/2021	Administrative Management Police Department	Nguyen Quy Hamlet, Cai Nuoc Commune, Ca Mau Province, Vietnam			Insider
09	Mr . Tran Thien Thanh		Kế Toán Trưởng	0960850041415	25/02/2025	Ministry of Public Security	Cong Trung Hamlet, Cai Nuoc Commune, Ca Mau Province, Vietnam			Insider

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

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

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

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

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

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

VIII. Stock Transactions of Insiders and Their Related Persons (First Half of 2026)

1. List of Insiders and Their Related Persons:

ST T	Organization/Individual	Securities Trading Account (if any)	Position in the Company (if any)	Number of Shares Held at the End of the Period	Ownersh ip Percenta ge at the End of the Period	Remarks
01	Khuong Thi Minh Hang		Chairwoman of the Board of Directors	0	0%	Insider
02	Le Tan Kiet		Member of the Board of Directors / Director	0	0%	Insider
2.1	Vo Thi Cam Huong			0	0%	Wife
2.2	Le Nhu Thao			0	0%	Biologic al daughter
2.3	Le Tan Hung			0	0%	Biologic al daughter
03	Sam Minh Duc		Member of the Board of Directors	0	0%	Insider
3.1	Sam Huy Binh			10.650.000	51,20%	Elder brother
04	Le Thanh Cong		Head of the Supervisory Board	0	0%	Insider
4.1	Nguyen Hong Tham			0	0%	Wife
4.2	Le Anh Thu			0	0%	Biologic

						al daughter
4.3	Le Trung Thu			0	0%	Elder brother
4.4	Le Thanh My			0	0%	Younger sibling
05	Nguyen Chi Nam		Member of the Supervisory Board	18	0,0001%	Insider
5.1	Tran Thi Tu Thanh			0	0%	Wife
5.2	Nguyen Quoc Minh			0	0%	Biologic al son
5.3	Nguyen Nhu Ngoc			0	0%	Biologic al daughter
5.4	Doan Thi Tuan			0	0%	Mother
5.5	Nguyen Van Hoang			0	0%	Father
5.6	Nguyen Thi Thuy Diem			0	0%	Younger sister
06	Le Minh Phuong		Member of the Supervisory Board	0	0%	Insider
6.2	Trieu Hong Muoi			0	0%	Wife
6.2	Le Trung Thu			0	0%	Father
6.3	Pham Thi To			0	0%	Mother
6.4	Le Minh Phong			0	0%	Elder brother
07	Nguyen Kien Giang		Deputy Director	0	0%	Insider
7.1	Nguyen Chi Kien			0	0%	Biologic al son
7.2	Nguyen Van Thang			0	0%	Father
7.3	Tran Thi Be Hai			0	0%	Mother
7.4	Nguyen Hoang Giang			0	0%	Younger brother
7.5	Nguyen Hoang Em			0	0%	Younger brother
7.6	Nguyen My Thanh			0	0%	Younger sister
08	Tran Thien Thanh		Chief Accountant	0	0%	Insider
8.1	Nguyen Thi Thoa			0	0%	Wife
8.2	Tran Nguyen Phuong Thuy			0	0%	Biologic al daughter
8.3	Tran Nguyen Kim Thu			0	0%	Biologic al daughter
8.4	Mai Tuyet Xuan			0	0%	Mother
8.5	Tran Van Tot			0	0%	Father
8.6	Tran Thien Khiem			0	0%	Elder brother

