

Cà Mau, ngày 19 tháng 04 năm 2025  
Ca Mau, April 19, 2025**CÔNG BỐ THÔNG TIN ĐỊNH KỲ**  
**PERIODIC INFORMATION DISCLOSURE**

Kính gửi/To: **ỦY BAN CHỨNG KHOÁN NHÀ NƯỚC.**  
*State Securities Commission.*  
**SỞ GIAO DỊCH CHỨNG KHOÁN HÀ NỘI.**  
*Ha Noi Stock Exchange.*

1. Tên công ty/Name of company: **CÔNG TY CỔ PHẦN CAMIMEX**  
**CAMIMEX JOINT STOCK COMPANY**

- Mã chứng khoán/Stock code: CMM
- Địa chỉ /Address: 333 Cao Thắng, phường 8, Tp. Cà Mau, tỉnh Cà Mau  
333 Cao Thang, Ward 8, Ca Mau City, Ca Mau Province
- Điện thoại/Telephone: 0290.3831608 ;Fax: 0290.3580827
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2. Nội dung thông tin công bố/Content of published information:

Vào ngày 19/04/2025, Công ty cổ phần Camimex đã thực hiện đăng tải Báo cáo thường niên 2024 trên trang điện tử của Công ty tại địa chỉ <https://cmmseafood.com.vn>

*On April 19, 2025, Camimex Joint Stock Company has posted the 2024 Annual Report on the Company's website at <https://cmmseafood.com.vn>*

**Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố.**

*We hereby commit that the information published above is true and take full responsibility before the law for the content of the published information.*

**Đại diện tổ chức**  
**Representative of organization**  
**Chủ tịch HĐQT**  
**Chairman of the board of director**

**Nơi nhận**

- Như Kính gửi/As Dear;
- CBTT/Information disclosure.



*Bùi Pi Tuấn*



# ANNUAL REPORT

# 2024



**GOOD ENVIRONMENT - GOOD FOOD**



[camimex@camimex.com.vn](mailto:camimex@camimex.com.vn)



[cmmseafood.com.vn](http://cmmseafood.com.vn)





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# PART 1

## GENERAL INFORMATION

**General Information**

**Business lines and business locations**

**Information on the governance model, business organization, and managerial apparatus**

**Development orientation**

**Risks**







CAMIMEX JOINT STOCK COMPANY

Transaction name	:	CAMIMEX JOINT STOCK COMPANY
International name	:	CAMIMEX JOINT STOCK COMPANY
Abbreviated name	:	CAMIMEX CORP
Stock exchange	:	UPCOM
Business registration certificate No.	:	2001122903 issued by the Department of Planning and Investment of Ca Mau province, first registered on June 6, 2013, 15th registered change on May 15, 2024
Tax number	:	2001122903
Stock code	:	CMM
Charter capital	:	978,999,980,000 VND
Owner's equity	:	978,999,980,000 VND
Address	:	No. 333 Cao Thang Street, Ward 8, Ca Mau City, Ca Mau Province, Vietnam.
Phone number	:	0290 3831608
Fax number	:	0290 3580827
Email	:	camimex@camimex.com.vn
Website	:	cmmseafood.com.vn



# ESTABLISHMENT AND DEVELOPMENT PROCESS

## 2017

The company received capital contribution in the form of brand from Camimex Group Joint Stock Company, which is the intellectual property rights for the brands HATCHERY SHRIMP CAMIMEX and CAMIMEX. This increased the company's charter capital to 415 billion VND, helped the company boost its export activities thanks to the international relationship that Camimex Group Joint Stock Company have had before.

## 2013

**Date 06/06/2013:** Camimex JSC was established with the predecessor being Camimex Seafood Co Ltd. with charter capital of 354.5 billion VND from the capital contribution of the parent company, Ca Mau Seafood Processing and Import-Export JSC (now Camimex Group).

## 2018

**Thánh 10/2018:** Camimex Seafood Company Limited was renamed "Camimex Company Limited" with the orientation of doing business in multiple industries other than seafood.

## 2019

**02/2019:** The company converted its business model to a Joint Stock Company with a new name of Camimex Joint Stock Company with a registered charter capital of VND 515,000,000,000.

This conversion aims to expand the scale of operations, attract more investors to participate and create a premise to participate in the stock market.

## 2020

**06/2020:** The company successfully increased its charter capital to 630 billion VND according to business registration certificate No. 2001122903.

## 2021

Camimex Corp achieved a milestone of over 7,000 tons of finished product, the revenue reached over 2,000 billion - the first and highest time since its establishment.

## 2022

**On May 26, 2022:** the Company received Official Letter No. 3158/UBCK-GSDC of the State Securities Commission approving the company's status as a public company;

**On October 28, 2022:** Hanoi Stock Exchange (HNX) approved the registration of stock trading of Camimex JSC;

**On November 1, 2022:** the Company received Official Letter No. 3196/TB-SGDHN from the Hanoi Stock Exchange on approval of trading registration of Camimex JSC;

**On November 8, 2022:** the Company had its first stock trading session at the Hanoi Stock Exchange with the stock code CMM.

## 2023

**07/2023:** The company issued additional shares to increase equity capital, thereby increasing charter capital from VND 630,000,000,000 to VND 944,999,980,000.

## 2024

Camimex conducts an additional public offering of shares in accordance with Resolution No. 01/NQ/ĐHĐCĐ. CMM.23 approved by the General Meeting of Shareholders on May 24, 2023, the amount of proceeds is 34,000,000,000 VND, charter capital increases from 944,999,980,000 VND to 978,999,980,000 VND.





# ACHIEVEMENTS

## Export

Camimex's export products are present in 25 countries and territories around the world, mainly concentrated in Switzerland, Germany, Japan and Korea

01.

## Production capacity

Since its establishment with 03 factories at a total capacity of 10,000 tons/year, up to now the total factory capacity can reach more than 20,000 tons of finished shrimp products /year and 30,000 tons of finished fish products/year

02.

## Product quality

The company has also achieved many food quality and safety management standards such as GMP, SSOP, HACCP, ISO, BRC...

03.





# BUSINESS LINES AND BUSINESS LOCATIONS

## BUSINESS LOCATIONS



### Company 's main facilities :

- **Seafood Processing Factory No. 2** (Hamlet 7, Ward 8, Ca Mau City, Ca Mau Province) - Code EU: DL25
- **Seafood Processing Factory No. 4** (224 Cao Thang, Hamlet 2, Ward 8, Ca Mau City, Ca Mau Province) - Code EU: DL178
- **Seafood Processing Factory No. 5** (999 Ly Thuong Kiet, Ward 6, Ca Mau City, Ca Mau Province) - Code EU: DL351.

In addition to **the shrimp processing factory**, the Company also has a fish processing factory in Chau Thanh Industrial Park, Ben Tre province with a **capacity of 30,000 tons of finished products/year**

### Camimex's distribution system

includes both domestic and foreign markets with **25 export markets** in 25 countries and territories around the world such as: **Europe, Canada, Korea, Japan...**

**Warehouse:** Camimex's cold storage system has a capacity of 2,000 tons of finished products in Ca Mau and Ho Chi Minh City.

### Head office

No. 333 Cao Thang Street,  
Ward 8, Ca Mau City, Ca Mau  
Province

## BUSINESS LINES

**Camimex's main business lines are: Processing and preserving seafood and seafood products. In addition, the Company also has other activities including:**

- » Shrimp farming
- » Inland aquaculture
- » Export of agricultural products and foods
- » Import and export of all kinds of seafood
- » Import of raw materials, chemicals (except highly toxic chemicals, veterinary drugs for aquatic products, plant protection drugs), supplies, equipment, and goods for production and fishermen's lives.
- » Warehousing and storage of goods in cold storage





# BUSINESS LINES AND BUSINESS LOCATIONS

## CAMIMEX PRODUCTS

Every year, Camimex processes and exports about 6,000 tons of finished shrimp products to markets around the world with a turnover of about 60 million USD and will increase sharply in the coming years. The company's products include organic/ ASC/ conventional black tiger shrimp, ASC/ industrial vannamei with diverse items such as: HOSO,HLSO, PDTO, PD, Nobashi (Raw, Cooked) and value added shrimp such as breaded shrimp, tempura, filo,... Our strengths are value-added items and organic shrimp



**Frozen shrimp**



**Headless shell-on shrimp**



**Steamed shrimp**



**Shrimp spring rolls**



**Shrimp sushi**



**Tail-dipped nobashi shrimp**



**Skewered shrimp**



**Breaded shrimp**



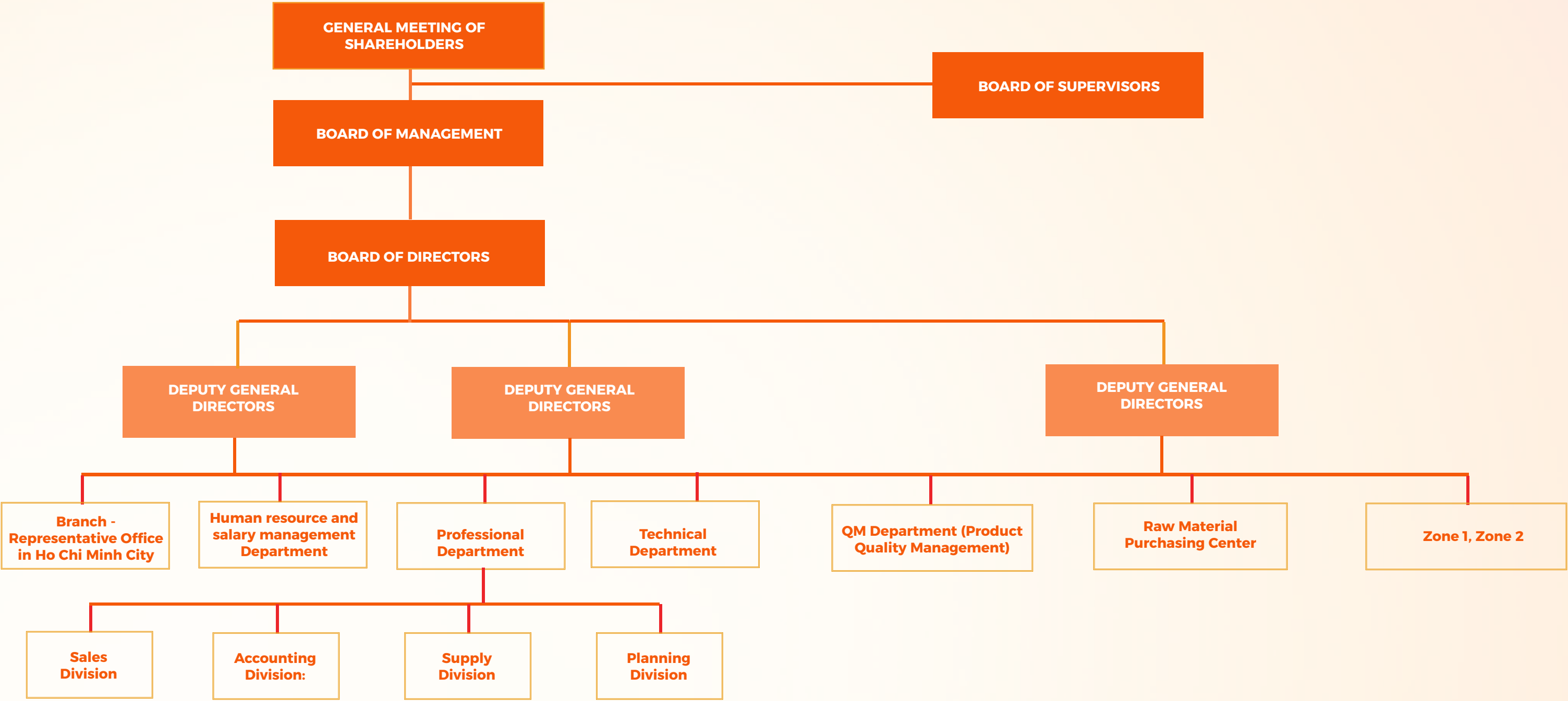


# INFORMATION ON GOVERNANCE MODEL, BUSINESS ORGANIZATION AND MANAGEMENT SYSTEM

## MANAGEMENT MODEL

Camimex Joint Stock Company operates under a governance model consisting of: General Meeting of Shareholders, Board of Directors, Board of Supervisors and General Director.

## MANAGEMENT STRUCTURE





# INFORMATION ON GOVERNANCE MODEL, BUSINESS ORGANIZATION AND MANAGEMENT SYSTEM

## MANAGEMENT MODEL



### General Meeting of Shareholders

The General Meeting of Shareholders, comprising all shareholders with voting rights, is the highest authority of the Company. The General Meeting of Shareholders decides on the organizational structure, dissolution, and bankruptcy of the Company, decides on long-term investment plans and development strategies, capital structure, and appoints or dismisses members of the Board of Directors and the Board of Supervisors.



### Board of Directors

The Company's Board of Directors consists of a General Director, 03 Deputy General Directors and a Chief Accountant. The General Director is appointed by the Board of Management and is responsible to the Board of Management for the performance of assigned duties and powers and must report to these agencies when requested. The Deputy General Directors and Chief Accountant are appointed by the Board of Management upon the proposal of the General Director. The current Board of Directors of the Company are people with extensive professional knowledge and experience in management and operation in the field of aquaculture.



### Board of Management

The Board of Management is elected by the General Meeting of Shareholders and is the company's management body, with full authority to decide and exercise the company's rights and obligations on behalf of the company that are not under the authority of the General Meeting of Shareholders. The Board of Management of Camimex Corp consists of 01 (one) Chairman and 04 (four) members. The Chairman of the Board of Management is appointed by the Board of Management and is responsible to the Board of Management for the performance of assigned duties and powers and must report to these agencies when requested.



### Board of Supervisors

The Company's Board of Supervisors currently has 03 (three) members, including 01 (one) head and 02 (two) members of the Board of Supervisors, elected by the General Meeting of Shareholders, on behalf of shareholders to control all production and business operations of the Company. The Board of Supervisors is responsible to the General Meeting of Shareholders and the law for the work performed according to the authority and responsibilities prescribed in Article 164 of the Law on Enterprises and the Company's Charter.

## FUNCTIONAL DEPARTMENTS AND AFFILIATED PRODUCTION UNITS



### Branch - Representative Office in Ho Chi Minh City

Take on the role of company representative in dealing with domestic and foreign customers in Ho Chi Minh City.  
Manage the Company's warehouse rental operations along with other functions assigned by the Company;



### Professional Department

The Professional Department has 04 functional divisions as follows:

#### Sales Division

Build customer development strategy and marketing strategy, export goods.  
Approach customers, exchange information about prices, commercial conditions, negotiate terms of sale and sign contracts to sell the company's products.  
Connect with mass media, build multi-dimensional information to spread brand and create a good public image of the Company's products.

#### Planning Division

Be responsible for production planning, delivering finished products to customers and other plans as required by the company's General Director.



### Human resource and salary management Department

Arrange human resources and be in charge of salary, bonus and welfare regime according to the law.  
Plan recruitment and training policies for employees, handle disciplinary violations, and resolve employee complaints.  
Be responsible for evaluating and maintaining social policy standards such as BSCI, SMECTA.

#### Accounting Division

Prepare financial statements and other relevant reports in accordance with the provisions of the Law.  
Record all transactions and reflect financial data on the circulation and use of assets and equity throughout the business operation.  
Report and provide business data for business operations, and check the situation of revenue and expenditure, collection, payment and use of assets in the company.  
Carry out VAT refund file, corporate income tax, etc. and propose timely measures to achieve tax settlement recognition results.  
Manage finished goods and material warehouses.

#### Supply Division:

Be responsible for supplying raw materials, supplies, packaging, chemicals, etc. to serve the company's production and business.



# INFORMATION ON GOVERNANCE MODEL, BUSINESS ORGANIZATION AND MANAGEMENT SYSTEM

## QM Department (Product Quality Management):

Improve technology to enhance product quality and design

Coordinate with other departments to conduct research and develop new products suitable for each export market.

Advise the Board of Directors on technical technology and useful technologies for product manufacturing activities.

Update export market standards and develop quality assessment frameworks for raw materials and finished products

Be responsible for evaluating and maintaining product quality and traceability standards such as: EU Organic, Naturland Organic, Biosuisse, HACCP, ASC...

## Raw Material Purchasing Center

Organize the purchase of raw shrimp and deliver it to the company's factories to produce finished products.



## Technical Department

Develop machinery indicators and coordinate with production departments to optimize productivity of each factory.

Check processing techniques and receive transfer of machinery and equipment from abroad, and review technical design documents of factories that are in operation.

Manage and inspect technical and construction work to ensure progress, safety, product quality and economic efficiency.

Advise the Board of Directors on modern technical technology that benefits the company's production and business activities.

## Zone 1, Zone 2

Zone1andZone2organizetheimplementation and supervision of production activities of Factory 1, Factory 2, Factory 4 and Factory 5;

Plan production and processing daily/weekly/ monthly/quarterly and report to the Board of Directors and General Director;

Report on the operation of machinery and equipment: repair damage, depreciate asset; replace spare parts if any;

Coordinate with relevant departments on daily/weekly/monthly/quarterly production plans;

Organize shift assignments for workers, supervise and direct processing activities during factory operations.

## SUBSIDIARIES, AFFILIATES

**SUBSIDIARY:**

**COMPANY LIMITED - CAMIMEX ORGANIC**

Address: Nha Hoi Hamlet, Tam Giang Commune, Nam Can District, Ca Mau Province

Main business fields: Production and business aquaculture, shrimp farming and inland aquaculture.

Company Ownership Ratio: 79.21%.

Contributed capital: 40,000,000,000 đồng (40 billion dong).

**AFFILIATES:** None.





# DEVELOPMENT ORIENTATION

## THE MAIN OBJECTIVES OF THE COMPANY

### EXPANDING TO NEW MARKETS

Approach potential customers: Proactively contact and build relationships with new partners, expand customer network in international markets.

Participate in trade fairs: Actively attend industry events and exhibitions to introduce products and reach target markets.



### INCREASE PROCESSING CAPACITY

Infrastructure upgrade: Invest in equipment innovation and factory expansion to achieve optimal processing capacity, meeting increasing market demand.



### INTEGRATED MODEL DEVELOPMENT

Building organic shrimp farming facilities: Establish environmentally friendly shrimp farms, ensuring a sustainable and high-quality supply of raw materials for processing plants.

Cooperation with forestry farms: Strengthen links with forestry farms in Ca Mau to stabilize raw material supply.

Importing high-quality raw materials: Select and import suitable raw materials to process value-added products for export, reducing inventory and improving production efficiency.



### TAKE ADVANTAGE OF COMPETITIVE ADVANTAGE

Flexible organizational structure: With the advantage of being a new enterprise, the Company can easily arrange personnel and apply a flexible business model, optimize operations and effectively control the value chain.

### CONSOLIDATE AND EXPAND DOMESTIC AND FOREIGN MARKET SHARE

Camimex Corp's competitive advantage is the inheritance of Camimex Group's brand reputation over the past 40 years, including the integrated shrimp farming model, relationships with key customers, high product quality, especially the organic shrimp system. From there, CMM can provide diversified products and has the ability to quickly respond to orders.



## MEDIUM AND LONG TERM DEVELOPMENT STRATEGY

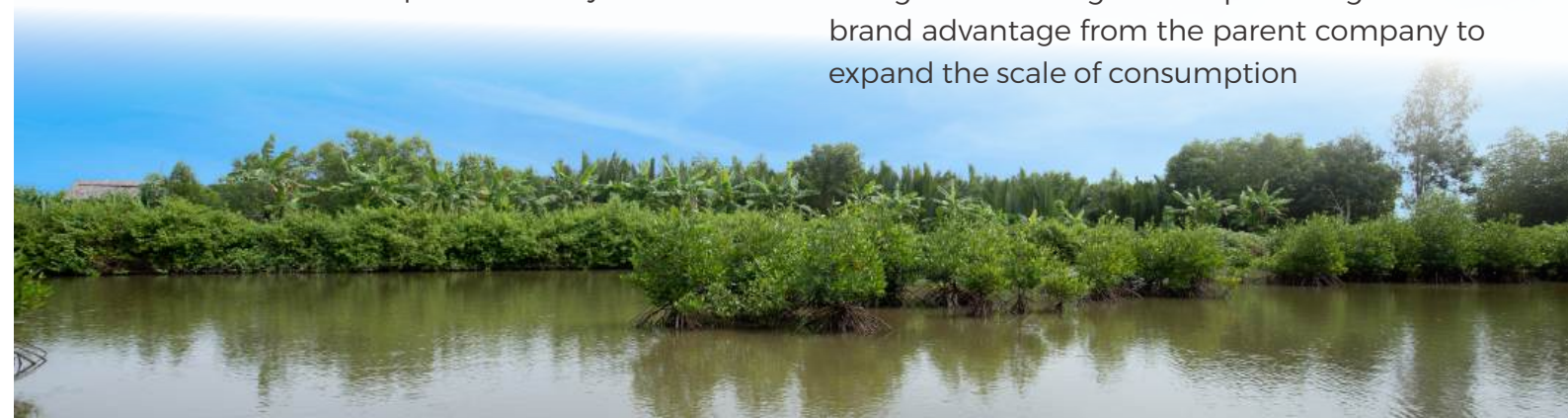
Camimex Corp links sustainable development with the environment, as well as balances the interests of the Company, the environment and society.

### Raw material source

CMM invests in high-tech shrimp farming, gradually self-sufficient in raw materials for production and business, striving to be self-sufficient in 15-30% of Vannamee shrimp materials by 2030.

### Product quality

CMM continuously innovates and applies modern technology to improve products to diversify towards the environment and improve productivity. Maximize the advantages of organic black tiger shrimp farming and the brand advantage from the parent company to expand the scale of consumption.





## DEVELOPMENT ORIENTATION

### THE COMPANY'S SHORT- AND MEDIUM-TERM SUSTAINABILITY GOALS (ENVIRONMENTAL, SOCIAL AND COMMUNITY) AND RELATED KEY PROGRAMS



#### Environmental sustainability

The company aims to develop environmental sustainability with the orientation of minimizing impacts through effective resource management and applying cleaner production methods. The company builds a wastewater treatment system that meets standards before discharging into the environment, while promoting the use of renewable energy and optimizing energy consumption to minimize waste in the production process.



#### Community and social development

The company also aims for sustainable community development, linking business activities with social benefits and creating long-term value for the community. Customer-oriented development

The company considers customers as the center of development and puts customers' interests first so that it can improve products to best meet all consumer requirements. Customer trust is the pride and driving force for the company's development. Moreover, CMM's products always ensure food safety and meet international quality standards, especially in demanding markets such as the US and Europe. Thanks to meeting strict requirements, CMM's export output has continuously grown over the past time.





## ECONOMIC RISK

In 2024, Vietnam's economy took place in the context of a gradual recovery of the world economy, with global trade recovering slightly but still facing many risks and uncertainties. According to a report from the General Statistics Office, Vietnam's economy in 2024 grew beyond the target of 6.5-7% set by the National Assembly and reached 7.09%. Of which, the export turnover of goods reached a record of 405.53 billion USD, up 14.3% compared to 2023 thanks to a 2.7% recovery in global trade.

Entering 2025, the world economy is forecasted to face many variables. Specifically, inflation in many countries is being controlled, central banks are gradually loosening monetary policy, creating conditions for economic growth, including Vietnam. However, trade tensions and geopolitical fluctuations will continue to be major challenges. The developments of conflicts in Eastern Europe and the Middle East can affect energy costs and global commodity and trade markets. As one of the economies with a large openness, Vietnam is also significantly affected by these instabilities in the world, from exports to aggregate demand factors. Exporting enterprises like CMM will be directly affected by the decline in purchasing power and instability in world trade. Therefore, Camimex will always closely monitor the world's economic and political situation and forecast economic fluctuations in order to promptly come up with effective response plans.

## INTEREST RATE RISK

In 2024, with inflation's cooling down, the world's leading economies have taken steps to reduce interest rates and loosen monetary policies to boost economic growth. This has motivated the State Bank of Vietnam to maintain low interest rates. The government will continue to maintain fiscal and monetary easing policies to boost GDP growth. As the result, the drivers that have slowed down in 2024, including consumption, public investment, and the real estate market, are expected to recover and contribute more strongly to the growth momentum of the economy from 2025.

With the growth trend of the world economy, the recovery of the domestic economy in 2024, and the growth target of 8% in 2025, the pressure to increase interest rates on both deposits and deposits is inevitable due to the increased demand for capital right from the first months of the year. Although the possibility of lending interest rates increasing according to deposit interest rates is not high, there are still many unpredictable variables. Camimex will always advocate building risk management plans and balancing cash flows to minimize the impact of interest rate fluctuations on the Company's financial situation.

## LEGAL RISKS

As a business operating in Vietnam, CMM must fully comply with the general provisions of the Enterprise Law, Business Law, Corporate Income Tax Law, Import-Export Tax Law, and other legal regulations related to production, business and financial activities. At the same time, Camimex is currently traded on the UPCOM floor, so it is also under the management of the State Securities Commission (SSC) and must comply with the provisions of the Securities Law, decrees and circulars guiding information disclosure and corporate governance.

In 2025, public companies will be required to disclose information in both Vietnamese and English according to Circular No. 68/2024/TT-BTC issued by the Ministry of Finance. Mandatory disclosure of information in both Vietnamese and English will increase costs for the Company and may cause difficulties in ensuring timely and complete disclosure in the beginning. This will increase the risk of administrative sanctions, affecting the Company's reputation and image in the stock market.

In addition, with its main activity being seafood export, CMM must comply with strict regulations of international markets such as the EU, US, Japan, and South Korea on food safety, traceability, antibiotic residue control, and banned substance control. To meet these standards, the company needs to obtain international certifications such as HACCP, ASC, BAP, ISO 22000, GlobalGAP, FDA (US), and EU Code (Europe). These standards not only help CMM products meet import requirements but also enhance brand value and create competitive advantages in the international market. In compliance with these regulations requires the company to continuously control quality from farming, processing, to exporting in order to ensure safe, clean, and environmentally friendly products.

Therefore, monitoring, updating and complying with legal regulations not only helps CMM minimize risks but also creates a solid foundation for long-term development, enhancing competitiveness in domestic and international markets





## EXCHANGE RATE RISK

In 2024, facing pressure from the FED maintaining interest rates at the highest level in 23 years, the exchange rate of VND/USD peaked in May, marking a depreciation of about 4.6% since the beginning of the year. After the Fed lowered interest rates in September, the exchange rate gradually cooled down but then continued to be under strong pressure due to the recovery of the USD. Under such circumstances, the State Bank had to intervene by selling foreign currency on spot, flexibly managing liquidity tools to stabilize the exchange rate through the issuance of treasury bills, and at the same time ensuring liquidity for the system through the open market channel. At the end of 2024, the exchange rate's upward momentum was still maintained within the State Bank's range of 5.03%.

The exchange rate of VND/USD is likely to continue to increase in 2025 due to factors such as the recovery speed of the global economy, the Fed's policies and the severity of geopolitical conflicts in the world. In particular, the Trump administration's new tariff policies may also increase the value of the USD and put pressure on the exchange rate. Unpredictable fluctuations in the exchange rate may hinder export enterprises in negotiating foreign currency trade contracts with customers. In addition, when the exchange rate increases, monetary policy may return to tightening, affecting the funding sources and business operations of enterprises. Camimex will always have measures to prevent risks through forward contracts, adding exchange rate adjustment terms and planning for more effective cash flow management in these difficult contexts.



## RISKS OF SUPPLY AND RAW MATERIAL PRICES

Camimex's input materials include black tiger shrimp and vannamei shrimp, which are mainly purchased from farmers. With raw material costs accounting for about 80% of the cost of goods sold, any fluctuations in domestic raw shrimp prices will affect the Company's revenue and profits. In the last 4 months of 2024, raw shrimp prices in Ca Mau increased sharply due to reduced supply, with fewer farmers in the crop due to shrimp diseases. Given the current situation of raw shrimp, the supply will remain in short supply until the end of the first quarter of 2025. During this period,

processing enterprises face a big challenge, because they have to buy raw shrimp at high prices, but the price of finished shrimp for consumption must compete fiercely with cheaper shrimp from many countries, leading to a decrease in production and business efficiency. Recognizing the potential difficulties ahead, the Company has been proactive in developing an effective purchasing plan, while strengthening cooperation with shrimp farming facilities to maintain stable inventories and reserves to meet production needs.





## INDUSTRY RISKS

### Competitive risks

Vietnam's shrimp industry is facing fierce competition in the world from two major shrimp exporting countries, Ecuador and India. While both countries have advantages in low production costs and the ability to supply shrimp in large volumes, shrimp farming in Vietnam still faces many difficulties from seed to farming process. Ecuador and India have been successful in applying the multi-stage intensive farming model, helping them increase the successful rate of shrimp farming, minimize disease risks, and increase productivity. For example, in Ecuador, shrimp farming density can reach 90%, while in Vietnam it only stops at about 40%. This model not only helps save costs but also improves land and water use efficiency. The superior successful rate and low prices of Ecuador and India have helped these two countries capture a large market share in the world shrimp market. Despite many difficulties in competing on price, Vietnamese shrimp still has a firm foothold in important markets.

Japan is one of CMM's main export markets, often favors a variety of meticulously processed black tiger shrimp. The consumption trend of processed shrimp in Japan is on the rise, especially in frozen products. This

creates a great opportunity for CMM with high processing technology and meticulous craftsmanship, exploiting niche markets where the added value from processing can offset high production costs. For the European and Korean markets, which also account for a large proportion of CMM's export structure, strict regulations on product quality and origin are also a challenge. However, with the advantage of having an organic farming area that has both quality and environmental certifications, along with being self-sufficient in quality breeds with clear origins in the ecosystem of the parent company CAMIMEX GROUP, CMM always meets strict traceability standards when exporting to these markets.

To further enhance its competitiveness in the international market, Camimex is actively investing in high-tech projects to develop healthy black tiger shrimp and vannamei shrimp breeds, while implementing appropriate sales policies to create competitive advantages. In addition, the company focuses on researching and developing new processed products based on market surveys, in order to compete effectively with other shrimp exporting countries such as India, Ecuador, etc.



### Shrimp industry risks

In 2024, shrimp export value reached 4 billion USD, up 16% compared to 2023, although the world shrimp consumption market is affected by inflation and fierce competition from major producing countries such as India, Ecuador, Indonesia. The reason is that many major economies such as the US, China and the European Union (EU) recorded a recovery in 2024, although the growth rate is clearly differentiated between countries. The global seafood market, especially major markets such as the US, EU, Japan and China, will continue to maintain high demand in 2025.

On the other hand, Vietnamese shrimp exporting enterprises are still facing many challenges. Specifically, climate change will affect the development of shrimp, and with rising sea levels, temperature changes and polluted water sources, it can cause difficulties in the production of aquatic raw materials, the risk of disease reduces the supply and quality of raw materials.

With advantages in organic farming areas and sustainable cooperation relationships with farmers, Camimex always has plans to quickly adapt to economic conditions, minimize risks and take advantage of market opportunities.

### OTHER RISKS

In addition to the risks mentioned above, during its operations, the Company may also face risks from the environment and climate such as natural disasters, storms and floods that may cause damage or disrupt the Company's business operations. Furthermore, unexpected situations such as electrical short circuits, fires and explosions may occur, damaging equipment, factories and affecting product quality. The Company will need to implement necessary measures and promote proactive and preventive spirit for all officers and employees in the company





# PART 2

## PERFORMANCE IN THE YEAR

Production and business situation

Organization and personnel

Investment situation and project implementation

Financial situation

Shareholder structure and changes in equity

Report on the company's environmental and social impacts



# PRODUCTION AND BUSINESS SITUATION

## OVERVIEW OF VIETNAM SHRIMP EXPORT ACTIVITIES IN 2024

In 2024, Vietnam’s shrimp industry faced many difficulties and challenges due to natural disasters and epidemics. However, the shrimp industry has persisted and strived to overcome the challenges, affirming itself as one of the economic pillars, contributing significantly to national development. According to the Vietnam Association of Seafood Exporters and Producers (VASEP), Vietnam’s shrimp exports in 2024 reached a milestone of nearly 4 billion USD, an increase of 15% over the same period. In particular, the Chinese market surpassed the US and became Vietnam’s largest shrimp import market, recording a growth rate of up to 34%. The main reason comes from the decrease in China’s domestic supply due to adverse weather conditions and reduced shrimp imports from countries such as Ecuador and India in 2024. Next are Japan and the EU, both markets that focus on clean, organic, antibiotic-free and environmentally friendly products, also recording growth rates of 2% and 16%, respectively.

In particular, Free Trade Agreements (FTAs) play an important role in promoting seafood exports, bringing many benefits to Vietnamese enterprises. Typically, the Comprehensive and Progressive Agreement for Trans-Pacific Partnership (CPTPP) has helped to expand export markets, reduce import taxes in member countries such as Japan, Canada and Australia, helping to increase the competitiveness of Vietnamese seafood. In the European market, the Vietnam - EU Free Trade Agreement (EVFTA) has created significant advantages when many shrimp export tax lines have been reduced or completely eliminated, helping Vietnamese enterprises compete better with rivals such as Thailand, Ecuador and India. Participation in FTAs also creates motivation for enterprises to improve technology, raise production standards and meet strict regulations of the international market, thereby increasing product value and building sustainable brands in the global market.

In general, the Vietnamese shrimp industry is recording strong and stable growth, especially in major export markets such as China, Japan, Korea, the US and the EU. Vietnam’s deeply processed shrimp products stand out for their high quality and variety, thanks to advanced production processes. In the face of competition from many other countries, Vietnamese shrimp still affirms its solid position in the international market, meeting strict requirements on quality and food safety. In the coming time, the shrimp industry needs to change its mindset: instead of focusing only on output and high technology, it is necessary to prioritize sustainability and efficiency, focusing on quality, environmental protection, health and product value. Consumer preference in these markets has created great opportunities for the shrimp industry to develop sustainably in the future.



## BUSINESS PERFORMANCE RESULTS DURING THE YEAR

Unit: Million VND

Net revenue	2023	2024	%2024/2023
Net revenue	1,913,449	2,647,849	138.38%
Gross profit	254,506	358,641	140.92%
Profit from operations	58,762	52,123	88.70%
Profit before tax	51,487	74,414	144.53%
Profit after tax	44,784	54,535	121.77%

*In 2024, in the context of Vietnam’s shrimp exports reaching the milestone of 4 billion USD, an increase of 15% compared to 2023, CAMIMEX’s business results also recorded positive growth. Mainly due to the demand and consumer tastes of the Company’s key export markets such as Europe, Korea and Japan, all of which have recovered strongly compared to 2023.”*

With positive factors in the export market, CMM’s revenue recorded a growth of 38.38% over the same period, reaching VND 2,647,849 million . Although difficulties due to natural disasters and epidemics still exist, with the initiative in storing raw materials and close cooperation with farmers, CAMIMEX has maintained stable raw shrimp costs in 2024 and recorded a gross profit growth of up to 40.92% compared to 2023.

In addition, the escalating shipping costs from the conflict in the Red Sea have caused CMM’s selling expenses to increase by 80% compared to 2023. In addition, the increase in debt to serve investment projects in organic shrimp farming areas and the completion of processing plant 1 (total investment value of more than 400 billion VND) has also increased interest expenses and put heavy pressure on operating profits. However, during the year, the Company liquidated and sold part of the machinery with a total value of more than 28,419 million VND, contributing to the strong growth of pre-tax profit and after-tax profit at 44.53% and 21.77%, respectively. In the face of mixed difficulties and advantages, CAMIMEX has had appropriate and flexible policies to reduce pressure on raw material costs and business management costs in the past year. This effort not only brings improvements in management but also avoids market risks, bringing sustainable development to the Company in the future



# PRODUCTION AND BUSINESS SITUATION

## REVENUE STRUCTURE

Unit: Million VND

Revenue target	2023		2024		%2024/ 2023
	Value	Proportion	Value	Proportion	
Sales revenue	6,691	0.35%	96,746	3.65%	1,445.91%
Sales of finished products	1,909,557	99.41%	2,514,378	94.95%	131.67%
Revenue from providing processing services	4,726	0.25%	37,012	1.40%	783.16%
<b>Total</b>	<b>1,920,974</b>	<b>100.00%</b>	<b>2,648,136</b>	<b>100.00%</b>	<b>137.85%</b>

By the end of 2024, CAMIMEX recorded total revenue of VND 2,648,136 million, an impressive growth of 38.83% compared to 2023 (VND 1,920,974 million). This strong growth mainly came from semi-finished product revenue, accounting for more than 94.95% of total revenue, of which processed shrimp products recorded an increase of 31.67% over the same period.



The main growth driver is the recovery of consumer demand in key export markets such as the EU, Japan and Korea. Therefore, CAMIMEX has proactively expanded capital sources and increased inventory reserves to promptly meet the increasing demand from international partners



In addition, thanks to favorable conditions from the export market, revenue from sales of goods and processing services also recorded strong growth, 13 times and 8 times higher than in 2023, respectively. With impressive revenue results, CAMIMEX has shown its efforts in diversifying products, taking advantage of favorable market conditions to expand production and business activities, contributing to affirming the company's position in the international seafood market





## ORGANIZATION AND PERSONNEL

### LIST OF EXECUTIVE BOARD

As of December 31, 2024

STT	Member	Position	Number of shares owned	Ownership ratio
1	Dang Ngoc Son	General Director	-	-
2	Bui Duc Cuong	Deputy General Director	240,000	0.25%
3	Huynh Van Tan	Deputy General Director	88,200	0.14%
4	Huynh Cong Nhan	Deputy General Director	-	-
5	Nguyen Thi Lam	Chief Accountant	-	-

### EXECUTIVE BOARD PROFILE

#### MR. DANG NGOC SON

Member of Board of Management and General Director

**Date of birth** : 19/06/1956

**Professional qualification** : Bachelor of Seafood Processing

**Number of shares held at present**: 0 share

#### Work process:

1981 - 1994	Deputy Director in charge of production Working at Soc Trang Seafood Import-Export Company
1995 - 1998	Deputy Technical Director of Vung Tau Petroleum Joint Stock Company
1998 - 2001	Chairman of the Board of Management and Director of Phu Minh Hung Quang Ninh Seafood Joint Stock Company
2001 - 2005	Director of An Hung Ba Ria Vung Tau Company Limited
2005 - 2014	Chairman of the Board of Management and General Director of Phu Minh Hung Quang Ninh Seafood Joint Stock Company
08/2014 - 07/2019	Member of Board of Management of Camimex Group Joint Stock Company
07/2019 - 04/2022	Member of Board of Management and Deputy General Director of Camimex Group JSC
04/2022 - present	Deputy General Director of Camimex Group JSC
09/2020 - present	Member of Board of Management and General Director of Camimex JSC

#### Position at other organizations:

- Deputy General Director of Camimex Group JSC
- Member of Board of Management of Camimex Foods JSC
- Member of Board of Management of Nam Can Seaproducts Import Export JSC



#### MR. BUI DUC CUONG

Member of Board of Management and Deputy General Director

**Date of birth** : 07/04/1973

**Professional qualification** : University - Bachelor of Economics

**Number of shares held at present**: 240,000 shares

#### Work process:

1997 - 2008	Specialist Working at Minh Phu Seafood Corporation
2009 - 02/2013	Chief Accountant of Quang Thuan Company Limited - Ninh Thuan
06/2013 - 02/2019	Member of Board of Management and Deputy General Director of Camimex Company Limited
06/2013 - present	Member of Board of Management and Deputy General Director of Camimex Group JSC
01/2024 - present	Member of Board of Management and General Director of Thao Anh Fish JSC

#### Position at other organizations:

- Member of Board of Management and Deputy General Director of Camimex Group JSC
- Member of Board of Management and General Director of Thao Anh Fish JSC



## ORGANIZATION AND PERSONNEL (CONT.)

### EXECUTIVE BOARD PROFILE (CONT.)

#### MR. HUYNH VAN TAN Deputy General Director

**Date of birth:** 21/04/1975

**Professional qualification :** Bachelor of Foreign Economics

**Number of shares held at present:** 88,200 shares

#### Work process:

2000 – 31/12/2001	Marketing staff of Thien Long pen company
2002 – June 30, 2013	Staff of Camimex Group JSC
01/07/2013 – 13/03/2019	Sales Director of Camimex Group Joint Stock Company
May 15, 2020 - present	Member of Board of Management and General Director of Camimex Group JSC

**Position at other organizations:** Member of Board of Management and General Director of Camimex Group JSC

#### MS. NGUYEN THI LAM Chief Accountant

**Date of birth:** 13/03/1988

**Professional qualification :** Bachelor of Accounting

**Number of shares held at present:** 0 share

#### Work process:

10/2010 – 04/2014	Staff of Accounting Department of Camimex Group JSC and Camimex JSC
05/2014 – 05/2021	Deputy Head of Accounting Department, Camimex Group JSC and Camimex JSC
06/2021 – 03/2023	Acting Chief Accountant of Camimex Joint Stock Company
02/2023 - present	Chief Accountant of Camimex JSC

**Position at other organizations:** Deputy Head of Accounting Department, Camimex Group Joint Stock Company

#### MR. HUYNH CONG NHAN Deputy General Director

**Date of birth:** 09/12/1978

**Professional qualification :** Bachelor of Economics

**Number of shares held at present:** 0 share

#### Work process:

11/2001 - 01/2006	Accounting staff of Minh Hai Seafood Processing Export Joint Stock Company
02/2006 - 01/2007	General Accountant of Minh Hai Seafood Processing Export JSC
02/2007 - 08/2008	Chief Accountant of Minh Hai Seafood Processing Export Joint Stock Company
09/2008 - 12/2009	Financial Director of Minh Hai Seafood Processing Export Joint Stock Company
01/2010 - 06/2011	Chief Financial Officer of Phu Cuong Jostoco Joint Stock Company
07/2011 - 06/2012	Deputy General Director of Finance, Phu Cuong Jostoco Joint Stock Company
07/2012 - 12/2013	Director of Phu Cuong Jostoco Joint Stock Company
01/2014 - 12/2019	Director of Ngan Phu Seafood Trading Company Limited
03/2019 - 12/2019	Assistant to the Chairman of the Board of Management of Camimex Foods JSC
01/2020 - 10/2020	General Director of Camimex Foods JSC
11/01/2020 - present	Chief Accountant of Camimex Group JSC
10/01/2024 - present	Deputy General Director of Camimex Joint Stock Company

**Position at other organizations:** Chief Accountant of Camimex Group JSC



# ORGANIZATION AND PERSONNEL (CONT.)

## CHANGES IN THE BOARD OF DIRECTORS IN 2024

STT	Full name	Position	Date of appointment	Dismissal Date
1	Huynh Cong Nhan	Deputy General Director	10/01/2024	-

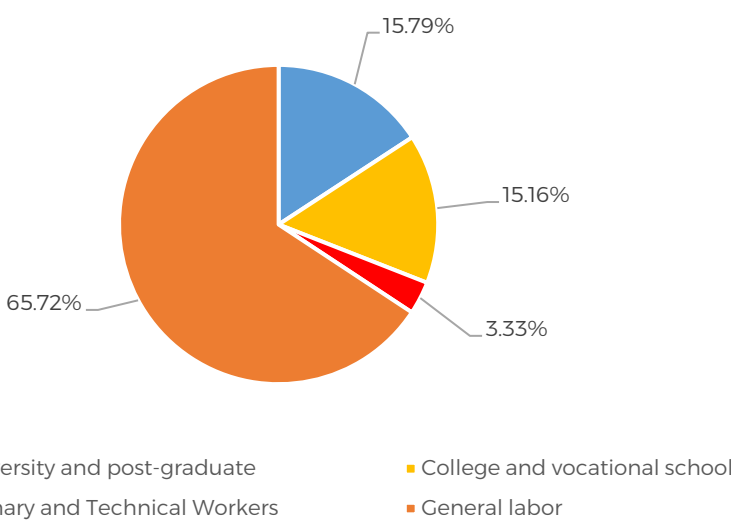
## NUMBER OF STAFF

STT	Classification properties	Quantity (People)	Proportion
<b>A</b>	<b>By labor level</b>	<b>1,412</b>	<b>100.00%</b>
1	University and post-graduate	223	15.79%
2	College and vocational school	214	15.16%
3	Primary and Technical Workers	47	3.33%
4	General labor	928	65.72%
<b>B</b>	<b>According to the term of the labor contract</b>	<b>1,412</b>	<b>100.00%</b>
1	Short term contract under 1 year	14	0.99%
2	Contract term 1 to 3 years	70	4.94%
3	Indefinite term contract	1,328	94.05%
<b>C</b>	<b>By gender</b>	<b>1,412</b>	<b>100.00%</b>
1	Male	712	50.58%
2	Female	700	49.42%

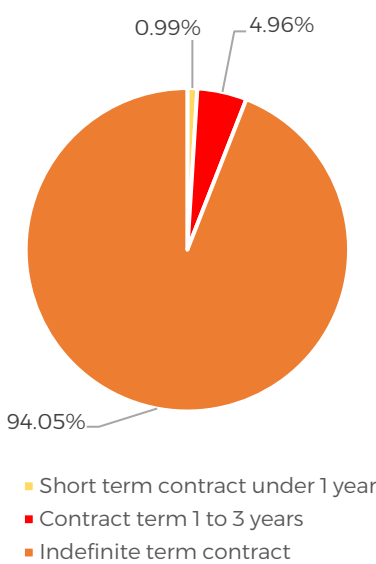
## AVERAGE INCOME

Average staffing and revenue	2023	2024
Total number of employees (people)	1,426	1,412
Average income (VND/person/month)	7,900,000	8,100.000

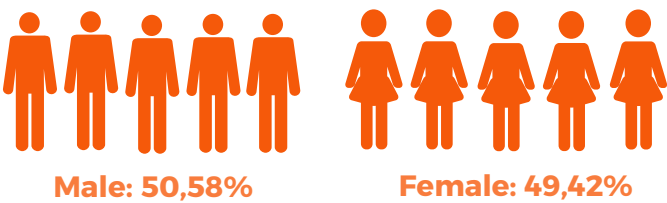
BY LABOR LEVEL



ACCORDING TO THE TERM OF THE LABOR CONTRACT



BY GENDER



Total number of employees

1,412

people

Average income

8,100,000

VND



## ORGANIZATION AND PERSONNEL (CONT.)

### HUMAN RESOURCE POLICY

#### WORKING ENVIRONMENT

The company is committed to creating a safe, modern and healthy working environment for employees. All employees are fully equipped with tools and protective equipment according to standards, helping to minimize risks during work. At the same time, the company regularly checks and upgrades machinery and equipment to provide maximum support to employees, ensuring work efficiency and occupational safety.

In addition to providing adequate equipment, the company also organizes regular training sessions on labor safety, food hygiene and production processes to improve awareness and skills for staff and workers. The factory system and production lines are scientifically arranged, ensuring airy and clean space, contributing to creating favorable working conditions and improving labor productivity.

#### TRAINING POLICY

CMM always attaches importance to human resource development, not only in recruiting but also in training and retaining talents. CMM always encourages and facilitates employees to participate in external professional development courses, especially training programs on management, leadership skills and industry trends. Potential managers are also supported by the company to participate in specialized courses to develop their management capacity, helping them to contribute more positively to the overall development of the business.



#### SALARY, BONUS, ALLOWANCE

CMM always ensures that employees receive salaries and benefits commensurate with their abilities, contributions and work results

- The company's salary and bonus policy is built on the principles of transparency, fairness and encourages employees to continuously improve work performance
- For workers involved in production activities, the salary is calculated based on the product. In particular, for departments that have to be exposed to working environments that can affect health, the company also provides support with sugar and milk to nourish workers.
- The basic salary of employees is set according to their capacity, job position and the general level of the industry.
- Allowances and bonuses based on performance, including revenue bonuses, bonuses for exceeding targets and bonuses for initiatives that contribute to the overall development of the business. Employees who work on holidays or work overtime at night are entitled to higher salaries according to regulations
- Individuals with outstanding achievements, technical innovation initiatives or important contributions to production and business activities will be periodically rewarded and publicly recognized.

With reasonable salary and bonus policies and a stable working environment, CMM always motivates employees to stay long-term and develop their careers with the company.

#### WELFARE REGIME

The company also applies many attractive benefits such as lunch support, accommodation for overtime employees, travel allowance, housing, telephone and other allowances. In particular, CMM has a 13th month bonus policy, child support, parking support to improve life and create long-term connection between the company and employees.





## INVESTMENT SITUATION AND PROJECT IMPLEMENTATION

### INVESTMENTS

#### FACTORY 1

**Investment form:** New investment

**Investment objective:** Expanding production scale of new products

**Project scale:** 8,000 tons/year

**Project implementation location:** No. 999 Ly Thuong Kiet, Ward 6, Ca Mau City, Ca Mau Province

**Total project investment:** 410,000,000,000 VND

**Project implementation time and progress:** Completed and put into operation from the end of Quarter 4/2024.

#### BEN TRE SEAFOOD FACTORY

**Investment form:** Winning auction in November 2023, 100% project progress

**Investment objective:** Increase production capacity of new products

**Project scale:** 30,000 tons/year

**Project implementation location:** Lot A6, A7, An Hiep Industrial Park, An Hiep Commune, Chau Thanh District, Ben Tre Province.

**Total project investment:** 202,851,561,128 VND

**Project implementation time and progress:** Completed and put into operation in Quarter 2.2024

### SUBSIDIARIES, AFFILIATES

In 2019, CMM invested in Camimex Organic Company Limited with a total investment of VND 40 billion, equivalent to 79.21% of the charter capital of Camimex Organic Company Limited (CMO). CMO is a company that produces and supplies raw shrimp that meet the standards of organic shrimp and supplies raw shrimp that meet the standards of organic shrimp to CMM. CMO is currently managing an 8,500-hectare organic shrimp farming area to ensure the quality of products that meet the standards of organic shrimp to supply to CMM. This is also CMM's competitive advantage when the production process is controlled in a closed loop from importing raw shrimp, farming areas and supplying products from this closed loop.

**The business results of the Subsidiary are as follows:**

Unit: Million VND

No.	Item	2023	2024	% Increase/ Decrease
1	Total assets	87,144.53	68,069.56	-21.89%
2	Net revenue	347,024.95	264,326.74	-23.83%
3	Net profit from operating activities	1,183.92	957.41	-19.13%
4	Other profits	(532.26)	(443.42)	-
5	Profit before tax	651.66	513.99	-21.13%
6	Profit after tax	518.53	314.46	-39.36%



# FINANCIAL SITUATION

## FINANCIAL SITUATION

Unit: Million VND

No.	Target	2023	2024	% 2024/2023
1	Total assets	2,745,916	3,286,395	119.68%
2	Net revenue	1,913,449	2,647,849	138.38%
3	Profit from operations	58,762	52,123	88.70%
4	Other profits	-7,275	22,290	-
5	Profit before tax	51,487	74,414	144.53%
6	Profit after tax	44,784	54,535	121.77%
7	Dividend yield ratio (*)	-	-	-

## FINANCIAL INDICATORS

Target	Unit	2023	2024
<b>Solvency ratio</b>			
Current ratio:	Time	1.24	1.50
Quick ratio:	Time	0.44	0.61
<b>Capital structure indicators</b>			
Debt/Total Assets Ratio	%	63.19%	66.55%
Debt/Equity Ratio	%	171.64%	198.99%
<b>Performance indicators</b>			
Inventory Turnover	Turns	1.55	1.71
Total asset turnover	Turns	0.77	0.88
<b>Profitability ratio</b>			
Profit after tax/Net revenue	%	2.34%	2.06%
Operating Profit/Net Revenue	%	3.07%	1.97%
Profit after tax/Average total assets	%	1.63%	1.81%
Profit after tax / Average equity	%	4.53%	5.17%

(\*) In recent years, the Company has been in the process of expansion and development, so it needs a lot of capital for investment and working capital. The Company's debt ratios are also currently at a high level, so if dividends are paid in cash, it will not ensure financial indicators according to the standards of credit financial institutions. Therefore, the Company has not been able to pay cash dividends to shareholders. In 2024, the Company will continue to retain profits for reinvestment and supplement the Company's operating capital

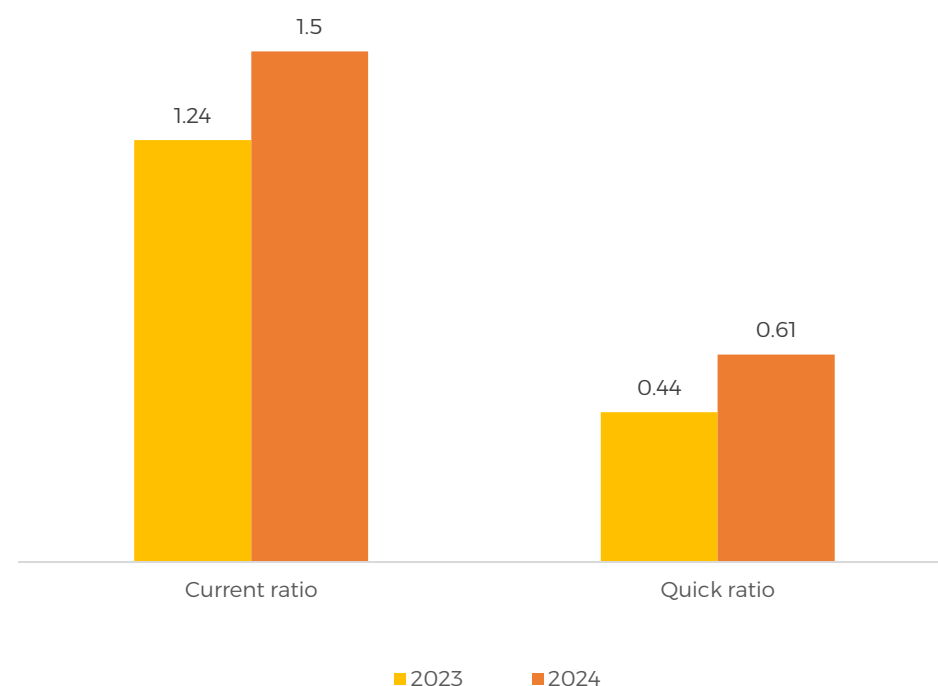




# FINANCIAL SITUATION

## FINANCIAL INDICATORS

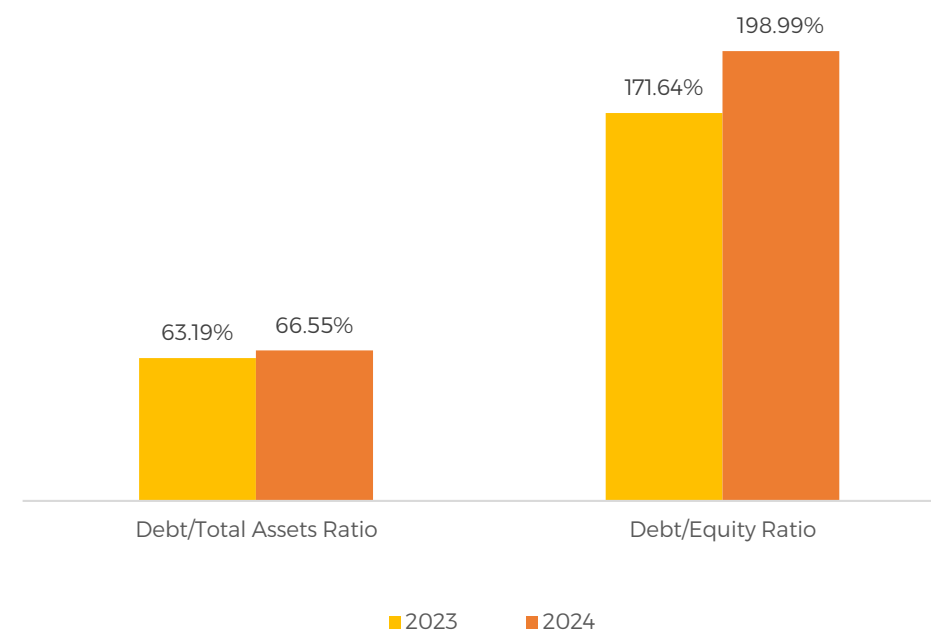
### SOLVENCY RATIO



Thanks to favorable business operations in 2024, the Company’s short-term and quick payment ratios both recorded improvements, reaching 1.5 times and 0.61 times respectively compared to 2023, with short-term assets recording a sharp increase of 20.88% while short-term debt decreased slightly by 0.39%. Regarding short-term assets, thanks to capital from loans and additional public offering of shares to invest in expanding farming areas and processing plants, the Company has had an abundant source of cash, recording an increase from VND 11,439 million to VND 134,489 million. In addition, the recovery of the export market has created conditions for CAMIMEX to boost the number of orders and reach new customers with customer receivables increasing by 13.15%.

The Company also recognizes the potential for demand recovery from domestic and export markets in 2025 and proactively increases inventory reserves to anticipate upcoming trends, taking advantage of opportunities to expand market share. Although the inventory item recorded an increase of about 12.22%, the quick ratio still increased slightly and stably, ensuring the safety and soundness of the Company’s solvency.

### CAPITAL STRUCTURE INDICATORS



In 2024, the Company’s capital structure will be significantly adjusted due to increased borrowing, mainly long-term borrowing, to carry out investments in production plants, increase cold storage capacity and expand farming areas to expand processing and export activities. The total new long-term borrowings amount to VND 458,293 million, mainly from Ho Chi Minh City Development Joint Stock Commercial Bank and other credit institutions. This contributes to increasing the Debt/Total Assets ratio from 63% to 67%, while the Debt/Equity ratio increases from 172% to 200%.

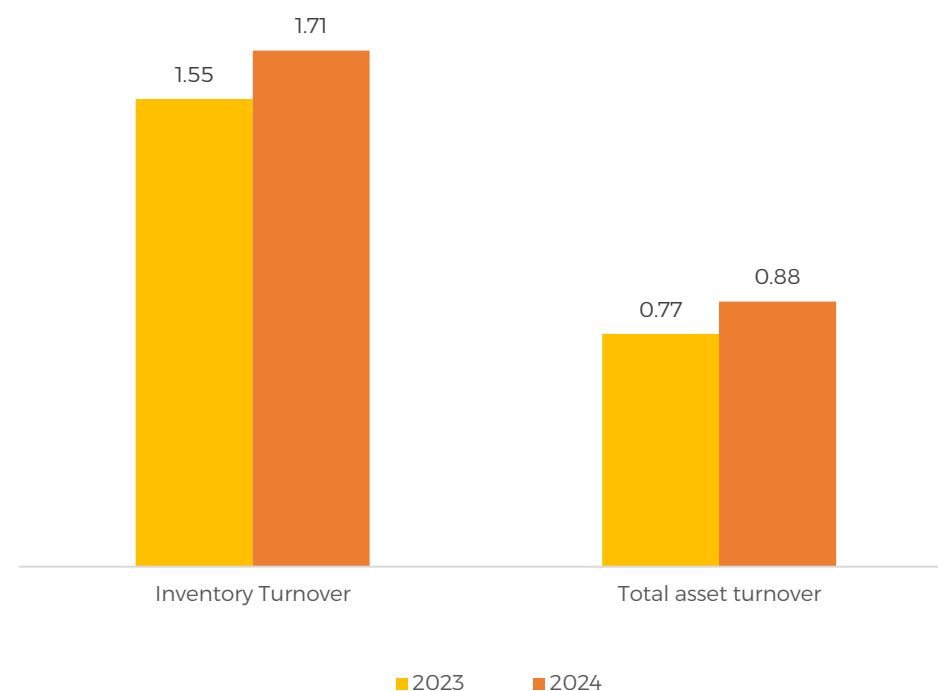
Equity also increased by about 8.74%, lower than the increase in debt, thanks to the growth in profits (21%) in the context of a favorable business environment. At the same time, the Company successfully issued shares to the public, raising VND 34 billion, contributing to further strengthening the source of capital contribution. However, although the capital increase is supporting the expansion of business scale, the risk of increased debt may pose financial pressures in the future, requiring the Company to always have a reasonable capital and cash flow management strategy to ensure long-term financial stability



## FINANCIAL INDICATORS



### PERFORMANCE INDICATORS



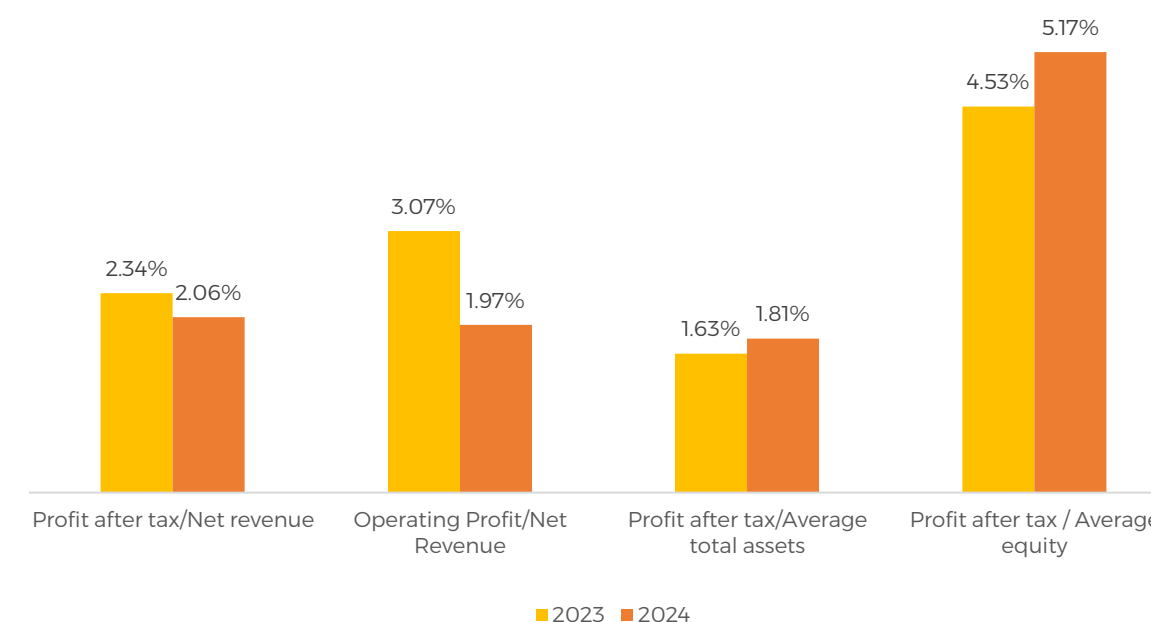
In 2024, CMM’s operational capacity indicators all recorded positive improvements, reflecting improved asset utilization and inventory management capabilities.

Inventory turnover increased from 1.55 to 1.71 times, showing that the Company has optimized the circulation of goods, shortened the inventory period and improved sales performance. This comes from strategies to increase exports, take advantage of the recovery of the international market, as well as a reasonable inventory policy to promptly meet customer demand. Total asset turnover increased from 0.77 to 0.85 times, showing that the Company is using assets more effectively to generate revenue. Although total assets increased by 26%, the revenue growth rate of 38% helped this index improve again.

In general, the positive performance indicators show that CMM is gradually improving business performance, optimizing the goods circulation cycle and using assets more effectively, creating a solid foundation for future development.



### PROFITABILITY INDICATORS



2024 witnessed the recovery of Vietnam’s seafood exports with a positive growth of 15% compared to the previous year, but difficulties from weather, epidemics and maritime conflicts in the Red Sea caused raw material costs and sales costs to increase sharply. At the same time, the significant increase in interest expenses due to the company borrowing to expand production also contributed to affecting operating profits and causing the Operating Profit/Net Revenue index to decrease significantly from 3.07% to 1.97%. However, after-tax profit recorded a growth of 21.77% due to the offset from profits from liquidation and transfer of machinery, making the ROS index not under too much pressure and still maintained at above 2%.

In addition, the ROE and ROA indicators recorded positive recoveries of 5.17% and 1.81%, respectively, compared to the low base level in 2023 (4.53% and 1.63%). The Company’s profit after tax increased significantly by 21.77% compared to 2023 due to the strong recovery of both unit prices and output in key export markets. Although total assets and equity recorded increases of 20.88% and 8.74%, respectively, in 2024, these indicators still recovered and showed a clear improvement in the efficiency of asset and equity use. Although this growth rate has not really been a breakthrough, it is still a positive signal, showing that CMM is maintaining capital efficiency even when expanding the scale of production and business activities. To continue this growth momentum, the Company plans to optimize operating costs, reduce financial pressure and improve productivity, ensuring long-term profitability.



# SHAREHOLDER STRUCTURE AND CHANGES IN EQUITY

## SHARE



**Total shares issued:** 97,899,998 shares  
**Number of outstanding shares:** 97,899,998 shares  
**Number of shares freely transferable:** 91,849,998 shares  
**Number of restricted shares:** 6,050,000 shares  
**Number of treasury shares:** 0 shares  
**Share price:** 10,000 VND/per  
**Stock type:** common stock

## SHAREHOLDER STRUCTURE

No.	Type of shareholder	Number of shares	Value	Ownership ratio (%)
<b>I</b>	<b>Ownership ratio</b>	<b>97,899,998</b>	<b>978,999,980,000</b>	<b>100%</b>
1	Major shareholder	83,922,350	839,223,500,000	85.72%
2	Minority shareholder	13,977,648	139,776,480,000	14.28%
<b>II</b>	<b>Ownership:</b>	<b>97,899,998</b>	<b>978,999,980,000</b>	<b>100%</b>
1	State shareholder	-	-	-
2	Institutional shareholders	72,472,500	724,725,000,000	74.03%
3	Individual shareholders	25,427,498	254,274,980,000	25.97%
<b>III</b>	<b>Scope of ownership:</b>			
1	Domestic	97,899,998	978,999,980,000	100%
2	Foreign	-	-	-
<b>Total</b>		<b>97,899,998</b>	<b>978,999,980,000</b>	<b>100%</b>

## FOREIGN OWNERSHIP RATIO: 0%

The maximum foreign ownership ratio at Camimex JSC is 0% based on Official Dispatch No. 3924/UBCK-PTTT dated June 23, 2022 of the State Securities Commission.

## LIST OF MAJOR SHAREHOLDERS

No.	Name	Address	Number of shares owned	Proportion
1	Camimex Group Joint Stock Company	333 Cao Thang Street, Hamlet 7, Ward 8, Ca Mau City, Ca Mau Province	72,472,500	74.03%
2	Bui Duc Dung	Lot A, c/c 974A Truong Sa, Ward 12, District 3, HCMC	11,449,850	11.70%

## TREASURY STOCK TRANSACTIONS: None

## OTHER SECURITIES TRANSACTIONS: None





# SHAREHOLDER STRUCTURE AND CHANGES IN EQUITY

## OWNER'S EQUITY CHANGE SITUATION

Time to complete the issuance	Charter capital before increase (VND)	Actual additional contribution (VND)	Actual contributed charter capital after capital increase (VND)	Form of capital increase	Legal basis
<b>I. Limited Company</b>					
06/2013		-	344,784,521,653	Ca Mau Seafood Processing and Import-Export Joint Stock Company (currently Camimex Group): contributed capital in assets and cash.	Business Registration Certificate No. 2001122903 first issued by the Department of Planning and Investment of Ca Mau province on June 6, 2013
01/2017	344,784,521,653	70,215,478,347	415,000,000,000	Ca Mau Seafood Processing and Import-Export Joint Stock Company (currently Camimex Group) contributed capital by debt (60.5 billion VND) and unfinished construction costs (over 9,665 billion VND).	Business Registration Certificate No. 2001122903 issued by the Department of Planning and Investment of Ca Mau province, changed for the 5th time on 13/01/2017
10/2018	415,000,000,000	1,800,000,000	416,800,000,000	Camimex Group Joint Stock Company contributes capital in cash	Business Registration Certificate No. 2001122903 issued by the Department of Planning and Investment of Ca Mau province, changed for the 9th time on 24/10/2018
<b>II. Joint Stock Company</b>					
02/2019	416,800,000,000	98,200,000,000	515,000,000,000	Private offering: 6,000,000 shares; Bonus issuance for employees: 3,820,000 shares	Business Registration Certificate No. 2001122903 issued by the Department of Planning and Investment of Ca Mau province, changed for the 10th time on 14/02/2019
08/2019	515,000,000,000	40,000,000,000	555,000,000,000	Private offering: 4,000,000 shares	Business Registration Certificate No. 2001122903 issued by the Department of Planning and Investment of Ca Mau province, changed for the 11th time on 08/08/2019
03/2020	555,000,000,000	25,000,000,000	580,000,000,000	Offer for sale to existing shareholders: 2,500,000 shares	Business Registration Certificate No. 2001122903 issued by the Department of Planning and Investment of Ca Mau province, changed for the 12th time on 30/03/2020
06/2020	580,000,000,000	50,000,000,000	630,000,000,000	Offer for sale to existing shareholders: 5,000,000 shares	Business Registration Certificate No. 2001122903 issued by the Department of Planning and Investment of Ca Mau province, changed for the 13th time on June 11, 2020
07/2023	630,000,000,000	314,999,980,000	944,999,980,000	Issuing shares to increase share capital from equity capital	Business Registration Certificate No. 2001122903 issued by the Department of Planning and Investment of Ca Mau province, changed for the 14th time on August 1, 2023
01/2024	944,999,980,000	34,000,000,000	978,999,980,000	Public offering: 3,400,000 shares	Business Registration Certificate No. 2001122903 issued by the Department of Planning and Investment of Ca Mau province, 15th change on May 15, 2024



# REPORT ON THE COMPANY'S ENVIRONMENTAL AND SOCIAL IMPACTS



## ENVIRONMENTAL IMPACT

### Total direct and indirect greenhouse gas (GHG) emissions

In Vietnam's economic development, aquaculture plays an important role, not only bringing economic benefits but also creating employment opportunities for people in rural areas. However, this activity also causes significant impacts on the environment, especially greenhouse gas (GHG) emissions, contributing to global warming and climate change.

In addition, the farming process uses a lot of chemicals and antibiotics to control diseases, leading to the risk of water pollution and ecosystem degradation. Expanding the production scale also requires the use of a lot of electricity for equipment such as pumps, aerators, water fans, along with fuel for transportation vehicles, significantly increasing the amount of CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O emitted into the environment. Faced with this situation, CMM always has measures to improve emission control to maintain effective production activities while still ensuring strict requirements on environmental protection.

**Emission of CO<sub>2</sub>:** 113,890.9 tons CO<sub>2</sub>/MWh

**Conversion of emission factor for grid electricity:** 0.7221

### Initiatives and measures to reduce greenhouse gas emissions

With the goal of sustainable development, the Company has implemented many initiatives to reduce greenhouse gas emissions and protect the environment according to ISO 14001:2015 standards. The Company also proactively conducts environmental impact assessments, strictly complying with regulations from local and international environmental management agencies.

Every year, the Company conducts periodic environmental monitoring four times, monitors water quality, emissions and solid waste according to Vietnamese Standards (QCVN), ensuring that the indicators are always within safe limits. In addition, CAMIMEX applies solutions such as optimizing energy use, investing in modern wastewater treatment systems, using renewable energy sources and switching to energy-saving production technology, contributing to significantly reducing CO<sub>2</sub> emission. Thanks to synchronous measures, CMM not only complies with environmental regulations but also moves towards a green farming model, reducing negative impacts on the ecosystem, while enhancing its reputation and competitiveness in the international market.

### Fuel and electricity consumption

In order to optimize production activities and reduce environmental impact, CAMIMEX continuously implements many measures such as:

- » Investing in expanding the factory scale, applying advanced technology according to American, Japanese and European standards: These technologies will help improve operating efficiency, save fuel and electricity, thereby improving production efficiency and reducing operating costs.
- » Apply energy-saving drive system to machinery, helping to reduce fuel consumption
- » Install a frequency converter for the motor to control operating speed and avoid wasting electricity.
- » LED lighting systems, fuel-efficient boilers, high-efficiency air compressors, along with automation solutions in production have helped the Company significantly reduce electricity consumption.

**Annual electricity consumption:** 18,750,671 kWh





# REPORT ON THE COMPANY'S ENVIRONMENTAL AND SOCIAL IMPACTS

## Energy Saving Initiative Report

Camimex has applied advanced solutions to save energy, reduce emissions and improve production efficiency. During the process of processing and storing finished shrimp, the Company has implemented many specific measures:

- » Renewable energy applications: Installing rooftop solar power systems at factories and farms to take advantage of green energy sources, reducing dependence on the grid. In addition, the Company also studies the possibility of using wind power and biogas from organic waste to create sustainable renewable energy sources.
- » Optimize lighting and air conditioning systems: Use energy-saving LED lights and automatic sensors to control lighting in the factory.
- » Energy-saving equipment in aquaculture: Apply high-capacity aerators, use energy-saving water fans, improve water pump systems to optimize water consumption while still ensuring a stable pond environment.
- » Use well-adapted aquaculture breeds: Select shrimp breeds with high adaptability, helping to reduce energy requirements for aeration and water pumping systems, while limiting the use of feed and veterinary drugs, thereby minimizing greenhouse gas emissions.
- » Waste management and reduction: The company deploys organic waste treatment technology using biological methods and applies automatic feeding systems to control feed intake, reduce waste and limit environmental pollution. Uses renewable energy, such as solar power, wind power, biogas,....

## Water consumption

**Total water consumption:** 327,329 m<sup>3</sup>

During its operations, the Company is always committed to fully complying with regulations on the use and consumption of water during production. Domestic wastewater generated from the Company's business activities is treated through a modern filtration system before being discharged into the environment, ensuring no pollution. The factory's wastewater treatment system has been certified for quality and received positive reviews from the Ministry of Natural Resources and Environment of Ca Mau province. The Company has also applied advanced shrimp processing technology from Japan, in which the sedimentation process helps to effectively treat water and reuse water in the next stages of production. This method not only optimizes water treatment but also contributes to reducing production costs, bringing sustainable economic efficiency

## Waste treatment measures

CMM has applied advanced waste treatment measures in its business operations, strictly complying with environmental protection regulations under the Law on Environmental Protection 2020. Specifically, the Company has implemented waste management throughout the entire process, including minimization, classification, collection, storage, transportation, reuse, recycling and waste treatment, ensuring no environmental pollution. At the same time, CAMIMEX continuously invests in green technology to minimize emissions, save energy and optimize production processes. The Company also organizes internal training programs to raise environmental awareness among all employees, ensuring that all production activities are oriented towards sustainable development and responsibility to the community.





# REPORT ON THE COMPANY'S ENVIRONMENTAL AND SOCIAL IMPACTS

## SOCIAL AND COMMUNITY IMPACT

### Employee related policies

#### Number of employees and average income per employee

Total number of employees in the company: **1,412 people**

Average income: **8,100,000 VND/person/month**



### Labor policy ensures workers' welfare

#### Ensuring safety and health of workers

The factory is equipped with standard humidity treatment technology, keeping the working environment dry and clean.

Provide full protective equipment to ensure safety during work.

The office area is always clean and equipped with modern machinery to meet work requirements..

#### Welfare regime according to regulations

Fully comply with the provisions of the Labor Code on holidays, sick leave, and maternity leave.

Ensure social insurance and health insurance benefits for employees.

#### Reward and incentive policy

Annual bonus for individuals and groups with outstanding achievements.

Special rewards for innovative work initiatives.

#### Support and development of human resources

Create a professional and modern working environment.

Encourage creativity and improve work productivity.

Care about the lives of employees and their families, contributing to building a sustainable corporate culture.

### Employee training activities

In order to improve professional qualifications and meet the business requirements of each department, the Company regularly organizes internal training courses. This activity not only helps employees develop skills and update the latest trends in the industry, but also strengthens the connection between colleagues.

In addition, the company conducts an annual competency assessment process using the competency framework method, including the following steps: defining assessment objectives, selecting appropriate methods, collecting data, analyzing results, and communicating directly with employees. This process helps to clearly identify the actual capacity of each individual, thereby building a specific development roadmap, optimizing resources, and improving work performance. Investing in internal training and competency assessment not only saves recruitment costs but also promotes solidarity within the company, builds a culture of learning and sustainable development.

### Reports on local community responsibility

In addition to developing business activities, CMM is also committed to the goal of sustainable development through positive contributions to the local community:

- » Create a safe and healthy working environment for employees: Ensure the best working conditions, strictly comply with labor safety regulations, to protect the health and safety of employees.
- » Compliance with government regulations in business operations: All activities of the Company are carried out in accordance with current laws and regulations, ensuring transparency and responsibility in business.
- » Support aquaculture development for local fishermen: Organize training programs on aquaculture techniques and environmental monitoring, helping fishermen improve production quality and sustainable development. These programs provide knowledge on aquaculture techniques, environmental management and application of new technologies, contributing to improving economic efficiency and protecting the environment

Through these activities, the company hopes to contribute to the local socio-economic development, improve the quality of life for the community and promote sustainable development in the seafood industry

## REPORTS ON GREEN CAPITAL MARKET ACTIVITIES UNDER THE GUIDANCE OF THE STATE SECURITIES COMMISSION

Currently, the company has no activities in the green capital market. However, CAMIMEX always closely monitors related information and is ready to participate when there are specific instructions from the State Securities Commission.







# PART 3

## REPORT AND ASSESSMENT OF THE GENERAL DIRECTOR

1. Assessment of business performance in 2024
2. Financial situation
3. Improvements in organizational structure, policies, and management
4. Development plan in 2025
5. Explanation of the Board of Directors regarding the audit opinion
6. Assessment report related to the Company's social responsibility





# ASSESSMENT OF BUSINESS PERFORMANCE IN 2024

Unit: Million VND

Target	Actual 2023	Plan 2024	Actual 2024	Actual 2023/ Actual 2024	Actual 2024/ Plan 2024
Total revenue	1,920,974	2,300,000	2,648,137	137.85%	115.14%
Profit before tax	51,487	100,000	74,414	144.53 %	74.41 %
Profit after tax	44,784	85,000	54,535	121.77 %	64.16 %

2024 marks a great step forward for CAMIMEX when both revenue and profit recorded strong growth. Total revenue reached VND 2,648 billion, up 37.85% compared to 2023 and exceeding the plan by 15.14%. This result mainly comes from the positive recovery in the number of orders and selling prices in key export markets such as the EU, Japan and Korea. Vietnamese shrimp in particular has been gaining a foothold in many markets that favor deeply processed products such as the EU, Japan, Korea, Australia, UK and the US. The reason is that Vietnamese shrimp is very diverse; the general processing level of enterprises is highly appreciated by international markets, which is a great competitive advantage compared to countries with large shrimp supplies such as Ecuador and India but cannot process, or can process little. In terms of pre-tax and after-tax profits, it also recorded an increase of 44.53% and 21.77%

respectively compared to 2023, but did not complete the set plan due to many difficulties and shortcomings. Specifically, regarding the world situation, conflicts in the Red Sea have created many difficulties in transporting goods, causing shipping costs to increase sharply and putting pressure on the Company's sales costs. At the same time, interest expenses have increased sharply due to the Company increasing debt to supplement investment in cold storage, renovating these seafood processing factory in Ben Tre and expanding processing factory 1. Although the above unfavorable conditions have caused the Company's profits to fall short of the plan, with the efforts of the Board of Directors and all employees, timely strategies have been developed to minimize risks and take advantage of opportunities to expand market share in the international market.



# PERFORMANCE AND COMPETITIVE POSITION

## Strengths



**Brand reputation:** CMM inherits the long-standing prestigious brand along with the ecosystem of CAMIMEX GROUP. Thanks to its large scale and many years of experience, the company has a closed production process from farming to processing shrimp for export.

**Management team:** The management team are all the first members of the company since its establishment and have a lot of experience in the industry, thereby maintaining the company's strengths from research, production and product distribution.

**Human resource quality:** Thanks to an increasingly professional, healthy and safe working environment, CMM has enough basis to attract high-quality human resources, as well as long-term commitment. The company always maintains a companionship with employees, ready to accept employees to build the company better and better.

**High ability to proactively source raw materials:** Thanks to an increasingly professional, healthy and safe working environment, CMM has enough basis to attract high-quality human resources, as well as long-term commitment. The company always maintains a companionship with employees, ready to accept employees to build the company better and better.

## Weaknesses



**High financial leverage:** CMM must maintain high financial leverage because short-term debt accounts for a large proportion of its capital structure to meet its demand for raw materials. These are short-term loans, CMM may face payment risks when the company does not have enough resources to rotate the debt.

**Limited competitiveness:** low working capital compared to some companies in the same industry, so CMM has difficulty competing in purchasing raw materials and recruiting labor.





# ASSESSMENT OF BUSINESS PERFORMANCE IN 2024 (CONT.)

## Opportunity



**Advantages from the Vietnam - EU Free Trade Agreement (EVFTA):** Shrimp exports to the EU are completely exempted from import tax under the EVFTA, helping CMM increase its competitiveness in the European market, one of the world's largest seafood consumption markets. Furthermore, exporting to Europe will help CMM increase its reputation in the market, thereby affirming the company's brand to consumers. This not only helps the Company reduce export costs but also promotes import demand from other partners, opening up opportunities to improve business operations.

**Support policies from the State:** Aquaculture is one of Vietnam's key export industries, receiving many incentives from the Government. CMM can take advantage of support policies such as reducing loan interest rates, supporting farmers to develop farming areas, and export incentive policies. These policies help the Company reduce financial costs, expand production scale and improve product quality.



**Domestic production and skilled labor advantages:** Vietnam has an abundant, highly skilled labor force with experience in the seafood processing industry, especially in the production of value-added shrimp products. CMM can take advantage of this to develop high-end product lines such as organic shrimp, breaded shrimp, tempura shrimp, and other deep-processed products, thereby increasing profit margins and meeting the diverse needs of the international market.

**Favorable natural farming conditions:** The Mekong Delta has favorable natural conditions due to the large amount of alluvium from the Mekong River, helping shrimp larvae achieve high quality, meeting the consumption requirements of demanding markets. Therefore, CMM locates factories and farming areas in areas with abundant raw shrimp sources such as Ca Mau and Bac Lieu, helping the Company ensure a stable supply, reduce risks of raw material price fluctuations and optimize transportation costs.



## Challenge



**Limited capital sources:** Although credit for the forestry and fishery sectors has achieved many positive results, the implementation of lending according to the agricultural value chain still faces many difficulties. The biggest challenge today is the lack of businesses with enough potential to play a leading and core role in the value chain.

**Low export prices:** Shrimp export prices to Europe and Japan are remaining low, which could reduce the revenue of seafood exporting companies.



**Fierce competition from other countries:** Vietnam's shrimp industry currently has an advantage in the deep-processed product segment because of its meticulous craftsmanship and a variety of products that suit the tastes of consumers in Western countries and Japan. However, our country's biggest competitors are India and Ecuador, which are also investing in the production system of these value-added shrimp products, which could threaten Vietnam's leading position in this product line in the future.



# FINANCIAL SITUATION

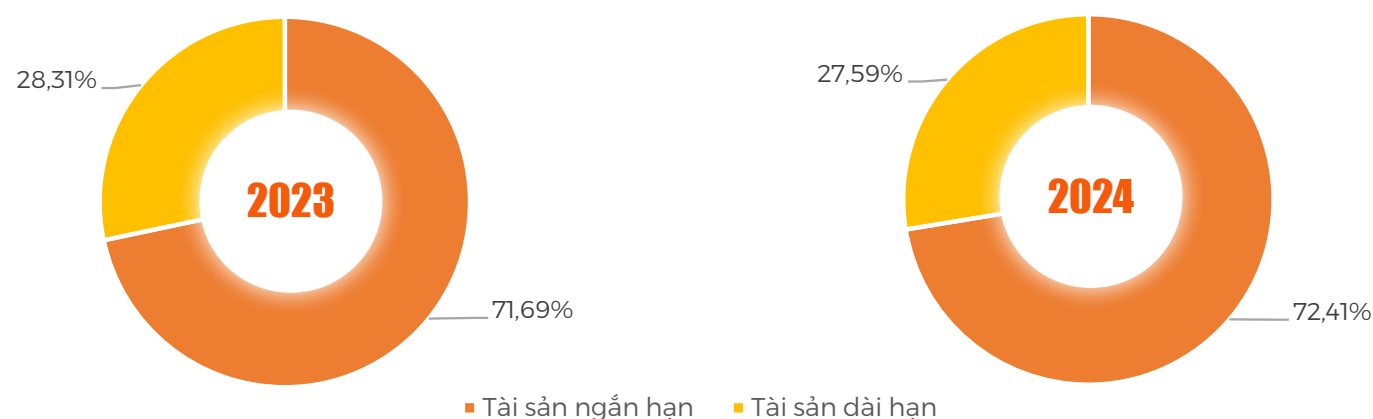
## ASSET SITUATION

Unit: Million VND

Item	31/12/2023		31/12/2024		%2024/2023
	Value	Proportion	Value	Proportion	
Current assets	1,968,621	71.69%	2,379,686	72.41%	120.88%
Long-term assets	777,295	28.31%	906,709	27.59%	116.65%
<b>Total assets</b>	<b>2,745,916</b>	<b>100%</b>	<b>3,286,395</b>	<b>100%</b>	<b>119.68%</b>

In addition to impressive business results, CAMIMEX's asset situation in 2024 also recorded strong growth, reflecting the Company's long-term investment and expansion strategy. As of December 31, 2024, total assets reached VND 3,286,395 million, an increase of 19.68% compared to 2023. In particular, the asset structure has not changed significantly when short-term assets still account for the highest proportion with 72.41% and long-term assets account for 27.59% in 2024.

Current assets increased by 28.11% in 2024, mainly due to (1) More abundant cash due to the Company's issuance of additional shares to the public and increased long-term debt (2) Increased inventories for reserve purposes, in anticipation of a stronger recovery trend in 2025. Regarding long-term assets, although accounting for only 27.59% of total assets, it also increased by 16.65% compared to 2023. In particular, fixed assets and long-term unfinished assets increased by 7.32% and 37.23% respectively, mainly from the repair of Ben Tre seafood processing factory and the construction of seafood processing factory - Enterprise 1 to improve production capacity, optimize costs and increase product value. Overall, the increase in CMM's total assets in 2024 demonstrates the Company's sustainable development strategy and long-term vision. Expanding production, increasing inventory and improving sales policies will help the Company take advantage of market opportunities and strengthen its competitive position in the seafood industry.



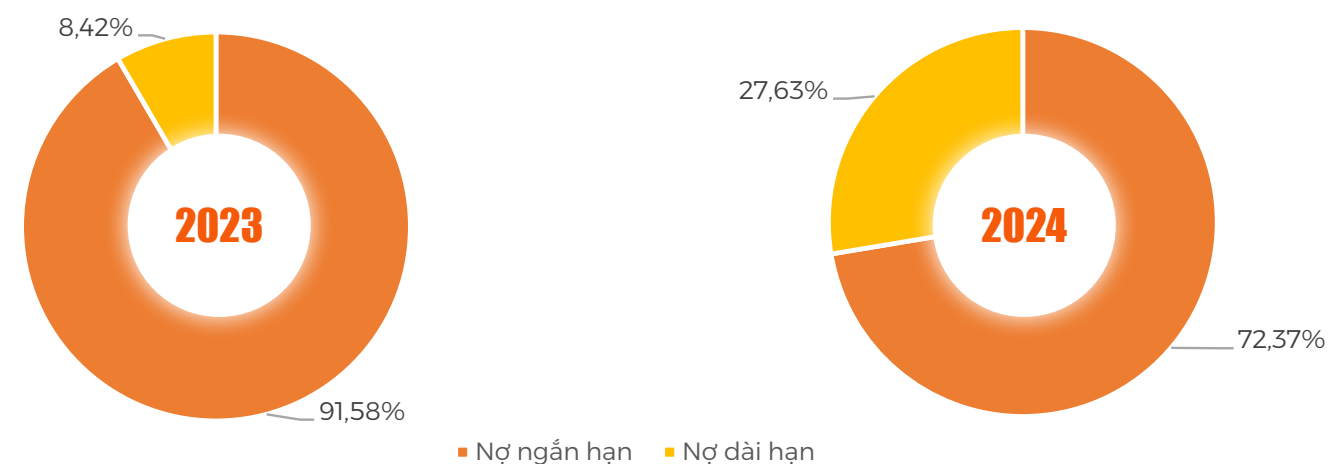
## ACCOUNTS PAYABLE STATUS

Unit: Million VND

Item	31/12/2023		31/12/2024		%2024/2023
	Value	Proportion	Value	Proportion	
Short-term debt	1,588,996	91.58%	1,582,877	72.37%	99.61%
Long-term debt	146,055	8.42%	604,347	27.63%	413.78%
<b>Total liabilities</b>	<b>1,735,051</b>	<b>100.00%</b>	<b>2,187,224</b>	<b>100.00%</b>	<b>126.06%</b>

As of December 31, 2024, CAMIMEX's total liabilities reached VND 2,347 billion, an increase of 47.68% compared to 2023. Although debt still increased significantly, the debt structure has changed significantly. The proportion of short-term debt decreased from 91.58% to 71.52%, while long-term debt increased from 8.42% to 28.48%. Long-term debt recorded a sharp increase of 42.06%, reflecting the strategy of utilizing long-term loans to expand production activities and invest in infrastructure. Most of the long-term loans come from FMO, ResponsAbility, Hdbank and a number of other financial institutions, supporting CAMIMEX to supplement working capital, expand the cold storage system, fish production factory and build a processing factory. Regarding short-term debt, there was no significant fluctuation and only decreased slightly by 0.39% compared to 2023. Although the Company borrowed more short-term debt to buy raw materials to serve production and business needs, the amount of prepayment from buyers had a larger decrease due to changes in sales policy.

In general, although liabilities increased sharply in 2024, CAMIMEX still controlled loans well and no bad debts arose. This shows that the Company has a reasonable financial strategy, both taking advantage of capital to expand production and ensuring long-term solvency. However, with the trend of increasing debt, the Company must also have a strict financial risk management plan to optimize capital efficiency and ensure sustainability in business operations.





## IMPROVEMENTS IN ORGANIZATIONAL STRUCTURE, POLICIES, AND MANAGEMENT

### Pricing policy

CAMIMEX always maintains a reasonable pricing policy by closely monitoring input material costs and optimizing production processes, helping to ensure competitive product prices. In addition, the company also flexibly adjusts prices according to market fluctuations and operating costs, ensuring harmonious benefits between the business, customers and partners.

### Product development strategy

The company always focuses on working closely with distributors to research the market and develop products suitable for the needs of each region. The company's target export markets include Europe, Korea, Japan and Canada. In particular, Europe is considered a key market with a stable growth rate. Although not the largest shrimp market, accounting for about 11% of the global market share, Europe is a potential market with diverse demand for shrimp products.

Focusing on high-income markets such as Europe, Korea, Japan and Canada helps CAMIMEX easily access and build a high-quality organic shrimp brand. To meet the strict requirements of food safety and traceability of these markets, the Company has invested in sustainable production processes, applying international standards such as Naturland, Bio Suisse, EU Organic, BAP, ASC, MSC, BRC, etc.

### Trade promotion

In the context of increasingly fierce integration and competition, building and developing the brand has become the company's top goal. CAMIMEX has taken advantage of the strong development of information and communication technology to search for and approach customers more effectively, affirming the brand's position in the market. Through participating in international exhibitions, the company not only meets and interacts with existing customers but also expands its network of new partners, creating many potential opportunities for business activities.

CAMIMEX also takes advantage of free trade agreements, especially EVFTA, to reduce tariffs and increase the competitiveness of shrimp products in the international market. Thanks to a flexible product development strategy and a focus on quality, the company has been affirming its position in the global seafood industry.





# DEVELOPMENT PLAN IN 2025

## PRODUCTION AND BUSINESS PLAN FOR 2025

No.	Items	Quantity
1	Strive to expand the ecological shrimp farming area	15.000 ha
2	6,000 ton cold storage	Total investment 175 billion VND
3	High-tech aquaculture	Total investment 400 billion VND

With the expectation that market demand will recover in 2025 thanks to the prospect of economic growth again, and based on competitive advantages, product quality value and production capacity, the Company's business plan is proposed as follows:

No.	Business indicators	Unit of measure	Plan 2025
1	Total revenue	Billion VND	2,762
2	Profit before tax	Billion VND	115.5
3	Profit after tax	Billion VND	96.68

## EXPLANATION OF THE BOARD OF DIRECTORS REGARDING THE AUDIT OPINION

According to the audited financial report of 2024 , the independent auditor, A&C Auditing and Consulting Company Limited, has given an unqualified audit opinion on the 2024 financial report of Camimex Joint Stock Company, so the Board of Directors has no further explanation.



# ASSESSMENT REPORT RELATED TO THE COMPANY'S SOCIAL RESPONSIBILITY

## ASSESSMENT RELATED TO ENVIRONMENTAL INDICATORS

Camimex is strongly committed to protecting the environment through the application of advanced technology and efficient management of resources. The company continuously researches and implements modern technological solutions in the production process, aiming to improve labor productivity and reduce product costs, while ensuring high quality.



into the environment, ensuring that it meets the quality standards set by the Ministry of Natural Resources and Environment. This not only helps save costs but also protects precious water resources. Camimex has also pioneered the implementation of the ecological shrimp farming model since 2000 and has achieved ecological shrimp certification from international organizations such as Naturland and IMO. This model ensures forest coverage, stabilizes income for forestry and fishery farming households and provides high-quality products to the market.



In particular, Camimex focuses on minimizing energy consumption by investing in advanced drive systems for machinery and equipment, helping to save fuel and electricity, while reducing emissions to the environment. Regarding water management, the company applies measures to use water efficiently and strictly complies with environmental protection regulations. Wastewater from the production process is treated through an advanced system before being discharged





# ASSESSMENT REPORT RELATED TO THE COMPANY'S SOCIAL RESPONSIBILITY

## ASSESSMENT RELATED TO EMPLOYEE ISSUES

The company always puts people at the center of its development strategy, with a commitment to ensuring the safety and welfare of its employees. The company always applies advanced technologies to maintain a safe and healthy working environment and fully equips employees with necessary protective equipment. The office is also always clean, along with a modern machinery system, creating optimal conditions to increase productivity.



In addition to fully implementing regulations on holidays, sick leave and maternity leave according to the Labor Law, CAMIMEX also implements many policies to encourage working spirit for all officers and employees through annual bonuses and special rewards for individuals and groups with outstanding contributions, creating motivation for development and employee engagement.

In addition, CAMIMEX focuses on investing in internal training, not only improving professional capacity but also helping employees orient their career development according to the company's needs. The periodic capacity assessment process also helps build a clear career path, promoting the sustainable development of both the Company and its staff.

## ASSESSMENT RELATED TO CORPORATE RESPONSIBILITY TOWARDS LOCAL COMMUNITIES

CAMIMEX always considers responsibility to the local community as an inseparable part of its sustainable development strategy. The company not only strictly adheres to labor safety standards but also actively participates in community support activities, especially in the field of aquaculture.



By organizing technical training programs, raising awareness of environmental protection and improving production processes, CAMIMEX helps local fishermen improve product quality and increase their competitiveness in the market. At the same time, the company also contributes to social activities such as supporting education, improving living conditions and creating more job opportunities, thereby contributing to the sustainable socio-economic development of the locality.





The background of the slide is a photograph of a business meeting. It shows several people in professional attire (suits and ties) seated around a table. One person's hand is visible typing on a white computer keyboard. Another person's hand is holding a pen over a document. The image is partially covered by a large orange geometric overlay on the left side, which contains the text.

# PART 4

## BOARD OF MANAGEMENT' ASSESSMENT OF THE COMPANY'S OPERATIONS

Board of Management' assessment of the Company's  
business situation

Board of Management' assessment of the performance  
of the Board of Directors

Plans and directions of the Board of Management



## BOARD OF MANAGEMENT' ASSESSMENT OF THE COMPANY'S BUSINESS SITUATION

With impressive business results in 2024, the Board of Management acknowledged and appreciated the efforts of the Board of Directors and all CAMIMEX staff. The company exceeded the set plan when total revenue reached 115.14% of the plan with a growth rate of 37.85% over the same period. In addition, with difficulties from armed conflicts and weather, the epidemic still continued in 2024, although profit after tax increased by 21.77% compared to the previous year, it only reached 64.16% of the set plan. However, The Board of Management also highly appreciated the correct and effective strategies that the Company has implemented over the past year, especially in developing product quality and enhancing the competitive advantage of the ecological product line. This is an important direction for CAMIMEX to affirm its position in the seafood export market. In addition, the Company has proactively implemented measures to stabilize input materials - a core factor determining success and competitiveness in the market. Ensuring a sustainable supply source not only helps the Company maintain production efficiency, but also creates a solid foundation for growth in the following years.

## BOARD OF MANAGEMENT' ASSESSMENT OF THE PERFORMANCE OF THE BOARD OF DIRECTORS

The Board of Management has closely supervised and directed the Board of Directors in the process of operating production and business activities in accordance with the strategic orientation approved by the General Meeting of Shareholders. Under the direction of the Board of Directors, the Company has strictly complied with the set plans, ensuring effective operations and long-term development orientation.

The Board of Directors has fully and timely implemented the quarterly, semi-annual and annual financial reports as prescribed, and has been transparent in financial management, helping the Board of Management to promptly grasp the Company's operating situation. At the same time, the Board of Directors has also proactively deployed and effectively implemented the Resolutions of the General Meeting of Shareholders and the Board of Management, ensuring that strategic goals are realized in a synchronous and consistent manner.

In addition, in the context of many market fluctuations, the Board of Directors has promptly and flexibly handled arising issues within its authority, ensuring uninterrupted production and business activities. In particular, quickly adapting to market changes, taking advantage of opportunities from economic recovery and adjusting business strategies accordingly have helped the Company achieve impressive results in 2024.





## BUSINESS PLAN IN 2025

## COMPANY DEVELOPMENT ORIENTATION



## **PART 5**

# **CORPORATE GOVERNANCE**

**Board of Management**

**Board of Supervisors**

**Transactions, remuneration and benefits of the  
Board of Management, the General Director and  
the Board of Supervisors**



# BOARD OF MANAGEMENT

## BOARD OF MANAGEMENT STRUCTURE

As of December 31, 2024

No.	Member	Position	Number of shares owned	Ownership ratio
1	Bui Si Tuan	Non-executive Chairman of the Board of Management	1,479,000	1.57%
2	Dang Ngoc Son	Executive Board Member	-	-
3	Bui Duc Cuong	Executive Board Member	240,000	0.25%
4	Tran Minh Thieu	Independent non-executive Board Member	-	-
5	Bui Duc Dung	Non-executive board member	11,449,850	11.7%

### BOARD OF MANAGEMENT' CV

#### MR. BUI SI TUAN

Chairman of the Board of Management

Date of birth: 1971

Nationality: Viet Nam

Professional qualifications: Master of Business Administration

#### Work process:

1996 – 2006	Chief Accountant of Minh Phu Seafood Corporation
2006 – 2010	Member of Board of Management and Investment Director of Minh Phu Seafood Corporation
2010 – 2011	Investment Director of Minh Phu Seafood Corporation
10/2012 – 01/2013	Member of Board of Management of Camimex Group JSC
2008 – present	Chairman of the Board of Management of Millennium Capital Corporation
01/2013 – present	Chairman of the Board of Management of Camimex Group JSC
02/2019 – present	Chairman of Board of Management of Camimex JSC

#### Position at other organizations

- » Chairman of the Board of Management of Camimex Group JSC;
- » Chairman of the Board of Management of Millennium Capital Corporation;
- » Chairman of the Board of Management of Camimex Organic Company Limited;
- » Chairman of the Board of Management of Camimex Foods JSC;
- » Chairman of the Board of Management of Camimex Quang Tri Joint Stock Company.
- » Legal representative of Camimex Nutrition JSC

#### Mr. DANG NGOC SON - Member of Board of Management and General Director

Presented in Chapter 2 - Section II - Human resource organization

#### Mr. BUI DUC CUONG - Member of Board of Management and Deputy General Director

Presented in Chapter 2 - Section II - Human resource organization

#### MR. TRAN MINH THIEU Independent non-executive member of the Board of Management

Date of birth: 1960

Nationality: Viet Nam

Professional qualifications: Bachelor of Laws

#### Work process:

1987 – 2000	Officials and judges of Hai Hau District People's Court, Nam Dinh
2000 – 2002	Organizational staff of Vinh Hoi Saigon Tobacco Factory
2002 – 2004	Surveyor Saigon Insurance Company
2004 – present	Deputy Director of Sai Thanh Law Firm
09/2020 – present	Independent member of the Board of Management of Camimex JSC

#### Position at other organizations

- Deputy Director of Sai Thanh Law Firm

#### MR. BUI DUC DUNG Non-executive member of the Board of Management

Date of birth: 1995

Nationality: Viet Nam

Professional qualifications: Bachelor of Laws

#### Work process:

2018 - 2020	Project Development Director Camimex Group JSC
2021 - 2023	Deputy General Director of Camimex Logistics Joint Stock Company
2022 - present	Member of Board of Management of Camimex JSC
2023 - present	Chairman of the Board of Management of Thao Anh Fish JSC

#### Position at other organizations

- Chairman of the Board of Management of Thao Anh Fish JSC



## BOARD OF MANAGEMENT

### LIST OF CHANGES IN BOARD OF MANAGEMENT MEMBERS DURING THE YEAR

None

### LIST OF MEMBERS OF THE BOARD OF MANAGEMENT WITH TRAINING CERTIFICATES IN CORPORATE GOVERNANCE

All members of the Board of Management and members of the Supervisory Board have attended a corporate governance course previously organized.

### ACTIVITIES OF INDEPENDENT BOARD MEMBERS

None

### BOARD OF MANAGEMENT ACTIVITIES

#### BOARD OF DIRECTORS EVALUATION IN 2024

In 2024, the Board of Management performed well its role in closely monitoring the Company's production and business activities, ensuring compliance with the development strategy approved by the General Meeting of Shareholders:

- » The Board of Management actively monitors the progress of business objectives and promptly makes adjustments in accordance with market developments and economic context.
- » The Board of Management has directed the Board of Directors to strictly implement the financial reporting regime in accordance with legal regulations, ensuring the accuracy, transparency and completeness of reports to improve corporate governance efficiency.
- » The work of checking, evaluating and handling risks is also focused on, to ensure that the Company operates in the right direction, maintaining stability and sustainable development.

Strengthening supervision and strict compliance with the Resolutions of the General Meeting of Shareholders has helped strengthen investor confidence and enhance the Company's reputation in the market.



### BOARD OF MANAGEMENT MEETINGS IN 2024

As of December 31, 2024

No.	Member	Number of Board of Management meetings attended	Meeting attendance rate
1	Bui Si Tuan	14/14	100%
2	Dang Ngoc Son	14/14	100%
3	Bui Duc Cuong	14/14	100%
4	Tran Minh Thieu	14/14	100%
5	Bui Duc Dung	14/14	100%

### RESOLUTIONS/DECISIONS OF THE BOARD OF MANAGEMENT IN 2024

No.	Resolution / Decision Number	Date	Content	Passage Rate
1	1601/NQ.HĐQT. CMC.24	January 16, 2024	Resolution of the Board of Management approving the distribution of shares to the community of Camimex JSC.	100%
2	1503/NQ.HĐQT. CMC.24	March 15, 2024	The Board of Management has agreed to extend the time for distributing shares of Camimex JSC.	100%
3	2603/NQ.HĐQT. CMC.24	March 26, 2024	Resolution of the Board of Management approving the sale and purchase contract between Camimex JSC and Thao Anh Fish JSC.	100%
4	2903/NQ.HĐQT. CMC.24	March 29, 2024	Resolution of the Board of Management on organizing the 2024 Annual General Meeting of Shareholders.	100%
5	1504/NQ.HĐQT. CMC.24	April 15, 2024	Resolution of the Board of Management to extend the time for distributing shares to the public of Camimex JSC for the second time.	100%
6	0305/NQ.HĐQT. CMC.24	05/03/2024	Resolution of the Board of Management to end the public offering of shares.	100%
7	1105/NQ.HĐQT. CMC.24	11/05/2024	Resolution of the Board of Management on increasing charter capital and amending the charter of Camimex JSC	100%
8	300524/NQ-HĐQT	May 30, 2024	Resolution of the Board of Management approving the addition of the agenda to the 2024 Annual General Meeting of Shareholders of Camimex JSC	100%



## BOARD OF MANAGEMENT

### BOARD OF MANAGEMENT ACTIVITIES (CONT.)

#### RESOLUTIONS/DECISIONS OF THE BOARD OF MANAGEMENT IN 2024 (CONT.)

No.	Resolution / Decision Number	Date	Content	Passage Rate
9	0406/NQ-HĐQT	04/06/2024	Board of Management approving the loan transaction, plan for using the loan and transaction method to ensure loan implementation	100%
10	1306/NQ.HĐQT. CMC.24	June 13, 2024	Resolution of the Board of Management to elect the Chairman of the Board of Management for the 2024-2029 term	100%
11	1406/CMNM.NQ-HĐQT	June 14, 2024	Resolution of the Board of Management approving loan transactions, loan usage plans and loan security transactions.	100%
12	0608/NQ.HĐQT. CMC.24	06/08/2024	Resolution of the Board of Management approving business cooperation with Camimex Group JSC	100%
13	3009/QĐ.HĐQT	September 30, 2024	Board of Management' decision on appointment of Deputy General Director of the company	100%
14	2110/NQ.HĐQT	10/21/2024	Resolution of the Board of Management approving loan transactions, loan usage plans and loan security transactions.	100%
15	2310/NQ.HĐQT. CMC.24	10/23/2024	Resolution of the Board of Management on signing and implementing the loan at Hua Nan Bank	100%
16	111124/NQ.HĐQT. CMC	11/11/2024	Resolution of the Board of Management approving the land lease contract	100%
17	021224/NQ.HĐQT. CMC.24	12/02/2024	Resolution of the Board of Management on the cancellation of the cooperation contract with Camimex Group JSC	100%
18	251224/NQ.HĐQT. CMC.24	12/25/2024	Resolution of the Board of Management on approving the investment policy in Camimex Farm JSC	100%

## BOARD OF SUPERVISORS

### MEMBERS AND STRUCTURE OF THE BOARD OF SUPERVISORS

As of December 31, 2024

No.	Member	Position	Number of shares owned	Ownership ratio
1	Lu Hong Lam	Head of Board of Supervisors	-	-
2	Nguyen Hoai Linh	Board Member	-	-
3	Tran Thi My	Board Member	-	-

#### BOARD OF SUPERVISORS' PROFILE

**MS. LU HONG LAM**  
Head of Board of Supervisors

Date of birth: 1962

Nationality: Viet Nam

Professional qualifications: Bachelor of Fisheries Economics and Certificate of Chief Accountant

#### Work process:

06/1987 – 02/2002	Accountant of Cadovimex Seafood Processing and Import-Export Joint Stock Company
02/2002 – 06/2006	Deputy Head of Accounting Department, Cadovimex Sea-food Processing and Import-Export Joint Stock Company
07/2006 – 10/2020	Deputy General Accountant, Camimex Group Joint Stock Company
06/2021 – present	Head of Supervisory Board of Camimex Joint Stock Company
04/2023 – present	Head of Accounting and Finance Control Department, Board of Directors of Camimex Group Joint Stock Company

**Position at other organizations:** Head of the Accounting and Finance Control Department at the Management Board of Camimex Group Joint Stock Company

**MR. NGUYEN HOAI LINH**  
Member of the Board of Supervisors

Date of birth: 1991

Nationality: Viet Nam

Professional qualifications: University of Accounting

#### Work process:

04/2017 – 07/2020	Sales Staff of Camimex JSC
07/2020 – present	Staff of Human Resources and Salary Management Department at Camimex Joint Stock Company
06/2021 – present	Member of Board of Supervisors of Camimex JSC

**Position at other organizations:** None



# BOARD OF SUPERVISORS

## MEMBERS AND STRUCTURE OF THE BOARD OF SUPERVISORS

### BOARD OF SUPERVISORS' PROFILE (CONT.)

**MS. TRAN THI MY**

**Member of the Board of Supervisors**

**Date of birth:** 1981

**Nationality:** Viet Nam

**Professional qualifications:** University of Finance and Banking and Chief Accountant Training Certificate

#### Work process:

04/2006 - 12/2020	Accountant of Camimex JSC
01/2021 - 05/2021	Deputy Head of Accounting Department, Camimex Foods Joint Stock Company
06/2021 - 08/2021	General Accountant of Camimex Joint Stock Company
09/2021 - 03/2023	Chief Accountant of Camimex Foods Joint Stock Company
04/2023 - present	Deputy Head of Financial Accounting Control Department, Camimex Group Joint Stock Company
05/2023 - present	Member of Board of Supervisors of Camimex Joint Stock Company

**Position at other organizations** None

## CHANGES IN THE BOARD OF SUPERVISORS IN 2024

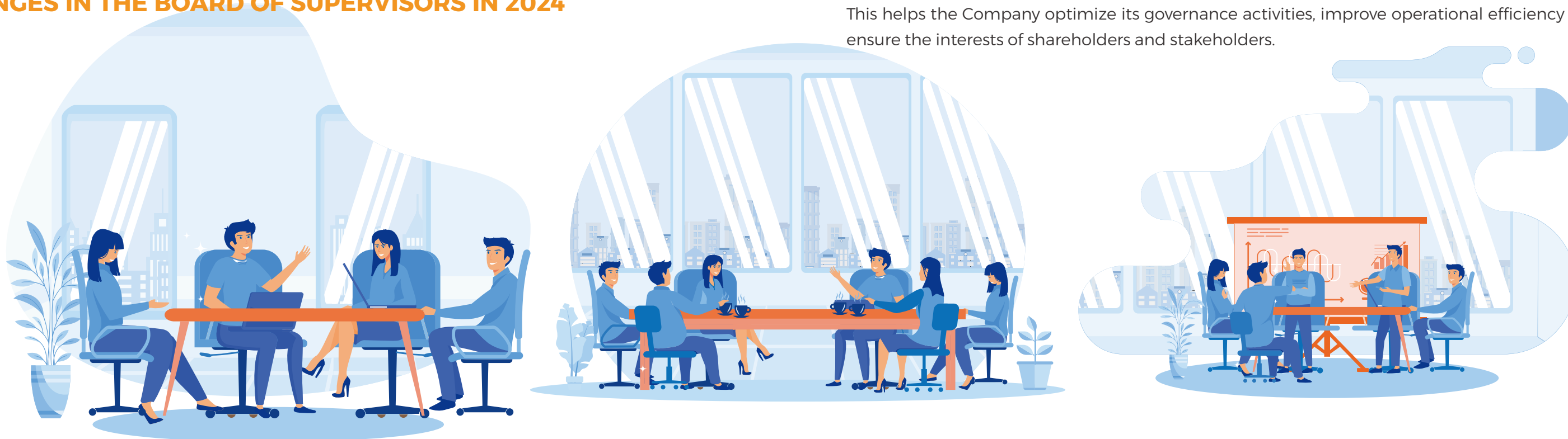
None

## BOARD OF SUPERVISORS MEETINGS IN 2024

No.	Board Member	Number of meetings attended by the BOS	Meeting attendance rate	Voting ratio
1	Lu Hong Lam	4/4	100%	100%
2	Nguyen Hoai Linh	4/4	100%	100%
3	Tran Thi My	4 /4	100 %	100%

## ACTIVITIES OF THE BOARD OF SUPERVISORS

- » In 2024, the Board of Supervisors (BOS) actively performed its supervisory duties towards the Board of Management, the Board of Directors and shareholders to ensure transparency and efficiency in corporate governance. The Head of the BOS attended important meetings organized by the Company's Board of Directors, thereby closely monitoring the Company's operations and promptly making necessary recommendations.
- » The Supervisory Board also maintains close coordination with the Board of Management, the Board of Director and senior managers, regularly participating in monthly and quarterly meetings to grasp the business situation. Any issues arising during the operation process are reviewed by the Supervisory Board and promptly reported to the Board of Management and the Executive Board for appropriate handling.
- » In addition, the Supervisory Board has continuously enhanced its role in risk assessment and control. Potential risks in production and business activities are regularly updated and sent to the Board of Management and the Board of Directors to develop effective control measures. This helps the Company optimize its governance activities, improve operational efficiency and ensure the interests of shareholders and stakeholders.





## TRANSACTIONS, REMUNERATION AND BENEFITS OF THE BOM, THE GENERAL DIRECTOR AND THE BOS

### SALARY, BONUS, REMUNERATION, BENEFITS

Unit: Dong

STT	Full name	Title	Income
<b>The BOM, the General Director</b>			
1	Bui Si Tuan	Chairman of the Board of Management	72,000,000
2	Dang Ngoc Son	Member of Board of Management and General Director	561,295,073
3	Bui Duc Cuong	Member of Board of Management and Deputy General Director	48,000,000
4	Tran Minh Thieu	Independent Board Member	48,000,000
5	Bui Duc Dung	Board Member	48,000,000
6	Huynh Van Tan	Deputy General Manager	513,295,073
7	Huynh Cong Nhan	Deputy General Manager ( appointed from October 1, 2024)	48,781,620
<b>Board of Supervisors</b>			
1	Lu Hong Lam	Head of Board of Supervisors	36,000,000
2	Nguyen Hoai Linh	Board Member	24,000,000
3	Tran Thi My	Board Member	24,000,000
<b>Tổng cộng</b>			<b>1.423.377.826</b>



## STOCK TRANSACTIONS OF INSIDERS AND RELATED PERSONS

No.	The person who makes the transaction	Insider Relations	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reason for change
			Number of shares	Proportion	Number of shares	Proportion	
1	Lu Hong Lam	Head of Board of Supervisors	135,000	0.14%	0	0.00%	Sell
2	Huynh Van Tan	Deputy General Director	225,000	0.23%	88,200	0.14%	Sell
3	Bui Duc Dung	Board of Management	24,000	0.03%	11,449,850	11.7%	Buy

## TRANSACTION CONTRACT BETWEEN THE COMPANY AND INSIDERS

Transactions between a company and related persons or between a company and major shareholders, insiders, or related persons of insiders

No.	Name of organization / individual	Relationship with the company	Time of transaction with the company	Resolution/ Decision No. approved by the GMS/BOD... (if any, specify the date of issue)	Content, quantity, total transaction value
1	Camimex Group JSC	Parent company	2024		341,020,962,717 VND
2	Camimex Foods JSC	Company in the group	2024	Resolution of the 2024 Annual General Meeting of Shareholders	631,160,921,538 VND
3	Camimex Organic Company Limited	Subsidiary	2024		170,152,416,148 VND
4	Camimex Farm JSC	Company in the group	2024		211,184,016,649 VND

Transactions between company insiders, related parties of insiders and subsidiaries, companies controlled by the company : None



# TRANSACTIONS, REMUNERATION AND BENEFITS OF THE BOM, THE GENERAL DIRECTOR AND THE BOS

## TRANSACTIONS BETWEEN THE COMPANY AND OTHER ENTITIES

Transactions between the company and companies in which members of the Board of Management, members of the Board of Supervisors, General Director and other managers have been and are founding members or members of the Board of Management, General Director within the past three (03) years (calculated at the time of reporting)

No.	Organization name	Name of related insider	Insider Relations	Position at Company	Business Registration Number	Address	Time of transaction	Content, quantity, total transaction value
1	Thao Anh Fish Joint Stock Company	Bui Duc Dung	Chairman of the BOD	Board Member	1301128799, date of issue December 4, 2023 Place of issue: Ben Tre Province	Land plot number 457, map sheet number 5, resettlement area of Thuan Dien hamlet, An Hiep commune, Chau Thanh district, Ben Tre province	2024	48,882,329,177 VND
2	Kim Ngan Phat Seafood Processing Company Limited	Huynh Cong Nhan	Chief Accountant	Chief Accountant			2024	2,526,613,742 VND

Transactions between the company and companies in which related persons of members of the Board of Management, members of the Board of Supervisors, General Director and other managers are members of the Board of Management, General Director: None

Other transactions of the company (if any) that may bring material or immaterial benefits to members of the Board of Managements, members of the Board of Supervisors, Director (General Director) and other managers: None

Training courses on corporate governance that members of the Board of Directors, members of the BOS, the Chief Executive Officer, and other management personnel of the company have participated in according to regulations on corporate governance: None



## ASSESSMENT OF IMPLEMENTATION OF CORPORATE GOVERNANCE REGULATIONS

In 2024, the Company will continue to strictly comply with legal regulations related to corporate governance, including the Enterprise Law, Securities Law, Fisheries Law, circulars and regulations on information disclosure on the stock market and other relevant legal documents.

The company always respects and protects shareholders' rights through measures such as:

- » Provide and disclose information transparently and promptly, helping shareholders easily access important information.
- » Improve business efficiency and access to capital, creating favorable conditions for the Company's sustainable development.
- » Committed to operating openly, fairly and in compliance with the law, ensuring the rights of all shareholders, contributing to building a transparent and stable investment environment.

By strictly implementing corporate governance regulations, the Company not only ensures compliance with the law but also enhances its reputation in the market, creating a solid foundation for future development.





# PART 6

## **FINANCIAL STATEMENTS 2024**

Opinion of Audit

Financial Statements



## INDEPENDENT AUDITOR'S REPORT

**To: THE SHAREHOLDERS, THE BOARD OF MANAGEMENT AND THE BOARD OF DIRECTORS  
CAMIMEX JOINT STOCK COMPANY**

We have audited the accompanying Consolidated Financial Statements of Camimex Joint Stock Company (hereinafter referred to as "the Company") and its subsidiary (hereinafter collectively referred to as "the Group"), which were prepared on 27 March 2025, from page 05 to page 49, including the Consolidated Balance Sheet as of 31 December 2024, the Consolidated Income Statement, the Consolidated Cash Flow Statement for the fiscal year then ended and the Notes to the Consolidated Financial Statements.

### Responsibility of the Board of Directors

The Company's Board of Directors is responsible for the preparation, true and fair presentation of the Consolidated Financial Statements in accordance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System and relevant statutory requirements on the preparation and presentation of Consolidated Financial Statements and responsible for the internal control as the Board of Directors determines necessary to enable the preparation and presentation of the Consolidated Financial Statements to be free from material misstatement due to fraud or error.

### Responsibilities of Auditors

Our responsibility is to express an opinion on these Consolidated Financial Statements based on our audit. We conducted our audit in accordance with Vietnamese Standards on Auditing. Those standards require that we comply with ethical standards and requirements and plan and perform the audit to obtain reasonable assurance about whether the Consolidated Financial Statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the Consolidated Financial Statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the Consolidated Financial Statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Group's preparation and true and fair presentation of the Consolidated Financial Statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Board of Directors, as well as evaluating the overall presentation of the Consolidated Financial Statements.

We believe that the audit evidences we have obtained are sufficient and appropriate to provide a basis for our audit opinion.

### Opinion of Auditors

In our opinion, the Consolidated Financial Statements give a true and fair view, in all material respects, of the consolidated financial position as of 31 December 2024 of the Group, its consolidated financial performance and its consolidated 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 the Consolidated Financial Statement.



**Nguyễn Quốc Ngu**

**Partner**

Audit Practice Registration Certificate No: 3089-2025-008-1

Authorized Signatory

Can Tho City, 27 March 2025

A&C Auditing and Consulting Co., Ltd. trading as Baker Tilly A&C is a member of the global network of Baker Tilly International Ltd., the members of which are separate and independent legal entities

**Nguyễn Thụy Trang**

**Auditor**

Audit Practice Registration Certificate No.: 3592-2021-008-1

The audited separate and consolidated financial statements for the year 2024 of Camimex Joint Stock Company have been disclosed in compliance with regulations and published on the company's electronic information page at the website: [cmmseafood.com.vn](http://cmmseafood.com.vn)

Ca Mau, April 19, 2025

THE LEGAL REPRESENTATIVE OF THE COMPANY

**CHAIRMAN OF THE BOARD OF DIRECTOR**



**BUI SI TUAN**





### **CAMIMEX JOINT STOCK COMPANY**

No. 333 Cao Thang Street, Ward 8, Ca Mau City, Ca Mau Province, Viet Nam.

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