

Trang Corporation

No.: ĐHĐCĐ/NQ/2025.1

SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness

Ho Chi Minh City, April 25, 2025.

**RESOLUTION  
ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025  
TRANG CORPORATION**

**Pursuant to:**

- Law on Enterprises No. 59/2020/QH14 was approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and amended and supplemented documents from time to time;
- Current Charter of Trang Corporation ("Charter");
- Documents of the 2025 Annual General Meeting of Shareholders of Trang Corporation;
- Minutes of the 2025 Annual General Meeting of Shareholders No. ĐHĐCĐ/BBH/2025.1 dated April 25, 2025 of Trang Corporation.

**RESOLUTION:**

**Article 1: The General Meeting of Shareholders ("AGM") of Trang Corporation ("TFC" or the "Company") approved this Resolution with the following contents:**

**1. AUDITED 2024 FINANCIAL STATEMENTS**

The General Meeting of Shareholders approves the 2024 Separate and Consolidated Financial Statements which have been audited by A&C Auditing and Consulting Co., Ltd.

**2. REPORT OF THE BOARD OF DIRECTORS ("BOARD OF DIRECTORS") FOR 2024**

The General Meeting of Shareholders approves the Report of the Board of Directors for 2024, including:

- Report on the Company's operations for 2024.
- Report on the activities of the Board of Directors for 2024.

**3. SUPERVISORY BOARD REPORT FOR 2024**

The General Meeting of Shareholders approves the Report of the Supervisory Board for 2024.

**4. DIVIDEND PAYMENT FOR FISCAL YEAR 2024**

The General Meeting of Shareholders approved the payment of dividends for the fiscal year 2024 of VND 2,000/share. The source of dividend payment deducted from undistributed after-tax profit on the financial statements ended 31/12/2024 has been audited.

**5. REVENUE AND PROFIT PLAN FOR FISCAL YEAR 2025 (CONSOLIDATED)**

The General Meeting of Shareholders approves the Company's revenue and profit plan for 2025 (consolidated) as follows:

CONSOLIDATION (Billion VND)	Plan 2025	Actual 2024	Change	
			Amount	%
Total Revenue	1,000	904	96	11%
Profit after tax	168	162	6	4%

**6. SELECTION OF AN INDEPENDENT AUDITOR FOR FISCAL YEAR 2025**

The General Meeting of Shareholders approves the list of independent audit firms and authorizes the Board of Directors to select one of the following four firms to conduct the audit for the fiscal year 2025:

- A&C Auditing and Consulting Co., Ltd.
- PwC (Vietnam) Co., Ltd.
- Grant Thornton (Vietnam) Co., Ltd.
- Deloitte Vietnam Co., Ltd.

**7. TOTAL REMUNERATION OF THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD IN 2025**

**Remuneration of the Board of Directors**

The General Meeting of Shareholders approves the total remuneration for the Board of Directors as follows:

(1) Fixed remuneration: total 1.8 billion VND for 2025. The remuneration of the Board of Directors shall be calculated and paid in proportion to the actual number of members and shall be included in the company's general and administrative expenses.

(2) Bonus:

- 2% of profit after tax (PAT) if the 2025 PAT target is achieved
- 5% of the portion of 2025 PAT that exceeds the target

**Remuneration of the Supervisory Board**

The General Meeting of Shareholders approves the remuneration of the Supervisory Board for 2025 as follows:

- The remuneration of the Head of the Supervisory Board is 4.5 million VND/month
- The remuneration of other members of the Supervisory Board is 3 million VND/month

**8. ALLOCATION TO THE WELFARE FUND**

The General Meeting of Shareholders approved the deduction of 3% of profit after tax in 2024 into the welfare fund.

**9. DISMISSAL OF MR. DAVID HO FROM THE BOARD OF DIRECTORS**

The General Meeting of Shareholders approved the resignation of Mr. David Ho and dismissed this member from the position of member of the Board of Directors for the term 2024-2029.

**10. DISMISSAL OF MR. TRAN QUANG PHU FROM THE BOARD OF DIRECTORS**

The General Meeting of Shareholders approved the resignation of Mr. Tran Quang Phu and dismissed this member from the position of member of the Board of Directors for the term 2024-2029.

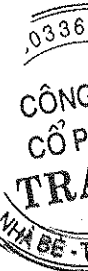
**11. AMENDMENT OF THE COMPANY'S CHARTER**

The General Meeting of Shareholders approves the amendment to Clause 1, Article 25 of the company's Charter as follows:

*"The number of members of the Board of Directors is 5 people."*

**12. AMENDMENTS TO THE INTERNAL REGULATIONS ON CORPORATE GOVERNANCE**

The General Meeting of Shareholders approves the Amendment to Clause 1, Article 42 of the internal regulations on corporate governance as follows: *"The number of members of the Board of Directors as prescribed in the company's Charter."*



## Article 2: Implementation provisions

1. This Resolution takes effect from the date of signing.
2. Shareholders, the Board of Directors, the General Director and relevant persons shall have to implement this Resolution.

ON BEHALF OF THE AGM  
Chairperson  
  
Nguyen Minh Nguyet



## MEETING MINUTES

### ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025

**Company** : TRANG CORPORATION (hereinafter referred to as the "Company" or "TFC")  
**Head Office** : Lot A, 14b Hiep Phuoc Industrial Park, Long Thoi Commune, Nha Be District, Ho Chi Minh City  
**Time** : 8:30 a.m., Friday 25 April 2025  
**Venue** : Crystal Palace Convention Center, 13 Nguyen Luong Bang, Phu My Hung, District 7, Ho Chi Minh City

The 2025 Annual General Meeting of Shareholders of TFC took place as follows:

#### I. PARTICIPANTS

The Board of Directors ("BOD") of TFC:

Name	Position
Ms. Nguyen Minh Nguyet	Chairperson
Mr. Truong Van Quang	Member
Ms. Susan Ho	Member
Mr. David Ho	Member
Mr. Tran Quang Phu	Member
Ms. Kim Ngoc Nguyen	Member

The Executive Board of TFC:

Name	Position
Mr. Truong Van Quang	CEO
Mr. David Ho	Sales Director
Ms. Nguyen Thi My Nhung	Chief Accountant

Shareholders: including Shareholders and Authorized Persons of Shareholders attending the meeting according to the list attached to this Meeting Minutes.

#### II. PROCEEDINGS

##### A. PROCEDURES FOR OPENING THE GENERAL MEETING OF SHAREHOLDERS

1. Report on the results of the examination of the eligibility of shareholders to attend the meeting

Ms. To Le Minh, on behalf of the Shareholder Qualification Inspection Board, presented the Shareholder Qualification Inspection Report as follows:

As of 8:30 a.m. on April 25, 2025, the number of shareholders directly attending or appointing representatives to attend the meeting under authorization is 21 shareholders, owning and representing 13,174,250 shares, accounting for 78.28% of the total voting votes of TFC.

Based on the current provisions of law, TFC and the results of the above-mentioned shareholder qualification examination, the Shareholder Qualification Inspection Board concludes:

- The number of shareholders attending directly and the number of shareholders attending through authorized representatives are eligible to attend the General Meeting of Shareholders.
- The number of Shareholders attending (including direct attendance and attendance through Authorized Representatives) is more than 50% of the total number of votes for the meeting to be conducted in accordance with the law and the TFC Charter, therefore, the TFC General Meeting of Shareholders is conducted validly.

The Shareholder Qualification Inspection Report is attached.

## 2. Composition of the Presidium

The Organizing Committee introduces the members of Presidium, including Ms. Nguyen Minh Nguyet – Chairperson of the Board of Directors as the Chairperson of the Presidium; and other members, include:

- Mr. Truong Van Quang, Member of the Board of Directors, General Director
- Ms. Susan Ho, Member of the Board of Directors

## 3. Secretariat of the General Meeting of Shareholders

The Organizing Committee introduces the Secretariat of the 2025 Annual General Meeting of Shareholders appointed by the Chairperson, including:

- Le Kim Dung (Accounting Department) as Head of the Secretariat
- Ms. Thien Thi Ngoc (Accounting Department) as a Member of the Secretariat

## 4. Approve the Voting Rules, the composition of the Vote Counting Committee and the Agenda

4.1 Mr. Truong Van Quang, on behalf of the Presidium, presented the voting rules at the annual meeting.

With the result of 100% of the total number of votes of all direct and authorized shareholders to attend the meeting to vote in favor in the form of holding up voting cards, the voting rules have been approved.

4.2 Mr. Truong Van Quang, on behalf of the Presidium, proposed the composition of the Vote Counting Committee for shareholders to vote and approve. Members of the Vote Counting Committee include:

- Nguyen Thi My Nhung (Chief Accountant of Trang Joint Stock Company), Head of the
- Le Thi My Duong (Planning Department), member
- Shareholder Le Thi Minh Hoa, independent member

With the result of 100% of the total number of votes of all direct and authorized shareholders to attend the meeting to vote in favor in the form of holding up voting cards, the list of the Vote Counting Committee has been approved.

4.3 Mr. Truong Van Quang, on behalf of the Presidium, presented the agenda of the 2025 Annual General Meeting of Shareholders for shareholders to consider and approve. The agenda of the 2025 Annual General Meeting of Shareholders includes the following issues:

1. Audited financial statements for 2024;
2. Report of the Board of Directors;
3. Report of the Supervisory Board;
4. Dividend payment for the fiscal year 2024;
5. Allocation to the welfare fund
6. Revenue and profit plan in 2025;
7. Selection of an independent audit firm for the fiscal year 2025;
8. Remuneration and other benefits of the Board of Directors in 2025;
9. Dismissed 2 members of the Board of Directors;
10. Amending the Charter on the number of directors;
11. Amendments to the Internal Regulations on corporate governance.

With the result of 100% of the total votes of all direct and authorized shareholders attending the meeting to vote in favor in the form of raising voting cards, the agenda was approved.

#### **B. REPORTS AND MATTERS SUBMITTED TO THE GENERAL MEETING OF SHAREHOLDERS FOR APPROVAL**

1. Mr. Truong Van Quang, Chairman of the Board of Directors General Director, presented the main contents of the 2024 business report and 2025 plan.
2. Ms. Nguyen Minh Nguyet, Chairman of the Board of Directors, presented the main contents of the 2024 BOD Activity Report.
3. Ms. To Le Minh, representative of the Supervisory Board, presented the performance report of the Supervisory Board in 2024.
4. Mr. Truong Van Quang, representative of the Board of Directors, presented the matters submitted to the General Meeting of Shareholders for approval as follows:
  - (i) Audited 2024 financial statements
  - (ii) Approval of the 2024 Board of Directors reports
  - (iii) Approval of the report of the Supervisory Board in 2024
  - (iv) Approval of dividend payment in 2024
  - (v) Approval of the 2025 Business Plan
  - (vi) Approval of the list of independent audit firms for 2025
  - (vii) Approval of the remuneration for members of the Board of Directors and the Supervisory Board for 2025
  - (viii) Approval of the deduction of 3% of PAT in 2024 to the welfare fund
  - (ix) Approval of the resignation of Mr. David Ho and dismissed this member from the position of member of the Board of Directors for the term 2024-2029
  - (x) Approval of approved the resignation of Mr. Tran Quang Phu and dismissed this member from the position of member of the Board of Directors for the term 2024-2029
  - (xi) Amending Clause 1, Article 25 of the Company's Charter
  - (xii) Amending Clause 1, Article 42 of the Internal Regulation on corporate governance

Details of issues submitted to the General Meeting of Shareholders for approval: as fully presented in the documents of the 2025 Annual General Meeting of Shareholders posted on the Company's website.

#### **C. DISCUSS**

Ref: ĐHDCĐ/BBH/2025.1

Ms. Nguyen Minh Nguyet – Chairperson proposed that the General Meeting of Shareholders conduct a discussion. Shareholders may ask questions directly or send questions to the General Secretariat.

A total of 6 topics were discussed and answered at the Meeting. The following are excerpts from some of the main contents discussed:

No.	Topic	Response of the company
1	Dividends & Stock Listing	In response to shareholder questions regarding increasing dividend payouts and changing the stock exchange listing, company management acknowledged the feedback and confirmed it will be considered carefully, taking into account business performance. Any proposals will be submitted for approval at a future General Meeting of Shareholders.
2	Tax Impact	Regarding questions about U.S. market taxation, management shared that in 2024, the U.S. market accounts for approximately 25% of the company's revenue. As of now, about 80% of planned orders have been secured. Based on current data, management believes the impact of U.S. tax changes remains within manageable limits. Additionally, the company continues to focus on growing its key markets — the UK and EU — which make up the majority of its revenue.
3	Market & Product Expansion	Addressing shareholder inquiries about Islamic markets and China, management noted that the company already holds Halal certification. However, the current focus remains on the company's strategic and core products, so Halal product expansion is not a top priority at this time. That said, Halal products and entry into the Chinese market are included in the company's long-term development strategy, though not prioritized for immediate implementation. Regarding questions about acquiring or expanding distribution channels overseas, management appreciated the shareholder's input and has taken it under consideration.
4	Competitive Advantage & Competitors	Responding to questions about the company's competitive edge and competition, management explained that Trang Company focuses heavily on mechanization of production and proactive market research, aiming to predict customer needs 1–3 years ahead. This approach helps in developing products that stay ahead of competitors. Currently, the company's main competitors are other seafood companies in the region.
5	2025 Business Plan	On the 2025 business plan, management said the plan was formulated carefully, with close attention to market competition, and set conservatively to ensure stability for the upcoming year.
6	Other Matters	<p>Regarding the diversity of information on the company website, management acknowledged that updates have been limited because the company historically prioritized production activities. Going forward, efforts will be made to enhance the website with more comprehensive company updates for shareholders.</p> <p>In response to questions about the Q1 2025 financial statements, management shared that the results are very positive and will be officially announced within the next few days.</p> <p>On the resignation of certain board members, management clarified that this is part of a strategic move to streamline the leadership team, allowing more focus on core business activities and ensuring the company meets its business objectives.</p>

#### D. ANNOUNCEMENT OF VOTING RESULTS

Under the guidance of Ms. Nguyen Thi My Nhung – Head of the Vote Counting Committee, the Shareholders voted to approve the contents of the Agenda. After counting the votes, Ms. Nguyen Thi My Nhung on behalf of the Vote Counting Board announced the results of the vote counting as follows:

- General principle: Each ordinary share will correspond to one (01) vote;



Ref: DHDCB/BBH/2025.1

- Voting method: fill in the voting form;
- The total number of shareholders attending and voting at the General Meeting is 25 shareholders, representing 13,465,164 shares with voting rights.
- Total number of votes issued: 25 sheets corresponding to 13,465,164 voting rights, accounting for 100% of the total voting rights at the General Meeting of Shareholders
- Total number of votes collected: 25 sheets, equivalent to 13,465,164 votes, accounting for 100% of the total votes at the General Meeting of Shareholders.

No.	Matters	Total number of votes for each issue	Total number of valid votes	Total invalid votes	Approve		Disapprove		No Comments	
					Total votes	Proportion (%)	Total votes	Proportion (%)	Total votes	Proportion (%)
1.	Audited 2024 financial statements	13,465,164	13,465,164	0	13,465,164	100%	0	0	0	0
2.	Approval of the 2024 Board of Directors' reports	13,465,164	13,465,164	0	13,465,164	100%	0	0	0	0
3.	Approval of the report of the Supervisory Board in 2024	13,465,164	13,465,164	0	13,465,164	100%	0	0	0	0
4.	Approval of dividend payment in 2024	13,465,164	13,465,164	0	13,465,164	100%	0	0	0	0
5.	Approval of the 2025 Business Plan	13,465,164	13,465,164	0	13,465,164	100%	0	0	0	0
6.	Approval of the list of independent audit firms for 2025	13,465,164	13,465,164	0	13,465,164	100%	0	0	0	0
7.	Approve remuneration for members of the Board of Directors and the Supervisory Board for 2025	13,465,164	13,465,164	0	13,465,164	100%	0	0	0	0
8.	Approved the deduction of 3% of profit after tax in 2024 into the welfare fund	13,465,164	13,465,164	0	13,465,164	100%	0	0	0	0

No.	Matters	Total number of votes for each issue	Total number of valid votes	Total invalid votes	Approve		Disapprove		No Comments	
					Total votes	Proportion (*)	Total votes	Proportion (*)	Total votes	Proportion (*)
9.	Approval of the resignation of Mr. David Ho and dismissed this member from the position of member of the Board of Directors for the term 2024-2029	13.465.164	13.465.164	0	13.465.164	100%	0	0	0	0
10.	Approval of the resignation of Mr. Tran Quang Phu and dismissed this member from the position of member of the Board of Directors for the term 2024-2029	13.465.164	13.465.164	0	13.465.164	100%	0	0	0	0
11.	Amending Clause 1, Article 25 of the Company's Charter	13.465.164	13.465.164	0	13.465.164	100%	0	0	0	0
12.	Amending Clause 1, Article 42 of the Internal Regulation on corporate governance	13.465.164	13.465.164	0	13.465.164	100%	0	0	0	0

(\*) calculated on the total number of voting shares of the Shareholders attending and voting.

With the above voting results, the following matters have been approved by the 2025 Annual General Meeting of Shareholders:

No.	Matters	Adoption Rate (*)
1.	Audited 2024 financial statements	100%
2.	Approval of the 2024 Board of Directors reports	100%
3.	Approval of the report of the Supervisory Board in 2024	100%
4.	Approval of dividend payment in 2024	100%
5.	Approval of the 2025 Business Plan	100%
6.	Approval of the list of independent audit firms for 2025	100%
7.	Approval of the remuneration for members of the Board of Directors and the Supervisory Board for 2025	100%
8.	Approved the deduction of 3% of profit after tax in 2024 into the welfare fund	100%
9.	Approval of the resignation of Mr. David Ho and dismissed this member from the position of member of the Board of Directors for the term 2024-2029	100%
10.	Approval of the resignation of Mr. Tran Quang Phu and dismissed this member from the position of member of the Board of Directors for the term 2024-2029	100%
11.	Amending Clause 1, Article 25 of the Company's Charter	100%
12.	Amending Clause 1, Article 42 of the Internal Regulation on corporate governance	100%

(\*) calculated on the total number of voting shares of the Shareholders attending and voting.

### III. CLOSING

Ms. Le Kim Dung, Head of the Secretariat of the General Meeting, presented the contents of the Minutes of the General Meeting of Shareholders and Mr. Truong Van Quang, on behalf of the Presidium, instructed shareholders to vote to approve the content of the Minutes of the meeting. With a voting rate of 100%, the Minutes of the 2025 Annual General Meeting of Shareholders of Trang Corporation was approved.

The 2025 Annual General Meeting of Shareholders of Trang Corporation ended at 11:15 on the same day.

Head of the Secretariat

  
Le Kim Dung



Chairperson  
Nguyen Minh Nguyet



### **Báo cáo thẩm tra tư cách cổ đông tham dự họp ĐHĐCĐ thường niên 2025**

Hôm nay ngày 25 tháng 04 năm 2025, tại Khách sạn Crystal Palace (C17-1-2 Nguyễn Lương Bằng, Quận 7, TP. Hồ Chí Minh), Ban kiểm tra tư cách cổ đông tham dự cuộc họp Đại Hội Đồng cổ Đông thường niên năm 2025 của Công ty cổ phần Trang (TFC) do HĐQT chỉ định gồm có:

- Bà Tô Lệ Minh
- Bà Phan Phước Hạnh
- Bà Nguyễn Thị Thu Hiếu

Ban kiểm tra tư cách cổ đông đã tiến hành kiểm tra tư cách cổ đông tham dự họp Đại Hội Đồng cổ Đông thường niên năm 2025 của Công ty như sau:

- Số lượng cổ phần có quyền biểu quyết là 16.829.994 cổ phần**
- Kết quả kiểm tra tư cách cổ đông tại giờ khai mạc cuộc họp (8:30 ngày 25.04.2025)**
  - Số cổ đông được Hội đồng Quản trị triệu tập tham dự cuộc họp là 286 cổ đông, sở hữu và đại diện cho 16.829.994 cổ phần, chiếm 100% tổng số phiếu biểu quyết của TFC.
  - Số cổ đông tham dự trực tiếp hoặc cử đại diện tham dự cuộc họp theo ủy quyền là 21 cổ đông, sở hữu và đại diện 13.174.250 cổ phần, chiếm 78,28% tổng số phiếu biểu quyết của TFC.
  - Số cổ phần sở hữu bởi các cổ đông vắng mặt là 3.655.744 cổ phần, chiếm 21,72% tổng số phiếu biểu quyết của TFC.

Căn cứ vào quy định hiện hành của pháp luật, của TFC và căn cứ kết quả kiểm tra tư cách cổ đông nêu trên, Ban Kiểm tra tư cách cổ đông kết luận:

  - Số cổ đông tham dự trực tiếp và số cổ đông tham dự thông qua đại diện được ủy quyền đều đủ tư cách tham dự cuộc họp ĐHĐCĐ.
  - Số lượng Cổ đông tham dự (bao gồm cả tham dự trực tiếp và tham dự thông qua Đại diện được ủy quyền) nhiều hơn mức 50% tổng số phiếu biểu quyết để cuộc họp được tiến hành theo quy định của pháp luật và Điều lệ TFC, do vậy, cuộc họp ĐHĐCĐ TFC được tiến hành hợp lệ.
- Kết quả kiểm tra tư cách cổ đông trước khi tiến hành biểu quyết thông qua các nội dung ghi trên Phiếu biểu quyết tại cuộc họp (10:30 ngày 25.04.2025)**
  - Số cổ đông tham dự trực tiếp hoặc cử đại diện tham dự cuộc họp theo ủy quyền là 25 cổ đông, sở hữu và đại diện 16.829.994 cổ phần, chiếm 80,01% tổng số phiếu biểu quyết của TFC.
  - Số cổ phần sở hữu bởi các cổ đông vắng mặt là 3.364.830 cổ phần, chiếm 19,99% tổng số phiếu biểu quyết của TFC.

Biên bản này gồm 01 (một) trang được lập thành 02 (hai) bản vào lúc 08:30 ngày 25.04.2025, phần cập nhật bổ sung được lập vào hồi 10:30 cùng ngày.

Biên bản này được các thành viên Ban Kiểm tra tư cách cổ đông ký tên dưới đây chịu trách nhiệm về tính hợp pháp và hợp lệ của Biên bản theo quy định của pháp luật và Điều lệ TFC.

Trưởng ban

Tô Lệ Minh

Thành viên

Phan Phước Hạnh

Thành viên

Nguyễn Thị Thu Hiếu

**BIÊN BẢN KIỂM PHIẾU BIỂU QUYẾT**  
**TẠI CUỘC HỌP ĐẠI HỘI ĐỒNG CỔ ĐÔNG THƯỜNG NIÊN NĂM 2025**  
**CÔNG TY CỔ PHẦN TRANG**

Vào lúc 10 giờ 15 phút ngày 25/04/2025, tại địa điểm tổ chức cuộc họp Đại Hội Đồng Cổ Đông Thường Niên Năm 2025 của Công ty Cổ phần Trang là Trung tâm hội nghị Crystal Palace, số 13 Nguyễn Lương Bằng, Phú Mỹ Hưng, Quận 7, Hồ Chí Minh, Ban Kiểm phiếu đã tiến hành kiểm phiếu biểu quyết tại cuộc họp Đại hội đồng cổ đông thường niên năm 2025 của Công ty với thành phần Ban kiểm phiếu gồm:

- Bà Nguyễn Thị Mỹ Nhung : Trưởng Ban
- Bà Lê Thị Mỹ Dương : Thành viên
- Bà Lê Thị Minh Hoa : Thành viên

Sau khi kiểm toàn bộ số Phiếu biểu quyết của các cổ đông/ Đại diện được ủy quyền tham dự và biểu quyết tại cuộc họp theo các quy định của pháp luật, Điều lệ TFC, Thễ lệ biểu quyết đã được ĐHĐCĐ thông qua, xác định được kết quả như sau:

1. **Số Phiếu biểu quyết đã phát ra và thu về tại ĐHĐCĐ**
  - Tổng số Phiếu biểu quyết phát ra là 25 tờ, tương ứng 13.465.164 quyền biểu quyết, chiếm 100% tổng số quyền biểu quyết tại ĐHĐCĐ.
  - Tổng số Phiếu biểu quyết thu về là 25 tờ, tương ứng 13.465.164 phiếu biểu quyết, chiếm 100% tổng số phiếu biểu quyết tại ĐHĐCĐ.
2. **Kết quả kiểm phiếu**

STT	Nội dung	Tổng số phiếu biểu quyết đối với từng vấn đề	Tổng số phiếu hợp lệ	Tổng số phiếu không hợp lệ	Tán thành		Không tán thành		Không có ý kiến	
					Tổng số phiếu	Tỷ lệ (*)	Tổng số phiếu	Tỷ lệ (*)	Tổng số phiếu	Tỷ lệ (*)
1.	Báo cáo tài chính năm 2024 đã được kiểm toán	13.465.164	13.465.164	0	13.465.164	100%	0	0%	0	0%
2.	Thông qua các báo cáo của Hội đồng Quản trị năm 2024	13.465.164	13.465.164	0	13.465.164	100%	0	0%	0	0%
3.	Thông qua báo cáo của Ban Kiểm soát năm 2024	13.465.164	13.465.164	0	13.465.164	100%	0	0%	0	0%
4.	Thông qua mức chia cổ tức năm 2024	13.465.164	13.465.164	0	13.465.164	100%	0	0%	0	0%



STT	Nội dung	Tổng số phiếu biểu quyết đối với từng vấn đề	Tổng số phiếu hợp lệ	Tổng số phiếu không hợp lệ	Tán thành		Không tán thành		Không có ý kiến	
					Tổng số phiếu	Tỷ lệ (*)	Tổng số phiếu	Tỷ lệ (*)	Tổng số phiếu	Tỷ lệ (*)
5.	Thông qua Kế hoạch kinh doanh năm 2025	13.465.164	13.465.164	0	13.465.164	100%	0	0%	0	0%
6.	Thông qua danh sách công ty kiểm toán độc lập cho năm 2025	13.465.164	13.465.164	0	13.465.164	100%	0	0%	0	0%
7.	Thông qua thù lao cho thành viên Hội đồng Quản trị và Ban Kiểm soát cho năm 2025	13.465.164	13.465.164	0	13.465.164	100%	0	0%	0	0%
8.	Thông qua việc trích 3% LNST năm 2024 bổ sung quỹ khen thưởng phúc lợi	13.465.164	13.465.164	0	13.465.164	100%	0	0%	0	0%
9.	Chấp thuận đơn từ chức và miễn nhiệm Thành viên Hội đồng quản trị nhiệm kỳ 2024-2029 đối với ông David Ho	13.465.164	13.465.164	0	13.465.164	100%	0	0%	0	0%
10.	Chấp thuận đơn từ chức và miễn nhiệm Thành viên Hội đồng quản trị nhiệm kỳ 2024-2029 đối với ông Trần Quang Phú	13.465.164	13.465.164	0	13.465.164	100%	0	0%	0	0%
11.	Sửa đổi Khoản 1 Điều 25 Bản Điều Lệ Công ty	13.465.164	13.465.164	0	13.465.164	100%	0	0%	0	0%

STT	Nội dung	Tổng số phiếu biểu quyết đối với từng vấn đề	Tổng số phiếu hợp lệ	Tổng số phiếu không hợp lệ	Tán thành		Không tán thành		Không có ý kiến	
					Tổng số phiếu	Tỷ lệ (*)	Tổng số phiếu	Tỷ lệ (*)	Tổng số phiếu	Tỷ lệ (*)
12.	Sửa đổi Khoản 1 Điều 42 Bản Quy chế nội bộ về quản trị công ty	13.465.164	13.465.164	0	13.465.164	100%	0	0%	0	0%

(\*) tính trên tổng số cổ phần có quyền biểu quyết của các cổ đông tham dự và biểu quyết tại cuộc họp

Như vậy, với tỷ lệ biểu quyết tán thành nêu trên, tất cả các vấn đề HĐQT trình đều đã được Đại hội đồng cổ đông thông qua.

Biên bản kiểm phiếu này được lập thành 02 (hai) bản gốc vào lúc 10:30 ngày 25 tháng 04 năm 2025 do các thành viên Ban Kiểm phiếu ghi lại đầy đủ, trung thực kết quả kiểm phiếu, chịu trách nhiệm về tính pháp lý, tính hợp lệ của Biên bản và ký tên dưới đây.

Toàn bộ Phiếu biểu quyết được lưu kèm theo Biên bản này.

**Ban kiểm phiếu**

**Trưởng ban**



**Nguyễn Thị Mỹ Nhung**

**Thành viên**



**Lê Thị Mỹ Dương**

**Thành viên**



**Lê Thị Minh Hoa**



Công ty cổ phần Trang  
Trang Corporation

**Danh sách cổ đông tham dự họp Đại Hội Đồng Cổ Đông thường niên 2025**  
*List of Shareholders Attending the 2025 Annual General Meeting of Shareholders*

STT/ No.	Mã VSD (*)/ VSD Code	Tên / Full name
1	1	BÙI TUẤN ĐỨC
2	29	HUỲNH NGỌC THỌ
3	36	HỒ VĂN TRUNG
4	41	LÊ ANH XUÂN
5	47	LÊ KIM DUNG
6	49	LÊ MINH VĨNH
7	55	LÊ THỊ MINH HOA
8	84	NGUYỄN HUỲNH THỤY HƯNG
9	91	NGUYỄN MINH NGUYỆT
10	102	NGUYỄN THANH ANH
11	107	NGUYỄN THIÊN HOÀNG
12	121	NGUYỄN THỊ THU HIẾU
13	152	PHAN PHƯỚC HẠNH
14	176	QUÁCH MAI LAN
15	178	TRƯƠNG DUY MỸ
16	183	TRƯƠNG VĂN QUANG
17	203	TRẦN VĂN THOẠI
18	211	TÔ LỆ MINH
19	220	VÕ THANH VIỆT
20	268	CÔNG TY CỔ PHẦN VIRTUS PROSPERITY
21	269	CÔNG ĐOÀN CƠ SỞ CÔNG TY CỔ PHẦN TRANG
22	270	DAVID HO
23	277	NGUYỄN MINH TÂM
24	280	SUSAN HO
25	283	ACADIAN FRONTIER MARKETS EQUITY FUND

(\*) số thứ tự theo danh sách chốt của VSD

(\*) number based on the finalized list from VSD



**TRANG CORPORATION**  
(STOCK CODE: TFC)

**Meeting Documents**  
**GENERAL MEETING OF SHAREHOLDERS**  
**YEAR 2025**

**Ho Chi Minh City, April 25, 2025**



**TRANG CORPORATION**

Lot A14b Hiep Phuoc Industrial Park, Nha Be District, HCMC, Vietnam

Tel: 84.28.-7800888-7800900 - Fax: 84.28.7800735

E-mail: info@trangsgroup.com

**AGENDA  
GENERAL MEETING OF SHAREHOLDERS 2025 ("AGM")**

April 25, 2025

TT	Content	Time
<b>I. PROCEDURE</b>		
1	Opening	8:30
2	Announce the conditions for holding the meeting	8:35-8:45
3	Introduction of the Chairperson of the General Meeting of Shareholders	8:45-8:50
4	Introduction of the Secretariat	8:45-8:55
5	Approval of the agenda of the General Meeting of Shareholders	8:55-9:05
6	Election of the Vote Counting Committee	9:05-9:15
<b>II. AGENDA</b>		
7	<u>The Board of Directors reports:</u> - The Company's operation in 2024 - Activities of the Board of Directors ("BOD") in 2024  <u>The Supervisory Board reports:</u> - Supervisory Board's activities in 2024	9:15-10:00
8	The Board of Directors submitted to the General Meeting of (i) Audited 2024 financial statements (ii) Reports of the Board of Directors (iii) Report of the Supervisory Board (iv) 2025 Business Plan (v) Dividend payout for 2024 (vi) Selection of an independent audit firm for FY 2025 (vii) Remuneration and other benefits of the Board of Directors and Supervisory Board in 2025 (viii) Allocation to the welfare fund (ix) Dismissal of 02 members of the Board of Directors (x) Amendment of the company's charter (xi) Amendments to the Internal Regulations on Corporate Governance	10:00-10:15
9	Discussion	10:15-10:30
<b>III. VOTE</b>		
10	Announcement of voting results	10:30-11:15
<b>IV. CLOSING</b>		
11	Approval of the Resolution of the Annual General Meeting of Shareholders in 2025	11:15-11:45
12	Closing Statement	11:45-12:00

## PROCEDURAL MATTERS

### 1. AGENDA OF THE GENERAL MEETING OF SHAREHOLDERS

The BOD respectfully submits to the General Meeting of Shareholders ("AGM") for approval the agenda of the General Meeting of Shareholders as mentioned above.

### 2. MEMBERS OF THE VOTE COUNTING COMMITTEE

In order to support the Organizing Committee in counting votes, the BOD respectfully submits to the General Meeting of Shareholders for approval the members of the Vote Counting Committee as follows:

- Ms. Nguyen Thi My Nhung	<i>Chief Accountant</i>	Head of Committee
- Ms. Le Thi My Duong	<i>Planning Department</i>	Member
- Mr. / Mrs. Shareholders at the meeting		Independent Member

## MATTERS TO BE SUBMITTED TO THE GENERAL MEETING OF SHAREHOLDERS FOR APPROVAL

### 1. AUDITED 2024 FINANCIAL STATEMENTS

Please view the Company's Financial Statements published on the Company's website at <https://trangcorporation.vn/quan-he-co-dong/>.

### 2. BOARD OF DIRECTORS REPORTS

Report on the Company's operation in 2024 (Appendix 01 attached).

Report on the activities of the Board of Directors in 2024 (Appendix 02 attached).

### 3. SUPERVISORY BOARD REPORT 2024

Appendix 03 is attached.

### 4. DIVIDEND PAYOUT FOR FISCAL YEAR 2024

Based on the business results in 2024, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the 2024 dividend as follows:

- Dividend level: 20% of the share par value, equivalent to 2,000 VND/share.
- Assign the Board of Directors to decide on the closing date/last registration date and payment date, but not more than 06 months from 25/04/2025.
- Source of payment: from undistributed after-tax profit on the audited financial statements ended 31/12/2024.

### 5. REVENUE AND PROFIT PLAN IN 2025 (CONSOLIDATED)

The Board of Directors submits to the General Meeting of Shareholders for approval the revenue and profit plan for 2025 (consolidated) according to Vietnam Accounting Standards as follows:

CONSOLIDATION (Billion VND)	Plan 2025	Implement 2024	Change	
			Value	%

Total Revenue	1.000	904	96	11%
Profit after tax	168	162	6	4%

## 6. **SELECTION OF AN INDEPENDENT AUDITOR FOR FISCAL YEAR 2025**

The Board of Directors submits to the General Meeting of Shareholders to assign the Board of Directors to select an independent auditor for the fiscal year 2025 as one of the following four auditing firms:

- A&C Auditing and Consulting Co., Ltd.
- PwC (Vietnam) Co., Ltd.
- Grant Thornton (Vietnam) Co., Ltd.
- Deloitte Vietnam Co., Ltd.

## 7. **TOTAL REMUNERATION AND OTHER BENEFITS FOR THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD IN 2025**

### **Remuneration of the Board of Directors**

The Board of Directors submits to the General Meeting of Shareholders for approval the total remuneration and benefits in 2025 with the remuneration structure as follows:

(1) Fixed remuneration: total 1.8 billion VND for 2025. The remuneration of the Board of Directors shall be calculated and paid in proportion to the actual number of members and shall be included in the company's general and administrative expenses.

(2) Bonus:

- 2% of profit after tax (PAT) if the 2025 PAT target is achieved
- 5% of the portion of 2025 PAT that exceeds the target.

The Shareholders authorize the Chairperson to decide on the details of remuneration of each board member.

### **Remuneration of the Supervisory Board**

The Board of Directors submits to the General Meeting of Shareholders for approval the remuneration of the Supervisory Board for 2025 as follows:

- The remuneration for the Head of the Supervisory Board is 4.5 million VND/month
- The remuneration for other members of the Supervisory Board is 3 million VND/month

## 8. **ALLOCATION TO THE WELFARE FUND**

The Board of Directors submitted to the General Meeting of Shareholders to deduct 3% of consolidated profit after tax (PAT) in 2024 to allocate to the welfare fund.

## 9. **DISMISSAL OF MR. DAVID HO AS A MEMBER OF THE BOARD OF DIRECTORS**

The Board of Directors received the resignation letter of a member of the Board of Directors, Mr. David Ho, on March 31, 2025. The Board of Directors respectfully submits to the General Meeting of Shareholders to approve the resignation of the above member and dismiss this member from the position of member of the Board Of

Directors for the term 2024-2029.

**10. DISMISSAL OF MR. TRAN QUANG PHU AS A MEMBER OF THE BOARD OF DIRECTORS**

The Board of Directors received the resignation letter of a member of the Board of Directors, Mr. Tran Quang Phu, on March 29, 2025. The Board of Directors respectfully submits to the General Meeting of Shareholders to approve the resignation of the above member and dismiss this member from the position of member of the Board Of Directors for the term 2024-2029.

**11. AMENDMENT OF THE COMPANY'S CHARTER**

The Board of Directors considers that the current process of restructuring the company has been basically completed, with the spirit of continuing to improve and streamline the size to continue to grow in the future, the Board of Directors respectfully proposes Shareholders not to replace 02 members who have just resigned but keep the current structure of 05 members. Thus, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the amendment of the Charter as follows:

*Amending Clause 1, Article 25 of the company's current Charter as follows: "The number of members of the Board of Directors is 5 people."*

**12. AMENDMENTS TO THE INTERNAL REGULATIONS ON CORPORATE GOVERNANCE**

The current internal regulations on corporate governance include a clause about the number of Board of Directors members, which is already stated in the company's Charter. After a thorough review, the Board believes this clause is unnecessary and should just refer directly to the Charter to keep things consistent and reduce the need for future changes.

So, the Board is proposing that the Shareholders approve an amendment to the internal regulations as follows:

*Update Clause 1, Article 42 to say: "The number of members of the Board of Directors shall be as specified in the company's Charter."*

**ON BEHALF OF THE BOARD OF DIRECTORS  
Chairperson**



**Nguyen Minh Nguyet**

**Appendix 01**

**Report on the Company's business performance in 2024**

## REPORT ON BUSINESS PERFORMANCE IN 2024

To: General Meeting of Shareholders of Trang Corporation

The Board of Directors ("BOD") of Trang Corporation ("the Company") respectfully submits to the General Meeting of Shareholders ("AGM") a report on business results for 2024 as follows:

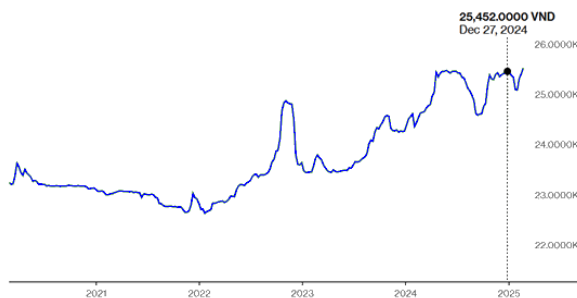
### A. Macro context

#### 1. Seafood exports recover but have not yet returned to their peak

According to VASEP, the value of Vietnam's seafood exports in 2024 **will exceed 10 billion USD**, up 12.3% compared to 8.9 billion USD in 2023. Although still lower than 11 billion USD in 2022, seafood exports showed a stable recovery in terms of output while the average selling price remained at the same level over the same period. Shrimp and pangasius exports are expected to reach 4 billion and 2 billion USD, respectively, +18% and +11% YoY, respectively.

#### 2. Fluctuations in the USD/VND exchange rate generally support exporters, but in the opposite direction, freight rates erode profits

##### Exchange Rate Fluctuations\*

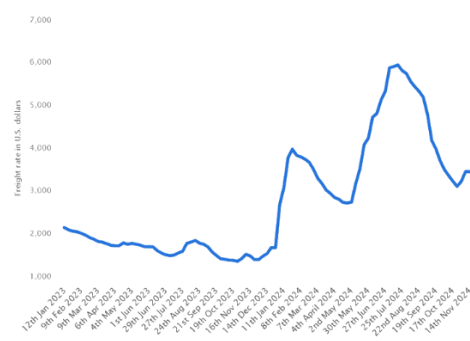


\*Theo Bloomberg

By the end of 2024, the USD/VND exchange rate will reach 25,452, equivalent to **an increase of 4.3%** compared to the end of 2023.

The increase in the price of the USD against the VND has generally supported the activities of export businesses in 2024. TFC also benefits from this price increase because all of TFC's revenue comes from export activities.

##### Freight rate fluctuations\*\*

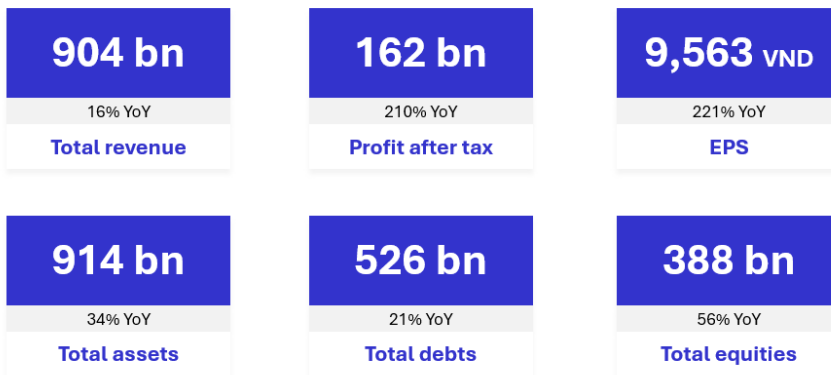


\*\*According to [www.statista.com](http://www.statista.com)

Freight rates **in 2024 will fluctuate** due to the Red Sea and Suez Canal events. However, for key markets as well as for key customers, TFC applies FOB prices, so this event does not affect TFC as much as other enterprises in the export sector.

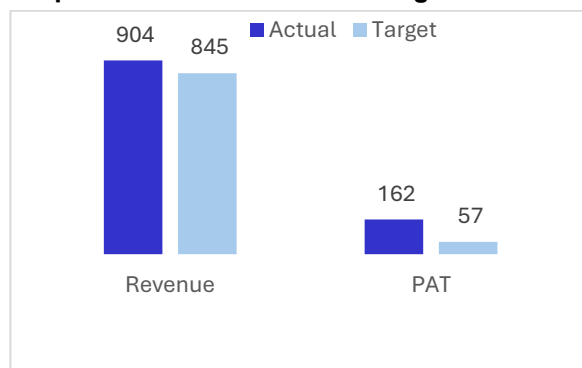
## B. 2024 business results

### 1. Overview of TFC's financial position in 2024 (according to audited financial statements)



### 2. TFC has successfully achieved the targets set by 2024 AGM

#### Comparison of actual 2024 vs target 2024



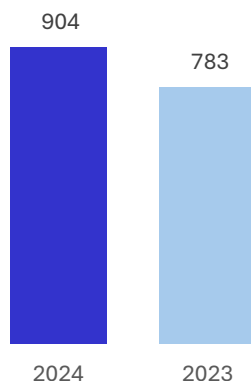
#### Overall comment

- Consolidated revenue **exceeded the plan of VND 59 billion (~7%)**, which is the highest sales level since listing.
- Profit **exceeded the plan by VND 105 billion (~184%)**, this profit is also a record since TFC came into operation.

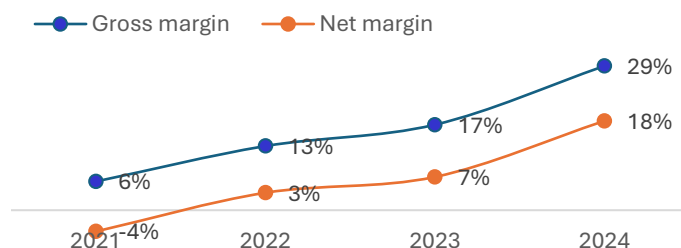
The above results are due to the company's proactive cost **control**, plus the strategy of shifting to customers who require **specific products with high profit margins**.

### 3. The Board of Directors assesses that 2024 is a pivotal year to bring the Company officially into a new growth cycle

#### Comparison of 2024 consolidated revenue vs 2023 (billion VND)



#### Consolidated Gross Profit Margin vs Net Profit Margin (%) over 2021-2024



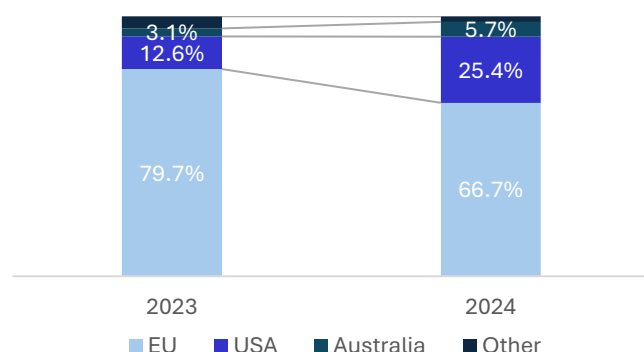


- Consolidated revenue **grew by 15%** compared to 2023 (~ VND 121 billion), growing evenly in all categories.
- **The gross profit margin of 29% reached the highest level in the last 4 years**, as a result of a restructuring process from 2021 to now. The gross profit margin also reflects the **gradual shift of TFC's product structure to specific products, requiring** individual "tailoring" for each customer, **so the gross profit margin will be much higher than that of popular and traditional products**
- The net profit margin reflects the company's strategy of reforming and **optimizing operating costs** that has been effective after a period of implementation.
- The number of employees **increased by 3%** compared to the previous year (491 people compared to 477 people in 2023).

#### 4. The diversification strategy of export markets has achieved many results

The market diversification strategy implemented **from the end of 2021** to now has achieved many results as will be presented below. In general, in terms of proportion, there is a shift in market structure, but the comparison of absolute sales with 2023 shows sales **growth in all markets**.

##### Changes in the structure of export proportion in 2024

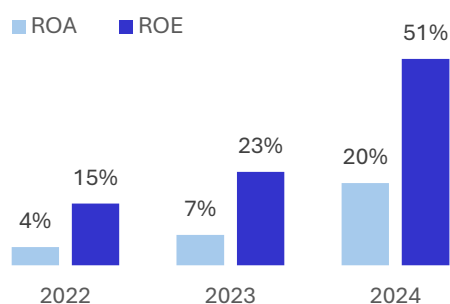


##### General Comments

- Export sales to the USA market have always grown since TFC was listed until now and reach **25% of total export sales**, this is the result of **long-term strategic cooperation** between TFC and customers in this market.
- Export sales to the Australian market increased slightly and reached **5% of total** export sales
- The European market remains a strategic key market for TFC, accounting for **~67% of total sales**

#### 5. TFC is proud to continue to maintain higher profits than the average of businesses in the industry

##### ROA vs ROE in 2022-2024



##### TFC leads with profitability exceeding the industry average

- TFC's Return on Total Assets (ROA) in the period 2022-2024 is higher than **the average of the seafood industry of 2.3%<sup>(\*)</sup>**.
- TFC's Return on Equity (ROE) ratio in the period 2022-2024 is higher than **the average of the seafood industry of - 4.3%<sup>(\*\*)</sup>**

(\*) and (\*\*) refer to data from the research report of Vietcap Securities Company until February 17, 2025

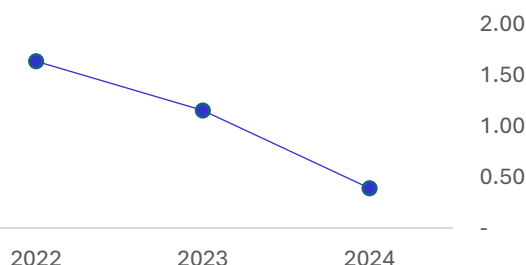
## 6. The capital structure has changed significantly over the past three years, with an aim to reduce dependence on trade finance and sustainable development

The Net Debt/VCSH ratio in the period 2022-2024 has decreased from 1.64 times to 0.4 times. This is the result of the **restructuring** of TFC's capital structure to ensure financial safety and sustainable development in the future.

The Board also noted that the 0.4 times that TFC achieved in 2024 is **much lower than the industry average** of 0.98 times.

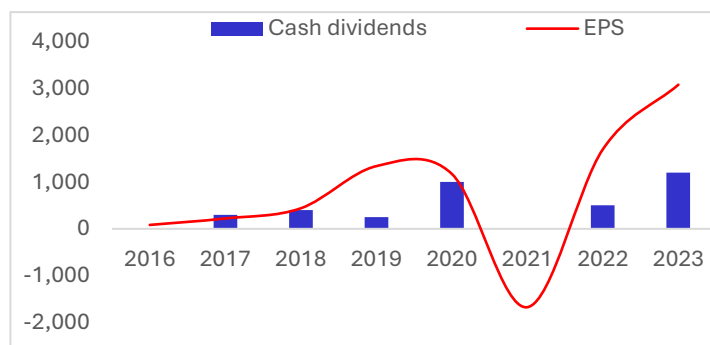
(\*\*) according to the data of the research report of Vietcap Securities Company until February 17, 2025

Net debt/ VCSH for the period of 2022-2024 (times)



## 7. Continue to maintain cash dividends for shareholders

**TFC still maintains cash dividend payments to shareholders even in very difficult periods**

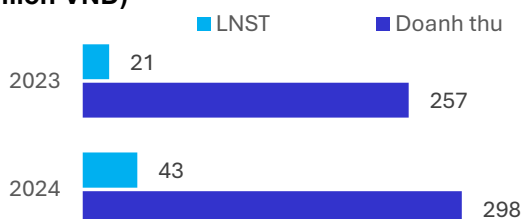


- ▶ From the first trading day on HNX until now, only in 2016 the company paid dividends in shares and in 2021 did not pay dividends due to the impact of the Covid epidemic, the rest of all years have paid **cash dividends**.
- ▶ This is a great effort of the Company in constantly adding value to shareholders.

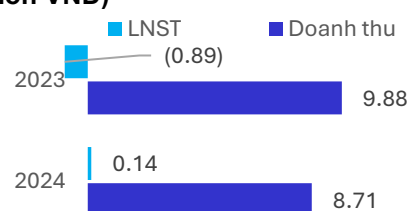
## 8. Update on the business situation of member units in 2024

Overall, both TFC's subsidiaries and associated companies are operating very effectively in 2024. This once again reflects the correct implementation of the comprehensive reform strategy that has been implemented by the Board of Directors since 2021.

**DARY outperforms growth compared to 2023 (billion VND)**



**DASUMY officially breaks even (billion VND)**



Along with TFC in particular, Dary has had a breakthrough year in business activities.

**Revenue grew by 16%** to reach 298 billion, the highest level since it came into operation. In addition, the **profit exceeded 107%** compared to the previous year to reach 43 billion, which is also the highest profit ever.

Dasumy Food Service Trading Manufacturing Co., Ltd. was established in 2014 as a member of Trang Corp Group, specializing in the production and distribution of frozen cakes, processed seafood and vegetarian food.

TFC currently owns 75% of Dasumy's charter capital.

## 9. Plan 2025

The Board of Directors realizes that, with the current position and potential, as well as anticipating the new growth cycle of the company, it is still necessary to ensure risk control. Therefore, the Board of Directors proposes business targets for 2025 as follows:

- Revenue of VND 1,000 billion (up 11% compared to the number of realized in 2024)
- Profit after tax of VND 168 billion (up 4% compared to the number realized in 2024)

Respectfully submit to the General Meeting of Shareholders for consideration and decision.

**TM. BOARD  
President**



**Nguyen Minh Nguyet**

**Appendix 02**

**2024 Board of Directors Report on Corporate Governance**

Ho Chi Minh City, April 25, 2025.

**REPORT**  
(on Corporate Governance)

**To: General Meeting of Shareholders of Trang Corporation**

The Board of Directors ("BOD") of Trang Corporation ("the Company") would like to submit to the 2025 Annual General Meeting of Shareholders ("AGM") a report on the governance and performance of the Board of Directors and each member of the Board of Directors as follows:

**1. Structure of the Board of Directors**

On May 20, 2024, the General Meeting of Shareholders elected the Board of Directors for the term 2024-2029, the total number of members of the Board of Directors up to now is 07 members. The structure of the Board of Directors is as follows:

No	Name	Duty
1	Ms. Nguyen Minh Nguyet	Chairman of the Board of Directors (Non-Executive Member)
2	Mr. Truong Van Quang	Executive Member (General Director)
3	Ms. Susan Ho	Non-executive members
4	Mr. David Ho	Executive Member
5	Mr. Huynh Khanh Hieu	Non-executive members
6	Mr. Tran Quang Phu	Independent Members
7	Ms. Kim Ngoc Nguyen	Independent Members

**2. Activities of the Board of Directors**

**2.1. Board Meetings**

In 2024, the Board of Directors will organize 10 meetings, with 100% of members attending directly or authorizing others to attend, giving timely opinions on issues within the jurisdiction of the Board of Directors. The attendance rate of members of the Board of Directors is as follows:

No.	Director	In-person	Online and/or POA	Total
1	Nguyen Minh Nguyet	10	-	10/10
2	Truong Van Quang	10	-	10/10
3	Susan Ho	5	5	10/10
4	David Ho	10	-	10/10
5	Huynh Khanh Hieu	4	6	10/10
6	Tran Quang Phu	10	-	10/10
7	Kim Ngoc Nguyen	-	10	10/10

**2.2. Resolutions of the Board of Directors**

In 2024, the Board of Directors has approved 10 Resolutions on issues under the authority of the Board of Directors. The operation of the Board of Directors ensures compliance with the provisions of law and the Company's Charter. According to the assessment of the Board of Directors, in 2024, the members of the Board of Directors will complete their tasks. The abstract content of the Resolutions approved by the Board of Directors is as follows:

No.	Ref.	Day	Content	Pass Rate
1	01/BB-HĐQT/2024	2024-03-06	Renewal of Credit Contract	100%
2	NQ-Board of Directors//2024/0401	2024-04-01	Renewal of Credit Contract	100%
3	BBH-HĐQT/2024/0401	2024-04-15	Renewal of Credit Contract	100%

No.	Ref.	Day	Content	Pass Rate
4	BBH-HĐQT/2024/0402	2024-04-15	Guarantee an affiliate loan	100%
5	NQ-HĐQT/2024/0501	2024-05-21	Renewal of Credit Contract	100%
6	BBH-HĐQT/2024/0601	2024-06-14	Guarantee an affiliate loan	100%
7	01/2024	2024-03-18	Extension of the time for holding the 2024 General Meeting of Shareholders	100%
8	01/24/BB/HĐQT-TFC	2024-05-22	Approved the election of the Chairman of the Board of Directors for the term 2024-2029	100%
9	01-TFC/BBHHĐQT	2024-07-01	Approval of information disclosure regulations	100%
10	04/24/BBH/HĐQT-TFC	2024-08-06	Report on production and business activities	100%

### **2.3. About related parties transactions**

Announced in the audited financial statements 2024 and the Corporate Governance Report 2024.

### **2.4. Remuneration and benefits of the Board of Directors**

Published in the audited financial statements 2024.

## **3. Evaluation report on the activities of the Board of Directors of Independent Members of the Board of Directors in 2024**

### **a. General assessment of the Board of Directors' activities**

The activities of the Board of Directors have been carried out in accordance with the operation plan of the Board of Directors in 2024, in compliance with the Company's Charter, and the Internal Regulations on Corporate Governance; completing most of the programs and actions of the Board of Directors.

The Board of Directors meetings have been convened and implemented with a specific schedule, carefully prepared documents. The content of the meeting was carefully discussed and evaluated by the members of the Board of Directors to make the best decisions for the Company.

All members of the Board of Directors have a high sense of responsibility and prudence in performing their roles, rights and responsibilities.

The Board of Directors has exchanged and discussed regularly with the Board of Directors to promptly support the Board of Directors in the process of operating the Company, well implementing the supervision and control of the administration.

### **b. General assessment of the supervision of the Executive Team**

Overall, the Board of Directors has done a good job of supervising the Board of Directors, ensuring that the Company's activities are always controlled, in line with the strategic orientation and in line with reality.

The Chairman of the Board of Directors and a number of members of the Board of Directors have regularly attended meetings of the Executive Team. A number of decisions of the CEO have been analyzed, discussed and consulted by the Board of Directors to achieve optimal results for the Company.

The Board of Directors also regularly reviews the reports of the CEO and discusses with the CEO to understand the Company's operation as well as be updated with business information as quickly as possible.

The Chairperson of the Board of Directors and several members of the Board of Directors have actively supported the Executive Team across various areas; particularly in risk management, helping to identify key issues, ensure sustainable and uninterrupted business operations, and safeguard the interests of shareholders and investors.

## **4. 2025 Plan**

The strategic direction for 2025 and beyond is to continue enhancing automation and mechanization in production, improve organizational efficiency, and strengthen cost and quality control to boost competitiveness. The company also aims to gradually shift its product portfolio toward value-added, high-nutrition items such as vegan, gluten-free, and steamed products, while continuing to prioritize investment and market development in the US, EU, and Japan.

*Above is the content of the report on the activities of the Board of Directors of the Company in 2024.*

*Respectfully submitted to the General Meeting of Shareholders for approval.*

**On behalf of BOARD OF DIRECTORS  
Chairperson**



**Nguyen Minh Nguyet**

**Appendix 03**

**Report of the Supervisory Board's activities in 2024**



Ho Chi Minh City, April 25, 2025.

**Report of the Supervisory Board****To: General Meeting of Shareholders of Trang Corporation**

*The Supervisory Board ("Supervisory Board" or "SB") of Trang Corporation ("the Company") respectfully submits to the General Meeting of Shareholders ("AGM") a report on the Supervisory Board work carried out according to its functions and tasks in 2024 as follows:*

**1. The Company's consolidated business results in 2024**

In the context of general difficulties of the market, the Company's Board of Directors has made great efforts in all production and business management activities, business results have grown strongly, specifically as follows:

*(Unit: billion VND)*

Item	A2023	2024 Target	A2024	Comparison	
				A2024/ 2024 Target	A2024/ A2023
Turnover	783	845	904	+ 7%	+ 15%
Profit after tax	52	57	162	+ 184%	+ 212%

**2. Self-assessment report on the performance of the Supervisory Board and of each member****2.1. Personnel of the Supervisory Board**

STT	Full name	Position	Start Date/ Date no longer a member of the Supervisory Board
1	Vu Thi Minh Chien	Head of SB	20/05/2024
2	To Le Minh	Member	20/05/2024
3	Tran Thanh Huong	Member	20/05/2024
4	Nguyen Bich Thuan	Member	Dismissal on 20/05/2024

**2.2. 2024 self-assessment of the Supervisory Board**

The Supervisory Board self-assessed that it had seriously implemented its responsibilities and powers in accordance with the provisions of the Law on Enterprises, the Company's Charter, and the Operating Regulation of the Supervisory Board in accordance with the contents approved at the 2024 Annual General Meeting of Shareholders, maintaining a good working relationship and coordinating with the Board of Directors and the Board of Directors. The members of the Supervisory Board have worked with a high sense of responsibility according to the principles of independence, objectivity, prudence, always for the benefit of the great-grandfather and Trang Corporation.

**2.3. Report on self-assessment of 2024 of members of the Company's Supervisory Board****a. Vu Thi Minh Chien**

In 2024, Ms. Vu Thi Minh Chien, Head of the Supervisory Board has managed the activities of the Company's Supervisory Board, specifically as follows:

- Attending meetings of the Board of Directors, the Board of Directors of the Company;
- Inspecting and supervising the Regulations and Regulations of the Board of Directors and the Board of Directors that have been issued;
- Supervise the management and administration of production and business activities of the Board of Directors in accordance with the Law on Enterprises and the Company's Charter;
- Examine and review the audited semi-annual financial statements and annual reports of the Company in order to assess the truthfulness and accuracy of financial data in accordance with current accounting standards, regimes and financial policies;
- Supervise the compliance with the regulations on information disclosure in accordance with the provisions of law to ensure that the information to shareholders is complete, timely and accurate;
- Professional management and direction of the Company's Supervisory Board;
- Report on the performance of the Supervisory Board before the Annual General Meeting of Shareholders.

Ms. Vu Thi Minh Chien self-assessed that she was proactive and active in her work, fulfilling the tasks and powers of the Head of the Supervisory Board according to the law and the Company's Charter.

**b. To Le Minh**

In 2024, Ms. To Le Minh has performed the tasks assigned and directed by the Head of the Company's Supervisory Board, specifically as follows:

- Monitor financial activities and plans of the Company;
- Inspect and supervise the appraisal of the Company's audited quarterly, semi-annual and annual financial statements;
- Perform other tasks assigned by the Head of the Board.

Ms. To Le Minh self-assessed that she was proactive and active in her work, closely coordinated with members of the Supervisory Board and completed the assigned tasks in 2024.

**c. Tran Thanh Huong**

In 2024, Ms. Tran Thanh Huong has performed the tasks assigned by the Head of the Corporation's Supervisory Board, specifically as follows:

- Secretary for SB's meetings;
- Inspecting the distribution of dividends and setting aside for the use of annual funds in accordance with the Resolution of the Annual General Meeting of Shareholders of the company in accordance with law;
- Perform other tasks assigned by the Head of the Board.

Ms. Tran Thanh Huong assessed herself to have been proactive and active in her work, closely coordinating with members of the Supervisory Board and completing the assigned tasks in 2024.

**3. Remuneration, operating expenses and other benefits of the Supervisory Board and each member of the Supervisory Board**

STT	Full Name	Duty	Remuneration (million VND)	Time (month)	Total (million VND)
1	Vu Thi Minh Chien	Head of SB	4.5	12	54
2	To Le Minh	Member	3.0	12	36
3	Nguyen Bich Thuan	Member	3.0	5	15
4	Tran Thanh Huong	Member	3.0	7	21
<b>Total SB</b>					<b>126</b>

#### **4. Summary of the meetings of the Supervisory Board and the conclusions and recommendations of the Supervisory Board**

In 2024, the Supervisory Board held 02 meetings to, specifically as follows:

- Elect the Head of the Supervisory Board for the term 2024-2029 and assign tasks to members of the Supervisory Board.
- Propose the Board of Directors selected an independent audit firm to conduct the review and audit of the company's separate and consolidated financial statements.

#### **5. Results of monitoring the company's operations and finances**

The Supervisory Board agreed with the independent audit opinion of A&C: "The consolidated financial statements reflect truthfully and reasonably, in material aspects of the Group's consolidated financial position as at 31 December 2024, as well as the consolidated results of business operations and consolidated cash flows for the fiscal year ended 31 December 2024 date, in accordance with Vietnamese accounting standards, the Vietnamese Enterprise Accounting Standards and legal regulations related to the preparation and presentation of consolidated financial statements."

#### **6. Report on evaluation of transactions between the Company, its subsidiaries or companies under the control of more than 50% of charter capital and members of the Board of Directors, General Directors, executives and related persons of such subjects; transactions between the Company and a company in which members of the Board of Directors, General Directors and other executives of the enterprise are founding members or managers of the enterprise in the last 03 years prior to the time of transaction**

Shareholders, please refer to Section VII of the 2024 Corporate Governance Report which has been published.

#### **7. Supervision results for the Board of Directors, CEO and other executives of the enterprise**

The Board of Directors of the Company has held periodic and extraordinary meetings in accordance with the Law on Enterprises and the Company's Charter. The Board of Directors has also approved Resolutions in the form of direct meetings and in the form of asking for written opinions in accordance with the provisions of the Law and the Company's Charter. The Board of Directors meetings have specific contents, are recorded in minutes and promulgate Resolutions/Decisions in the right order, in accordance with the authority and in accordance with the provisions of the Law and the Company's Charter.

In 2024, the CEO and Executive Team carried out their duties in compliance with the Law on Enterprises and the Company's current Charter, while promptly implementing the Resolutions of the General Meeting of Shareholders and the Board of Directors.

#### **8. Results of evaluation of the coordination between the Supervisory Board and the Board of Directors, the CEO and shareholders**

- The Supervisory Board regularly exchanges work via email and phone to ensure that it is always timely to provide support for the BOD and the CEO/ Executive Team, and at the same time supervise the compliance with the Resolution of the General Meeting of Shareholders as well as the observance of internal regulations and legal provisions of the Board of Directors and the CEO/ Executive Team in the management and administration of the implementation of tasks in 2024.
- The Supervisory Board closely coordinates with the Board of Directors and the Executive Team but still maintains its independence.
- The Board of Directors and the Executive Team ensured the right to access documents of the Supervisory Board in accordance with the provisions of law.

- In 2024, the Supervisory Board did not receive any requests from shareholders or groups of shareholders holding 05% or more of shares to review the Company's operations or the management of the Board of Directors and the Executive Team of the Company. In general, during the performance of its duties, the Supervisory Board received full support from the Board of Directors and the Executive Team to effectively carry out its responsibilities.

**The above is the Report on the operation of the Supervisory Board and members of the Supervisory Board of the Company in 2024. Respectfully submitted to the General Meeting of Shareholders for consideration and approval.**

**Respect.**

**ON BEHALF OF THE SUPERVISORY BOARD**



**Vu Thi Minh Chien**