

**KIEN HUNG JOINT STOCK  
COMPANY VN**

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

*Kien Giang, March 03rd, 2025*

Ref. No.: *KHS-COM-OD07/2025*  
Re: *Resolution of BOD No. 02/2025/NQ-  
HDQT/KHS dated March 03rd, 2025*

**To: State Securities Commission of Vietnam  
Hanoi Stock Exchange**

1. Organization name : **KIEN HUNG JOINT STOCK COMPANY VN**

- Stock symbol : KHS

- Address : Lot B4-B5, the 1<sup>st</sup> street, Thanh Loc Industrial Zone, Thanh Loc Commune ,  
Chau Thanh District, Kien Giang Province, Vietnam

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- Email: [info@kihuseavn.com](mailto:info@kihuseavn.com)

- Information disclosure person: **Mr. Nguyen Ngoc Anh**

Information disclosure type:  Periodic  Unusual  24h  On request

2. Information disclosure content :

Resolution of BOD No. 02/2025/NQ-HĐQT/KHS dated March 03rd, 2025 regarding the approval of interim dividend payment plan, plan to organize the 2025 annual general meeting of shareholders and contents presented at the meeting..

3. This information was published on the company's website on March 03rd, 2025 at the link :  
[www.kihuseavn.com](http://www.kihuseavn.com)

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

**\* Attached document:**

*Resolution of BOD  
No. 02/2025/NQ-HĐQT/KHS*

**ORGANIZATION'S REPRESENTATIVE**

**Information disclosure person**



**Nguyen Ngoc Anh**

## **RESOLUTION OF BOARD OF DIRECTORS**

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- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 28th, 2020;
- Pursuant to the provisions of the Charter on organization and operation of Kien Hung Joint Stock Company VN;
- Pursuant to the Resolution of the 2024 Annual General Meeting of Shareholders of Kien Hung Joint Stock Company VN No. 01/24/NQ-ĐHĐCĐ/KHS dated April 27th, 2024;
- Pursuant to the Minutes meeting of the Board of Directors No. 02/25/BB-HĐQT/KHS of Kien Hung Joint Stock Company dated March 03rd, 2025;

### **KIEN HUNG JOINT STOCK COMPANY VN BOARD OF DIRECTORS RESOLVES**

#### **Article 1: Approval of the 2024 business results as follows:**

Unit: million VND

Indicators	Consolidated data			Parent company		
	2024 Plan	2024 perform	% of performance compared to plan 2024	2024 Plan of Parent company	2024 perform	% of performance compared to plan 2024
Net revenue	527,127	657,528	124.74%	527,127	657,412	124.72%
Gross profit	61,425	77,980	126.95%	61,425	78,755	128.21%
Net accounting profit before tax	18,562	17,085	92.04%	18,562	34,609	186.45%
Profits after corporate income tax	18,024	17,085	94.79%	18,024	34,609	192.02%
Profit after tax of shareholders of the parent company	18,024	25,672	142.43%	18,024	34,609	192.02%
ROS	3.42%	2.60%	76.02%	3.42%	5.26%	153.80%

#### **Article 2: 2024 Dividend payment**

- Payment form: by cash and by shares
- Dividend payout ratio: will be presented in the 2025 Annual General Meeting of Shareholders.

#### **Interim dividend:**



Pursuant to the Resolution of the 2024 General Meeting of Shareholders and the 2024 business results, the Board of Directors agrees on the 2024 interim dividend payment plan as follows:

- Form: by cash.
- Record date: April 01st, 2025
- Ratio: 15%/share (each share receives VND 1,500)
- Expected implementation date: April 14, 2025.

**Article 3: Provisions for funds and remuneration of the Board of Directors and Supervisory Board in 2024:**

Pursuant to the Resolution of the 2024 Annual General Meeting of Shareholders dated April 27th, 2024, the items including provisions for funds, remuneration of the Board of Directors and Supervisory Board submitted to the 2025 Annual General Meeting of Shareholders are as follows:

<b>Item</b>	<b>Rate (%)</b>	<b>Amount (Million VND)</b>
Welfare reward fund	8%	2,769
Fund for the operation of the Company's Executive Management Board	1%	346
Board of Directors and Supervisory Board remuneration		132
Development investment fund		5,971
<b>Total</b>		<b>9,218</b>

**Article 4: Approval of the 2025 Business Plan to be submitted to the Annual General Meeting of Shareholders:**

The Board of Directors agrees to submit to the Annual General Meeting of Shareholders the 2025 production and business plan, increasing by 10% compared to the 2024 Business Plan as follows:

Unit: million VND

<b>Target</b>	<b>Consolidated</b>	<b>Parent company</b>
Net revenue	579.840	579.840
Gross profit	67.568	67.568
Total accounting profit before tax	20.418	20.418
Profit after corporate income tax	20.418	20.418
Profit after tax of shareholders of parent company	20.418	20.418
ROS	3,52%	3,52%

**Article 5: 2025 profit distribution plan, remuneration of Board of Directors and Board of Supervisors:**

- **2025 profit distribution plan:**

The Board of Directors agreed on the 2025 profit distribution plan to submit to the Annual General Meeting of Shareholders as follows:

<b>2025 profit distribution</b>	<b>Ratio/amount</b>	<b>Remark</b>
Dividend	8% - 15%	Payout on Profit After Tax
Board of Directors and Supervisory Board remuneration	360 trđ	
Welfare reward fund	8% - 10%	Payout on Profit After Tax
Fund for the operation of the Company's Executive Management Board	1%	Payout on Profit After Tax
Development investment fund		Remaining amount after distributing profits to the above items.

In which, dividends can be paid in cash, or both shares and cash according to the ratio and structure selected appropriately by the Board of Directors and reported to the Annual General Meeting of Shareholders.

- **Board of Directors and Supervisory Board remuneration:**

The remuneration for the Board of Directors and Board of Supervisors in 2025 is detailed as follows:

<b>Position</b>	<b>Amount/month (1,000 VND)</b>
Chairman of the Board of Directors	6,000
Member of the Board of Directors	3,000
Head of the Supervisory Board	3,000
Member of the Supervisory Board	2,000
Member of the Supervisory Board with concurrent positions	1,000

**Article 6: Approval of the 2025 Annual General Meeting of Shareholders' Meeting Plan and the contents to be submitted to the Meeting:**

- Expected date: April 26, 2025.
- Record date: March 26, 2025.
- Meeting venue: Notice later in the meeting invitation.

**Contents to be submitted to the 2025 Annual General Meeting of Shareholders:**

1. Report on business results in 2024.
2. Dividend payment in 2024.
3. Provision for funds and remuneration of the Board of Directors and Supervisory Board in 2024.
4. Business plan in 2025.

5. Profit distribution plan in 2025.
6. Election of the Board of Directors and Supervisory Board for the term 2025-2030.
7. Termination of operations of Kien Hung Joint Stock Company VN Branch - Kien Hung Aquaculture Farm.
8. Other issues to be discussed.

**Article 7: Implementation of the Resolution:**

This Resolution was approved by the Board of Directors on March 03rd, 2025. The Board of Directors, the Board of General Directors, the units and departments of the Company are responsible for implementing this Resolution.

**ON BEHALF OF  
THE BOARD OF DIRECTORS  
CHAIRMAN**



**TRẦN QUỐC HÙNG**

