



THANG LOI COFFEE JOINT STOCK COMPANY
2025 ANNUAL GENERAL MEETING OF
SHAREHOLDERS

RESOLUTION
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
THANG LOI COFFEE JOINT STOCK COMPANY
(No 06/2025/NQ – DHDCD)

Pursuant to Law on Enterprises No. 59/2020/QH14 promulgated by the National Assembly, taking effect as of January 1, 2021;

Pursuant to Law on Securities No. 54/2019/QH14 passed by the National Assembly, taking effect as of January 1, 2021;

Pursuant to the Articles of Association of Thang Loi Coffee Joint Stock Company;

Pursuant to Minutes of the 2025 Annual General Meeting of Shareholders No.: 06/2025/BBH–DHDCD dated April 9, 2025 of Thang Loi Coffee Joint Stock Company;

HEREIN RESOLVED THAT:

Article 1: Approve Report No. 53/2025/BC–BTGD dated March 18, 2025 of the Executive Board regarding summary report on production and business results in 2024 and orientation of production and business tasks in 2025

The General Meeting of Shareholders carries out voting to approve the Report of the Executive Board on production and business results in 2024 and the production and business plan in 2025 as follows:

Production and business results in 2024:

| No. | Indicator | Unit | Performance in 2024 | Plan in 2024 | Performance in 2024 compared to plan in 2024 |
|-----|---------------------------------|---------------------|---------------------|--------------|--|
| A | COFFEE PRODUCTS | Ton of coffee beans | 3,181 | 6,310 | 50% |
| B | PRODUCTION AND BUSINESS RESULTS | | | | |
| I | Total revenue | Million VND | 306.140 | 395.586 | 77% |

| No. | Indicator | Unit | Performance in 2024 | Plan in 2024 | Performance in 2024 compared to plan in 2024 |
|-----|-----------------------------------|-------------|---------------------|--------------|--|
| II | Profit before tax | Million VND | 59.433 | 5.114 | 1.162% |
| III | Corporate income tax | Million VND | 12.401 | 1.023 | 1.212% |
| IV | Profit after corporate income tax | Million VND | 47.032 | 4.091 | 1.150% |

Production and business plan in 2025:

| No. | Indicator | Unit | Performance in 2024 | Plan in 2025 | Plan in 2025 compared to plan in 2024 |
|-----|-----------------------------------|---------------------|---------------------|--------------|---------------------------------------|
| A | COFFEE PRODUCTS | Ton of coffee beans | 3,181 | 4,110 | 129% |
| B | PRODUCTION AND BUSINESS RESULTS | | | | |
| I | Total revenue | Million VND | 306.140 | 547.500 | 179% |
| II | Profit before tax | Million VND | 59.433 | 15.256 | 26% |
| III | Corporate income tax | Million VND | 12.401 | 3.204 | 26% |
| IV | Profit after corporate income tax | Million VND | 47.032 | 12.052 | 26% |

Rate of for votes 100%

Article 2: Approve Report No. 54/2025/BC-HDQT dated March 18, 2025 on activities of the Board of Directors in 2024 and orientation of activities in 2025

The General Meeting carries out voting to approve the Report on activities of the Board of Directors in 2024 and orientation of activities in 2025 (*Attached documents*).

Rate of for votes 100%

Article 3: Approve Report No. 55/2025/BC–BKS dated March 18, 2025 on activities of the Supervisory Board in 2024 and orientation of activities in 2025

The General Meeting carries out voting to approve the Report on activities of the Supervisory Board in 2024 and orientation of activities in 2025 (*Attached documents*).

Rate of for votes 100%

Article 4: Approve Statement No. 56/2025/TT – HDQT dated March 18, 2025 regarding approval of audited financial statements for the fiscal year from January 1, 2024, to December 31, 2024

The General Meeting carries out voting to approve the audited financial statements for the fiscal year from January 1, 2024, to December 31, 2024, as stated in the statement (*Attached documents*).

Rate of for votes 100%

Article 5: Approve Statement No. 57/2025/TT -HDQT dated March 18, 2025 regarding approval of Profit distribution plan and dividend payment for profit after tax in 2024.

The General Meeting carries out voting to approve the Profit Distribution Plan and Dividend Payment for Profit After Tax in 2024 as follows:

Profit Distribution Plan from January 1, 2024 to December 31, 2024:

| No. | Description | Unit | Amount |
|-----|------------------------------------|------|-----------------|
| 1 | Total revenue | VND | 306,140,005,571 |
| 2 | Total accounting profit before tax | VND | 59,433,323,355 |
| 3 | Profit after tax | VND | 47,032,345,729 |
| 4 | Dividend for 2024 | VND | 0 |
| 5 | Dividend Payout Ratio | % | 0 |

Rate of for votes 63,54%

Article 6: Approve Statement No. 58/2025/TT-HDQT dated March 18, 2025 regarding approval of Remuneration and Bonus of the Board of Directors and Supervisory Board in 2024 and plan in 2025.

The General Meeting carries out voting to approve the Remuneration and Bonuses for the Board of Directors and the Supervisory Board in 2024 and the Plan in 2025.

Unit: VND

| No. | Description | Total Remuneration for 2024 | Remuneration Plan for 2025 |
|-----|-----------------------------------|--------------------------------|----------------------------|
| 01 | Board of Directors (5 members) | 811,766,667 | 2,000,000,000 |
| 02 | Supervisory Board (3 members) | 31,911,111 | 200,000,000 |

Rate of for votes 100%

Article 7: Approve Statement No. 59/2025/TT – HDQT dated March 18, 2025 regarding authorizing the Board of Directors to select the auditor for the Company's financial statements in 2025

The General Meeting carries out voting to approve the content of the report on authorizing the Chairperson of the Board of Directors to select one of the audit companies in line with the actual situation in the year and fully meet the criteria to audit the Company's financial statements in 2025 (*Attached documents*).

Rate of for votes 100%

Article 8: Approve Statement No. 60/2025/BC – BOD dated March 18, 2025 regarding Disagreement with some contents of Inspection Conclusion No. 42/KL-TTr dated February 28, 2025

The General Meeting carries out voting to approve the content of the report on Disagreement with some contents of Inspection Conclusion No. 42/KL-TTr dated February 28, 2025 (*Attached documents*).

Rate of for votes 63,54%

Article 9: Approve Report No. 60/2025/BC – BOD dated March 18, 2025 regarding approval of results of contracts and transaction performance between the company and related persons in 2024

The General Meeting carries out voting to approve the Report on approval of results of contract and transaction performance between the company and related persons in 2024 (*Attached documents*).

Rate of for votes 100%

Article 10. The resolution takes effect as of April 9, 2025.

Resolutions of the General Meeting of Shareholders will be published on the Company's website in accordance with law provisions.

Rate of for votes 100%

Article 11. Responsibility to disseminate and thoroughly implement this Resolution.

The General Meeting agrees to assign the Board of Directors, the Supervisory Board and the Executive Board to be responsible for thoroughly disseminating, implementing and supervising the implementation of this Resolution.

**ON BEHALF OF GENERAL MEETING OF
SHAREHOLDERS**

Recipients:

- As above;
- SSC; Hanoi Stock Exchange
"for reporting";
- Filing: Board of Directors;
Archived.



CHỦ TỊCH HĐQT

Lỗ Hoàng Phúc