

Appendix V
REPORT ON CORPORATE GOVERNANCE

(Issued together with Circular No. 96/2020/TT-BTC dated November 16, 2020 of the Minister of Finance)

THANG LOI COFFEE JOINT STOCK COMPANY

No.: 09/BC-CTCP

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Dak Lak, January 16, 2026

REPORT
on Corporate Governance
(2025)

To: - State Securities Commission of Vietnam
- Hanoi Stock Exchange.

- Company name : **THANG LOI COFFEE JOINT STOCK COMPANY**
- Head office address: *Km 17, National Road 26, Ea Knuec Commune, DakLak Province*
- Phone number: *02623.514.365* Fax: *02623.514.365* Email:
- Registered capital: *VND 126,500,000,000*
- Stock code: *CFV*
- Corporate governance model:
+ General Meeting of Shareholders, Board of Directors, Supervisory Board, and Executive Board.
- Internal audit function: Implemented

I. Activities of the General Meeting of Shareholders

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

No.	Resolution/Decision No.	Date	Content
1	06/2025/NQ – DHDCD	09/04/2025	Annual General Meeting of Shareholders in 2025

II. Board of Directors (2025):

1. Information on Members of the Board of Directors (BOD):

No.	BOD Member	Position/ (<i>Independent/Non-executive Member</i>)	Start/End date as BOD Member/Independent BOD Member	
			Appointment date	Resignation date
1	Mr. Do Hoang Phuc	Chairperson of the BOD	24/04/2024	
2	Mr. Pham Xuan Thu	Vice Chairperson of the BOD	24/04/2024	
3	Mr. Do Hoang Phuong	Executive Member of the BOD	24/04/2024	
4	Ms. Pham Thi Linh	Non-executive Member of the BOD	24/04/2024	
5	Ms. Dang Thi Huyen	Non-executive Member of the BOD	24/04/2024	

2. Meetings of the Board of Directors:

No.	BOD Member	Number of meetings attended/	Attendance rate/	Reason for absence
1	Mr. Do Hoang Phuc	16	100%	
2	Mr. Pham Xuan Thu	16	100%	
3	Mr. Do Hoang Phuong	16	100%	
4	Ms. Dang Thi Huyen	16	100%	
5	Ms. Pham Thi Linh	16	100%	

3. Supervisory Activities of the Board of Directors over the Executive Board:

Based on the Company's Articles of Association and the issued internal rules and regulations, the Board of Directors carries out its supervisory function over the Company's management and operations on a regular and continuous basis. This is conducted through various supervisory tools, monitoring of the execution of business tasks, and review of reports, standardized forms, and documents provided by the Executive Board and department heads in charge of specialized business functions, as follows:

- Overall, the Executive Board has acted in compliance with the Resolutions issued by the Board of Directors and has managed the Company's operations with notable improvements and concrete achievements. The Board of Directors recognizes the Executive Board's efforts in implementing the business plan for 2025.

- The Board of Directors believes that with the Executive Board's flexible management solutions and the unity of the Company's officers, employees, and laborers, the Company will strive to achieve the targets set forth by the General Meeting of Shareholders and gradually overcome challenges in the face of ongoing difficulties

4. Activities of Subcommittees under the Board of Directors (if any): None

5. Resolutions/Decisions of the Board of Directors (2025):

No.	Resolution/ Decision No.	Date	Content	Ratio of approval
1	01/2025/NQ – HDQT	07/01/2025	Approval of 2025 Lunar New Year bonus payment for Company employees	100%
2	02/2025/NQ – HDQT	10/02/2025	Approval of land use structure change for coffee plantation under individual contracts with 100% capital investment from the Company to a contractual cooperation model: Company contributes 51%, contractor 49%	100%
3	03/2025/NQ – HDQT	17/02/2025	Approval of plan for organizing the Annual General Meeting of Shareholders in 2025	100%
4	04/2025/NQ – HDQT	12/03/2025	Approval of salary levels for Company employees	100%
5	04a/2025/NQ – HDQT	15/03/2025	Approval of the policy to renovate and invest in new machinery and equipment for the coffee bean processing warehouse	100%
6	05/2025/NQ – HDQT	18/03/2025	Approval of documents at the Annual General Meeting of Shareholders in 2025	96.4%
7	07/2025/NQ – HDQT	14/04/2025	Approval of salary levels for individual BOD Members in 2025	100%
8	11/NQT - HDQT	15/07/2025	Approval of the contents of the Board of Directors' meeting held on July 8, 2025	100%
9	12/2025/NQ - HDQT	12/08/2025	Approval of the reviewed financial statements for the six-month accounting period ended June 30, 2025	100%

10	13/2025/NQ - HDQT	04/10/2025	Approval of bonuses and production reductions for contractors who effectively performed the coffee plantation contracting agreements for the 2025–2026 crop year	100%
11	16/2025/NQ - HDQT	25/11/2025	Approval of the payment of the 13th-month salary bonus for Company officers and employees for 2025	100%

III. Supervisory Board (2025):

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

No.	Supervisory Board Member	Position	Start/End date as member of the Supervisory Board	Qualification
1	Mr. Pham Dinh Bo	Head of the Supervisory Board	24/04/2024	Forestry engineer majoring in economics; bachelor of politics; Lawyer
2	Ms. Le Dang Uyen Dan	Member of the Supervisory Board	24/04/2024	Bachelor of Law
3	Ms. Nguyen Thi Thuy Hang	Member of the Supervisory Board	24/04/2024	Bachelor of Economics

2. Meeting of the Supervisory Board

No.	Member of the Supervisory Board/Audit Committee	Number of meetings attended	Attendance rate	Voting rate	Reason for absence
1	Ms. Nguyen Thi Thuy Hang	2	100%	100%	
2	Mr. Pham Dinh Bo	2	100%	100%	
3	Ms. Le Dang Uyen Dan	2	100%	100%	

3. Supervisory activities of the Supervisory Board over the Board of Directors, Executive Board, and Shareholders:

- Monitored the Board of Directors and the Executive Board in implementing the Resolutions of the General Meeting of Shareholders;

- Reviewed business performance reports and the Company's financial statements;
 - Oversaw the Company's investment activities;
 - Represented shareholders in checking and supervising the enforcement of the Company's Articles of Association and corporate governance practices by the Board of Directors and the Executive Board;
 - Examined compliance with financial regimes, asset and capital management practices, and other legal obligations applicable to the Company;
 - Monitored the adherence to internal regulations and decisions issued by the Board of Directors and Executive Board;
4. Coordination between the Supervisory Board and the Board of Directors, Executive Board, and other managers::
- The Supervisory Board worked closely with the Board of Directors and Executive Board in overseeing the implementation of Resolutions passed by the General Meeting of Shareholders (GMS) and the Board of Directors.
 - The Supervisory Board was given full access to BOD Resolutions, Business Performance Reports, and the Company's financial statements.
 - Supervisors participated in BOD meetings, thereby enabling timely tracking of Company activities and the execution of resolutions passed by the GMS.
 - The Supervisory Board maintained independence in its supervisory operations. During the year, no shareholder petitions were received regarding the direction and management of the Board of Directors, Supervisory Board, Executive Board, or other managers of the Company.
5. Other activities of the Supervisory Board (if any): None

IV. Executive Board

No.	Member of the Executive Board	Date of birth	Qualification	Date of Appointment
1	Ms. Hoang Thi Thu Ha	23/08/1987	Master's degree	03/12/2019
2	Mr. Doan Dinh Hong	20/07/1965	Bachelor's degree	01/06/2020

V. Chief accountant

Full Name	Date of birth	Professional qualification	Date of Appointment
Ms. Nguyen Thi Quynh Nhu	14/02/1994	Accounting	19/06/2023

VI. Corporate Governance Training:

Training courses on corporate governance attended by members of the Board of Directors, members of the Supervisory Board, the Director (General Director), other management officers, and the Company Secretary in accordance with corporate governance regulations

VII. List of Related Persons of the Public Company (2025) and Transactions of Related Persons with the Company

1. List of Related Persons of the Company:

No.	Name of Organization / Individual	Securities trading account (if any)	Position at the Company (if any)	Owner's Document Number*, Date of Issue, Place of Issue	Registered address / Contact address	Time of becoming related person	Date of cessation of related-person status	Reason	Nature of relationship with the Company/
1	Do Hoang Phuc		Legal Representative Chairperson of the Board of Directors						Legal Representative Chairperson of the Board of Directors
	Pham Thi Linh		Member of the Board of Directors / Major Shareholder						Wife
	Do Van Hanh								Older Brother
	Le Thi Thuy Dung								Older Sister-in-law
	Do Duy Tu								Younger Brother
	Duong Thi Phuong								Younger Sister-in-law
	Do Van Tu								Younger Brother
	Nguyen Thi Doan								Younger Sister-in-law
	Do Van Nam								Younger Brother
	Tran Thi Cay								Younger Sister-

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									in-law
	Mr. Do Hoang Phuong		Member of the Board of Directors						Biological Child
	Tran Thi Hai Ly								Daughter-in-law
	Do Linh Nham								Biological Child
	Dinh Thanh Tung								Son-in-law
	Mai Thi Luot								Mother-in-law
	Global Export and Import Foodstuff Joint Stock Company								Mr. Do Hoang Phuc serves as Chairman of the Board of Directors
	Nam Phuong IMEX Import and Export Joint Stock Company								Mr. Do Hoang Phuc serves as Director
	Quang Ninh Construction and Cement Joint Stock Company								Mr. Do Hoang Phuc serves as Chairman of the Board of Directors
	Cai Lan								Mr. Do Hoang

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	Industrial Park Joint Stock Company – QNC								Phuc serves as Chairman of the Board of Directors
	Daklak Water Supply Joint Stock Company								Mr. Do Hoang Phuc serves as Chairman of the Board of Directors
	Vietnam Livestock Corporation - Joint Stock Company								Mr. Do Hoang Phuc serves as a Member of the Board of Directors
2	Mr. Pham Xuan Thu		Vice Chairperson of the BOD						Company Executive
	Dang Trong Phu								Father-in-law
	Dang Thi Hue								Wife
	Pham Thi Nhu Ngoc								Biological Child
	Ho Quoc Viet								Son-in-law
	Pham Xuan Hoang								Biological Child
	Le Tran Bich								Daughter-in-law

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	Ngan								
3	Doan Dinh Hong		Deputy General Director						Company Executive
	Tran Thi Nuong								Wife
	Doan Duy Hoang								Biological Child
	Doan Ngoc Son								Biological Child
4	Ms. Hoang Thi Thu Ha		Deputy General Director						Key Managerial Personnel
	Hoang Van Noi								Biological Father
	Be Thi Doan								Biological Mother
	Nguyen Duy Ha								Father-in-law
	Le Thi Thanh Huong								Mother-in-law
	Nguyen Duy Tuan								Husband
	Nguyen Minh Khoa								Biological Child
	Hoang Be Hoan								Older Brother
	Dang Thi Hoa								Older Sister-in-

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									law
	Daklak Water Supply Joint Stock Company								Ms. Hoang Thi Thu Ha serves as General Director
5	Nguyen Thi Thuy Hang		Supervisor						Supervisor
	Nguyen Ha Lam								Biological Child
	Daklak Water Supply Joint Stock Company								Ms. Nguyen Thi Thuy Hang serves as Chief Accountant
6	Pham Dinh Bo		Supervisor						Supervisor
	Pham Thi Be								Wife
7	Ms. Dang Thi Huyen		Member of the Board of Directors						Key Managerial Personnel
	Dang Van Chinh								Biological Father
	Vuong Thi Bui								Biological Mother
	Nguyen Nhan Dong								Father-in-law
	Nguyen Nhan Tho								Husband

No.	Name of Organization / Individual	Securities trading account (if any)	Position at the Company (if any)	Owner's Document Number*, Date of Issue, Place of Issue	Registered address / Contact address	Time of becoming related person	Date of cessation of related-person status	Reason	Nature of relationship with the Company/
	Nguyen Huyen Tu Chi								Biological child
	Nguyen Nhan Quang								Biological child
	Dang Xuan Hau								Older brother
	Dang Xuan Huu								Older brother
	Dang Thu Hien								Older sister
	Hoang Dinh Trung								Older Brother-in-law
	Nguyen Thi Huyen								Older Sister-in-law
	Nguyen Thi Thu Ha								Older Sister-in-law
8	Pham Thi Linh		Member of the Board of Directors / Major Shareholder						Key Managerial Personnel
	Do Hoang Phuc		Legal Representative Chairperson of the Board of Directors						Husband
	Mai Thi Luot								Biological Mother

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	Mr. Do Hoang Phuong		Member of the Board of Directors						Biological Child
	Tran Thi Hai Ly								Daughter-in-law
	Do Linh Nham								Biological Child
	Dinh Thanh Tung								Son-in-law
	Nguyen Thi Luu								Older Sister-in-law
	Pham Thi Lua								Older Sister
	Pham Minh Cuong								Older Brother-in-law
	Pham Thi Linh								Older Sister
	Dang Ngoc Duc								Older Brother-in-law
	Nam Phuong Investment and Trading Company Limited								Ms. Pham Thi Linh serves as Director
	Daklak Water Supply Joint Stock Company								Ms. Pham Thi Linh serves as a Member of the Board of Directors

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9	Mr. Do Hoang Phuong		Member of the Board of Directors						Key Managerial Personnel
	Do Hoang Phuc		Legal Representative Chairperson of the Board of Directors						Biological Father
	Pham Thi Linh		Member of the Board of Directors / Major Shareholder						Biological Mother
	Tran Van Kiem								Father-in-law
	Nguyen Thi Ngan Thanh								Mother-in-law
	Tran Thi Hai Ly								Wife
	Do Phuong Nhi								Biological Child
	Do Hoang Minh Hai								Biological Child
	Do Hoang Minh Anh								Biological Child
	Do Linh Nham								Younger brother
	Dinh Thanh Tung								Younger Brother-in-law
	Daklak Water Supply Joint								Mr. Do Hoang Phuong serves as

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	Stock Company								Vice Chairman of the Board of Directors
	DHP Trading Company Limited								Mr. Do Hoang Phuong serves as Director
	Nam Phuong Investment and Trading Company Limited								Mr. Do Hoang Phuong serves as Deputy Director
	Global Export and Import Foodstuff Joint Stock Company								Mr. Do Hoang Phuong serves as Director
10	Le Dang Uyen Dan		Corporate Governance Officer Member of the Supervisory Board Authorized Person for Information Disclosure						Insider
	Dang Thi No								Biological Mother
	Tran Quoc								Father-in-law

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	Tuan								
	Vuong Thi Hong Nga								Mother-in-law
	Tran Anh Quang								Husband
	Tran Anh Minh								Child
	Tran Phuc Thinh								Child
	Le Thanh Hung								Older Brother
	Le Quoc Dung								Older Brother
	Dang Ha Mi								Older Sister-in-law
	Tran Thi Tra My								Older Sister-in-law
	Daklak Water Supply Joint Stock Company								Ms. Le Dang Uyen Dan serves as Head of the Supervisory Board

No.	Name of Organization / Individual	Securities trading account (if any)	Position at the Company (if any)	Owner's Document Number*, Date of Issue, Place of Issue	Registered address / Contact address	Time of becoming related person	Date of cessation of related-person status	Reason	Nature of relationship with the Company/
11	Nguyen Thi Quynh Nhu		Chief Accountant						Key Managerial Personnel
	Nguyen Doan Hung								Biological Father
	Pham Thi Thu Thanh								Biological Mother
	Nguyen Thi Thu Hang								Older Sister
	Vuong Tri Trung								Older Brother-in-law

Note: Owner's Document Number: ID Card/Passport Number (for individuals), or Business Registration Certificate Number, Operating License, or other equivalent legal document (for organizations).*

2. Transactions between the Company and its Related Parties; or between the Company and Major Shareholders, Insiders, or Persons related to Insiders.

No.	Name of Organization / Individual	Nature of relationship with the Company	Owner's Document Number *, Date of Issue, Place of Issue	Registered Address / Contact Address	Transaction Date	Resolution/Decision No. of the GMS/BOD on Approval (if any, specify date of issue)	Content, Quantity, Total Transaction Value	Notes
1	Daklak Water Supply Joint Stock Company	Mr. Do Hoang Phuc – Chairman of the Board of Directors and Legal Representative of Thang Loi Coffee Joint Stock Company - also serves as Chairman of the Board of Directors and Legal Representative of Dak Lak Water Supply Joint Stock Company.	6000175995	339 Ton Duc Thang, Tan An Ward, BMT City, Dak Lak Province	01/05/2024	07/2024/NQ – DHDCD dated April 24, 2024	Principle contract on goods supply	
2	Nam Phuong Investment and	- Ms. Pham Thi Linh (Member of	2700281328	No. 154, Tran Hung	21/11/2024	07/2024/NQ – DHDCD dated	Principle Contract for Purchase and	

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Trading Company Limited	the Board of Directors of Thang Loi Coffee Joint Stock Company) is the owner of Nam Phuong Company	Dao Street, Binh Chuong Street, Ninh Khanh Ward, Ninh Binh City.	April 24, 2024	Sale of Goods
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Note: Owner's Document Number: ID Card/Passport Number (for individuals), or Business Registration Certificate Number, Operating License, or other equivalent legal document (for organizations).*

3. Transactions between the Company's Insiders, Related Persons of Insiders and Subsidiaries or Controlled Entities of the Company

None

No.	Transaction Executor	Relationship to Insider	Position at Listed Company	ID Card/Passport No., Date & Place of Issue	Address	Name of Subsidiary/Controlled Entities of the Listed Company	Transaction Timeframe	Content, Quantity, Total Transaction Value	Notes

4. Transactions between the Company and Other Parties

4.1 Transactions between the Company and companies in which members of the Board of Directors, members of the Supervisory Board, the Director (General Director), and other managers have been or are founding members, members of the Board of Directors, or Directors (General Directors) within the past three (03) years (as of the reporting date)

None

4.2 Transactions between the Company and companies in which related persons of members of the Board of Directors, members of the Supervisory Board, the Director (General Director), and other managers serve as members of the Board of Directors or Directors (General Directors)

None

4.3 Other transactions of the Company (if any) that may generate material or non-material benefits for members of the Board of Directors, members of the Supervisory Board, the Director (General Director), and other managers

None

VIII. Share Transactions of Insiders and Related Persons of Insiders

None

1. List of Insiders and Related Persons of Insiders: In accordance with the List of Insiders of the Company as disclosed in Section VII above.

2. Transactions of Insiders and Related Persons with respect to the Company's shares

None

No.	Transaction Executor	Relationship to Insider	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reason for increase/decrease (purchase, sale, conversion, bonus, etc.)
			Number of shares	Ratio	Number of shares	Ratio	

sIX. Other issues to note: None

Recipients:

- SSC, HNX;
- Filing: Archived

THANG LOI COFFEE JOINT STOCK COMPANY

(Sign, write full name and seal)



Lữ Hoàng Phúc

