**CFV: Annual Corporate Governance 2023**

On January 16, 2024, Thang Loi Coffee Joint Stock Company announced Report No. 11/BC-CTCP on corporate governance in 2023 as follows:

* Name of company: Thang Loi Coffee Joint Stock Company
* Head office address: Km 17, National Road 26, Hoa Dong Commune, Krong Pac District, DakLak Province
* Tel: 02623.514.365 Fax: 02623.514.365 Email:
* Charter capital: VND 126,500,000,000
* Securities code: CFV
* Corporate Governance Model:
* The General Meeting of Shareholders, the Board of Directors, the Supervisory Board, and the General Manager/ Manager
* Internal audit execution: Implemented

1. Activities of the General Meeting of Shareholders:

Information about the meetings and General Mandates/Decisions of the General Meeting of Shareholders (including General Mandates approved by collecting opinions via a ballot):

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| --- | --- | --- | --- |
| No. | General Mandate/Decision No. | Date | Content |
| 1 | 14/2023/NQ-DHDCD | April 26, 2023 | Annual General Mandate 2023 |
| 2 | 24/2023/NQ-DHDCD | November 14, 2023 | Extraordinary General Mandate 2023 |

1. The Board of Directors (Annual Report 2023):
2. Information about members of the Board of Directors:

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| --- | --- | --- | --- | --- |
| No. | Member of the Board of Directors | Position (independent member, non-executive member of the Board of Directors) | Date of appointment/dismissal as member/independent member of the Board of Directors | |
| Appointment date | Dismissal date |
| 1 | Mr. Do Hoang Phuc | Chair of the Board of Directors | October 02, 2019 |  |
| 2 | Mr. Pham Xuan Thu | Member of the Board of Directors | October 02, 2019 |  |
| 3 | Mr. Do Hoang Phuong | Member of the Board of Directors | October 02, 2019 |  |
| 4 | Ms. Hoang Thi Thu Ha | Member of the Board of Directors | October 02, 2019 |  |
| 5 | Ms. Dang Thi Huyen | Member of the Board of Directors | July 12, 2021 |  |

1. Board Resolutions/Decisions (2023)

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| --- | --- | --- | --- |
| No. | Board Resolution/Decision No. | Date | Content |
| 1 | 01/2023/NQ-HDQT | February 07, 2023 | Approve submitting to the Annual General Meeting of Shareholders 2023 for reviewing to pay dividends for the profits of 2021; Report on the results of production and business activities in Q4/2022 and the plan for 2023 No. 20a/BC-CTCO dated February 1, 2023 of the General Manager; Financial Statements of Q4/2022 |
| 2 | 02/2023/NQ-HDQT | February 07, 2023 | Approve signing the enterprise collective labor agreement in 2023; adjust and supplement the Labor Regulations |
| 3 | 06/2023/NQ-HDQT | February 23, 2023 | Approved the plan to handle the coffee plantation planted in 1994 at Hamlet 19/8 of land plot No. 490; Map sheet No. 68; acreage of 1.08059 hectares |
| 4 | 07/2023/NQ-HDQT | March 10, 2023 | Approve the plan on organizing the Annual General Meeting of Shareholders 2023. |
| 5 | 08/2023/NQ-HDQT | March 10, 2023 | Approve promulgating the salary of the Company's employees |
| 6 | 09/2023/NQ-HDQT | March 30, 2023 | Approve the contents at the Annual General Meeting of Shareholders in 2023 |
| 7 | 10/2023/NQ-HDQT | March 30, 2023 | Re-sign a new freelance contract and other related contents with the coffee plantation contractor |
| 8 | 11/2023/NQ-HDQT | April 21, 2023 | Re-sign a new freelance contract and other related contents with the coffee plantation contractor |
| 9 | 15/2023/NQ-HDQT | May 17, 2023 | Approve the Report on the production and business result in Q1/2023 and the production and business orientations for Q2/2023 |
| 10 | 17/2023/NQ-HDQT | June 15, 2023 | Dismiss and appoint the Chief Accountant of the Company. |
| 11 | 19/NQ-HDQT | June 21, 2023 | Approve the capital borrowing at Joint Stock Commercial Bank For Foreign Trade Of Vietnam - Dak Lak Branch |
| 12 | 20/2023/NQ-HDQT | September 22, 2023 | Submit to the Board of Directors for reviewing and approving the General Meeting of Shareholders to dismiss and appoint additional members of the Supervisory Board |
| 13 | 21/2023/NQ-HDQT | October 10, 2023 | Approve the policy on reducing output and pay contracts for the crop in 2023 |
| 14 | 25/2023/NQ-HDQT | November 14, 2023 | Separate and merge the Company's departments |
| 15 | 26/2023/NQ-HDQT | November 20, 2023 | Request to stop carrying out the Thang Loi Dak Lak wind power plant project |
| 16 | 27/2023/NQ-HDQT | December 27, 2023 | Approve the case of Nguyen Huy Cong, the contractor applied to transfer the coffee plantation; the policy of handling the Company's coffee plantation at Hamlet 19/8 |

1. The Supervisory Board/Audit Committee (Semi-annual Report)
2. Information about members of the Supervisory Board/Audit Committee

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| --- | --- | --- | --- | --- |
| No. | Member of the Supervisory Board/Audit Committee | Position | Date of appointment/dismissal as member of the Supervisory Board/Audit Committee | Qualification |
| 1 | Mr. Pham Dinh Bo | Chief of the Supervisory Board | October 02, 2019 | Forestry engineer specializing in economics; Bachelor of Politics; Lawyer |
| 2 | Mr. Tran Quoc Do | Member of the Supervisory Board | October 02, 2019 | Bachelor of Economics, Major in Corporate Finance and Accounting |
| 3 | Ms. Luu Thi Thu Hien | Member of the Supervisory Board | November 14, 2023 | Bachelor of Accounting |
| 4 | Ms. Le Dang Uyen Dan | Member of the Supervisory Board | November 14, 2023 | Bachelor of Laws |

1. The Executive Board.

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| --- | --- | --- | --- | --- |
| No. | Member of the Executive Board | Date of birth | Qualification | Appointment date |
| 1 | Mr. Pham Xuan Thu | October 20, 1965 | University level | October 02, 2019 |
| 2 | Ms. Hoang Thi Thu Ha | August 23, 1987 | Master | December 03, 2019 |
| 3 | Mr. Doan Dinh Hong | July 20, 1965 | University level | June 01, 2020 |

1. Chief Accountant

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| --- | --- | --- | --- |
| Full name | Date of birth | Qualification | Appointment date |
| Ms. Nguyen Thi Quynh Nhu | February 14, 1994 | College Degree of Accounting | June 19, 2023 |
| Ms. Nguyen Thi Thuy Hang | October 02, 1990 | Bachelor of Accounting | Dismissed on June 19, 2023 |

1. Training on corporate governance
2. List of affiliated persons in the public company (Semi-annual Report) and transactions between affiliated persons of the Company and the Company itself:
3. Transactions between the Company and affiliated persons of the Company; or between the Company and major shareholders, PDMR and affiliated persons of PDMR: None
4. Transactions between the Company’s PDMR, affiliated persons of PDMR and subsidiaries, companies controlled by the Company: None
5. Transactions between the Company and other entities
   1. Transactions between the Company and companies in which members of the Board of Directors, members of the Supervisory Board, the Manager (the General Manager) and other managers have been founding members or members of the Board of Directors, the Executive Manager (General Manager) for the past three (03) years (calculated at the time of reporting): None
   2. Transactions between the Company and companies in which affiliated persons of members of the Board of Directors, members of the Supervisory Board, the Manager (General Manager) and other managers are members of the Board of Directors or Executive Manager (General Manager): None
   3. Other transactions of the Company (if any) that can bring about material or non-material benefits to members of the Board of Directors, members of the Supervisory Board, the Manager (General Manager) and other managers: None
6. Share transactions of PDMR and affiliated persons of PDMR (Semi-annual Report).
7. Company’s share transactions of PDMR and affiliated persons: None
8. Other significant issues: None