**CFV: Annual General Mandate 2024**

Thang Loi Coffee Joint Stock Company announced General Mandate No. 07/2024/NQ-DHDCD as follows:

Article 1: Approve Report No. 72/2024/BC-BTGD dated March 25, 2024, of the Board of Management on reporting the production and business results in 2023 and the production and business orientation for 2024

The General Meeting of Shareholders approves the report of the Board of Management on the results of production and business activities in 2023 and the production and business activities plan for 2024 as follows:

Results of production and business activities in 2023:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| No. | Target | Unit | Results in 2023 | Plan in 2023 | Results in 2023 compared to Plan in 2023 |
| A | Coffee Product | Tons of green coffee | 8,238 | 8,302 | 99% |
| 1 | Green coffee purchased from outside | Tons of green coffee | 8,008 | 8,000 | 100% |
| 2 | Self-grown coffee | Tons of green coffee | 230 | 302 | 76% |
| B | Results of production and business activities |  |  |  |  |
|  |  |  |  |  |  |
| I | Total revenue | Million VND | 469,085 | 379,483 | 124% |
| 1 | Revenue from goods sold and services provision | Million VND | 456,040 | 372,183 | 123% |
| 1.1 | Revenue from green coffee purchased from outside | Million VND | 429,400 | 352,383 | 122% |
| 1.2 | Revenue from coffee in Plan | Million VND | 14,374 | 12,300 | 117% |
| 1.3 | Revenue from leasing factory | Million VND | 12,266 | 6,800 | 180% |
| 2 | Other revenue | Million VND | 13,045 | 7,300 | 179% |
| II | Profit before tax | Million VND | 4,896 | 4,125 | 119% |
| III | Corporate income tax | Million VND | 1,361 | 825 | 165% |
| IV | Profit after tax | Million VND | 3,535 | 3,300 | 107% |

Production and business plan for 2024:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. | Target | Unit | Results in 2023 | Plan in 2024 | Plan in 2024 compared to Results in 2023 | Note |
| A | Coffee Product | Tons of green coffee | 8,238 | 6,310 | 77% |  |
| 1 | Green coffee purchased from outside | Tons of green coffee | 8,008 | 6,000 | 75% |  |
| 2 | Self-grown coffee | Tons of green coffee | 230 | 310 | 135% |  |
| B | Results of production and business activities |  |  |  |  |  |
| I | Total revenue | Million VND | 469,085 | 395,586 | 84% |  |
| 1 | Revenue from goods sold and services provision | Million VND | 456,040 | 384,486 | 84% |  |
| 1.1 | Revenue from green coffee purchased from outside | Million VND | 429,400 | 354,000 | 82% |  |
| 1.2 | Revenue from coffee in Plan | Million VND | 14,374 | 16,926 | 118% | Expected price floor is VND 10,000/kilogram of fresh coffee |
| 1.3 | Revenue from leasing factory | Million VND | 12,266 | 13,560 | 111% |  |
| 2 | Other revenue | Million VND | 13,045 | 11,100 | 85% |  |
| II | Accounting profit before tax | Million VND | 4,896 | 5,114 | 104% |  |
| III | Corporate income tax | Million VND | 1,361 | 1,023 | 75% |  |
| IV | Profit after tax | Million VND | 3,535 | 4,091 | 116% |  |

Article 2: Approve Report No. 73/2024/BC-HDQT dated March 25, 2024, on the activities of the Board of Directors in 2023 and the operational orientation for 2024

Article 3: Approve Report No. 74/2024/BC-BKS dated March 25, 2024, on the activities of the Supervisory Board in 2023 and the operational orientation for 2024

Article 4: Approve Proposal No. 75/2024/TT-HDQT dated March 25, 2024 on approving the Audited Financial Statements for the fiscal year from January 01, 2023 to December 31, 2023

Article 5: Approve Proposal No. 76/2024/TT-HDQT dated March 25, 2024, on approving the Plan on profit distribution and dividend payment with profit after tax in 2023.

The General Meeting approves the Plan on profit distribution and dividend payment with profit after tax in 2023 as follows:

Plan on distributing profit from January 01, 2023 to December 31, 2023:

|  |  |  |  |
| --- | --- | --- | --- |
| No. | Content | Unit | Result |
| 1 | Total revenue | VND | 469,085,408,057 |
| 2 | Total accounting profit before tax | VND | 4,896,414,423 |
| 3 | Profit after tax | VND | 3,535,047,283 |
| 4 | Dividend in 2023 | VND | 0 |
| 5 | Profit for appropriation for Investment and Development fund | VND | 3,535,047,283 |
| 6 | Dividend payment over profit rate | % | 0 |

Article 6: Approve Report No. 77/2024/TT-HDQT dated March 25, 2024, on approving the remuneration and bonus for the Board of Directors and the Supervisory Board in 2023 and the plan for 2024.

The remuneration and bonus for the Board of Directors, the Supervisory Board in 2023, and the plan for 2024

*Unit VND/year*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| No. | Content | Remuneration plan for 2023 | Total remuneration settlement in 2023 | Remuneration plan for 2024 |
| 01 | Executive Chair and non-executive members of the Board of Directors | 500,000,000 | 331,809,574 | 500,000,000  Salary for the Executive Chair of the Board of Directors: VND 22,500,000/month (excluding the current personal income tax of 10%) |
| 02 | Supervisory Board (03 members) | 84,000,000 | 25,800,000 | 84,000,000 |

Article 7: Approve Proposal No. 78/2024/TT-HDQT dated March 25, 2024, authorizing the Board of Directors to select an audit company for the Financial Statements 2024 of the Company.

The General Meeting approves the contents of the Proposal on authorizing the Chair of the Board of Directors to select one of the audit companies that is following the actual situation during the year and meets all the criteria to audit the Financial Statements 2024 of the Company

Article 8: Proposal No. 79/2024/TT-HDQT dated March 25, 2024, on approving the contracts and transactions between the Company and affiliated persons

Article 9: Approve Proposal No. 80/2024/TT-HDQT dated March 25, 2024, on approving the election of members of the Board of Directors and members of the Supervisory Board for the term of 2024-2028

The General Meeting of Shareholders approves the election of the members of the Board of Directors and the Supervisory Board for the term of 2024 - 2028 as follows:

* Number of members of the Board of Directors: 05 people.
* Number of members of the Supervisory Board: 03 people.
* List of candidates:

|  |  |
| --- | --- |
| List of candidates for the members of the Board of Directors | List of candidates of the members of the Supervisory Board |
| 1 Mr. Do Hoang Phuc | 1 Mr. Pham Dinh Bo |
| 2 Mr. Pham Xuan Thu | 2 Ms. Le Dang Uyen Dan |
| 3 Mr. Do Hoang Phuong | 3 Ms. Nguyen Thi Thuy Hang |
| 4 Ms. Pham Thi Linh |  |
| 5 Ms. Dang Thi Huyen |  |

Article 10: Approve the results of the election for members of the Board of Directors and the Supervisory Board of the term 2024-2028

* Approve the list of elected members for the Board of Directors and the Supervisory Board for the term of 2024-2028

|  |  |
| --- | --- |
| List of elected members of the Board of Directors | List of elected members of the Supervisory Board |
| 1 Mr. Do Hoang Phuc - Chair of the Board of Directors | 1 Mr. Pham Dinh Bo - Chief of the Supervisory Board |
| 2 Mr. Pham Xuan Thu - Member of the Board of Directors | 2 Ms. Dang Le Uyen Dan - member of the Supervisory Board |
| 3 Mr. Do Hoang Phuong - Member of the Board of Directors | 3 Ms. Nguyen Thi Thuy Hang - Member of the Supervisory Board |
| 4 Ms. Pham Thi Linh - Member of the Board of Directors |  |
| 5 Ms. Dang Thi Huyen - Member of the Board of Directors |  |

Article 11: This General Mandate takes effect from April 24, 2024

The General Mandate will be disclosed on the website of the Company as per the provisions of the law.

Article 12: Responsibility for dissemination and implementation of this General Mandate.

The General Meeting of Shareholders assigns the Board of Directors, the Supervisory Board, and the Board of Management to be responsible for disseminating, implementing, and monitoring the implementation of this General Mandate.