



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

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**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*