

No.: 03 /BCTN – FGL

“Re: Annual report 2025”

Thong Nhat, April 07, 2026

ANNUAL REPORT

Year 2025

To: The State Securities Commission of Vietnam
Hanoi Stock Exchange

I. General information

1. General information

- Trading name: *GIA LAI COFFEE JOINT STOCK COMPANY*
- Business Registration Certificate No.: 5900189678
- Charter Capital: 146.763.000.000 VND
- Owner's capital: 146.763.000.000 VND
- Address: No. 97 Pham Van Dong/Yet Kieu, Thong Nhat Ward, Gia Lai Province, Vietnam
- Telephone: 02693 824654
- Fax: 02693 822847
- Website: *gialaicoffee.com.vn*
- Securities code: FGL

Establishment and development process:

- + Gia Lai Coffee Joint Stock Company was converted from Gia Lai Coffee One Member Co., Ltd., the predecessor of the Coffee Company under the People's Committee of Gia Lai Province – Kon Tum, which was established under Decision No. 40/QĐ-UB-TC dated October 24, 1985;
- + On December 22, 1992, the Company was renamed Gia Lai Coffee Company under Decision No. 75/QĐ-UB-TLL issued by the People's Committee of Gia Lai Province.
- + On August 13, 2010, Decision No. 548/QĐ-UBND of the People's Committee of Gia Lai Province approving the conversion of Gia Lai Coffee Company into Gia Lai Coffee One-Member Limited Liability Company and the Company's Charter on organization and operation. The Company has been recognized and awarded many titles and prizes by the State, Government, ministries and political organizations.
- + On September 13, 2018, Gia Lai Coffee Joint Stock Company was registered for business and officially put into operation.
- + On September 14, 2018, Gia Lai Coffee Joint Stock Company's stock was first traded on the Upcom market at the Hanoi Stock Exchange with a registered trading volume of 6.481.323 shares (auction-winning shares) and registered trading value of 64.813.230.000 VND;

+ On November 19, 2018, the Vietnam Securities Depository accepted to deposit an additional number of shares of 8,194,977 shares (shares of other entities). The value of additional registered shares is 81,949,770,000 VND:

+ The total number of registered shares: 14,676,300 shares

+ The total value of registered shares: 146,763,000,000 VND.

+ On November 30, 2018, Gia Lai Coffee Joint Stock Company became a Public Company.

2. Business lines and the locations of the business:

- Business lines:

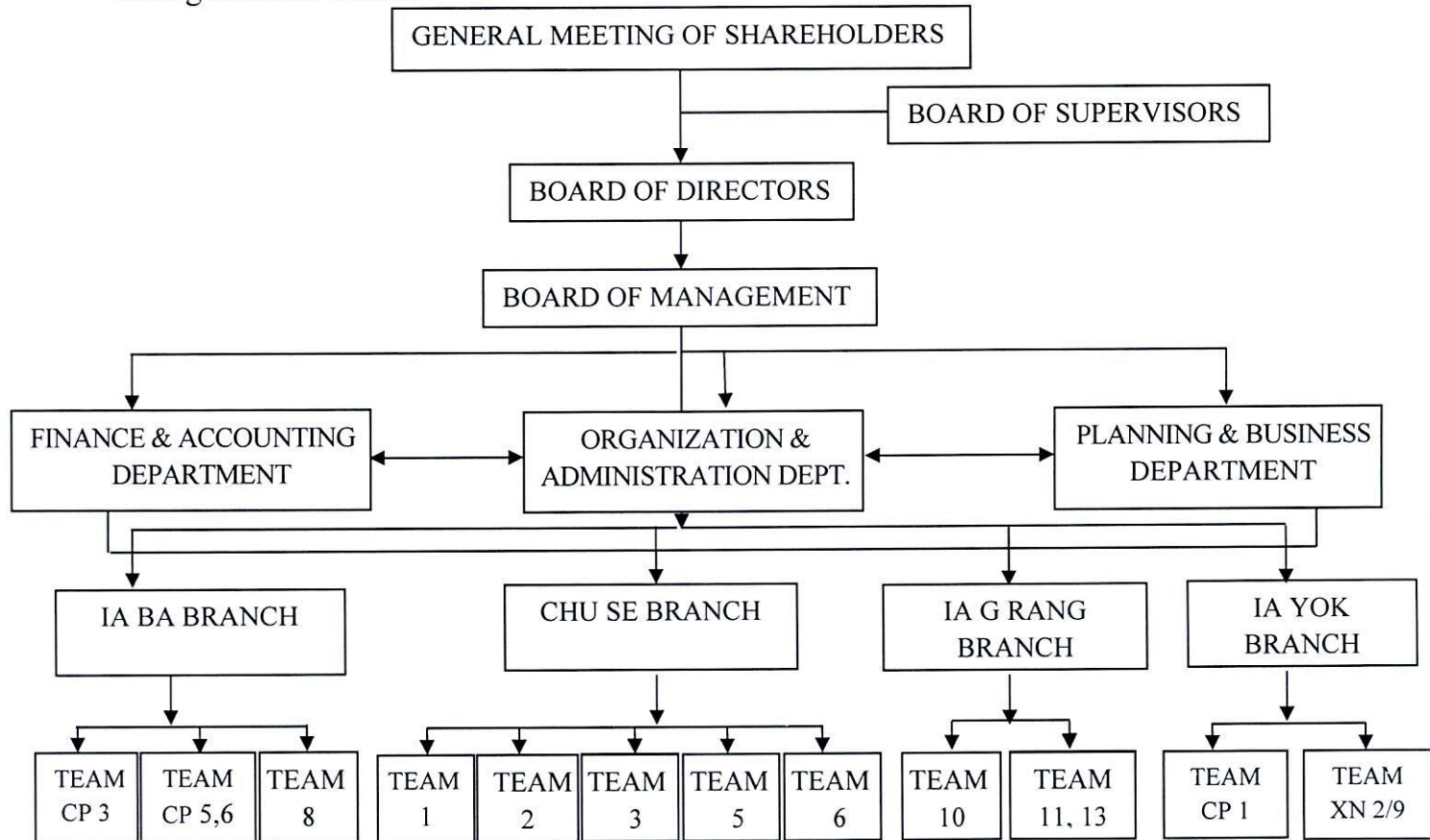
STT	Business lines	Industry Code
1	Growing of perennial spices, pharmaceutical and aromatic crops	0128
2	Growing of other annual crops	0119
3	Growing of pepper trees	0124
4	Wholesale of agricultural raw materials (except wood, bamboo) and live animals <i>- Details: Trading of agricultural products (from rubber latex)</i>	4620
5	Other specialized wholesale not elsewhere classified <i>- Details: Trading of fertilizers used in agriculture</i>	4669
6	Sale of motorcycles	4541
7	Wholesale of construction materials and other installation supplies	4663
8	Raising of other animals <i>- Details: Beekeeping and honey production</i>	0149
9	Growing of rubber trees	0125
10	Growing of coffee trees (main business)	0126
11	Manufacture of other food products not elsewhere classified <i>- Details: Roasting and filtering coffee, production of coffee products</i>	1079
12	Other remaining business support service activities not elsewhere classified: <i>- Details: Import and export of seedlings, seeds and agricultural products</i>	8299
13	Post-harvest crop activities <i>- Processing of agricultural products of all kinds</i>	0163
14	Raising of buffaloes and cows and breeding of buffaloes and cows	0141

3. Information about governance model, business organization and managerial apparatus:

- Governance model: The General Meeting of Shareholders, the Board of Supervisors, the Board of Directors, and the Board of Management. Supporting the General Director are Heads of functional departments and Heads of production unit branches.

Gia Lai Coffee Joint Stock Company operates under the corporate governance model of a joint-stock company, converted from a state-owned company into a 100% privately owned joint-stock company.

- Management Structure:



+ General Meeting of Shareholders: the highest authority of the Company, deciding on the development orientation of the Company, electing or dismissing members of the Board of Directors, members of the Board of Supervisors.

+ Board of Directors: the authority with full authority to exercise all rights of the Company except for those belonging to the General Meeting of Shareholders.

The Board of Directors consists of three members:

- | | |
|--------------------------|---|
| 1. Mr. Trinh Quang Hung | Chairman of the Board of Directors |
| 2. Mr. Trinh Dinh Truong | Vice Chairman of the Board of Directors |
| 3. Mr. Nguyen Cong Tien | Member |

+ Board of Supervisors: Elected by the General Meeting of Shareholders, on behalf of shareholders, to supervise all business, governance, and operational activities of the company.

The Board of Supervisors consists of three members:

- | | |
|---------------------------|-------------------|
| 1. Mr. Tran Dong Hung | Head of the Board |
| 2. Ms. Bui Thi Bich Huong | Member |
| 3. Ms. Nguyen Thi Thu Van | Member |

+ Board of Management: includes the General Director and Deputy General Director

* The General Director is the legal representative of the company appointed and dismissed by the Board of Directors. The General Director manages all production and business activities and other work under his authority of the Company.

* The Deputy General Director is appointed by the Board of Directors, is the assistant to the General Director and has the right to operate and organize the Company when the General Director is absent.

The structure of the Board of Management:

- | | |
|-------------------------|--|
| 1. Mr. Nguyen Cong Tien | General Director (appointed on June 26, 2024) |
| 2. Mr. Nguyen Van Quan | Deputy General Director (appointed on June 26, 2024) |

+ Chief Accountant: appointed by the Board of Directors, responsible for the company's finance and accounting:

Mr. Le Ba Hieu	Chief accountant (appointed on June 26, 2024).
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+ Functional departments and Subsidiary units:

* Organization & Administration Department: assists the Company's leadership in performing administrative procedures, monitoring personnel, policies for employees, salaries and other related matters.

* Finance & Accounting Department: Fully implements accounting and financial regimes in accordance with the provisions of law, ensuring capital for the Company's production and business activities.

* Planning & Business Department: Establishes and monitors production and business plans, develops technical norms and labor contract plans.

Plan the supply of inputs, materials and fuel to meet production and business activities in a timely manner. Update progress reports on investment projects in accordance with regulations.

* 04 branches:

+ Chu Se branch has 5 production teams (teams 1, 2, 3, 5, 6)

+ Ia Yok branch has 2 production teams (Chu Pah Team 1, Enterprise 2/9)

+ Ia Ba branch has 3 production teams (Chu Pah Team 3, Chu Pah Team 5, 6, Team 8)

+ Ia Grang branch has 3 production teams (Teams 9, 10 and Team 11)

The branches have the function of assisting the General Director in operating and organizing the implementation of the General Director's production and business plans.

4. *Development orientations*

- Main objectives of the Company

+ Regularly inspect the Board of Management in implementing rules, regulations, resolutions and decisions of the Board of Directors and the General Meeting of Shareholders, as well as the Company's Charter and legal provisions.

+ Direct the Board of Management to focus intensively, act decisively and stay closely aligned in managing production, finance and manpower. Strive to continuously improve labor productivity, invest in science and technology, enhance the management team's capabilities, and improve the professional qualifications of employees and workers.

+ Strengthen corporate governance efficiency to maximize profits, ensuring the benefits of the Company, the State, and shareholders.

- Development strategies in medium and long term

+ Continue to maintain stability and development in production of potential plantations;

+ Diversify short-term crops and expand into other business sectors to secure income for residents in the Company's production area.

5. Risks

+ Economic risks: In the context of slow economic recovery, Vietnam's economy remains heavily influenced by global economic conditions and face considerable challenges. The harsh weather situation is complicated. Therefore, these adverse factors will significantly impact the Company's revenue and profit.

+ Product risks: The production of dehusked coffee beans without a processing plant, combined with many businesses in the industry providing same types of products at the same time, leads to intense competition and creates price risks.

Production risks: Most coffee plantations have aging and degraded trees, and some cannot be restored, which affects coffee productivity and results in low yields.

+ Input risks: The risks come from the increasingly high prices of materials, labor, etc., leading to rising costs.

These risks have significantly affected the Company's production and business operations in 2024 and are expected to persist in 2025.

II. Operations in the year.

1. Situation of production and business operations

NO.	INDICATORS	PERFORMED IN 2024	PERFORMED IN 2025	NOTE
1	Revenue	15.774.627.970	21.035.706.790	
2	Accounting profit before tax	-20.475.052.795	-13.267.109.669	
3	Profit after corporate income tax	-20.475.052.795	-13.267.109.669	

Gia Lai Coffee Joint Stock Company initially took over and put into operation from September 13, 2018. In 2025, the Company encountered many difficulties such as:

+ Most of the coffee area handed-over from the equitized Gia Lai Coffee One-Member Limited Liability Company had aging trees with no products to harvest. In order to bring about future business efficiency, in 2025, the company removed a number of old coffee plantations that did not ensure the required output, resulting in high removal costs that increased losses for the year.

+ The management and care of coffee plantations by most contracted households remained conservative in manual and outdated methods. Awareness of converting and organizing the cultivation of crops according to the high-tech agricultural model was very limited. This led to suboptimal cultivation efficiency and posed significant difficulty for the Company in consolidating land plots and applying the conversion of crops with high economic efficiency.

+ In the context of the above advantages and difficulties, the Board of Directors and the Board of Management have proposed policies to promptly resolve practical difficulties, strive to overcome difficulties, focus all resources and proactively propose many appropriate solutions to implement the production and business plan set by the 2025 Annual General Meeting of Shareholders.

At present, the Board of Management is actively working with relevant authorities to resolve outstanding issues between the State-owned enterprise and the Joint Stock Company. At the same time, the Board of Management is overcoming difficulties step by step.

2. Organization and Human resources

- List of Board of Management

No.	Full name	DoB	ID Number	Position	Note
1	Nguyen Cong Tien	20/10/1966	040066022738	Member of BOD, General Director	
2	Nguyen Van Quan	05/06/1985	064085011130	Deputy General Director	
3	Le Ba Hieu	20/03/1992	064092001896	Chief Accountant	

CURRICULUM VITAE, WORK HISTORY, NUMBER OF SHARES OWNED:

1. Mr. Nguyen Cong Tien

Date of Birth: 20/10/1966

Gender: Male

Hometown: Dai Son Commune, Do Luong District, Nghe An Province

Nationality: Viet Nam

Permanent Address: Hamlet 14, Ea Tieu Commune, Cu Kuin District, Dak Lak Province

Current residence: Hamlet 14, EaTieu Commune, Cu Kuin District, Dak Lak Province

ID No.: 040066022738 issued by Police Department on Administrative Management of Social Order on 08/07/2021

Educational qualifications: 12/12 Professional Qualification: Bachelor's Degree in Economics

Current Position in the Company: Member of the BOD, General Director.

Securities ownership of individuals and related persons in the company.

+ Personal Ownership: 0 shares

+ Representative Ownership: None

+ Related persons Ownership: 0 shares

2. Mr. Nguyen Van Quan

Date of birth: 05/06/1985

Gender: Male

Place of birth: Chu Se

Nationality: Viet Nam

Ethnicity: Kinh

Hometown: Vinh Hoa, Ninh Giang, Hai Duong

Permanent Address: An Dien Hamlet, Ia Blang Commune, Chu Se District, Gia Lai Province.

ID No.: 064085011130 issued by Police Department on Administrative Management of Social Order on 28/06/2021

Educational qualifications: 12/12

Professional Qualification: Finance - Accounting

Current Position in the Company: Deputy General Director

Work history

PERIOD	POSITION	COMPANY
2008 - 2018	General Accountant	Gia Lai Coffee One Member Co., Ltd.
2019 to June 2024	Chief Accountant	Gia Lai Coffee Joint Stock Company
June 2024 to present	Deputy General Director	Gia Lai Coffee Joint Stock Company

Securities ownership of individuals and related persons in the company.

+ Personal Ownership: 147 shares

+ Representative Ownership: None

+ Related persons Ownership: 0 shares

3. Mr. Le Ba Hieu

Date of Birth: 20/03/1992

Gender: Male

Place of birth: Gia Lai

Nationality: Viet Nam

Ethnicity: Kinh

Hometown: Thanh Hoa

Permanent Address: Hamlet 8, Nghia Hung Commune, Chu Pah District, Gia Lai Province

ID No.: 064092001896 issued by Police Department on Administrative Management of Social Order on 11/04/2021

Educational qualifications: 12/12

Professional Qualification: Finance - Banking

Current Position in the Company: Chief Accountant, Head of Finance & Accounting Department

Work history

PERIOD	POSITION	COMPANY
2015 - 2020	General Accountant	Gia Lai Coffee One Member Co., Ltd.
2020 - 06/2024	Deputy Head of Accounting	Gia Lai Coffee Joint Stock Company
June 2024 - present	Chief Accountant	Gia Lai Coffee Joint Stock Company

Securities ownership of individuals and related persons in the company.

- + Personal Ownership: 0 shares
- + Representative Ownership: None
- + Related persons Ownership: 0 shares

- Number of staffs, employees and contracted workers: The Company has 233 people, including:

- + Indirect staff of the whole company: 30 people
- + Contracted workers at Ia Ba branch: 49 people
- + Contracted workers at Ia Yok branch: 70 people
- + Contracted workers at Ia Grang branch: 5 people
- + Contracted workers at Chu Se branch: 79 people

- Brief information and changes on the employees' policies:

+ Salary and Insurance Policies: The Company pays salaries in accordance with the Company's regulations. Salary allowances, social insurance, health insurance, unemployment insurance and sickness and maternity benefits... are implemented regularly throughout the year.

+ Employee welfare: The Company always cares and creates favorable conditions for employees, organizes meetings and events on Vietnamese Women's Day, supports workers enlisting for military service, offering Tet holiday allowances, and conducting employee visitation programs, etc.

3. Investment activities and project implementation.

a) Major investments: In 2025, the Company organized the replanting of 28.04 hectares at 3 branches Ia Yok - Ia Ba - Ia Grang, invested in the construction and installation of transformer stations and power lines in the 80-hectare area of production teams 11 & 13 - Ia Grang Branch and carried out dredging of canals at Ia Grang - Ia Ba Branch.

b) Subsidiaries and associated companies: None

4. Financial situation

a) Financial situation

Unit: VND

Indicators	Year 2024	Year 2025	Note
Total asset	115.799.008.731	99.313.076.298	
Net revenue	15.774.627.970	21.035.706.790	
Profit from business activities	(10.094.626.346)	(7.158.178.075)	
Other profit	(10.380.426.449)	(6.108.931.594)	
Profit before tax	(-20.475.052.795)	(13.267.109.669)	
Profit after tax	(-20.475.052.795)	(13.267.109.669)	
Payout ratio	0	0	

b) Financial indicators

Indicators	Unit	Year 2024	Year 2025
<i>1. Solvency ratio</i>			
+ Current ratio (Current asset/Current liabilities)	Times	0.20	0.11
+ Quick ratio <u>Current asset - Inventories</u> Current liabilities	Times	0.16	0.10
<i>2. Capital structure ratio</i>			
+ Debt/Total Assets Ratio	%	81	92
+ Debt/Owner's Equity Ratio	%	433	1.144
<i>3. Operation capability ratio</i>			
+ Inventory turnover	Times	3	24
Cost of goods sold/Average inventory +Net revenue /Average Total Assets	Times	0.14	0.21
<i>4. Profitability</i>			
+ Profit after tax/Net revenue Ratio	%	-130	-63
+ Profit after tax /Total capital Ratio	%	-94	-166
+ Profit after tax/Total assets Ratio	%	-18	-13
+ Profit from business activities/Net revenue Ratio	%	-64	-34

5. Shareholders structure, changes in owner's equity

a) Shares:

+ Number of floating shares: 14.676.300 shares

+ Number of freely transferable shares: 14.676.300 shares

+ Number of shares restricted for 3 years of strategic investors per Point a, Clause 3, Article 6, Decree 126/2017/NDD-CP: 0 shares.

+ Number of shares restricted for 3 years of Employees who purchase preferred shares based on years of service per Clause 1, Article 42, Decree 126/2017/NDD-CP: 0 shares

b) Shareholders structure:

Shareholder Structure	Number of Shareholders	Number of shares	Ratio	Note
Institutional and individual shareholders	176	14.676.300	100	
Individuals	174	7.786.972	53,00	
Institutions	02	6.889.328	47,00	
Ownership ratio	176	14.676.300	100	
Major Shareholders	05	14.157.219	96	
Minority Shareholders	171	519.081	4	

Data source for statistical number of shares is collected from the list of shareholders owning company securities (as record date of March 18, 2026) provided by Vietnam Securities Depository.

c) Change in the owner's equity: None

d) Transaction of treasury stocks: None

e) Other securities: None

6. Environment – Social – Governance (ESG) Report of the Company

6.1. Management of raw materials: The main materials of coffee trees are fertilizers and pesticides, which are stored in separate warehouses at branches, far from residential areas. The Company has issued regulations on the usage and collection of bottle packaging to waste disposal sites according to the hazardous waste source registration book.

6.2. Energy consumption: The main energy used for production and living is electricity

6.3. Water consumption:

a) Water supply and amount of water used:

+ Water used is tap water for daily life of Gia Lai Water Supply and Drainage Joint Stock Company.

+ Water used for production is from Gialai Irrigation Works Operating Limited Company

b) Percentage and total volume of water recycled and reused: None

6.4. Compliance with the law on environmental protection

a) Number of times the Company is fined for failing to comply with laws and regulations on the environment: None

b) The total amount to be fined for failing to comply with laws and regulations on the environment: None

6.5. Policies related to employees

a) Number of employees, average wages of workers:

+ Number of indirect employees: 30 people

+ Average salary in the year: 8.000.000 VND

b) Labor policies to ensure health, safety and welfare of workers:

+ Pay attention to and visit/encourage employees when they are sick, have a funeral/wedding, etc.

+ Additional allowances for employees: gasoline, phone, etc.

+ The company conducts quarterly labor safety inspections at branches

+ Conduct Fire Fighting and Prevention training, occupational safety and health at the company..

c) Employee training: Continuously train human resources so that when necessary, professional employees or production workers can be transferred from one department to another to serve production and business activities without hindrance.

6.6. Report on responsibility for local community

+ Financial support for road construction in the communes of the Company's branches.

+ Financial support for school opening ceremony, Mid-Autumn Festival for children, ...

6.7. Report on green capital market activities under the guidance of the SSC: None

III. Reports and assessments of the Board of Management

The Board of Management's reports and assessments shall include at least the following contents:

1. Assessment of production and business results.

- In 2025, the Company's production and business operations did not meet the planned targets due to the following reasons:

+ The coffee area in the new planting and basic construction stage is **247.59 hectares**, resulting in no harvestable products.

+ In Chu Se district, **252,96 hectares** of land and coffee plantations are occupied by local residents who resist and refuse to deliver contracted products to the Company.

+ At the Ia Grang branch, most of the workforce are ethnic minorities with limited capacity in production. Besides, difficulties in irrigation water, aging and degraded coffee plantations, and soil depletion have led to low productivity and no harvestable output.

+ Due to the effects of prolonged dry, hot weather and climate change, there is not enough irrigation water, affecting the productivity and quality of crops.

+ The high price of fertilizer materials has greatly affected the investment process in garden care due to the high demand for investment capital, leading to many households facing many difficulties in production.

2. Financial Situation

a) Assets

Indicators	Year 2024	Year 2025	Note
1. Current Assets	14.946.735.832	8.950.739.861	
Cash and Cash equivalents	4.304.624.152	827.041.588	
Current receivables	5.295.329.276	5.792.836.049	
Inventories	3.523.951.803	568.726.284	
Other current assets	1.822.830.601	1.762.135.940	
2. Non-current Assets	100.852.272.899	90.362.336.437	
Fixed Assets	95.057.515.570	80.764.886.051	
Non-current Assets in Progress	4.517.389.506	8.565.051.116	
Other Non-current Assets	1.277.367.823	1.032.399.270	
Total Assets	115.799.008.731	99.313.076.298	

b) Debt Payable

Indicators	Beginning Balance	Ending Balance	Note
Current liabilities	71.314.307.818	78.067.027.018	
Non-current liabilities	22.750.074.357	13.260.347.081	
Total Liabilities	94.064.382.175	91.327.374.099	

3. Improvements in organizational structure, policies, and management: Implement regulation and restructuring of functional departments to streamline the management apparatus and improve labor efficiency.

4. Development plans in future: Develop the scale of production and business operation gradually in the following years.

5. Explanation of the Board of Management for auditor's opinions:

The Company provides an explanation on the audit opinions except for the Financial Statements for the accounting period from January 1, 2025 to December 31, 2025" of the Company as follows:

The first opinion is related to the mortgage of the Certificates of land use rights, house ownership rights and other assets attached to the land. These are assets owned by the Company, used as mortgage for the loan of Bien Ho Tea Joint Stock Company at the Vietnam Bank for Agriculture and Rural Development - Gia Lai Branch to serve the production and business activities of both companies.

The second opinion is related to the treatment of land rental fees and late payment penalties in Ia Grai district and Chu Se district that have not been fully recorded in the Company's operating expenses, specifically:

- During the State-owned enterprise period, 7.754.365.354 VND (land rental fees) and 5.104.518.215 VND (late payment penalty).

- During the Joint Stock Company period (2019), 395.826.472 VND (land rental fees) and 368.799.753 VND (late payment penalty).

These are the land rental fees arising during the State-owned enterprise period and not included in the equitization plan and the enterprise valuation dossier. On the other hand, the Tax Department's calculation of land rental fees for areas that had already been transferred to local authorities for management by the Provincial People's Committee was not appropriate. Regarding this issue, the Company has filed a lawsuit against the Director of the Gia Lai Tax Department, and the Gia Lai People's Court has accepted this case. Accordingly, these figures may affect the Balance Sheet (if any), depending on the decision of the competent State authorities.

6. Assessment Report related to environmental and social responsibilities of the Company

a. Assessment concerning the environmental indicators (water consumption, energy, emissions, etc.)

- + Environmental indicators are all within allowable limits.

b. Assessment concerning the labor issues

- + Ensure labor safety in production

- + Strengthen propaganda work and raise awareness to all staffs and employees of the company, use energy economically and effectively to protect the environment.

c. Assessment concerning the corporate responsibility for the local community

Every year, the company has contributed to the construction and renovation of roads, schools, and facilities to create a clean and beautiful living environment.

IV. Assessments of the Board of Directors on the Company's operation

1. Assessments of the Board of Directors on the Company's operation, including the assessment related to environmental and social responsibilities

In 2025, the Board of Directors and the Board of Management actively implemented the Resolution of the General Meeting of Shareholders and the Resolution of the Board of Directors with key solutions, achieving goals and solutions to enhance the company's operational efficiency, strengthen management, tighten labor discipline, focus on improving the quality of coffee plantations, and use fertilizers and pesticides in accordance with production processes and regulations.

2. Assessment of Board of Directors on Board of Management's performance

- The Board of Directors regularly directs the Board of Management in implementing production, business and investment plans; promptly resolves arising issues, and regularly inspects and controls the performance of the Board of Management' functions and duties.

- The Board of Directors has assigned responsibilities to each member and operates under the direction of the Chairman of the Board of Directors. Based on the strategic objectives approved by the General Meeting of Shareholders, the Board of Directors has established specific

goals and operational directions, periodically holds meetings to evaluate the implementation of the company's production and business plans.

- Focus on reviewing the operational procedures being implemented throughout the company, then updating and modifying them to unify and enhance coordination in operation between departments.

3. Plans and orientations of the Board of Directors

1. Continue to direct and improve competitiveness and production - business efficiency .
2. Closely monitor and promptly direct the activities of the Board of Management.
3. Expand the Company's production and business activities towards product diversification.
4. Strengthen risk control and corporate governance, regularly update production and business data in a timely manner to save production costs, reduce product prices and support the Board of Management in making daily production decisions.

V. Corporate governance

1. Board of Directors.

a) Members and structure of the Board of Directors

No	Full name	Title	Number of shares owned	Ratio %	Note
1	Trinh Quang Hung	Chairman of the BOD	2.852.802	19,44%	
2	Trinh Dinh Truong	Vice Chairman of the BOD	0	0	
3	Nguyen Cong Tien	Member of the BOD	0	0	

b) The committees of the Board of Directors: None

c) Activities of the Board of Directors:

The Board of Directors operates collectively to discuss, agree and decide on issues in accordance with the Company's Charter and the Law on Enterprises.

In 2025, the Board of Directors held 12 meetings of the BOD with the content and results as follows:

No.	Resolution / Decision Number	Date	Content
1	01/NQ-FGL-HĐQT	February 20, 2025	Resolution on convening the 2025 Annual General Meeting of Shareholders.
2	02/NQ-FGL-HĐQT	April 17, 2025	Resolution of the 2025 Annual General Meeting of Shareholders.
3	03/NQ-FGL-HĐQT	July 18, 2025	Resolution on the approval of the liquidation of 28,04 hectares of senescent

			coffee plantations for the coffee replanting in 2025 at Ia Ba Branch, Ia Grang Branch, and Ia Yok Branch of Gia Lai Coffee Joint Stock Company
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d) Activities of the Board of Directors' independent members: None

e) The list of members of the Board of Directors members possessing certificates on corporate governance.

No.	Full name	Title	Training Certificate	Note
1	Trinh Quang Hung	Chairman of the BOD	Construction engineering	
2	Trinh Dinh Truong	Vice Chairman of the BOD	Bachelor of Economics - Business Administration	
3	Nguyen Cong Tien	Member of the BOD	Bachelor of Economics	

2. Board of Supervisors

a) Members and structure of the Board of Supervisors.

Status	Full name	Position	Number of shares owned	Ratio	Note
1	Tran Dong Hung	Head of the Board of Supervisors	0	0	
2	Bui Thi Bich Huong	Member	0	0	
3	Nguyen Thi Thu Van	Member	0	0	

b) Activities of the Board of Supervisors: (evaluate the activities of the Board of Supervisors, specify the number of meetings of the Board of Supervisors, the content and results of the meetings).

The Board of Supervisors has supervised the Company's management and operation activities, compliance with the provisions of law, Law on Enterprises, the Company's Charter, and Regulations on Corporate Governance for the Board of Directors, Board of Management and other managers in the Company's management and operation system.

Participate in successfully organizing the 2025 Annual General Meeting of Shareholders, supervise the implementation of the Resolutions of the 2025 Annual General Meeting of Shareholders, and the issuance of resolutions and decisions of the Board of Directors and the Board of Management.

Attend meetings of the Board of Directors and give comments on the matters discussed in the meeting.

Review the Company's audited financial statements, business situation, accounting books and other documents to assess the transparency and reasonableness of financial data.

Examine compliance with regulations on business safety, analyze plans and potential risks in the business environment. Control compliance with regulations on information disclosure of the Company according to the legal regulations.

3. Transactions, remuneration and benefits of the Board of Directors, Board of Management and Board of Supervisors

a) Salary, rewards, remuneration and benefits

+ Salary of Board of Supervisors, General Director and manager:

Unit: VND

No.	Full name	Position	Performed in 2025	Note
1	Nguyen Cong Tien	General Director cum Member of the BOD	360.000.000	
2	Nguyen Van Quan	Deputy General Director	240.000.000	
3	Bui Thi Bich Huong	Board Member	92.500.000	
4	Le Ba Hieu	Chief Accountant	168.000.000	
	TOTAL		860.500.000	

+ Remuneration of the Board of Directors and Board of Supervisors:

No.	Full name	Position	Remuneration	Note
1	Trinh Quang Hung	Chairman of the BOD	325.000.000	
2	Trinh Dinh Truong	Vice Chairman of the BOD	108.000.000	
3	Nguyen Cong Tien	Member of the BOD	39.000.000	
4	Trinh Quang Vinh	Former member of the BOD	10.636.364	
5	Phung Ngoc Kim	Former member of the BOD	10.636.364	
6	Tran Dong Hung	Head of the Board of Supervisors	39.000.000	
7	Bui Thi Lieu	Former member of the BOS	7.090.909	
8	Bui Thi Bich Huong	Member of the BOS	26.000.000	
9	Nguyen Thi Thu Van	Member of the BOS	18.909.091	
	Total		584.272.728	

b) Contracts or transactions with internal shareholders: None

c) Implementation of regulations on corporate governance: The Company complies with the provisions of law on corporate governance.

VI. Financial statement:

+ The above reported data has been audited by Viet Values Audit and Consulting Company Limited. The previous period data in the report is the data of the accounting period from January 1, 2025 to December 31, 2025, which is for reference only and cannot be compared due to the difference in comparison period.

+ The audited consolidated financial statements have been published on the company's website: <http://www.gialaicoffee.com.vn./>.

**LEGAL REPRESENTATIVE
CHAIRMAN OF THE BOARD OF DIRECTORS**



TRINH QUANG HUNG