



GIA LAI COFFEE JOINT STOCK COMPANY

No. 97 Pham Van Dong/Yet Kieu, Thong Nhat Ward, Gia Lai Province

Tel: (0269) 3824760 Fax: (0269) 3822847

No.: 05/BB.DHDCD

Thong Nhat, April 22, 2026

MINUTES OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS GIA LAI COFFEE JOINT STOCK COMPANY

Today, at 7:30 AM on May 22, 2026, at the Conference Hall of Bien Ho Tea Joint Stock Company, Hamlet 5, Bien Ho Commune, Gia Lai Province,

Gia Lai Coffee Joint Stock Company organizes the 2025 Annual General Meeting of Shareholders.

I. Participants of the Meeting, as follows:

* The members of Board of Directors (BOD):

- | | |
|--------------------------|--------------------------------------|
| 1. Mr. Trinh Quang Hung | Chairman of the BOD; |
| 2. Mr. Trinh Dinh Truong | Vice Chairman of the BOD; |
| 3. Mr. Nguyen Cong Tien | Member of the BOD, General Director; |

* Invited delegates:

1. Representative of Vietvalues Audit and Consulting Co., Ltd. (VIETVALUES)

Mr. Huynh Minh Hung – Auditor

2. Delegates of the Company:

Mr. Nguyen Van Quan – Deputy General Director

Mr. Tran Dong Hung – Head of the Board of Supervisors

Mr. Tran Cao Chau - Internal Control Officer

3. Departments and Branch Managers

4. Shareholders invited to attend the 2026 Annual General Meeting of Shareholders at Gia Lai Coffee Joint Stock Company.

II. Proceedings of the general meeting:

1. Procedures

1.1. Mr. Bui Trong Mai – Organizing Committee

- + Declared the opening of the meeting
- + Introduced the delegates and participants
- + Introduced the Shareholder Eligibility Verification Committee
- Mr. Ngo Quang Hung – Head of the Committee reported as follows:

Total number of attending shareholders: 98 persons, holding and representing 10,867,088 shares, accounting for 74.0% of the total shares eligible to attend the General Meeting.

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- + To enhance the efficiency in the BOD's decision for a sustainable, prudent and stable development, the company will elect an additional position of Vice Chairman of the BOD.
- + In the immediate future, focus all resources on implementing the coffee replanting plan in 2024 and 2025 with planned 247.59 hectares approved by the BOD
- + Continue to direct, supervise and manage the coffee plantation currently operating at the Branches; direct and improve the competitiveness and production - business efficiency of the Company.
- + Innovate techniques and apply advanced science and technology to improve crop productivity while expanding the Company's production and business activities towards product diversification.
- + Assign the Board of Management to research, prepare investment projects for crop conversion and high-tech applications in alignment with the province's development orientation, working with Gia Lai authorities to convert and redirect investment. These projects should be submitted to the BOD for approval and report to the next General Meeting of Shareholders.

+ Continue to assign the Board of Management to proactively engage with potential partners to attract and mobilize financial resources, focusing promoting investment activities to develop new projects at the Company.

+ Restructure human resources, attracting highly qualified personnel with strong networking and investment mobilization capabilities ... to appoint for the positions of members of the BOD, Executive Board to be able to fulfill the requirements of innovation tasks.

2.3. Mr. Nguyen Van Quan – Deputy General Director presented the Report on Production and Business Performance in 2025 and the Production and Business Plan for 2026:

- Production and Business Performance results in 2025:

+Revenue:	21.035.706.790 VND
+ Accounting profit before tax:	(13.267.109.669) VND
+ Profit after corporate income tax:	(13.267.109.669) VND

- Production and Business plan for 2026:

+Revenue:	69.396.424.000 VND
+ Accounting profit before tax:	1.387.108.000 VND
+ Profit after corporate income tax:	1.387.108.000 VND

2.4. Ms. Bui Thi Bich Huong – Representative of the Board of Supervisors presented the Report on Board of Supervisors's activities in 2025 and Operational Orientation for 2026:

- Activities in 2025

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

+ Participate in successful organization of the 2025 Annual General Meeting of Shareholders, supervise the implementation of the Resolutions of the 2025 General Meeting of Shareholders, the issuance of resolutions and decisions of the BOD and the Board of Management.

Attend meetings of the BOD, provide opinions on discussed matters in the meeting.

+ Review compliance with regulations on ensuring security in business, analyze plans and potential risks in the business environment. Control compliance with the Company's information disclosure regulations in accordance with the provisions of law.

- Orientation for 2026

+ Supervise the compliance with laws, the Company's Charter and the implementation of resolutions from the General Meeting of Shareholders and the BOD;

+ Continue to perform inspection and supervision duties over the governance activities of the BOD, BOM and the Company's managers;

+ Supervise the planning and execution of the Company's production - business and investment activities;

2.5. The General Meeting reviewed and approved the proposals requiring voting at the 2026 General Meeting of Shareholders:

- Mr. Trinh Quang Hung, on behalf of the BOD approved the following Proposals:

a) Proposal on the Approval of the 2025 Production - business performance results, the audited financial statements for 2025, and the Production - business plan for 2026:

Unit: billion VND

No.	Indicator	Performed in 2025	Note
1	Charter Capital	146	
1	Revenue	21	
2	Profit Before Tax	(13,2)	
3	Profit After Tax	(13,2)	

b) Proposal for the approval of the 2026 production and business plan:

Unit: billion VND

No.	Indicator	Plan for 2026	Note
1	Revenue	69,3	
2	Expenses	68	
3	Profit	1,3	

c) Proposal regarding Report on remuneration for the Board of Directors and the Board of Supervisors in 2025 and Remuneration plan for 2026

- Remuneration of members of the BOD and the BOS in 2025: 584.272.728 VND, of which:

+ Board of Directors: 493.272.728 VND

+ Board of Supervisors: 91.000.000 VND

- Proposed Remuneration for the BOD and BOS for 2026: Remain unchanged from 2025

- Remuneration for the Board of Directors:

+ Chairman of the BOD: 25.000.000 VND/month

+ Member of the BOD 3.000.000 VND/month

- Remuneration for the Board of Supervisors:

+ Head of the BOS: 3.000.000 VND/month

+ Members of the BOS: 2.000.000 VND/month

d) Proposal for the approval of transactions with related-persons/parties

In the course of operations to enhance production and business efficiency, Gia Lai Coffee Joint Stock Company may enter into certain transactions with organizations/ individuals who are related persons of the Company as prescribed in Clause 46, Article 4 of the Law on Securities. Therefore, the Board of Directors would like to submit to the General Meeting of Shareholders for review and approval of all transactions between the Company and related organizations/individuals as outlined below, in accordance with the provisions of the Law on Enterprises 2020:

1. Bien Ho Tea Joint Stock Company – the organization related to internal persons

2. Individuals who are related persons of the Company : Mr. Trinh Quang Hung - Chairman of the Board of Directors

We respectfully request the General Meeting of Shareholders to authorize the Board of Directors and the Board of Management to sign and execute the above transactions in compliance with legal regulations.

e) Proposal for approval for the dismissal of members of the Board of Directors and approval of the election of the member of Board of Directors for the term 2023 - 2028.

- Dismissal of members of the Board of Directors

+ Based on the resignation letter from Mr. Nguyen Cong Tien from his position as a member of the Board of Directors of Gia Lai Coffee Joint Stock Company.

+ Based on the recommendation of the major shareholder to dismiss Mr. Trinh Dinh Truong from his position as a member of the Board of Directors due to his incompatibility with the current role.

To ensure that the dismissal of the Board of Directors member is carried out in accordance with the law, the Board of Directors respectfully submits to the Annual General Meeting of Shareholders 2026 the dismissal of the following Board of Directors member:

1. Mr. Trinh Dinh Truong – Member of the BOD;

2. Mr. Nguyen Cong Tien – Member of the BOD.

This dismissal shall take effect from the date of approval by the General Meeting of Shareholders.

- Election of additional members to the Board of Directors

Based on the nomination of candidates for the Board of Directors submitted by Mr. Trinh Quang Hung (shareholder owning 19,44% of the voting shares of Gia Lai Coffee Joint Stock Company) on April 10, 2026, regarding the nomination of Mr. Tran Cao Chau and Mr. Nguyen Van Quan to the Board of Directors of Gia Lai Coffee Joint Stock Company for the term 2023-2028.

f) Proposal for the Dismissal of a member of the Board of Supervisors and the Election of a member of the Board of Supervisors for the term 2023-2028.

After receiving the resignation letter of Mr Tran Dong Hung

- Dismissal of a member of the Board of Supervisors:

Mr. Tran Dong Hung - Member of the Supervisory Board

- Election of additional members to the Company's Supervisory Board.:

Based on the nomination of a candidate for the Supervisory Board submitted by Mr. Trinh Quang Hung (shareholder owning 19,44% of the voting shares of Gia Lai Coffee Joint Stock Company) on April 10, 2026, regarding the nomination of Mr. Tran The Quang to the Supervisory Board of Gia Lai Coffee Joint Stock Company for the term 2023-2028.

g) Proposal for approval of cancellation of public company status, deregistration of share trading and deregistration of securities

According to the audited financial statements for 2025 and the latest consolidated list of securities holders as at March 17, 2026, Gia Lai Coffee Joint Stock Company (FGL) does not meet the conditions of a public company as prescribed in Clause 1(a), Article 32 of the Law on Securities No. 54/2019/QH14 as amended and supplemented by Clause 11(a), Article 1 of Law No. 56/2024/QH15, specifically: failing to meet the charter capital requirement applicable to a public company as prescribed by the Law on Securities No. 54/2019/QH14

and failing to ensure that at least 10% of voting shares are held by at least 100 investors who are not major shareholders

The Board of Directors (the “BOD”) respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the plan for cancellation of public company status, deregistration of share trading and deregistration of securities.

h) Approval of the acquisition of shares by Mr. Trinh Quang Hung resulting in the ownership of Mr. Trinh Quang Hung and his related persons exceeding 25% of the total voting rights

Based on the proposal of Mr. Trinh Quang Hung, the Board of Directors of Gia Lai Coffee Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval to allow Mr. Trinh Quang Hung to carry out the acquisition of FGL shares of the Company, which results in the ownership ratio of Mr. Trinh Quang Hung and his related persons exceeding 25% of the total outstanding voting shares of Gia Lai Coffee Joint Stock Company, without being required to conduct a public tender offer in accordance with applicable laws, with the following details:

1. Transferring shareholders:

- Expected: more than 100 shareholders (list attached to the proposal);

2. Transferee shareholders:

Full name: Trinh Quang Hung ;

ID No.: 038060035468 , issued on December 16, 2021 by Police Department for Administrative Management of Social Order

3. Information on shares to be transacted:

- Share name: Shares of Gia Lai Coffee Joint Stock Company;

- Type of shares: Common shares;

- Stock code: FGL

- Par value: 10.000 VND/share

- Charter capita: 14.676.300.000 VND

- Number of outstanding shares:: 14.676.300 shares.

4. Transaction method: Put-through transactions and/or order-matching transactions via the Stock Exchange;

5. Expected transaction period: Quarter 2 of 2026;

6. Disclosure of information: To be implemented in accordance with applicable laws.

i) Proposal for the approval of the selection of the Auditing Firm for the 2026 Financial Statements.

To ensure that the audit of the 2026 financial statements of Gia Lai Coffee Joint Stock Company complies with legal regulations and the Company’s Charter, the BOD respectfully submits to the General Meeting of Shareholders the selection of the auditing firm to conduct the audit and review of the Company’s 2026 financial statements, as follows:

* Criteria for Selecting an Auditing Firm:

The BOD would like to propose to the General Meeting of Shareholders the following criteria for selecting an auditing firm:

- The firm shall be legally operating in Vietnam

- The firm must have experience in auditing public companies.
- No conflicts of interest in auditing the Company's financial statements.
- Reasonable fees commensurate with audit quality, scope and progress.

* Proposal for the approval of the selection of auditing firm by the General Meeting of Shareholders:

With the above criteria, the BOD respectfully proposes the selection of Vietvalues Audit and Consulting Co., Ltd. (VIETVALUES) located at 63/5 Tran Quoc Toan, Phuoc Ninh Ward, Hai Chau District, Da Nang City, as the auditing firm for the Company's 2026 financial statements.

2.6. The General Meeting of Shareholders voted on the discussed matters as follows:

The total number of voting ballots issued: ...98. ballots. The total number of voting ballots collected: ...98. ballots. The voting results are as follows:

No	Description	Shares					
		Approve	%	Disapprove	%	No opinion	%
1	Report of the Board of Directors for 2025 and the operational orientation for 2026	10.864.788	99,98%	0	0%	2.300	0,021%
2	Report on production & business performance results in 2025 and the production & business plan for 2026	10.864.788	99,98%	0	0%	2.300	0,021%
3	Report on the Board of Supervisors' activities for 2025 and the operation plan for 2026.	10.864.788	99,98%	0	0%	2.300	0,021%
4	Proposal for the approval of the audited financial statements for 2025.	10.864.788	99,98%	0	0%	2.300	0,021%
5	Proposal for the production & business plan for 2026.	10.864.788	99,98%	0	0%	2.300	0,021%
6	Proposal on remuneration for 2025 and approval of the remuneration plan for 2026 of the Board of Directors and Board of Supervisors.	10.864.788	99,98%	0	0%	2.300	0,021%
7	Proposal for the approval of Transaction Contracts with related persons/parties.	10.864.788	99,98%	0	0%	2.300	0,021%
8	Proposal for the dismissal of members of the BOD and the election of members of the BOD for the 2023-2028 term.	10.864.788	99,98%	0	0%	2.300	0,021%

9	Proposal on the dismissal of members of the BOS and the election of members of the BOS for the 2023-2028 term.	10.864.788	99,98%	0	0%	2.300	0,02%
10	Proposal for approval of the cancellation of public company status and the application for deregistration of share trading and deregistration of securities.	10.864.788	99,98%	0	0%	2.300	0,02%
11	Proposal for Approval of the acquisition of shares by Mr. Trinh Quang Hung resulting in the ownership of Mr. Trinh Quang Hung and his related persons exceeding 25% of the total voting rights.	10.864.488	99,98%	0	0%	2.500	0,03%
12	Proposal for the approval of the selection of auditing firm for the Company in 2026.	10.864.788	99,98%	0	0%	2.300	0,02%

Thus, based on of the vote counting on the above matters, the reports and proposals at the 2026 Annual General Meeting of Shareholders are approved by the shareholders.

2.7. Conducting the Election of the member of the BOD and BOS for the term 2023 - 2028

- The Vote Counting Committee shall approve the Regulations on nomination and candidacy for the BOD and BOS member and the regulations on election.
- Each shareholder shall be distributed 01 ballot (blue) for the election of members of the Board of Directors and 01 ballot (yellow) for the election of members of the Board of Supervisors, in accordance with the Regulations on nomination and candidacy for the BOD and BOS member approved by the General Meeting of Shareholders.
- After the vote counting is completed, the Vote Counting Committee shall invite shareholders back into the conference hall to resume the General Meeting and to listen to the election results

** Vote counting results for the BOD:*

No.	Full name	Total number of votes entitled to voting rights	Percentage of election
1	Tran Cao Chau	10.865.835	99,99%
2	Nguyen Van Quan	10.868.341	100,01%
	Total		

** Vote counting results for the BOS:*

No.	Full name	Total number of votes entitled to voting rights	Percentage of election
1	Tran The Quang	10.867.088	100%
	Total		

** Based on the vote counting results:*

The General Meeting of Shareholders has elected the member(s) of the BOD:

Mr. (Ms.): Tran Cao Chau

Mr. (Ms.): Nguyen Van Quan

The General Meeting of Shareholders has elected the member of the BOS:

Mr. (Ms.): Tran The Quang

III. Approval of Resolutions and Minutes of the General Meeting

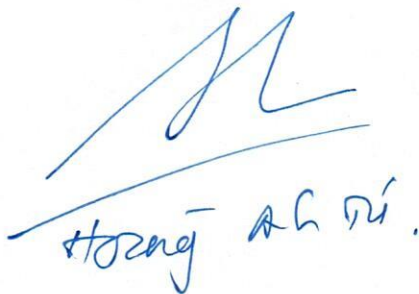
- Mr. Hoang Anh Tu read the draft Minutes and Resolutions of the General Meeting.

- Shareholders' comments:

- The Minutes and Resolutions of the General Meeting were approved with 100% agreement by direct voting.

The General Meeting concluded at 11:00 AM on the same day.

SECRETARY



Hoang Anh Tu.

**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDER**

CHAIRPERSON



CHỦ TỊCH HĐQT
Trình Quang Hùng



GIA LAI COFFEE JOINT STOCK COMPANY

No. 97 Pham Van Dong/Yet Kieu, Thong Nhat Ward, Gia Lai Province

Tel: (0269) 3824760

Fax: (0269) 3822847

No.: 03/NQ-ĐHĐCĐ 2026

Thong Nhat, April 22, 2026

RESOLUTION OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

GENERAL MEETING OF SHAREHOLDERS GIA LAI COFFEE JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14, passed by the National Assembly on June 17, 2020;
- Pursuant to The Charter of Gia Lai Coffee Joint Stock Company, approved by the General Meeting of Shareholders on April 17, 2025;
- Pursuant to the Minutes of the Annual General Meeting of Shareholders No. 04/BB-ĐHĐCĐ 2026 dated April 22, 2026 of Gia Lai Coffee Joint Stock Company

HEREBY RESOLVES TO:

Article 1. Approve the Report of the Board of Directors for 2025 and the operational orientation for 2026 (attached with report).

Article 2. Approve the Report of the Board of Management on the production - business performance result in 2025 and the production - business plan for 2026:

- Production and Business Performance results in 2025:

+Revenue: 21.035.706.790 VND

+ Accounting profit before tax: (13.267.109.669) VND

+ Profit after corporate income tax: (13.267.109.669) VND

- Production and Business plan for 2026:

+Revenue: 69.396.424.000 VND

+ Accounting profit before tax: 1.387.108.000 VND

+ Profit after corporate income tax: 1.387.108.000 VND

Article 3. Approve the Report on the Board of Supervisors' activities for 2025 and the operation plan for 2026. (Attached with report)

Article 4. Approve the Proposal for the 2025 production - business performance results and audited financial statements for 2025



Article 5. Approve the Proposal for the 2026 production - business plan:

No.	Indicator	Unit	Plan for 2026
1	Revenue	1.000 VND	69.396.424
2	Expenses	1.000 VND	68.009.316
3	Profit before tax	1.000 VND	1.387.108
4	Payment to the state budget	1.000 VND	2.752.260

Article 6. Approve the Proposal regarding Report on remuneration for the Board of Directors and the Board of Supervisors in 2025 and Remuneration plan for 2026

* Remuneration of members of the BOD and the BOS in 2025: **584.272.728 VND**, of which:

- Board of Directors: **493.272.728 VND**

- Board of Supervisors: **91.000.000 VND**

* Proposed Remuneration for the BOD and BOS for 2026: Remain unchanged from 2025

* Remuneration for the Board of Directors:

- Chairman of the BOD: 25.000.000 VND/month

- Member of the BOD 3.000.000 VND/month

* Remuneration for the Board of Supervisors:

- Head of the BOS: 3.000.000 VND/month

- Members of the BOS: 2.000.000 VND/month

Article 7. Approve the transactions with related-persons/parties

In the course of operations to enhance production and business efficiency, Gia Lai Coffee Joint Stock Company may enter into certain transactions with organizations/ individuals who are related persons of the Company as prescribed in Clause 46, Article 4 of the Law on Securities. Therefore, the Board of Directors would like to submit to the General Meeting of Shareholders for review and approval of all transactions between the Company and related organizations/individuals as outlined below, in accordance with the provisions of the Law on Enterprises 2020:

1. Bien Ho Tea Joint Stock Company – the organization related to internal persons

2. Individuals who are related persons of the Company : Mr. Trinh Quang Hung - Chairman of the Board of Directors.

We respectfully request the General Meeting of Shareholders to authorize the Board of Directors and the Board of Management to sign and execute the above transactions in compliance with legal regulations.

Article 8. Approve the dismissal of members of the Board of Directors and the election of the member of Board of Directors for the term 2023 - 2028.

1. Dismissal of members of the Board of Directors for:

a) Mr. Trinh Dinh Truong – Member of the BOD;

b) Mr. Nguyen Cong Tien – Member of the BOD.

2. Results of the election of members of the Board of Directors for:

a) Mr. Tran Cao Chau – Member of the BOD;

b) Mr. Nguyen Van Quan – Member of the BOD.

Article 9. Approve the dismissal of a member of the Board of Supervisors and the Election of a member of the Board of Supervisors for the term 2023-2028.

1. Dismissal of members of the BOS for: Mr. Tran Dong Hung
2. Results of the election of members of the BOS for: Mr. Tran The Quang

Article 10. Proposal for approval of cancellation of public company status, deregistration of share trading and deregistration of securities

According to the audited financial statements for 2025 and the latest consolidated list of securities holders as at March 17, 2026, Gia Lai Coffee Joint Stock Company (FGL) does not meet the conditions of a public company as prescribed in Clause 1(a), Article 32 of the Law on Securities No. 54/2019/QH14 as amended and supplemented by Clause 11(a), Article 1 of Law No. 56/2024/QH15, specifically: failing to meet the charter capital requirement applicable to a public company as prescribed by the Law on Securities No. 54/2019/QH14 and failing to ensure that at least 10% of voting shares are held by at least 100 investors who are not major shareholders

The Board of Directors (the “BOD”) respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the plan for cancellation of public company status, deregistration of share trading and deregistration of securities.

Article 11. Proposal for approval of the acquisition of shares by Mr. Trinh Quang Hung resulting in the ownership of Mr. Trinh Quang Hung and his related persons exceeding 25% of the total voting rights

Based on the proposal of Mr. Trinh Quang Hung, the Board of Directors of Gia Lai Coffee Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval to allow Mr. Trinh Quang Hung to carry out the acquisition of FGL shares of the Company, which results in the ownership ratio of Mr. Trinh Quang Hung and his related persons exceeding 25% of the total outstanding voting shares of Gia Lai Coffee Joint Stock Company, without being required to conduct a public tender offer in accordance with applicable laws, with the following details:

1. Transferring shareholders:

- Expected: more than 100 shareholders (list attached to the proposal);

2. Transferee shareholders:

Full name: Trinh Quang Hung;

ID No.: 038060035468, issued on December 16, 2021 by Police Department for Administrative Management of Social Order

3. Information on shares to be transacted:

- Share name: Shares of Gia Lai Coffee Joint Stock Company;
- Type of shares: Common shares;
- Stock code: FGL
- Par value: 10.000 VNĐ/share
- Charter capita: 14.676.300.000 VNĐ

- Number of outstanding shares:: 14.676.300 shares.

4. Transaction method: Put-through transactions and/or order-matching transactions via the Stock Exchange;

5. Expected transaction period: Quarter 2 of 2026;

6. Disclosure of information: To be implemented in accordance with applicable laws.

Article 12. Approve the selection of the Auditing Firm for the 2026 Financial Statements.

* Criteria for Selecting an Auditing Firm: The BOD would like to propose to the General Meeting of Shareholders the following criteria for selecting an auditing firm:

- The firm shall be legally operating in Vietnam
- The firm must have experience in auditing public companies.
- No conflicts of interest in auditing the Company's financial statements.
- Reasonable fees commensurate with audit quality, scope and progress.

* Proposal for the approval of the selection of auditing firm by the General Meeting of Shareholders:

With the above criteria, the BOD respectfully proposes the selection of Vietvalues Audit and Consulting Co., Ltd. (VIETVALUES) located at 63/5 Tran Quoc Toan, Phuoc Ninh Ward, Hai Chau District, Da Nang City, as the auditing firm for the Company's 2026 financial statements.

Article 13. Implementation:

1. The Board of Directors, based on the functions, duties and authority, shall develop a plan to proactively execute this Resolution.

2. The Board of Supervisors is responsible for supervising and inspecting the implementation of this Resolution of relevant organizations and individuals.

This Resolution was approved by the 2026 Annual General Meeting of Shareholders of Gia Lai Coffee Joint Stock Company on April 22, 2026 and approved with 100% of the voting shares by General Meeting of Shareholders. This Resolution takes effect from the date of signing and issuance./.

Recipients:

- GMS;
- BOD;
- BOS;
- BOM.
- Saved at BOD records

ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN



TRINH QUANG HUNG



GIA LAI COFFEE JOINT STOCK COMPANY

DOCUMENT
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

Thong Nhat, April, 22 2026



Thong Nhat, April 22, 2026

**REGUATION ON THE OPERATION
OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

I. SCOPE AND APPLICABILITY

1. These regulations shall apply to the organization and operation of the 2026 Annual General Shareholders Meeting (hereinafter referred to as “AGM”) of GIA LAI COFFEE JOINT STOCK COMPANY.
2. These regulations specify the rights and obligations of shareholders, authorized representatives of shareholders and other participants of the AGM; the conditions and procedures for the AGM and the voting for approval of matters under the authority of the AGM.
3. Shareholders, authorized representatives of shareholders and other participants of the AGM are responsible for complying with these regulations.

II. OBJECTIVES

1. To ensure the principles of publicity and transparency.
2. To facilitate the successful conduct of the AGM and in compliance with legal regulations.

III. CONDITIONS FOR ATTENDING THE GENERAL MEETING

1. Shareholders whose names are on the list of shareholders as of the record date for attending the AGM.
2. Shareholders may authorize in writing other individuals or organizations to attend the AGM in accordance with these regulations, the Charter of GIA LAI COFFEE JOINT STOCK COMPANY and the applicable laws.
3. Authorized representatives is not entitled to re-authorize to a third party.

IV. OBLIGATIONS OF THE PARTICIPANTS

All shareholders/their authorized representatives attending the General Meeting shall:

1. Dress appropriately and formally;
2. Arrive on time;
3. Bring their Identity card/Passport and the Invitation letter.
4. Sit in the designated position or area assigned by the Organizing Committee;
5. Do not smoke in the meeting room;
6. Avoid private conversations and phone calls; mobile phones must be set to vibrating mode;
7. Shareholders/their authorized representatives are responsible for attending the AGM from start to finish. In case of any force majeure reason, a participant leaves the meeting without notifying the Organizing Committee, that shareholder is considered to have agreed to all matters to be voted on at the AGM.



8. Shareholders/their authorized representatives who arrive late must register immediately upon arrival and have the right to vote, but the Chairperson is not obligated to pause the AGM. The validity of the votes that have been conducted will not be affected.
9. Cover their own expenses for attending the AGM (such as transportation, meals and accommodations).

V. VOTING FOR APPROVAL OF THE GENERAL MEETINGS MATTERS

1. Principles:

All matters in the AGM agenda (except those to be approved by secret ballots) shall be approved by open voting of all shareholders and using voting ballots based on the number of shares owned and represented.

2. Voting procedures:

- Voting by public voting: Shareholders vote on a matter by raising their ballots (Approve, Disapprove, No opinion);
- Approval by secret ballot: Some matters will be approved by secret voting ballot. The Vote Counting Committee is responsible for distributing, collecting, counting the votes and reporting to the Secretary to announce the vote counting results before the AGM.

VI. SPEAKING AT THE GENERAL MEETING:

1. Principles:

Shareholders who wish to speak must register their speech by raising their ballots and obtain approval from the Chairperson.

2. Speaking procedures:

Shareholders must be concise and focus on the agenda of the AGM. The Chairperson will arrange speaking turns for the shareholders based on the registration order and will address shareholders' questions accordingly.

VII. RESPONSIBILITIES OF THE CHAIRPERSON

1. Conduct the General Meeting in accordance with the agenda, rules and regulations approved by the AGM.
2. Operate based on democratic principles and make decisions by majority vote.
3. Guide the AGM discussions, collecting votes on agenda items and address any arising issues during the AGM.

VIII. RESPONSIBILITIES OF COMMITTEES IN THE GENERAL MEETING

1. Shareholder Eligibility Verification Committee:

- Verify the identity of shareholders/authorized representatives using their ID cards, passports or power of attorney, ...
- Guide shareholders to their designated seats and remind them to ensure order in the AGM.
- Prepare minutes and report on the number of shareholders attending before the meeting
- Monitor shareholders who arrive late or leave the AGM during the meeting time, report to the Chairperson and guide shareholders to register properly in accordance with regulations.

2. Vote Counting Committee:

- Distribute ballots and guide shareholders on voting procedures;



- Supervise ballot collection and prepare minutes of vote counting, announce in front of the AGM and promptly inform the Secretaries about the voting results.
- The Vote Counting Committee shall ensure integrity and accuracy.

3. Secretary:

- Accurately and fully record the meeting proceedings and all matter that have been approved or noted by shareholders at the AGM;
- Draft the minutes of meeting and resolutions on matters approved at the AGM.

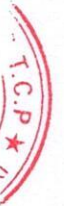
Recipients:

- *All shareholders;*
- *BOD, BOS;*
- *Published on the website;*
- *Saved in BOD and Clerk office records.*

**ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN**



TRINH QUANG HUNG





REPORT OF THE BOARD OF DIRECTORS

**PRODUCTION - BUSINESS AND INVESTMENT PERFORMANCE IN 2025
ORIENTATION - DEVELOPMENT PLAN FOR PRODUCTION AND BUSINESS FOR 2026**

Dear Esteemed General Meeting of Shareholders,

Today, Gia Lai Coffee Joint Stock Company convenes the 2026 Annual General Meeting of Shareholders. First and foremost, on behalf of the Board of Directors, I would like to extend a warm welcome to all distinguished delegates and shareholders who have taken the time to attend this general meeting. I sincerely wish you good health and send my most respectful greetings.

In accordance with the functions and responsibilities of the Board of Directors as stipulated in the Charter of Gia Lai Coffee Joint Stock Company, we would like to report an overview of the BOD's activities in 2025, as well as the direction and objectives for 2026, as follows:

I. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025 AND OPERANTIONAL ORIENTATION FOR 2026

1. Report on the activities of the Board of Directors

- The Board of Directors (BOD) consists of three members::

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

In 2025, the BOD carried out our assigned rights and obligations in accordance with the Law on Enterprises, relevant legal documents, corporate governance regulations, and the Company's Charter based on the principles of democratic centralism, publicity and transparency to ensure the internal consensus, timely decision-making to provide clear directions in addressing and resolving difficulties in the Company's production and business performance.

The disclosure of information in accordance with regulations was also accelerated, reminded and inspected regularly by the BOD to ensure timeliness, accuracy, sufficiency, publicity and transparency.

Throughout our operations, all BOD members demonstrated responsibility, promoted our spirit and fulfilled our assigned duties.

- The Board of Management provided all necessary information, documents, and resources to support the BOD members in performing our duties.

- BOD members exercised our full rights and responsibilities as stipulated in the Charter and as assigned by the General Meeting of Shareholders, specifically:

- + Attending all BOD meetings, discussing, and voting on proposed matters;
- + Taking individual responsibility before the law, the General Meeting of Shareholders and the BOD for our actions while ensuring publicity and transparency regarding related interests in accordance with regulations;
- + All members of BOD maintain solidarity, uphold responsibility and fulfill our rights and obligations as BOD members in accordance with the Charter.

2. BOD Meetings in 2025:

In 2025, the BOD held several meetings, resulting in the issuance of 03 Resolutions. These meetings of the BOD were well-organized and compliant with legal regulations. Accordingly, the items approved by the BOD received high consensus and alignment and contributed significantly to the decision on policies, guidelines and development strategies of the Company and promptly resolving problems arising during the implementation.

In addition to meetings, the Chairman of the BOD also facilitated discussions between the BOD and the Board of Management, conducted hundreds of online exchanges and consultations among BOD members and Executive Boards to reach agreements on measures for implementing the policies of the General Meeting of Shareholders and the BOD

The important decisions approved are as follows:

No.	Resolution/ Decision No.	Date	Content
1	01/NQ-FGL-HĐQT	20/02/2025	Resolution on convening the 2025 Annual General Meeting of Shareholders.
2	02/NQ-FGL-HĐQT	17/04/2025	Resolution of the 2025 Annual General Meeting of Shareholders
3	03/NQ-FGL-HĐQT	03/NQ-FGL-HĐQT	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

3. Supervision activities of the Board of Directors

3.1. For the Board of Management and other managers.

- In 2025, the BOD has regularly supervised the management and operations of the Board of Management in implementing production - business and investment plans. Through checking and controlling the implementation of daily tasks and through quarterly meetings and organizing extraordinary meetings in cases it is required to address unexpected and urgent work, thereby the BOD promptly and effectively resolved arising work. Furthermore, the BOD has supported and collaborated with the Board of Management to provide solutions to overcome rising difficulties, ensuring the achievement of annual strategic investment and business objectives.

- The BOD assigned specific responsibilities to each member and operated under the direction of the Chairman. Based on the strategic objectives approved by the General Meeting of Shareholders, the BOD determined specific objectives and operational directions, periodically



organized meetings to evaluate the implementation of the production and business plan at the company. The supervision of the General Director and the Board of Management is conducted continuously and strictly, ensuring the company's stable, secure operations in compliance with legal regulations and the Company's Charter, closely following the objectives and plans set by the BOD and the General Meeting of Shareholders.

- Focused on reviewing the operational process being implemented throughout the company, thereby updating, amending and developing new procedures to standardize and enhance coordination among departments.

In general, the BOD and other managers have fulfilled the assigned duties and responsibilities. During supervision and inspection, the BOD has not detected any violations of the Company's Charter, violations of the law as well as general rules and regulations.

3.2. Transactions between the Company and related parties:

The approval order and procedures for transactions between the Company and related parties are carried out in accordance with the Law on Enterprises, the Law on Securities and the company's internal governance regulations, which include transactions between the Company and related parties as detailed in the Report on Corporate Governance for 2025, available on the Company's website at: [wwwhttp://gialaicoffee.com.vn/quanhecodong/baocaotinhhinhquantri](http://gialaicoffee.com.vn/quanhecodong/baocaotinhhinhquantri).

II. ORIENTATION OF ACTIVITIES AND PRODUCTION - BUSINESS PLAN OF THE BOARD OF DIRECTORS IN 2026:

1. Operational orientation:

After carefully researching on investment and production - business situations in the agricultural sector, in line with the socio-economic development factors and investment opportunities in the Central Highlands in particular and in the whole country in general, the BOD and the Board of Management propose a strategic direction that aligns with economic trends, expanding into new business sectors to adapt to market trend for a development in line with the current new situation. Accordingly, key directions for production - business and investment in 2026 include:

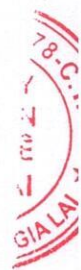
- Continue to direct, supervise and manage coffee plantations operating at Company branches, oversee, enhance competitiveness and business efficiency of the Company.

- Innovate techniques and apply advanced science and technology to improve crop productivity, while expanding the Company's production and business activities towards product diversification.

- Direct the organization of the Annual General Meeting in compliance with the Law on Enterprises and the Company's Charter. At the same time, propose solutions to implement the targets of the production and business plan approved by the General Meeting of Shareholders.

- Direct the good implementation of the resolutions of the General Meeting of Shareholders and the Resolutions and Decisions of the BOD through meetings. Ensure the Company's operations to comply with the provisions of relevant laws.

- Direct the implementation of Information Disclosure in accordance with the Law on Securities



- Continue to improve the lives and incomes of employees and foster the creativity, dedication and commitment to the company.

- Assign the Board of Management to proactively engage with partners to attract and mobilize financial resources, focusing on promoting investment activities to develop new projects at the Company.

- Restructure human resources, attracting highly qualified personnel with strong networking and investment mobilization capabilities ... to appoint for the positions of members of the BOD, Executive Board to be able to fulfill the requirements of innovation tasks.

2. Production and business plan for 2026:

No.	Indicator	Unit	2026 Plan
1	Total Revenue	1.000 VND	69.396.424
2	Profit Before Tax	1.000 VND	1.387.108
3	Profit After Tax	1.000 VND	1.387.108

The above report presents the 2025 activities of the BOD of Gia Lai Coffee Joint Stock Company, as well as the operational orientation and production – business plan for 2026.

On behalf of the BOD and the Board of Management, I sincerely appreciate the trust and confidence of our esteemed shareholders in the company. I also extend my gratitude to our valued customers, partners, and especially to all officers and employees whose dedication, creativity and hard work have contributed to the company's success. I call upon all officers and employees to join hands and work together with unity and determination with the BOD and the Board of Management for the success of the enterprise and for the benefit of shareholders, striving to successfully achieve the objectives and targets set by the Shareholders' Meeting of Shareholders.

May the 2026 General Meeting of Shareholders of Gia Lai Coffee Joint Stock Company be a great success.

With sincere gratitude, thank you!

Recipients:

- All shareholders;
- BOD, BOS;
- Published on the website;
- Saved in BOD and Clerk office records.

ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN



TRINH QUANG HUNG



No.: 02/BC-ĐHĐCĐ 2026

Thong Nhat, April 22, 2026

**REPORT OF THE BOARD OF MANAGEMENT
ON ASSESSMENT OF PRODUCTION – BUSINESS AND INVESTMENT
PERFORMANCE IN 2025 AND ORIENTATION FOR PRODUCTION – BUSINESS
DEVELOPMENT PLAN IN 2026**

Dear Esteemed General Meeting of Shareholders,

In accordance with the functions and responsibilities of the Board of Management (hereinafter referred to as “BOM”) as stipulated in the Company’s Charter, the resolutions approved by the General Meeting of Shareholders and assigned by the Board of Directors (BOD) of Gia Lai Coffee Joint Stock Company in 2025, today, Gia Lai Coffee Joint Stock Company convenes the 2026 Annual General Meeting of Shareholders. First and foremost, on behalf of the BOM, I would like to extend my warmest welcome to all esteemed delegates and shareholders attending the meeting. I sincerely wish you good health and express my highest regards.

At this meeting, the BOM would like to report on our performance results in 2025 and the operational orientation for production-business in 2026 to the 2026 General Meeting of Shareholders as follows:

I. Production and Business status in 2025.

1. Characteristics

The socio-economic situation of Vietnam in 2025 is assessed to still have numerous difficulties and challenges for the agricultural production industry in general and the coffee production industry in particular. The shortage of supply has persisted while demand remains high. Moreover, coffee plantation areas have been shrinking in key growing regions and Vietnam’s coffee production is considered to decline.

2025 has been a significantly challenging for the coffee industry as unfavorable weather conditions have negatively affected crop yields and production efficiency, leading to serious impacts on the Company's production and business performance and on social life, income of employees and the interests of shareholders.

2. Advantages, difficulties and challenges.

*** Advantages:**

- The Board of Directors sets out an effective development strategy, which was approved with high consensus by the General Meeting of Shareholders, which is the basis for the orientation of the Company's production, business and investment activities;

- The successes achieved in previous years in arranging and reorganizing functional departments, restructuring production resources, land, production and business results, management capacity, quality of human resources, transparency in the financial system, the



company's listed brand on the stock exchange... have been affirmed in the market, in the social community and gained more and more attention and support.

Coffee price in 2025 is higher compared to previous years, which generated a certain level of profit to the company to facilitate the coffee replanting work in 2025 and the years ahead.

- The officers and staff of the Company Office and subsidiary branches, have accompanied the BOM for many years, always trusting and working side by side with the BOD and the BOM, actively promoting dynamism and creativity in implementing the Company's development policies and plans.

*** Difficulties and challenges**

- Although surveys have been conducted and large-scale investment projects have been established, the legal documents have not yet been completed for implementation. The primary reason is regulatory barriers related to the specific management policy mechanism for the agricultural sector of the State have not been removed, especially for post-equitization enterprises.

- The Company has not yet been able to access loans from credit institutions for business and production investment due to insufficient legal documents.

- The incitement of opposition by certain elements at the Chu Se branch, such as land encroachment, mobilizing workers not to fulfill their obligations and illegally constructing on agricultural land managed by the Company. At the Ia Grang branch, many contract farming households are ethnic minorities with poor agricultural technical skills and economic conditions, living in remote areas, making it difficult to implement the Company's production plans.

- The retrospective collection of tax obligations imposed on the enterprise before its equitization.

- The lack of decisive intervention by the authorities to resolve the above-mentioned issues has greatly affected the Company's development in recent years.

- Fierce competition among enterprises operating in the same investment and production - business sectors.

3. Production and business performance

3.1 Production and business situation

NO.	INDICATOR	PERFORMED IN 2024	PERFORMED IN 2025	COMPLETION RATE (%)
1	Revenue	15.774.627.970	21.774.627.970	
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)	

In the initial period after equitization, Gia Lai Coffee Joint Stock Company encountered and resolved numerous difficulties and limitations due to objective factors arising after the equitization process, specifically as follows:

+ Although coffee prices increased compared to production period of the previous years, the benefit were mainly concentrated in intermediary stages. The income of workers who directly grow coffee at the Company is unstable, fluctuating with market prices. The income

of most employees at the Company in the past year has also been low, the profits are not enough to cover costs and funding sources for reinvestment are very difficult.

+ Most of the coffee areas taken over from the equitized enterprise have passed their business cycle (aging trees). The annual output is very low. Accordingly, in order to reinvest in developing the plantation to stabilize production and business activities in general in the 2026 and subsequent years, in 2025, following the BOD' direction and policy of replanting the plantation, the Company has demolished some aging coffee areas that failed to meet the required contracted output for technical treatment and land restoration, leading to a decrease in revenue and increased costs.

No.	Location	Contracted output (kg)	Submitted output 2025 (kg)			Remaining output (kg)	Note
			Fresh fruit	In cash	Total		
1	Ia Yok	406.310	405.224		405.224	1.086	
2	Ia Ba	221.807	220.850	957	220.850		
3	Ia Grang	221.376	61.084	13.136	74.220	147.156	
4	Chu Se	256.327		48.435	48.435	207.892	
	Total	1.105.820	687.158	62.528	749.686	356.134	

3.2. Regarding Coffee production and business:

Causes:

+ The coffee plantation area currently in the new planting and basic development stage covers 247,59 hectares, and thus has not yet yielded any harvest

+ The land and coffee plantation area occupied by local residents in Chu Se District is **252,96 hectares**. The residents oppose and refuse to hand over the contracted products to the Company.

+ At the Ia Grang Branch, most of the workforce are ethnic minority people whose production capacity remains limited. Besides, difficulties such as irrigation water shortages, deteriorating aging plantations and degraded soil have led to low productivity and an absence of harvestable output.

+ Prolonged dry and hot weather and climate change have resulted in insufficient irrigation water, affecting the productivity and quality of crops.

+ The sharp increase in fertilizer and agricultural input prices has significantly affected the investment and maintenance of plantations due to high demand of capital investment, leading to many households faced financial difficulty in production.

4. Financial Status

4.1. Asset status

Indicator	Year 2024	Year 2025	Growth Rate (%)
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	

- Current assets decreased in 2025 due to debt recovery.

- Non-current assets decreased compared to 2024 due to depreciation in 2025 as per regulations and the accounting write-off of aged and unproductive coffee plantation assets.

4.2. Liabilities Status

Indicator	Year 2024	Year 2025	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	

In 2025, the BOM tried to utilize all financial resources to repay part of personal loan debts. Currently, the Company's liabilities remain under control with no overdue debts.

II. Directions and Objectives for 2026

1. Objectives and orientations for 2026:

The BOM remains steadfast in the objective of strongly restructuring existing resources, with a particular focus on implementing a coffee replanting plan. In the upcoming period, the Branches will be assigned to continue to propagate and mobilize local residents in the area where the Company is located about the Company's production - business development policy and replanting plan so that the local people understand and participate in contract-based plantation care.

2. Key financial indicators in 2026

No.	Indicator	Unit	Plan for 2026
1	Total Revenue	1.000 VND	69.396.424
2	Total Expenses	1.000 VND	68.009.316
3	Profit before tax	1.000 VND	1.387.108
4	Payment to the state budget	1.000 VND	2.752.260
5	Average income per person/month	1.000 VND	8.922

3. Implementation Measures for the 2026 production – business and investment plan

Based on the strategic orientation of the BOD, the BOM reviewed and restructured a number of the Company's production teams with cautious steps, shifting and expanding into new business sectors to adapt to marker trend for a development in line with the current new

situation. The Company will effectively utilize the land resources, promote high-tech agricultural production towards restructuring and product diversification, increasing the competitiveness of agricultural products in the domestic and export markets. Accordingly, the key orientation for production, business and investment activities in 2026 are as follows:

- Improve production and business efficiency and competitiveness of the Company. Continue to direct, supervise and manage as well as focus on guiding and transferring to workers' families and contracted households on applying advanced technical programs, continuing to apply scientific technology to improve crop productivity; at the same time, expand the Company's production and business activities in the direction of diversifying the coffee products processing, which is currently in the business stage at branches.

- Ensure effective implementation of the resolutions of the General Meeting of Shareholders and the policies, resolutions of the BOD and direction of the Company's business operations in compliance with relevant legal regulations. Strengthen management, leadership and promote the proactive role of Executive Board members to effectively address limitations and shortcomings step by step, ensuring the successful completion of the assigned plan.

- Restructure human resources and recruit highly qualified personnel with networking capabilities and the ability to attract investment, to be additionally appointed to the BOM in order to fulfill the requirements of the innovation task.

- Organize the Annual General Meeting in compliance with the Law on Enterprises and the Company's Charter. At the same time, propose solutions to achieve the production - business and investment targets approved by General Meeting of Shareholders.

Dear Esteemed General Meeting of Shareholders!

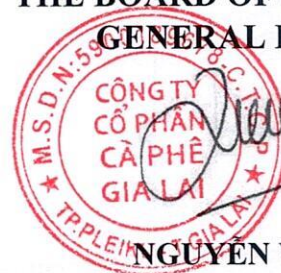
The overall results achieved in 2025 are also significant efforts, serve as a solid foundation for Gia Lai Coffee Joint Stock Company to continue restructuring its operations and investment sectors in align with practical realities and development trends. On behalf of the BOM, I sincerely thank the BOD for the trust, close guidance, timely encouragement and support, and for closely monitoring the execution of the BOM over the past year to provide prompt direction to fulfill our duties. I also extend my gratitude to the departments and member branches and all the staff and employees of the Company for helping us perform our duties effectively in last year. Especially, thank you to our esteemed shareholders and investors for your continued commitment, interest, contributions and sharing for the Company.

We hereby commit before the General Meeting and the BOD to make more efforts, operate actively, promote all our capacity, comply with the law and the direction of the BOD to improve our operational efficiency, strive to successfully implement the policies, objectives and targets set by the General Meeting of Shareholders and the BOD in 2026.

Finally, I wish all esteemed shareholders and delegates good health and success in life! May the General Meeting be a great success!

Thank you./.

**ON BEHALF OF
THE BOARD OF MANAGEMENT
GENERAL DIRECTOR**



NGUYỄN VĂN QUẢN



**REPORT ON THE ACTIVITIES OF THE BOARD OF SUPERVISORS IN 2025
AND THE OPERATIONAL DIRECTION FOR 2026**

To: The 2026 Annual General Meeting of Shareholders

- Based on the functions and duties of the Board of Supervisors stipulated in the Law on Enterprises and the Charter of Gia Lai Coffee Joint Stock Company;

The Board of Supervisors (BOS) of Gia Lai Coffee Joint Stock Company respectfully submit to the 2026 Annual General Meeting of Shareholders a report on the supervisory activities of the BOS in 2025 and the operational orientation for 2026, specifically as follows:

I. Activities of the Board of Supervisors:

The BOS consists of three members, including Ms. Nguyen Thi Thu Van, who was newly elected as a member of the BOS at the 2025 Annual General Meeting of Shareholders

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

Participate in successful organization of the 2025 Annual General Meeting of Shareholders, supervise the implementation of the Resolutions of the 2025 General Meeting of Shareholders, the issuance of resolutions and decisions of the BOD and the BOM.

Attend meetings of the BOD, provide opinions on discussed matters in the meeting.

Review the audited financial statements, business performance, accounting records and other documents of the Company to assess the truthfulness and reasonableness of financial data.

Review compliance with regulations on ensuring safety in business, analyze plans and potential risks in the business environment. Control compliance with the Company's information disclosure regulations in accordance with the provisions of law.

Remuneration of the BOS: The Company has paid in accordance with the resolution of the General Meeting of Shareholders, as follows: Head of the BOS: **3.000.000 VND/month**, members: **2.000.000 VND/month**.

II. Results of supervising the performance of the Board of Directors, the Board of Management and financial and accounting work.

The supervisory and control activities of the BOS always aim to best implement the objectives and tasks in the Resolution of the Annual General Meeting of Shareholders in 2025, as well as ensure the best interests of shareholders. Through the development and organization of specific programs and actions of the BOS, the content and results of corporate governance, execution and business performance supervision at the Company in 2025 are as follows:



1. Results of supervising the performance of the Board of Directors, Board of Management.

+ Regarding the Activities of the Board of Directors

Through the supervision of the corporate governance and management activities of the BOD the BOM in 2025, the BOS has not detected any irregularities. All activities of the Company have been conducted in compliance with the Law on Enterprises, the Company's Charter, and relevant legal regulations.

The report on corporate governance report of the BOD has fully and accurately reflected various operational aspects as well as the Company's leadership and management. The BOD has regularly supervised the Board of Management in their implementation of the resolutions, business plans, and investment plans approved by both the BOD and the General Meeting of Shareholders.

+ Regarding the Activities of the Board of Management

The supervision of the operations management by the BOD has ensured that the Company's production - business performance remain secure, fully compliant with legal regulations and aligned with the resolutions of the General Meeting of Shareholders. The BOM has made efforts in directing production and investment activities with a high sense of responsibility for the legitimate interests of the Company and its shareholders. The Board of Management regularly holds meetings, relying on the resolutions and decisions of the BOD to implement tasks and provide timely policies that are appropriate to specific conditions. The BOS highly appreciates the competence and dedication of the BOD and the BOM in leading the Company to overcome difficulties.

+ Operational coordination between the BOS, BOD and BOM

The operational coordination between the BOS, BOD and BOM has been closely carried out in alignment with the resolutions of the General Meeting of Shareholders. The BOS has been provided with the necessary documents and materials to effectively supervise the management and business activities of the BOD and the BOM.

2. Financial Performance of the Company

2.1. Production and business results

The production and business results of Gia Lai Coffee Joint Stock Company are reflected through the following basic indicators:

Net revenue:	21.035.706.790 đồng
Profit before tax:	(13.267.109.669) đồng
Profit after corporate income tax:	(13.267.109.669) đồng

2.2. Financial status

The Company's assets and capital sources as of December 31, 2025, are as follows:

No.	Indicators	Amount (VND)
A	ASSET	99.313.076.298
1	Current assets	8.950.739.861
2	Non-current assets	90.362.336.437



B	LIABILITIES AND EQUITY	99.313.076.298
I	LIABILITIES	91.327.374.099
1	Current Liabilities	78.067.027.018
2	Non-current Liabilities	13.260.374.081
II	EQUITY	7.985.702.199
1	Owners' Equity	7.486.164.673
2	Funds and Other Funds	499.537.526

IV. Operational orientation of the Board of Supervisors for 2026:

The BOS develops a plan for 2026 as follows:

- Supervise the compliance with legal regulations, the Company's Charter and the implementation of Resolutions of the General Meeting of Shareholders and the BOD;
- Continue to perform inspection and supervision duties over the governance activities of the BOD, BOM and the Company's managers;
- Supervise the planning and execution of the Company's production - business and investment activities;
- Appraise the Financial Statements and present an independent opinion on the audit results for the matters related to the Company's operations.

This report presents the BOS' performance in supervisory activities in 2025 and operational orientation for 2026.

We respectfully report to the General Meeting of Shareholders.

Sincerely./.

**ON BEHALF OF
THE BOARD OF SUPERVISORS**



TRẦN ĐÔNG HÙNG



**GIA LAI COFFEE
JOINT STOCK COMPANY**

No.: 01/TTr-ĐHĐCĐ2026

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Thong Nhat, April 22, 2026

PROPOSAL

FOR THE APPROVAL OF THE 2025 PRODUCTION - BUSINESS PERFORMANCE RESULTS AND AUDITED FINANCIAL STATEMENTS FOR 2025

To: General Meeting of Shareholders of Gia Lai Coffee Joint Stock Company

I. Production - Business Performance Results for 2025

- Key Indicators:

Unit: billion VND

No.	Indicator	Performed in 2025	Note
1	Charter Capital	146,7	
1	Revenue	21	
2	Profit Before Tax	(13,2)	
3	Profit After Tax	(13,2)	

- Profit Distribution Plan for 2025:

Based on the 2025 Financial Statements, the Company recorded a loss of **-13.2 billion VND**. Therefore, no profit distribution will be made.

II. Audited Financial Statements for 2025:

Pursuant to Resolution No. 02/NQ-FGL-HĐQT, the 2025 Annual General Meeting of Shareholders approved the selection of Viet Values Audit and Consulting Company Limited (VIETVALUES) as the auditing firm for the 2025 financial statements under Contract No. 02/25/AUD.VVALUES-DN. The audited financial statements for 2025, completed by Viet Values Audit and Consulting Company Limited, are attached with details as follows:

- Report of the BOD
- Report of the Independent Auditor
- Balance sheet
- Income Statement
- Statement of cash flows
- Notes to the financial statements.

This report presents the 2025 production and business performance results, the profit distribution plan and the 2025 audited financial statements of the Company. We respectfully submit it to the General Meeting of Shareholders.

Recipients:

- As above;
- BOD, BoS;
- Published on the website;
- Saved in BOD and Clerk office records.

**ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN**

TRINH QUANG HUNG



**GIA LAI COFFEE
JOINT STOCK COMPANY**

No.: 02/TTr-ĐHĐCĐ2026

**SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness**

Thong Nhat, April 22, 2026

**PROPOSAL
FOR THE APPROVAL OF THE 2026 PRODUCTION AND BUSINESS PLAN**

To: General Meeting of Shareholders of Gia Lai Coffee Joint Stock Company

Based on the current actual situation, Gia Lai Coffee Joint Stock Company has developed and proposed the following key targets for the 2026 plan:

Unit: 1.000 VND

No.	Indicator	Plan for 2026	Note
1	Revenue	69.396.424	
2	Expenses	68.009.316	
3	Profit	1.387.108	
4	Payment to the state budget	2.752.260	

We would like to submit this plan to the General Meeting of Shareholders for review, approval and authorization to the Board of Directors to approve adjust the plan in accordance with the company's production business situation.

Sincerely yours./.

Recipients:

- As above;
- BOD, BoS;
- Published on the website;
- Saved in BOD and Clerk office records.

**ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN**



TRINH QUANG HUNG



**GIA LAI COFFEE
JOINT STOCK COMPANY**

No.: 03/TTr-DHĐCĐ2026

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Thong Nhat, April 22, 2026

PROPOSAL

**Regarding: Report on remuneration for the Board of Directors
and the Board of Supervisors in 2025 and Remuneration plan for 2026**

To: General Meeting of Shareholders of Gia Lai Coffee Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14: 59/2020/QH14 passed by the National Assembly on June 17, 2020;

- Pursuant to the Charter of Gia Lai Coffee Joint Stock Company.

The Board of Directors reports to the General Meeting of Shareholders on the remuneration payments for the Board of Directors (and Board of Supervisors (BOS) in 2025 and propose the remuneration plan for 2026 as follows:

1. Remuneration of members of the Board of Directors and the Board of Supervisors in 2025 is: 493.272.728 VND, of which:

Unit: million VND

No.	Position	Number of members	Performed in 2025	Note
I.	Board of Directors	03	493.272.728	
1	Chairman of BOD	01	325.000.000	
2	Vice Chairman of the BOD	01	108.000.000	
3	Members of the BOD	03	60.272.728	(1 member of BOD, 2 former members of the BOD)
II.	Board of Supervisors	03	91.000.000	
1	Head of the BOS	01	39.000.000	
2	Members of the BOS	02	52.000.000	(1 new member of BOS, 1 former members of the BOS)
	Total		584.272.728	

2. Proposed Remuneration for the BOD and BOS for 2026: Remain unchanged from 2025

* Remuneration for the Board of Directors:

- Chairman of the BOD: 25,000,000 VND /month

- Member of the BOD: 3,000,000 VND/month

* Remuneration for the Board of Supervisors:

- Head of the BOS: 3.000.000 VND /month

- Members of the BOS: 2.000.000 VND /month

We respectfully request the General Meeting of Shareholders to approve the actual remuneration settlement to the members of the BOS in 2025 and the proposed remuneration for 2026 as outlined above.

Sincerely yours./.

Recipients:

- As above;
- BOD, BoS;
- Published on the website;
- Saved in BOD and Clerk office records.

**ON BEHALF OF THE BOD
CHAIRMAN**

TRINH QUANG HUNG



**GIA LAI COFFEE
JOINT STOCK COMPANY**

No.: 04/TTr-DHDCD2026

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Thong Nhat, April 22, 2026

PROPOSAL
For the approval of transactions with related-persons

To: General Meeting of Shareholders of Gia Lai Coffee Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Charter of Gia Lai Coffee Joint Stock Company.

In the course of operations to enhance production and business efficiency, Gia Lai Coffee Joint Stock Company may enter into certain transactions with organizations/ individuals who are related persons of the Company as prescribed in Clause 46, Article 4 of the Law on Securities. Therefore, the Board of Directors would like to submit to the General Meeting of Shareholders for review and approval of all transactions between the Company and related organizations/individuals as outlined below, in accordance with the provisions of the Law on Enterprises 2020:

1. Bien Ho Tea Joint Stock Company – the organization related to internal persons
2. Individuals who are related persons of the Company :
 - Mr. Trinh Quang Hung - Chairman of the Board of Directors

We respectfully request the General Meeting of Shareholders to authorize the Board of Directors and the Board of Management to sign and execute the above transactions in compliance with legal regulations.

Respectfully submitted for the review and approval of the General Meeting of Shareholders./.

Recipients:

- As above;
- BOD, BOS;
- Published on the website;
- Saved in BOD and Clerk office records.

**ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN**



TRINH QUANG HUNG



**GIA LAI COFFEE
JOINT STOCK COMPANY**

No.: 05/TTr-DHĐCĐ2026

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Thong Nhat, April 22, 2026

PROPOSAL

**Re: Dismissal of a member of the Board of Directors and Election of a member of the board
of directors for the term 2023–2028**

To: General Meeting of Shareholders of Gia Lai Coffee Joint Stock Company

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14, passed on June 17, 2020;*
- *The Law on Securities No. 54/2019/QH14, passed on November 26, 2019;*
- *The Charter on the organization and operation of Gia Lai Coffee Joint Stock Company;*
- *Other relevant legal documents.*

1. Dismissal of members of the Board of Directors

- Based on the resignation letter from Mr. Nguyen Cong Tien from his position as a member of the Board of Directors of Gia Lai Coffee Joint Stock Company.
- Based on the recommendation of the major shareholder to dismiss Mr. Trinh Dinh Truong from his position as a member of the Board of Directors due to his incompatibility with the current role.

To ensure that the dismissal of the Board of Directors member is carried out in accordance with the law, the Board of Directors respectfully submits to the Annual General Meeting of Shareholders 2026 the dismissal of the following Board of Directors member:

1. **Mr. Trinh Dinh Truong** – Member of the BOD;
2. **Mr. Nguyen Cong Tien** – Member of the BOD.

This dismissal shall take effect from the date of approval by the General Meeting of Shareholders.

2. Election of additional members to the Board of Directors

Based on the nomination of candidates for the Board of Directors submitted by Mr. Trinh Quang Hung (shareholder owning 19,44% of the voting shares of Gia Lai Coffee Joint Stock Company) on April 10, 2026, regarding the nomination of Mr. Tran Cao Chau and Mr. Nguyen Van Quan to the Board of Directors of Gia Lai Coffee Joint Stock Company for the term 2023-2028.

*(The curriculum vitae of the candidates have been posted on the company's website at:
<http://gialaicoffee.com.vn>)*

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Sincerely.

Recipients:

- As above;
- BOD, BOS;
- Published on the website;
- Saved in BOD and Clerk office records.

**ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN**

TRINH QUANG HUNG



**GIA LAI COFFEE
JOINT STOCK COMPANY**

No.: 06/TTr-ĐHĐCĐ2026

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Thong Nhat, April 22, 2026

PROPOSAL

Re: Dismissal of member of the Board of Supervisors and Election of the Board of Supervisors for the term 2023-2028

To: General Meeting of Shareholders of Gia Lai Coffee Joint Stock Company

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14, passed on June 17, 2020;*
- *The Law on Securities No. 54/2019/QH14, passed on November 26, 2019;*
- *The Charter on the organization and operation of Gia Lai Coffee Joint Stock Company;*
- *Other relevant legal documents.*

After receiving the resignation letter of **Mr Tran Dong Hung**– Member of the Board of Supervisors and to ensure the continuous management and supervision of the Company's operation, the Board of Directors of Gia Lai Coffee Joint Stock Company hereby requests the General Meeting of Shareholders to consider and approve the election of one (01) member of the Board of Supervisors for the term 2023-2028 term as follows:

1. Dismissal of a member of the Board of Supervisors:

Mr.: Tran Dong Hung - Member of the Supervisory Board

2. Election of additional members to the Company's Supervisory Board.:

Based on the nomination of a candidate for the Supervisory Board submitted by Mr. Trinh Quang Hung (shareholder owning 19,44% of the voting shares of Gia Lai Coffee Joint Stock Company) on April 10, 2026, regarding the nomination of Mr. Tran The Quang to the Supervisory Board of Gia Lai Coffee Joint Stock Company for the term 2023-2028.

(The curriculum vitae of the candidates have been posted on the company's website at: <http://gialaicoffee.com.vn>)

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Sincerely.

Recipients:

- As above;
- BOD, BOS;
- Published on the website;
- Saved in BOD and Clerk office records.

**ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN**



TRINH QUANG HUNG



**GIA LAI COFFEE
JOINT STOCK COMPANY**

No.: 07/TTr-ĐHĐCĐ2026

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Thong Nhat, April 22, 2026

PROPOSAL

**Re: Cancellation of public company status, deregistration of share trading and
deregistration of securities.**

To: General Meeting of Shareholders of Gia Lai Coffee Joint Stock Company.

- Pursuant to the Law on Enterprises No. 59/2020/QH14, passed on June 17, 2020 and its amendments and supplements;
- Pursuant to the Law on Securities No. 54/2019/QH14, dated November 26, 2019 and its amendments and supplements;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;
- Pursuant to Circular No. 96/2020/TT-BTC dated November 16, 2020 of the Ministry of Finance providing guidelines on disclosure of information on securities market;
- Pursuant to the Charter for Organization and Operation of Gia Lai Coffee Joint Stock Company;

The Board of Directors (BOD) respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the plan to cancel public company status, deregister share trading and deregister securities as follows:

Pursuant to Article 32 of the Law on Securities No. 54/2019/QH14, effective from January 1, 2021, which sets out the conditions for a company to qualify as a public company, a public company must have a charter capital of at least VND 30 billion and at least 10% of its voting shares held by a minimum of 100 investors who are not major shareholders.

According to the audited financial statements for 2025 of Gia Lai Coffee Joint Stock Company, the Company's contributed charter capital as at December 31, 2025 was 10.172,840.577 VND. Accordingly, the Company does not satisfy the charter capital requirement applicable to public companies under the Law on Securities No. 54/2019/QH14.

In compliance with Clause 1(d), Article 11 and Clause 15, Article 1 of Law No. 56/2024/QH15 dated November 29, 2024 amending and supplementing a number of articles of the Law on Securities No. 54/2019/QH14. As at the present time, according to the latest consolidated list of securities holders as at March 17, 2026 of Gia Lai Coffee Joint Stock Company ("**FGL**"): The total number of shareholders is 177, the total number of outstanding shares is 146.763.000 shares (equivalent to charter capital of 146.763.000.000 VND). Of which, 5 major shareholders hold 96,46% of the Company's charter capital, and the remaining 172 shareholders hold 3,54% of FGL's charter capital.

Accordingly, based on the audited financial statements for 2025 and the latest consolidated list of securities holders as at March 17, 2026, Gia Lai Coffee Joint Stock Company (FGL) does not meet the conditions of a public company as prescribed in Clause 1(a), Article 32 of the Law on Securities No. 54/2019/QH14 as amended and supplemented by Clause 11(a), Article 1 of Law No. 56/2024/QH15, specifically: failing to meet the charter



capital requirement applicable to a public company as prescribed by the Law on Securities No. 54/2019/QH14 and failing to ensure that at least 10% of voting shares are held by at least 100 investors who are not major shareholders.

Respectfully submitted to the General Meeting of Shareholders for review and approval.

Recipients:

- *As above;*
- *BOD, BOS*
- *Published on website;*
- *Saved in BOD, Clerk office.*

**ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN**



TRINH QUANG HUNG





**GIA LAI COFFEE
JOINT STOCK COMPANY**

No.: 08/TTr-ĐHĐCĐ2026

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Thong Nhat, April 22, 2026

PROPOSAL

Re: Approval of the acquisition of shares by Mr. Trinh Quang Hung resulting in the ownership of Mr. Trinh Quang Hung and his related persons exceeding 25% of the total voting rights.

To: General Meeting of Shareholders of Gia Lai Coffee Joint Stock Company.

- Pursuant to the Law on Enterprises No. 59/2020/QH14, passed on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14, dated November 26, 2019;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;
- Pursuant to the Charter of Gia Lai Coffee Joint Stock Company;
- Pursuant to the request letter of Mr. Trinh Quang Hung dated March 25, 2026;

On March 25, 2026, the Board of Directors of the Company received a request letter from Mr. Trinh Quang Hung regarding the transfer of shares without conducting a public tender offer.

As at March 17, 2026, the number of shares held by Mr. Trinh Quang Hung and his related persons in Gia Lai Coffee Joint Stock Company is as follows:

- Mr. Trinh Quang Hung: holding 2.852.802 shares, representing 19,44% of the total outstanding voting shares of Gia Lai Coffee Joint Stock Company;
- Mr. Trinh Quang Vinh (son of Mr. Trinh Quang Hung): holding 1.538.381 shares, representing 10,48% of the total outstanding voting shares of Gia Lai Coffee Joint Stock Company;

Based on the proposal of Mr. Trinh Quang Hung, the Board of Directors of Gia Lai Coffee Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval to allow Mr. Trinh Quang Hung to carry out the acquisition of FGL shares of the Company, which results in the ownership ratio of Mr. Trinh Quang Hung and his related persons exceeding 25% of the total outstanding voting shares of Gia Lai Coffee Joint Stock Company, without being required to conduct a public tender offer in accordance with applicable laws, with the following details:

1. Transferring shareholders:

- Expected: more than 100 shareholders (list attached to the proposal);

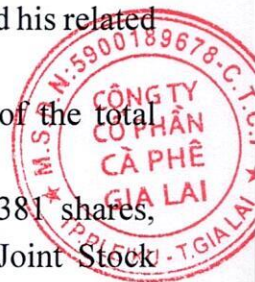
2. Transferee shareholders:

Full name: Trinh Quang Hung ;

ID No.: 038060035468 , issued on December 16, 2021 by Police Department for Administrative Management of Social Order

3. Information on shares to be transacted:

- Share name: Shares of Gia Lai Coffee Joint Stock Company;
- Type of shares: Common shares;
- Stock code: FGL



- Par value: 10.000 VND/share
- Charter capita: 14.676.300.000 VND
- Number of outstanding shares:: 14.676.300 shares.

4. Transaction method: Put-through transactions and/or order-matching transactions via the Stock Exchange;

5. Expected transaction period: Quarter 2 of 2026;

6. Disclosure of information: To be implemented in accordance with applicable laws.

The Board of Directors respectfully submits to the esteemed Shareholders of Gia Lai Coffee Joint Stock Company for consideration and approval.

Sincerely.

Recipients:

- *As above;*
- *Saved in BOD, Clerk office.*

**ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN**



TRINH QUANG HUNG



**GIA LAI COFFEE
JOINT STOCK COMPANY**

No.: 09/TTr-ĐHĐCĐ2026

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Thong Nhat, April 22, 2026

PROPOSAL

**“Regarding the selection of the Auditing
Firm for the 2026 Financial Statements”**

To: General Meeting of Shareholders of Gia Lai Coffee Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14, passed by the National Assembly on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14, passed by the National Assembly on November 26, 2019;
- Pursuant to the current Charter on the Organization and Operation of Gia Lai Coffee Joint Stock Company;
- Pursuant to the operational requirements of the Company.

To ensure that the audit of the 2026 financial statements of Gia Lai Coffee Joint Stock Company complies with legal regulations and the Company’s Charter, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the selection of the auditing firm to conduct the audit and review of the Company’s 2026 financial statements, as follows:

1. Criteria for Selecting an Auditing Firm:

The Board of Directors would like to propose to the General Meeting of Shareholders the following criteria for selecting an auditing firm:

- The firm shall be legally operating in Vietnam
- The firm must have experience in auditing public companies.
- No conflicts of interest in auditing the Company’s financial statements.
- Reasonable fees commensurate with audit quality, scope and progress.

2. Proposal for the approval of the selection of auditing firm by the General Meeting of Shareholders:

With the above criteria, the Board of Directors respectfully proposes the selection of **Vietvalues Audit and Consulting Co., Ltd. (VIETVALUES)** located at 63/5 Tran Quoc Toan, Phuoc Ninh Ward, Hai Chau District, Da Nang City, as the auditing firm for the Company’s 2026 financial statements.

Respectfully submitted to the General Meeting of Shareholders for review and approval by voting.

Yours Sincerely!

Recipients:

- As above;
- BOD, BOS;
- Published on the website;
- Saved in BoD and Clerk office records.

**ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN**



TRINH QUANG HUNG



Thong Nhat, April 22, 2026

REGULATIONS

**On election rules for the members of the Board of Directors,
Board of Supervisors at Gia Lai Coffee Joint Stock Company**

Pursuant to:

- *Law on Enterprises No. 59/2020/QH14 passed on June 17, 2020;*
- *Law on Securities No. 54/2019/QH14 dated November 26, 2019;*
- *The Charter of organization and operation of Gia Lai Coffee Joint Stock Company;*
- *The Corporate Governance Regulations of Gia Lai Coffee Joint Stock Company;*
- *Relevant legal documents,*

Article 1. Eligible Voters: Shareholders owning shares and authorized representatives with voting rights attending the General Meeting of Shareholders.

Article 2. Criteria for nominees and candidates for the Board of Directors (BoD), Board of Supervisors (BOS) as prescribed in Articles 155, 169 of the Law on Enterprises and Articles 275, 286 of Decree 155/2020/ND-CP detailing the implementation of certain provisions of the Law on Securities. Other criteria and conditions are specified in the Company's Charter.

Article 3. Number of BOD and BOS members to be elected:

- Number of BOD members: **02** persons.
- Number of BOS members: **01** person.

Article 4. Voting ballots:

4.1. Ballots are uniformly printed, stamped with the seal of Gia Lai Coffee Joint Stock Company and distributed to shareholders by the Organizing Committee.

4.2. Each shareholder's ballot shall clearly state the total number of shares that the shareholder represents (owned or authorized), the total number of vote and the name of the person on the nomination or candidacy list

-Total number of shares = number of owned shares+ number of authorized;

-Total number of votes = Total number of shares x number of the BOD members or BOS members to be elected

4.3. The "**Number of Votes**" on the ballot will be left blank for shareholders to fill in. If shareholder supports a candidate with a certain number of votes, the shareholder write the number of votes directly in the "**Number of votes**" box corresponding to the "**Full name**" of that candidate.

4.4. Each shareholder attending the General Meeting has only 01 (one) ballot for each election of a BOD, BOS member

Article 5. Election procedure:

5.1. The election of BOD, BOS members of Gia Lai Coffee Joint Stock Company shall be conducted by secret ballot using the cumulative voting method at the General Meeting.

5.2. Shareholders may accumulate all their votes to vote for 01 (one) or multiple candidates.



5.3. Each shareholder attending the General Meeting is only entitled to accumulate votes for candidates within their total number of votes.

Article 6. Valid or invalid ballots:

6.1. Valid ballots:

- Must be issued by the Organizing Committee, without any content being erased;
- Must have sufficient or less than the number of BOD, BOS member on the list of nominees and candidates approved by the General Meeting;
- The total number of votes cast for candidates is less than or equal to the total number of votes of each shareholder;
- Ballots left blank are considered valid.

6.2. Invalid ballots:

- Ballots not issued by the Organizing Committee;
- Ballots with erased, modified content or names of candidates crossed out.
- Ballots including names not on the approved list of nominees and candidates approved by the General Meeting.
- Shareholders do not clearly state the number of votes but write as a percentage (%) of votes;
- Shareholders write more votes than they own or represent.

Article 7. Vote Counting Committee, Voting, and Counting Principles:

7.1. The Vote Counting Committee is introduced by the Organizing Committee and approved by the General Meeting of Shareholders.

7.2. Responsibilities of the Vote Counting Committee:

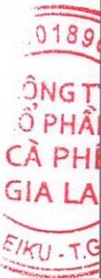
- Approving these regulations at the General Meeting and instructing shareholders on cumulative voting;
- Introducing and distributing ballots;
- Vote counting and make a Minutes of vote counting results;
- Announcing election results at the General Meeting.

The Vote Counting Committee shall ensure integrity of the election and confidentiality of the vote counting. If there is any violation, the Vote Counting Committee shall take responsibility. After counting the votes, ballots must be sealed and handed over to the Organizing Committee.

7.3. Principles of voting and counting:

- The Vote Counting Committee shall finalize the list of shareholders participating in the election;
- The ballot box is checked in the presence of shareholders;
- Voting shall begin when the ballots are distributed and end when the ballot of the last shareholder is put in the ballot box;
- Vote counting must be conducted immediately after the voting ends;
- The result of the vote counting must be recorded in writing and announced by the Head of the Vote Counting Committee at the General Meeting.

Article 8. Principles of election:



8.1. The elected members of the Board of Directors, Board of Supervisors shall be determined in descending order of votes received until the required number of members is fulfilled.

8.2. In the event that multiple candidates receive an equal number of votes and it is necessary to eliminate some candidates to meet the required number of elected members, the General Meeting of Shareholders shall conduct a re-election for those candidates using the cumulative voting method.

8.3. If the first round of voting does not result in the selection or a selection with not enough members of the BOD, BOS, the General Meeting shall proceed with a second round of supplementary voting to select or select enough members. If the required number is still not met, the re-election for the second round shall be conducted only for the candidates who did not meet the threshold in the first round.

If the election fails to select or fulfill the required number of members for the BOD, BOS after two rounds of voting, the General Meeting of Shareholders shall decide whether to continue the election or leave the position vacant and conduct a supplementary election in the next General Meeting of Shareholders.

Article 9. Preparation and announcement of Minutes of Vote Counting:

- After counting the votes, the Vote Counting Committee must prepare a minutes of vote counting;

-The minutes of vote counting shall include: the total number of shareholders attending the meeting; the total number of shareholders participating in the voting; the percentage of voting shares of shareholders who cast votes in relation to the total voting shares of the shareholders attending the meeting (based on the cumulative voting method); the number and percentage of valid and invalid ballots; and the number and percentage of votes received by each candidate.

- The minutes of vote counting shall be announced at the General Meeting.

Article 10. Any complaints regarding the election results shall only be considered immediately at the General Meeting and shall be decided by the Chairperson of the Meeting. Shareholders shall not dispute the validity of the results at any later time. In the event of a disagreement concerning the election procedures, the Vote Counting Committee shall re-examine the matter and seek the opinion of the General Meeting for a final decision.

All other matters related to the members of the BOD, BOS shall be carried out in accordance with the Company's Charter on organization and operation.

Article 11. The regulations consist of 11 articles and shall be publicly read at the 2026 Annual General Meeting of Shareholders for voting and approval. It shall apply solely to the election of members of the BOD, BOS for the term 2023-2028 term at the 2026 Annual General Meeting of Shareholders./.

ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN



TRINH QUANG HUNG



Thong Nhat, April 22, 2026

REGULATIONS

on Voting at the 2026 Annual General Meeting of Shareholders of Gia Lai Coffee Joint Stock Company

Article 1. General Provisions:

1. These regulations apply to voting at the 2026 Annual General Meeting of Shareholders (hereinafter referred to as the "AGM") of Gia Lai Coffee Joint Stock Company.
2. These regulations specify the principles and procedures for conducting voting on matters at the AGM.
3. Shareholders and authorized representatives attending the AGM are responsible for complying with the provisions of these regulations.

Article 2. Subjects of voting

Shareholders owning shares and authorized representatives of shareholders with voting rights attending the AGM.

Article 3. Voting ballots:

1. Voting ballots are uniformly printed, stamped by Gia Lai Coffee Joint Stock Company and distributed to shareholders by the Organizing Committee.
2. Each shareholder's voting ballot shall clearly state the shareholder's name, the total number of shares that the shareholder represents (owned or authorized) and the total number of votes.
3. Each shareholder attending the AGM shall have only one (01) voting ballot for all voting matters.

Article 4. Voting Method:

Each shareholder will be distributed 01 voting ballot to approve matters presented at the AGM. Shareholders shall only mark an "X" or "V" in only one of the 03 sections: **"Approve"**, **"Disapprove"** or **"No opinion"**.

Article 5. Invalid Ballots:

Ballots are considered invalid in the following cases:

- Ballots does not follow the prescribed form, not issued by the company, lacks the company's stamp.
- Ballots are erased or crossed out.
- Ballots are torn, damaged or no longer intact
- Ballots contain additional information or additional symbols.
- Ballots with no box filled or with two or more boxes filled in at each decision for approval.
- There is no signature of the shareholder or the shareholder's authorized representative.



Article 6. Vote Counting Committee, Voting and Counting Principles:

1. The Vote Counting Committee is approved by the General meeting of Shareholders.

2. Responsibilities of the Vote Counting Committee:

- Approve the contents of this Regulation at the AGM;
- Introduce and distribute voting ballots.
- Conduct vote counting and prepare a minutes of the vote counting results;
- Announce the vote counting results at the AGM.

The Vote Counting Committee shall ensure the integrity of the vote counting and keep the confidentiality; if there is any violation, the Vote Counting Committee shall take responsibility. After vote counting, the ballots will be sealed and handed over to the AGM's Organizing Committee.

3. Voting and counting principles:

- The Vote Counting Committee finalizes the list of shareholders participating in voting
- The ballot box is checked in the presence of shareholders;
- Voting begins once the distribution of ballots is completed and ends when the last shareholder puts his vote in the ballot box.
- Checking the number of ballots shall be conducted immediately after the voting finishes;
- The vote counting results shall be recorded in writing and announced by the Head of the Vote Counting Committee at the AGM.

Article 7. Preparation and Announcement of the Minutes of Vote Counting

- After vote counting, the Vote Counting Committee shall prepare a minutes of vote counting.
- The minutes shall include: total number of shareholders attending the meeting, total number of shareholders who voted, number and percentage of valid and invalid ballots.
- The minutes of vote counting shall be publicly announced at the AGM.

Article 8. Any complaints about the vote counting results shall only be considered at the AGM and decided by the Chairperson of the AGM.

Article 9. These regulations consist of 09 (nine) articles and will be publicly read at the 2026 Annual General Meeting of Shareholders.

ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN



TRỊNH QUANG HÙNG

MINUTES OF VOTE COUNTING

Today, at 10^h30' on April 22, 2026, at the Conference Hall of Bien Ho Tea Joint Stock Company, the 2026 Annual General Meeting of Shareholders of Gia Lai Coffee Joint Stock Company conducted voting matters at the meeting. The Vote Counting Committee consists of:

- | | |
|----------------------------|-------------------------|
| 1. Mr. Nguyen Van Ha | - Head of the Committee |
| 2. Mr. Nguyen Thi Thu Hang | - Member |
| 3. Ms. Nguyen Thanh Nga | - Member |

After announcing the regulations on voting, the Vote Counting Committee proceeded with the vote counting in accordance with the prescribed rules and principles and unanimously prepared the following minutes:

I. ELECTION SECTION:

1. Election of the Board of Directors' members:

No.	Full name of candidate	Number of votes	Percentage (%)	Result
1	Tran Cao Chau	<u>10.865.835</u>	<u>99,99%</u>	
2	Nguyen Van Quan	<u>10.868.341</u>	<u>100,01%</u>	
	Total			

2. Election of the Board of Supervisors' member:

No.	Full name of candidate	Number of votes	Percentage (%)	Result
1	Tran The Quang	<u>10.867.088</u>	<u>100%</u>	
	Total			

II. VOTING SECTION:

1. Item 1: Report of the Board of Directors for 2025 and the operational orientation for 2026

- Shares approved: 10.864.788... accounting for 99,98%...% of total voting shares;
- Shares disapproved:0... accounting for0...% of total voting shares;
- Shares with no opinion: 2.360 accounting for 0,021...% of total voting shares;

2. Item 2: Report of the Board of Management on the production - business performance result in 2025 and the production - business plan for 2026.

- Shares approved: 10.864.788.. accounting for99,98..% of total voting shares;
- Shares disapproved:0.. accounting for0..% of total voting shares;
- Shares with no opinion: 2.360 accounting for 0,021...% of total voting shares;

3. Item 3: Report on the Board of Supervisors' activities for 2025 and the operation plan for 2026.

- Shares approved: 10.864.788... accounting for 99,98...% of total voting shares;
- Shares disapproved:0... accounting for0...% of total voting shares;
- Shares with no opinion: 2.300... accounting for 0,021...% of total voting shares;

4. Item 4: Proposal for audited financial statements for 2025.

- Shares approved: 10.864.788... accounting for 99,98...% of total voting shares;
- Shares disapproved:0... accounting for0...% of total voting shares;
- Shares with no opinion: 2.300... accounting for 0,021...% of total voting shares;

5. Item 5: Proposal for the 2025 production - business plan.

- Shares approved: 10.864.788... accounting for 99,98...% of total voting shares;
- Shares disapproved:0... accounting for0...% of total voting shares;
- Shares with no opinion: 2.300... accounting for 0,021...% of total voting shares;

6. Item 6: Proposal regarding Report on remuneration for the Board of Directors and the Board of Supervisors in 2025 and Remuneration plan for 2026.

- Shares approved: 10.864.788... accounting for 99,98...% of total voting shares;
- Shares disapproved:0... accounting for0...% of total voting shares;
- Shares with no opinion: 2.300... accounting for 0,021...% of total voting shares;

7. Item 7: Proposal for the approval of Transaction Contracts with related persons/parties.

- Shares approved: 10.864.788... accounting for 99,98...% of total voting shares;
- Shares disapproved:0... accounting for0...% of total voting shares;
- Shares with no opinion: 2.300... accounting for 0,021...% of total voting shares;

8. Item 8: Proposal for the dismissal of members of the BOD and the election of members of the BOD for the 2023-2028 term.

- Shares approved: 10.864.788... accounting for 99,98...% of total voting shares;
- Shares disapproved:0... accounting for0...% of total voting shares;
- Shares with no opinion: 2.300... accounting for 0,021...% of total voting shares;

9. Item 9: Proposal on the dismissal of members of the BOS and the election of members of the BOS for the 2023-2028 term.

- Shares approved: 10.864.788... accounting for 99,98...% of total voting shares;
- Shares disapproved:0... accounting for0...% of total voting shares;
- Shares with no opinion: 2.300... accounting for 0,021...% of total voting shares;

10. Item 10: Proposal for approval of the cancellation of public company status and the application for deregistration of share trading and deregistration of securities..

- Shares approved: 10.864.788... accounting for 99,98...% of total voting shares;
- Shares disapproved:0... accounting for0...% of total voting shares;
- Shares with no opinion: 2.300... accounting for 0,021...% of total voting shares;

11. Item 11: Proposal for Approval of the acquisition of shares by Mr. Trinh Quang Hung resulting in the ownership of Mr. Trinh Quang Hung and his related persons exceeding 25% of the total voting rights..

- Shares approved: 10.864.488... accounting for 99,98...% of total voting shares;
- Shares disapproved:0... accounting for0...% of total voting shares;
- Shares with no opinion: 2.600... accounting for 0,021...% of total voting shares;



12. Item 12: Proposal for the approval of the selection of auditing firm for the Company in 2026.

- Shares approved: 10.864.788... accounting for 99,98...% of total voting shares;
- Shares disapproved: 0... accounting for 0...% of total voting shares;
- Shares with no opinion: 2.300... accounting for 0,021...% of total voting shares;

**VOTE COUNTING COMMITTEE
HEAD OF THE COMMITTEE**


Nguyễn Văn Khoa

**ON BEHALF OF
THE GENERAL MEETING OF
SHAREHOLDERS
CHAIRPERSON**



CHỦ TỊCH HĐQT
Trịnh Quang Hùng

