

**DAKLAK RUBBER INVESTMENT JOINT  
STOCK COMPANY**

No: 04./2025/CBTT-DRI

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

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*Buon Ma Thuot, month 01 day 24 year 2025*

*Regarding discloses information Report on  
corporate governance in 2024*

**To: - The State Securities Commission;**

**- Hanoi Stock Exchange**

Name of company: **DAKLAK RUBBER INVESTMENT JOINT STOCK COMPANY (DRI)**

Address: 59 Cao Thang str, Tan An Ward, Buon Ma Thuot City, Dak Lak Province

Telephone: 0084-262-3867676

Fax: 0084-262-3865303

Website: [www.dri.com.vn](http://www.dri.com.vn)

Email: [dri@dri.com.vn](mailto:dri@dri.com.vn)

Stock symbol: DRI

Submitted by: **Mrs Nguyen Thi Hai**

Position: Corporate governance officer – Authorized person for information disclosure

Telephone: 0084-262-3867676

Information disclosure type:

☐ 24 hours

☐ 72 hours

☐ On demand

☐ Irregular

☒ Periodic

**Content of information disclosure:**

Complying with the provisions of Clause 2, Article 13 of Circular No. 96/2020/TT-BTC dated November 16th, 2020 of the Ministry of Finance guiding information disclosure on the stock market. Dak Lak Rubber Investment Joint Stock Company would like to disclose the Report on corporate governance in 2024.

This information was published on the Company's website at the link:  
<https://dri.com.vn/index.php/codong/bctn>

Dak Lak Rubber Investment Joint Stock Company would like to announce the above information to the State Securities Commission and the Hanoi Stock Exchange for their awareness and to carry out the disclosure in accordance with current regulations.

We hereby commit that the information published above is true and take full responsibility before the law for the content of the published information.

**Attached:**

- Report No. 02/BC-CT dated January 24, 2025.

**Authorized person for information disclosure**



**Nguyen Thi Hai**

No: 02/BC-CT

BMT City, month 01 day 24..year 2025

***REPORT ON CORPORATE GOVERNANCE***

**Year 2024**

**To:**

- State Securities Commission;
- Stock Exchange.

- Name of company: DAKLAK RUBBER INVESTMENT JOINT STOCK COMPANY

- Address of headoffice: 59 Cao Thang str, Buôn Ma Thuot City, Dak Lak province

- Telephone: 0084-0262.3867676

Fax: 0084-0262.3865303

Email: dri@dri.com.vn

- Charter capital: 732.000.000.000 VND

- Stock symbol: DRI

- Governance model: *General Meeting of Shareholders, Board of Directors, Board of Supervisors, General Director and Director.*

- Regarding the implementation of the internal audit function: not yet

***I. Activities of the General Meeting of Shareholders***

*Information on meetings, resolutions and decisions of the General Meeting of Shareholders (including the resolutions of the General Meeting of Shareholders approved in the form of written comments):*

No.	Resolution/Decision No.	Date	Content
01	01/NQ-ĐHĐCĐ	25/4/2024	<p>Annual General Meeting of Shareholders:</p> <ol style="list-style-type: none"> <li>1. Agreed to approve the reports: Report on the Board of Directors' activities in 2023 and plan for 2024; Report on production and business results in 2023 and directions and tasks in 2024 of Dak Lak Rubber Investment Joint Stock Company; Report on activities of the Supervisory Board in 2023 and directions in 2024; The company's 2023 Financial Statements have been audited by AFC Vietnam Auditing Company.</li> <li>2. Agree to approve a number of main production, business and investment targets in 2024 according to Report No. 06/TTr-HĐQT dated March 27, 2024.</li> <li>3. Agree on the plan for profit distribution and appropriation of Funds in 2023 according to Proposal No. 07/TTr-HĐQT dated March 27, 2024.</li> <li>4. Unify the remuneration of the Board of Directors and Supervisory Board in 2024 according to Report No. 08/TTr-HĐQT dated March 27, 2024.</li> <li>5. Agree to authorize the Board of Directors and Supervisory Board to select the 2024 Financial Statement Auditing Company according to Proposal No. 09/TTr-HĐQT dated March 27, 2024.</li> <li>6. Agree to approve contracts and transactions with related parties of the Company according to Proposal No. 10/TTr-HĐQT dated March 27, 2024.</li> <li>7. Agreed to approve changing the roadmap for liquidation and replanting of rubber trees in Daklaoruco according to Report No. 11/TTr-HĐQT dated March 27, 2024.</li> <li>8. Agree to dismiss Mr. Tran Le as an independent member of the Board of Directors according to Proposal No. 12/TTr-HĐQT dated March 27, 2024.</li> <li>9. Additionally vote Mr. Le Dinh Huyen, born November 25, 1964, qualified Agricultural Engineer with expertise, Bachelor of Economics to be an independent member of the Board of Directors term III (2022-2027).</li> </ol>



## II. Board of Directors (annual report):

### 1. Information about the members of the Board of Directors:

No.	Board of Directors' members	Position ( Independent members of the Board of Directors, Non-executive members of the Board of Directors))	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
01	Mr. Nguyễn Việt Tượng	Chairman of the Board of Directors and Member of the Board of Directors is non-executive	16/09/2015	
02	Mr. Bùi Quang Ninh (*)	Deputy Chairman of the Board of Directors, Member of the Board of Directors is not executive	25/10/2012	25/04/2024
03	Mr. Lê Thanh Cần	Board member. General manager	15/04/2017	
04	Mr. Trần Lê (**)	Independent member of the Board of Directors	19/04/2022	25/04/2024
05	Mr. Tạ Quang Tòng	Independent member of the Board of Directors	19/04/2022	
06	Mr. Nguyễn Trần Giang	Member of Non-executive of the Board of Directors	05/04/2019	
07	Mr. Nguyễn Minh	Member of Non-executive of the Board of Directors	15/04/2017	
08	Mr. Lê Đình Huyền	Independent member of the Board of Directors	25/04/2024	

(\*) Mr. Bui Quang Ninh, has an application to resign as a member of the Board of Directors according to his wishes and has been agreed upon by the Board of Directors, but has not yet been presented to the General Meeting of Shareholders.

(\*\*) Mr. Tran Le applied to resign as a member of the Board of Directors according to his personal wishes and was approved by the Board of Directors and the General Meeting of Shareholders.



## 2. Meetings of the Board of Directors:

No.	Board of Director' member	Number of meetings attended by Board of Directors	Attendance rate	hợp/Reasons for absence
01	Mr. Nguyễn Việt Trọng	12/12	100%	
02	Mr. Bùi Quang Ninh	05/12	83,33%	Resign from his position in accordance with the law
03	Mr. Lê Thanh Cần	12/12	100%	
04	Mr. Trần Lê	03/12	50%	-There was a resignation letter due to illness, -Resigned from April 25, 2024
05	Mr. Tạ Quang Tòng	11/12	100%	
06	Mr. Nguyễn Trần Giang	12/12	100%	
07	Mr. Nguyễn Minh	12/12	100%	
08	Mr. Lê Đình Huyền	7/12	16,67%	Appointed from April 25, 2024

## 3. Supervising the Board of Management by the Board of Directors:

The supervision activities of the Board of Directors over the Board of Management are specifically stipulated in the company's internal regulations and operating regulations of the Board of Directors and Board of Management; The Board of Directors' policies are all specified in writing; On a monthly or irregular basis, the Board of Directors reports on the implementation of the targets of the Board of Directors and the General Meeting of Shareholders to the Board of Directors and on proposals and recommendations (if any).

The Board of Directors assigned the Chairman of the Board of Directors and the General Director a number of rights under the authority of the Board of Directors to manage production and business and report to the Board of Directors at the most recent meeting;

After meetings of the Board of Directors, approved resolutions are sent to members of the Board of Directors and the Inspection Committee for monitoring. Before the meetings of the Board of Directors, the Secretary of the Board of Directors reports to the Board of Directors on the results of implementing the

previous resolutions, the contents and the Chairman of the Board of Directors and the General Director implemented according to authorization so that the Board of Directors can capture information and vote;

Quarterly and irregularly, the Board of Directors reports on the results of implementing production and business tasks, evaluating the implementation of resolutions of the General Meeting of Shareholders and the Board of Directors, directions for implementing tasks in the remaining months and solutions. so that the Board of Directors can provide timely guidance. In 2024, the Board of Directors met and issued 05 resolutions, and consulted to issue 07 resolutions. The total number of resolutions passed is 12 resolutions.

In general, the Board of Management has seriously implemented the resolutions of the Company's Board of Directors in accordance with the Company's Charter, regulations and internal regulations.

4. *Activities of the Board of Directors' subcommittees (If any):*

5. *Resolutions/Decisions of the Board of Directors (Semi-annual report/annual report):*

No.	Resolution/Decision No.	Date	Content	Approval rate
01	01/NQ-HĐQT	23/01/2024	<p>@/ Get opinions from the Board of Directors through the following contents::</p> <p>I- Agree to amend Article 8, Article 9, Chapter III of the Regulations on selecting procurement contractors in production and business activities and maintaining regular operations of Dak Lak Rubber Investment Joint Stock Company and its subsidiaries, Issued under Decision No. 54/QĐ-HĐQT dated October 22, 2020, specifically:</p> <p>1. Content of amendments and adjustments:</p> <p>1.1- Clause 2, Article 8 “Obtaining competitive quotes”::</p> <p>a) Common, simple consulting and non-consulting services have a value of no more than 500 million VND for companies in Vietnam or equivalent to 500 million VND in Vietnam, when converted into Lak according to the current exchange rate for with Subsidiary in Laos.</p> <p>b) Procurement of common goods, assets, and services (many users and a guaranteed, stable supply), available on the market (goods are delivered immediately when needed, not through ordering). goods for design, processing, manufacturing, production), have standardized technical characteristics (according to</p>	7/7/7



			<p>Vietnamese standards, facility standards, international standards or foreign standards) and are equivalent in terms of quality (can be substituted for each other due to the same technical characteristics, features and other characteristics) with a value of not more than 01 billion VND for companies in Vietnam or equivalent to 01 billion VND in Vietnam, when converted into Lak according to the current exchange rate for the subsidiary in Laos.</p> <p>1.2- Clause 1, Article 9 “Retail shopping”::</p> <p>Is a procurement activity serving production and business or regular purchases with each purchase having a limit of no more than 100 million VND for companies in Vietnam or equivalent to 100 million VND in Vietnam, when converted into Lak currency according to the exchange rate at the time for the Subsidiary in Laos.</p> <p>2. Other contents continue to be implemented according to Decision No. 54/QĐ-HĐQT dated October 22, 2020 on promulgating Regulations on selecting procurement contractors in production and business activities and maintaining regular operations of Dak Lak Rubber Investment Joint Stock Company and Subsidiaries.</p> <p>II- Assign the General Director to supplement and adjust the content and submit it to the Chairman of the Board of Directors for consideration and signing a decision to promulgate the adjusted contents.</p>	
02	02/NQ-HĐQT	27/02/2024	<p>@/ Get opinions from the Board of Directors through the following contents::</p> <p><b>1. Agree on the policy for DRI High-Tech Agriculture Limited Liability Company to sign a consulting contract to care for and supply materials and fertilizers for durian gardens in 2024, specifically::</b></p> <p>1.1. Agree to let DRI's Capital Representative at DRI High-Tech Agriculture Limited Liability Company vote at the Board of Members Meeting, on the following contents::</p> <ul style="list-style-type: none"> <li>- DRI High-tech Agriculture Limited Liability Company signed a technical consulting contract on flower making, care fruit durian in 2024 with Hai Trieu Agricultural Supplies Store Business House and the Consulting Group at Tay Ha 3 Village, Cu Bao Commune, Buon Ho Town, Dak Lak Province.</li> <li>- DRI High-tech Agriculture Limited Liability Company is allowed to use materials, fertilizers, pesticides</li> </ul>	7/7/7



		<p>and specific drugs for durian trees as recommended by the consultant and provide by the consultant to ensure the results of consulting contract implementation for types that are not popular on the market, but must ensure that the unit price of the materials is not too different from the market unit price for the same product line products (with the same formula and origin). For other types of supplies, fertilizers, and plant protection drugs popular on the market, the supply is still carried out in accordance with the Regulation on selecting procurement contractors issued under Decision No. 54/QĐ-HĐQT dated December 22, 2019. October 2020.</p> <p>- Director of DRI High-tech Agriculture Limited Liability Company signed a contract with the consulting unit. The consulting contract must bind the final results and performance of the consulting party in detail and fully in the relevant terms. Director of DRI High-tech Agriculture Limited Liability Company is mainly responsible for coordinating with consultants to implement the contents committed in the contract, including technical consulting and procurement. materials and fertilizers. The steps are carried out according to the Company's regulations in the Procurement Regulations, purchasing process and policies of the Board of Members of DRI High-tech Agriculture Limited Liability Company.</p> <p>1.2. The General Director of DRI is both the representative of DRI's capital assigns the Production Engineering Department and related departments of DRI Company to coordinate with DRI High-tech Agriculture Limited Liability Company supervise the implementation of the contents of the consulting contract between DRI High-tech Agriculture Limited Liability Company and the Consulting Unit.</p> <p><b>2. Agree on the preparations to organize the 2024 Annual General Meeting of Shareholders as follows:</b></p> <p>2.1- Regarding the time and format of the 2024 Annual General Meeting of Shareholders:</p> <ul style="list-style-type: none"> <li>- Last registration date to finalize the list of shareholders attending the meeting: <b>22/03/2024</b></li> <li>- Expected date of holding the 2024 Annual General Meeting of Shareholders: <b>Thursday, ngày 25/04/2024</b></li> <li>- Form of organizing the congress: in person, at Dakruco Hotel - No. 30 Nguyen Chi Thanh, Buon Ma Thuot City</li> </ul> <p>2.2- Regarding the content approved at the 2024 Annual General Meeting of Shareholders::</p>	
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			<p>(1) Report on the activities of the Board of Directors in 2023 and plan for 2024. (2) Report on activities of the Supervisory Board in 2023 and tasks in 2024. (3) Report of the Board of Management on production and business activities in the year 2023 and plan for 2024.(4) Summary report on audit results of 2023 financial statements.(5) Proposal for approving the production, business and investment targets in 2024.(6) Proposal for profit distribution and fund appropriation for 2023.(7) Proposal for remuneration of the Board of Directors and Supervisory Board in 2024.(8) Proposal for application selection Auditor of the 2024 Financial Statements. (9) Proposal for dismissal and election of additional members of the DRI Board of Directors.</p> <p>2.3- Assign the Executive Board to implement the documents and necessary conditions to conduct the Board of Directors meeting before organizing the 2024 Annual General Meeting of Shareholders in accordance with the provisions of law.</p>	
03	03/NQ-HĐQT	19/03/2024	<p>@/ Get opinions from the Board of Directors through the following contents:</p> <p>1. Approve the "Sustainable forest management plan for the period 2024-2054" of Dak Lak Rubber Company Limited according to Report No. 04/TTr-CT dated March 14, 2024 of the DRI Executive Board.</p> <p>2. Authorize the Chairman of the Board of Directors to issue a Decision approving the plan for the DRI and Daklaoruco to organize and implement</p> <p>Assign the General Director of DRI and Director of Daklaoruco to be responsible for specific implementation to each department and implementation unit. Every year, the General Director of DRI submits an evaluation report to the Board of Directors to provides further direction.</p>	7/7/7
04	04/NQ-HĐQT	26/03/2024	<p>@/ In the meeting of The Board of Directors, the following contents were approved:</p> <p>I- Focus on directing some key tasks for the second quarter of 2024 as follows:</p> <p><b>1. For Daklaoruco:</b></p> <ul style="list-style-type: none"> <li>- Continue to coordinate with DRI to recruit indirect workers, meet management and product protection requirements.</li> <li>- Focus on maintenance and repair of machinery and equipment to ensure timely progress in latex exploitation and processing; At the same time, proactively deploy production technical solutions and product</li> </ul>	6/6/7



		<p>protection solutions during the tapping season</p> <ul style="list-style-type: none"> <li>- Focus on investing in repairing transportation roads and building worker housing according to plan..</li> <li>- Continue to implement Notice No. 16/TB-HDQT dated February 22, 2024 of the Chairman of the Board of Directors. Coordinate with consultants to organize an internal assessment in April 2024 and deploy to fix errors through the assessment, striving to invite an external organization to conduct an assessment in the beginning of the third quarter of 2024 to issue FSC-FM, FSC certification -CoC.</li> <li>- Make a plan to organize the 20th Anniversary of Daklaoruco's founding to report on DRI and submit to the Board of Directors for consideration and direction.</li> </ul> <p><b>2. For DRI High-tech Agriculture Limited Liability Company:</b></p> <ul style="list-style-type: none"> <li>- Focus on taking care of the durian garden planted in 2018, focusing on creating flowers and fruits to meet requirements, ensuring the completion of the output plan assigned by the Board of Directors.</li> <li>- Implement a plan to liquidate the banana garden, ensuring the durian garden planted in 2020 grows well</li> </ul> <p><b>3. For DRI company:</b></p> <ul style="list-style-type: none"> <li>- Continue to support Daklaoruco in indirect staff recruitment.</li> <li>- Closely monitor and direct the production and business situation of Daklaoruco company and DRI High-tech Agriculture Limited Liability Company, promptly handle arising situations within authority or propose the Board of Directors to have policies to direct perform.</li> <li>- Coordinate with consultants to prepare FSC-CoC certification assessment documents for DRI's commercial segment. Support Daklaoruco to complete documents to issue FSC-FM certification for rubber gardens, FSC-CoC for processing factory in Daklaoruco.</li> <li>- Support Daklaoruco to develop and implement a plan to celebrate the 20th anniversary of Daklaoruco's establishment in a practical and meaningful way.</li> </ul> <p><b>II- Approval of programs and documents prepared for the 2024 annual general meeting of shareholders, as follows::</b></p> <p><b>1- Agree on the meeting agenda; Expected personnel to be submitted to the General Meeting of Shareholders for approval include: list of chairing group, shareholder</b></p>	
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		<p>eligibility inspection committee, secretariat, vote counting committee</p> <p><b>2-</b> Reports presented to the General Meeting of Shareholders: (1) Report on 2023 performance results of the Board of Directors and 2024 mission direction ; (2) Report on 2023 activities and 2024 mission directions of the Supervisory Board; (3) Report on production and business activities in 2023 and direction and tasks for 2024 of the Executive Board; (4) Summary of audited 2023 financial statements;</p> <p><b>3-</b> Papers presented to the General Meeting of Shareholders, including::</p> <p>(1) Proposal for approval of some main production and business targets in 2024; Specifically, adjust the average selling price of finished rubber products from 1,440 USD/ton up to 1,500 USD/ton; Accordingly, a number of production and business targets for 2024 are adjusted in Clause 2, Article 5, Resolution No. 10/NQ-HDQT dated December 30, 2023 of the Board of Directors as follows: Revenue from selling finished rubber products 434, 70 billion VND; Total revenue and other income: 462.50 billion VND; Consolidated profit before tax: 74.40 billion VND; Profit Expected profit after tax: 60.62 billion VND; Dividend distribution rate in 2024 expected 6% of charter capital. Other contents of Resolution No. 10/NQ-HDQT of the Board of Directors remain unchanged.</p> <p>(2) Proposal for profit distribution and allocation of funds in 2023;;</p> <p>(3) Report on remuneration of the Board of Directors and Supervisory Board in 2024;</p> <p>(4) Proposal for selecting an auditing unit on the 2024 financial statements;</p> <p>(5) Proposal for approval of contracts and transactions with related parties of the Company;</p> <p>(6) Proposal on changing the roadmap for replanting rubber gardens in Daklaoruco;;</p> <p>(7) Proposal on the dismissal of independent members of the Board of Directors;</p> <p>(8) Notice of nomination and candidacy to elect additional independent members of the Board of Directors;</p> <p><b>4-</b> Regulations for approval of the General Meeting of Shareholders: Working regulations at the 2024 Annual General Meeting of Shareholders; Regulations on nomination, candidacy, and additional election of</p>	
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			members of the Board of Directors term III (2022-2027).				
			III- The results of the assessment and ranking of the Board of Directors and members of the Board of Directors and General Director in 2023 are as follows::				
			<ul style="list-style-type: none"><li>- Board of Directors: <b>Complete tasks well;</b></li><li>- Results of ranking each member of the Board of Directors: (Mr. Tran Le absent)</li></ul>				
			N o	Full name	Position	Self-rated	Result from secret ballot
			1	Nguyễn Việt Trọng	Chairman of the Board of Directors	HTTNV	HTXSNV
			2	Bùi Quang Ninh	Deputy Chairman of the Board of Directors,	HTNV	HTTNV
			3	Lê Thanh Cần	-Member of The Excutive Board of Directors. -General manager	HTNV	HTTNV
			4	Nguyễn Trần Giang	Member of The Non-Excutive Board of Directors.	HTTNV	HTTNV
			5	Nguyễn Minh	Member of The non-Excutive Board of Directors.	HTTNV	HTTNV
			6	Trần Lê	Independen t member of the Board of Directors		HTTNV
			7	Tạ Quang Tòng	Independen t member of the Board of Directors	HTTNV	HTTNV

		<p>Note:</p> <ul style="list-style-type: none"> <li>+ Successfully complete the task: HTXSNV;</li> <li>+ Complete tasks well: HTTNV</li> <li>+ Complete the mission : HTNV</li> <li>- General Director ranking results: Complete tasks well.</li> </ul> <p><b>IV.</b> Agree to approve the content of Proposal No. 05/TTr-CT dated March 22, 2024 on approving transactions and contracts with a value of less than 10% of the total value of DRI's assets recorded in the financial statements announced at the latest time, specifically as follows::</p> <ol style="list-style-type: none"> <li>1. Subjects signing contracts and transactions:             <ol style="list-style-type: none"> <li>(1) Dak Lak Rubber Limited Company( Daklaoruco);</li> <li>(2) DRI High-Tech Agriculture Limited Company;</li> <li>(3) Dak Lak Rubber Joint Stock Company(Dakruco).</li> </ol> </li> <li>2. Contents of contract, transactions signing include:             <ul style="list-style-type: none"> <li>- Borrowing/lending, loan guarantees and other loan security measures (mortgage, hold assets) except for loan transactions and loan guarantees that the Company is not allowed to perform according to the provisions of law.</li> <li>- Buy and sell fresh banana products, durian, materials, machinery, equipment, rubber seedlings, seedlings... to serve production and business activities of the Company and its subsidiaries</li> <li>- Other contracts and transactions are intended to ensure continuity of production, business and procurement activities to maintain regular operations of DRI and its subsidiaries.</li> </ul> </li> <li>3. Specific value of each transaction: according to the value at each time and each specific contract on the basis of ensuring the Company's benefits.</li> <li>4. Time to do contracts and transactions: from the date the Board of Directors Resolution approving the above contents takes effect until the Board of Directors has a new resolution to replace it.</li> <li>5. Authorization content:             <ul style="list-style-type: none"> <li>- General Director of the Company to decide on the contents related to the negotiation, conclusion and implementation of each specific contract and transaction based on the actual situation of the Company</li> </ul> </li> </ol>	
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			<p>- Authorization is effective from the date the Resolution of the Board of Directors have signed until the Board of Directors has a new Resolution to replace it and is not limited by a period of 01 year.</p> <p>V. Agree to submit to the 2024 Annual General Meeting of Shareholders the dismissal of an independent member of the Board of Directors for Mr. Tran Le who has submitted an application to resign as a member of the Board of Directors on February 23, 2024.</p>	
05	05/NQ-HĐQT	25/04/2024	<p>@/ The Board of Directors are metted approved the following contents:</p> <p>1.The Board of Directors agreed to temporarily suspend the position of Vice Chairman of the Board of Directors for Mr. Bui Quang Ninh - a non-executive member of the Board of Directors at Dak Lak Rubber Investment Joint Stock Company</p> <p>Reason for temporary suspension: Mr. Bui Quang Ninh - Member of the Board of Directors, General Director of Dak Lak Rubber Joint Stock Company (Dakruco) is currently being prosecuted for: Violating regulations on management and use of State assets water loss and waste occurred in the period from 2002 to 2012 at Dak Lak Rubber Company, now Dak Lak Rubber Joint Stock Company, according to Decision No. 104/QĐ-CSDT, dated April 17, 2024 of the Police Investigation Agency - Dak Lak Provincial Police.</p> <p>Temporary suspension period: from April 25, 2024.</p> <p>2. Mr. Bui Quang Ninh and members of the Board of Directors, DRI Company and subsidiaries under DRI, Person in charge of Corporate Governance, Secretary of the Board of Directors based on the implementation Resolution.</p>	6/6/7
06	06/NQ-HĐQT	07/05/2024	<p>@/ Get written opinions on the matter:</p> <p><b>1. Agree to select the auditing unit for the 2024 financial statements as follows::</b></p> <p>- Choose AFC Vietnam Auditing Limited Liability Company to audit the company's 2024 financial statements, including reviewing the 6-month financial statements and auditing the 2024 financial statements of the Parent Company and Subsidiaries, and the combine financial statements.</p> <p>- Assign the General Director of DRI to negotiate a reasonable price according to the approved financial plan and sign a contract with the auditing company.</p>	6/6/7

			<p>- Audit time:</p> <p>+ Review 6-month financial statements: in July 2024;</p> <p>+ Audit of 2024 financial statements: in January-February 2025.</p> <p><b>2. Through the bonus coefficient from the Company Manager bonus fund in 2023:</b></p> <p>2.1. Bonus coefficients for members of the Board of Directors, members of the Supervisory Board, part-time members and assistants to the Board of Directors comply with the provisions of Article 3, Resolution No. 09/NQ-HĐQT dated April 20, 2022.</p> <p>2.2. Bonus coefficient for members of the Executive Board:</p> <p>+ General Director: 1,0</p> <p>+ Vice General Director: 0,8</p> <p>+ Chief accountant: 0,8</p> <p>2.3. Concurrently holding multiple bonus positions will enjoy the highest bonus coefficient..</p> <p>Based on the above bonus coefficient, the executive Board will pay bonuses to company managers in 2023 according to Article 3 of Resolution No. 01/NQ-DHDCD dated April 25, 2024 of the 2024 annual general meeting of shareholders.</p>	
07	07/NQ-HĐQT	12/7/2024	<p>@/ In the meeting of The Board of Directors, the following contents were approved:</p> <p><b>1.Regarding the results of implementing the Resolution of the Board of Directors:</b></p> <p>The Board of Directors agreed with the contents of the report of the Secretary of the Board of Directors on the implementation of resolutions: No. 04 dated March 26, 2024; No. 05 dated April 26, 2024; No. 06 dated May 7, 2024 and the contents that the Chairman of the Board of Directors and General Director have directed for implementation.</p> <p><b>2. Regarding the production and business situation in the first 6 months of 2024 and some orientations for production and business management at DRI and its subsidiaries in the last 6 months of the year:</b></p> <p>Agree with Report No. 16/BC-CT dated July 11, 2024 of the Executive Board on production and business situation in the first 6 months of 2024 and mission</p>	6/6/6



		<p>direction for the last 6 months of 2024. In general, the Executive Board has Timely implementation of the policies of the General Meeting of Shareholders and the Board of Directors has achieved some good results, especially in the preparation of production, tapping and processing of latex; take care of rubber and durian gardens; financial management; Implementing the sustainable development program in Daklaoruco. However, there are still problems that need to be focused on in the last 6 months of the year, which are the management and organization of production at Daklaoruco to ensure the highest possible rubber output, focusing on management such as production costs, product prices.</p> <p>In the remaining 6 months of 2024, we need to focus on the following main tasks:</p> <p><b>2.1. for Daklaoruco:</b></p> <ul style="list-style-type: none"> <li>- Continue to well implement the instructions of the Chairman of the Board of Directors in Notice No. 41/TB-HĐQT dated June 14, 2024 on the management of latex exploitation, anti-theft and management of latex products rubber; Implement the FSC program; organization and decentralization of management within the apparatus.</li> <li>- Continue to promote indirect and direct labor recruitment, to ensure enough force to manage, operate, protect products and tapping latex rubber.</li> <li>- Train a number of CV latex processing managers; Enhance processing of CV products to meet export orders.</li> <li>- Carry out staff evaluation early and stabilize the management team at farm level, limiting frequent mobilization that affects the management of production organization.</li> <li>- Coordinate closely with consulting units to fix errors in previous internal assessments. At the same time, review all archived records, inspect the scene and promptly correct any shortcomings before official assessment. After the official assessment, Daklaoruco continue coordinates with the consulting unit to fix errors to ensure FSC certification in the fourth quarter of 2024.</li> <li>- Implement a pilot durian planting plan according to the policy of the Board of Directors and carry out procedures for converting crops for the planned durian growing land area.</li> <li>- Deploying the plan to celebrate the 20th anniversary of Daklaoruco's establishment according to</li> </ul>	
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		<p>the policies of the Board of Directors.</p> <p><b>2.2. For DRI High-tech Agriculture Limited Company:</b></p> <ul style="list-style-type: none"> <li>- Tập trung chăm sóc vườn sầu riêng kinh doanh và kiến thiết cơ bản đảm bảo vườn cây sinh trưởng phát triển tốt, chú trọng phòng chống sâu bệnh hại; đảm bảo sản lượng sầu riêng thu hoạch năm 2024 đạt từ 400 tấn trở lên.</li> </ul> <p>Focus on taking care of durian garden for business and basic investment to ensure the garden grows well, focusing on pest and disease prevention; Ensure durian output in 2024 reaches 400 tons or more.</p> <ul style="list-style-type: none"> <li>- Organize the sale of durian fruits harvested in 2024 using a competitive bidding method to ensure publicity and transparency according to regulations.</li> <li>- Continue to liquidate the banana garden planted in 2020 so that the durian garden can grow and develop well, ensuring the garden will be harvested in 2026.</li> <li>- Take care of the durian garden after harvest, ensuring flowering in the 2025 crop year one month earlier than the 2024 crop year.</li> </ul> <p><b>2.3. For DRI:</b></p> <ul style="list-style-type: none"> <li>- Continue to support Daklaoruco in labor recruitment</li> <li>- Support Daklaoruco to complete documents towards FSC-FM and FSC-CoC certification at Daklaoruco.</li> <li>- Monitor and support DRI High-tech Agriculture Co., Ltd. in garden care; product consumption.</li> <li>- Strengthen promotion and marketing to boost exports in the last 6 months of 2024, striving to achieve the export rate according to the General Meeting of Shareholders' target of 65% of total exported goods.</li> <li>- After trial exporting rubber shipments according to the European Union's Anti-Deforestation Regulations (EUDR), urgently prepare procedures to ensure smooth export of goods in 2025.</li> <li>- Coordinate with Daklaoruco to organize the 20th Anniversary of Daklaoruco's founding.</li> </ul> <p><b>3. Regarding the policy of pilot planting and planning for developing durian growing areas in Daklaoruco:</b></p> <p>Agree on the policy of pilot planting and planning for developing durian growing areas in Daklaoruco according to Report No. 16/TTr-CT dated July 10, 2024 of</p>	
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		<p>the DRI Executive Board.</p> <p>Assign Daklaoruco to pilot planting 30.47 hectares of durian at Farm 1; At the same time, carry out legal procedures to convert crops for an area of 200 - 300 hectares planned for durian cultivation.</p> <p>Daklaoruco include the above planned durian growing area in the overall replanting project to submit to the Board of Directors in the near future regarding area, capital source, investment level...</p> <p>Assign the General Director of DRI to direct Daklaoruco to implement the pilot planting in the fourth quarter of 2024 and 2025.</p> <p><b>4. Regarding the Regulations on selecting procurement contractors in production and business activities and maintaining regular operations of Dak Lak Rubber Investment Joint Stock Company and its subsidiaries:</b></p> <p>Approving the Regulations on selecting procurement contractors in production and business activities and maintaining regular operations of Dak Lak Rubber Investment Joint Stock Company and its subsidiaries according to Report No. 17/TTr-CT dated July 10, 2024 by the DRI Executive Board. Assign the Executive Board to complete and revise the comments at the meeting and submit to the Chairman of the Board of Directors to sign the Decision promulgating these Regulations.</p> <p><b>5. Regarding human resource work for the position of General Director of DRI:</b></p> <p>Agree to extend the time holding the position of General Director of DRI for Mr. Le Thanh Can until DRI holds its Annual General Meeting of Shareholders in 2025, to ensure management and find a replacement. The time lasts until the Board of Directors has a Resolution to appoint a new General Director, but not later than June 30, 2025.</p> <p><b>6. About the plan to celebrate the 20th anniversary of Daklaoruco's founding:</b></p> <p>Agree on the plan to organize the 20th Anniversary of Daklaoruco's founding according to Plan No. 06/KH-CT dated July 9, 2024 of Daklaoruco regarding: guests, program and estimated total cost of 146,550 USD. The organization time will be arranged by Daklaoruco in December 2024, reporting to DRI before implementation.</p> <p><b>7. Regarding the remaining dividend payment in 2023:</b></p> <p>Agree on the time and source of remaining</p>	
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			<div>dividend payments for 2023 according to Report No. 18/TTr-CT dated July 10, 2024 of the DRI Executive Board, specifically:</div> <div><div>- Last registration date to exercise the right to receive remaining dividends of 2023: 30/07/2024.</div><div>- Payment day: 15/08/2024</div><div>- Assign DRI General Director to prepare conditions and procedures for dividend payment according to regulations.</div></div>																	
08	08/NQ-HĐQT	23/8/2024	<div>@/ Get opinions from the Board of Directors through the following content:</div> <div><div>1. Agree on the policy of extending the loan payment time of Contract No. 01/2022/HĐVV dated September 5, 2022 signed between Dak Lak Rubber Joint Stock Company (Dakruco) and Dak Lak rubber Investment Joint Stock Company (DRI) with the current outstanding balance of VND 40,000,000,000 (Forty billion VND even). The principal debt amount and the time Dakruco applies for extension are as follows:</div><table><tr><th>N o.</th><th>Disbursed principal amount (VND)</th><th>Payment due date according to the Contract</th><th>Date of request for payment extension</th></tr><tr><td>1</td><td>20.000.000.000</td><td>13/09/2024</td><td>13/12/2024</td></tr><tr><td>2</td><td>10.000.000.000</td><td>15/12/2024</td><td>15/03/2025</td></tr><tr><td>3</td><td>10.000.000.000</td><td>03/01/2025</td><td>03/04/2025</td></tr></table><div>2. The Board of Directors authorizes the General Director of DRI to negotiate and sign the Loan Contract Appendix and additional contents and documents attached to the Appendix of the Loan Contract No. 01/2022/HĐVV dated September 5 /2022.</div></div>	N o.	Disbursed principal amount (VND)	Payment due date according to the Contract	Date of request for payment extension	1	20.000.000.000	13/09/2024	13/12/2024	2	10.000.000.000	15/12/2024	15/03/2025	3	10.000.000.000	03/01/2025	03/04/2025	6/6/6
N o.	Disbursed principal amount (VND)	Payment due date according to the Contract	Date of request for payment extension																	
1	20.000.000.000	13/09/2024	13/12/2024																	
2	10.000.000.000	15/12/2024	15/03/2025																	
3	10.000.000.000	03/01/2025	03/04/2025																	
09	09/NQ-HĐQT	18/10/2024	<div>@/ In the meeting of The Board of Directors, the following contents were approved:</div> <div><div>1. Results of implementing the Resolution of the Board of Directors:</div><div>The Board of Directors agreed with the contents of the report of the Secretary of the Board of Directors on the implementation of resolutions: No. 07 dated July 12, 2024; No. 08 dated August 23, 2024 and the contents that the Chairman of the Board of Directors and General Director have directed for implementation.</div></div>	5/6/6																

**2. About production and business situation in the first 9 months of 2024 and mission direction for the fourth quarter of 2024:**

Agree with the General Director's Report on production and business activities in the third quarter, the first 9 months of 2024 and mission directions for the last 3 months of 2024. The Board of Directors requests the Executive Board to direct the implementation of a number of key contents in the fourth quarter of 2024 as follows:

**2.1- For Daklaoruco:**

- Implementing measures and solutions that have been directed by the Board of Directors and Chairman of the Board of Directors since the beginning of the year until now, including: product protection; labor recruitment; Organizing production (checking equipping exploitation tools, scraping more slices, scraping more tree part , scraping all parts of the gardents, collect cup lumps after handing over the product...), strive to achieve the highest output in the fourth quarter of 2024, from 5,350 tons or more. Continue buying latex outside to achieve planned latex output.

- Implement integrated measures to protect products: Continue to recruit Vietnamese security workers; Equipping with protective clothing, hats, shoes, and tools to support task performance; Maintain a reward regime when capturing or collecting stolen latex. Plan to fence the garden firmly to protect, prioritize key areas for latex loss, and proceed to fence the entire garden in the following years. Work with local authorities and local police to take measures to support the Company in preventing latex loss and strengthening the relationship between plantations and local authorities.

- Coordinate with DRI to recruit labor and train rubber technical classes to create a source staff of team management and technical staff for the Company; Recruit indirect employees for departments lacking human resources.

- Survey investment needs in 2025 such as: residential road, roads in the rubber garden, bridges and culverts; housing, collective dining room, and offices of the plantations; machinery, equipment, completed in November 2024.... Report DRI to unify inclusion in the 2025 plan production, business and investment to submit



		<p>to the Board of Directors and General Meeting of Shareholders,</p> <ul style="list-style-type: none"> <li>- Implementing the Board of Directors' investment policy for the durian growing project, including: asking for local government policies on crop conversion; Prepare conditions to plant new about 30 hectares of durian by 2025 and invest in electricity, water, and operating house.</li> <li>- Coordinate with DRI to agree with the Consultant to build product traceability software that serves both product management and sales according to EUDR and FSC-CoC regulations; At the same time, register and implement FSC-FM/CoC certification labeling for latex products originating from FSC-FM certified rubber gardens. Continue to direct relevant departments to maintain FSC regulatory assurance processes and correct errors pointed out by GFA's audit during the July 2024 assessment.</li> <li>- Coordinate with DRI to find and call for investment in wood and pellet processing plants to sell liquidated rubber wood.</li> <li>- Do a good job of preparing and organizing the event to celebrate the 20th anniversary of the establishment and development of Daklaoruco according to the direction of the Board of Directors, expected on December 20, 2024.</li> </ul> <p><b>2.2. For DRI High-tech Agriculture Company Limited:</b></p> <ul style="list-style-type: none"> <li>- Conduct an investigation to evaluate the fruit-bearing ability of durian gardens preparing for harvest and durian gardens planted in 2020; Surveying investment in road in rubber gardens, irrigation systems...; Make a production and business plan for 2025 to ensure it is close to reality and feasible when implemented</li> <li>- Focus on taking care of the fruit-bearing durian garden to achieve the best yield in 2025. Organize harvesting and liquidation banana to ensure that the durian garden planted in 2020 grows and develops well, to put the garden into business in 2026</li> </ul> <p><b>2.3. For DRI:</b></p> <ul style="list-style-type: none"> <li>- Focus on directing subsidiaries and related departments to develop a 2025 plan with feasible solutions</li> </ul>
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		<p>to overcome the shortcomings of 2024, submit to the Board of Directors for approval in December /2024</p> <ul style="list-style-type: none"> <li>- Support Daklaoruco to implement the following main tasks: Recruiting Vietnamese workers; Intermediate training in rubber technology; Fix errors following GFA review in July 2024; Register and label FSC-FM/CoC certification after certification; building software for rubber product management and product traceability; Implementing the policy of growing durian at Daklaoruco's Farm 1; held the 20th Anniversary of establishment and development of Daklaoruco.</li> <li>- Coordinate with Daklaoruco to organize visits and working with local authorities; The police of the provinces and districts related to the farms 1,2,3,4 that Daklaoruco is managing, thereby reporting the production and business situation and proposals of the Company.</li> <li>- Deploy promotion and organize export sales of rubber latex products with FSC-FM/CoC certification; maintain the current export rubber sales rate</li> <li>- Coordinate with Daklaoruco to find and call for investors in wood and pellet processing factories to sell liquidated rubber wood products.</li> <li>- Assign the Representative Capital people to direct DRI High-tech Agriculture Co., Ltd. to focus on implementing the contents mentioned in section 2.2 above</li> </ul> <p><b>3. Regarding the policy of supplementing the 2024 financial plan for DRI High-tech Agriculture Company Limited:</b></p> <p>Agree with Proposal No. 22/TTr-CT, dated October 15, 2024 of the Company's General Director on supplementing the financial plan in 2024 for DRI High-tech Agriculture Co., Ltd. is: 2,415,547,610 VND , including: durian basic construction garden is 421,945,331 VND; durian business garden is 1,993,602,279 VND.</p> <p>The representative people of DRI's capital at DRI High-tech Agriculture Co., Ltd votes at the meeting of the Board of Members and is responsible for monitoring the use of funds for the right purpose and according to regulations.</p> <p><b>4. Regarding the policy of growing durian in</b></p>	
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		<p><b>Daklaoruco:</b></p> <p>DRI reviews and adjusts the Foreign Investment Registration Certificate at the Ministry of Planning and Investment; At the same time, coordinate with Daklaoruco to establish an investment project to grow durian at Farm 1 - Daklaoruco in Ba Chieng district, Champasak province, Laos, with an area of 238.93 hectares; Planting time is from 2025 to 2027, of which planting in 2025 is: 30.48 hectares; 2026: 106.15 hectares and 2027: 102.30 hectares. Investment capital source: equity capital from 40 - 50%; Loan capital from commercial banks ranges from 50 - 60%. Project management form: Daklaoruco invests and establishes a farm to specialize in management and production organization. Investment direction is towards mechanization and automation, reducing dependence on manual farming.</p> <p>DRI Board of Directors coordinated with Daklaoruco to complete the Project according to the opinion of the Board of Directors and in accordance with the above orientation to submit by the Chairman of the Board of Directors for approval and implementation when the foreign investment registration certificate is issued</p> <p><b>5. Regarding supplementing Daklaoruco's 2024 financial plan:</b></p> <p>Agree with Report No. 24/TTr-CT dated October 17, 2024 of the Company's General Director on supplementing the financial plan in 2024 for Daklaoruco, specifically:</p> <p>Additional investment costs of NPK fertilizer for the full KTCB rubber garden in Daklaoruco according to the norm of 200 kg/ha with a value of 1,052,892,000 Lak. Assign Daklaoruco to implement and ensure the garden grows well. In particular, some garden areas are preparing to tapping in 2025.</p> <p><b>6. Regarding Information Disclosure Regulations:</b></p> <p>Agreed to approve the revised Information Disclosure Regulation according to Circular 68/2024/TT-BTC dated September 18, 2024 of the Ministry of Finance. The Board of Directors authorizes the Chairman of the Board of Directors to sign the Decision promulgating the Information Disclosure Regulations.</p> <p><b>7. Regarding advance payment of dividends in 2024:</b></p>	
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			<p>Agree to advance payment of 2024 dividends in cash to shareholders of Dak Lak Rubber Investment Joint Stock Company.</p> <p>Advance implementation rate: 4%/share (one share receives 400 VND).</p> <p>Assign the General Director of DRI to balance payment sources and prepare conditions to carry out the 2024 advance dividend payment within the period of December 2024 or January 2025 in accordance with the provisions of law.</p>	
10	10/NQ-HĐQT	12/11/2024	<p>@/ Get opinions from the Board of Directors through the following contents::</p> <p>1. Approved the plan to pay advance dividends in cash for 2024 to shareholders of Dak Lak Rubber Investment Joint Stock Company, specifically as follows::</p> <ul style="list-style-type: none"> <li>- Advance implementation rate: 4%/share (one share receives 400 VND).</li> <li>- Source of money for dividend payment: Undistributed after-tax profits;;</li> <li>- Last registration date to finalize the list of shareholders: 27/11/2024;</li> <li>- Payment Day: 12/12/2024;</li> <li>- Place of payment:</li> <li>+ For deposited securities: Owners carry out procedures to receive dividends at Depository members where depository accounts are opened..</li> <li>+ For undeposited securities: Owners carry out procedures to receive dividends at Dak Lak Rubber Investment Joint Stock Company, No. 59 Cao Thang, Tan An Ward, Buon Ma Thuot City, Dak Lak Province (on days working week), starting from December 12, 2024 and present your ID card/Citizen ID card.</li> <li>- Assign the General Director of DRI to prepare conditions to carry out the advance payment of dividends in 2024 in accordance with the provisions of law.</li> </ul> <p>2. Agree on financial support policy for Dakruco specifically as follows::</p> <ul style="list-style-type: none"> <li>- Loan limit: 40,000,000,000 VND (Forty billion VND). Loan term: 36 months. The lending interest rate is floating and not lower than the lending interest rate of Vietinbank - Dak Lak Branch. Collateral: DRI shares owned by Dakruco</li> </ul>	6/6/6



			<p>- Authorize the General Director of DRI to: balance cash flow for disbursement to Dakruco in 2024 and 2025 based on financial conditions and must ensure the operations of DRI and Daklaoruco; Negotiate and sign the Credit Contract with Dakruco and the attached appendices and documents of the above Credit Contract in accordance with the provisions of law and regulations of the Company.</p> <p>3. Agree on the policy of liquidating the rubber garden. Implemented before the rubber seedling nursery planted in 2025 in Daklaoruco::</p> <p>3.1. Liquidation of rubber tree garden:</p> <p>- Total garden acreage liquidated : <b>134,29 ha.</b> in which:</p> <p>+ Rubber acreage liquidated for rubber replanting in 2025: 94,56 ha;</p> <p>+ Cashew acreage liquidated for durian planting in 2025 : 36,12 ha;</p> <p>+ Acreage for lake and lot road: 3,61 ha;</p> <p>- Total number of standing trees according to inventory : 29.104 trees;</p> <p>- The remaining book value of the garden until November 30, 2024 : 2.424.385.417 Lak.</p> <p>- Assign Daklaoruco to organize the sale and liquidation of rubber trees by offering competitive quotes and a minimum starting price equal to book value..</p> <p>- Implementation time: in the 4th quarter of 2024.</p> <p>3.2. Implementation in advance of the 3 floor leaf layer nursery to prepare for new planting in 2025::</p> <p>- Stump rubber nursery for potting: 80.000 Stump;</p> <p>- Estimated implementation costs: 1.225.140.000 Lak;</p> <p>- Implementation time in December 2024;</p> <p>- The above costs are included in the 2025 Financial Plan according to regulations.</p> <p>3.3. The Board of Directors assigned the General Director of DRI to notify and direct Daklaoruco to implement the above contents according to regulations.</p>	
11	11/NQ-HĐQT	9/12/2024	<p>@/ Obtain opinions from the Board of Directors through the following contents:</p> <p>1. Regarding the policy of buying cars for Daklaoruco:</p>	6/6/6

			<p>Agree on the policy for Daklaoruco to buy cars to serve the travel needs of Farm 2 and Farm 4, specifically:</p> <ul style="list-style-type: none"> <li>- Vehicle type: 2-wheel drive pickup truck..</li> <li>- Quantity: 2 cars..</li> <li>- Estimated value is not more than 44,300 USD/one.</li> <li>- Implementation time: in 2024.</li> <li>- Added to Daklaoruco's 2024 Construction Investment Plan.</li> <li>- Assign the General Director of DRI to notify the Director of Daklaoruco to organize implementation according to the Company's Financial Management Regulations and Regulations on procurement of goods and supplies and current legal regulations of the Lao PDR.</li> </ul> <p><b>2. Regarding the policy of allowing Daklaoruco to sign a consulting contract to maintain FSC certification in 2025:</b></p> <ul style="list-style-type: none"> <li>- Agree on the policy for Director of Daklaoruco to select a consulting unit to maintain FSC-FM and FSC-CoC certificates.</li> <li>- Implementation costs: Assign Daklaoruco Director to negotiate with consulting units on the following contents: consulting work, consulting time, total implementation costs. On that basis, the costs of the production, business and investment plan for 2025 are included.</li> <li>- Consulting implementation time is in 2025..</li> </ul> <p><b>3. Regarding the policy of signing a loan contract between Daklaoruco and DRI:</b></p> <p>Agree on the policy for DRI to re-sign the loan contract with Daklaoruco, with the following specific information::</p> <ul style="list-style-type: none"> <li>- Loan amount: 1,750,000 USD</li> <li>- Loan period: From January 1, 2025 to December 31, 2027. (term 3 years)</li> <li>- Interest rate: 0%</li> <li>- Debt can be repaid before maturity after both parties agree.</li> <li>- Assign General Director of DRI and Director of Daklaoruco to implement.</li> </ul> <p><b>4. Regarding the policy of selling liquidated cashew gardens in Daklaoruco:</b></p>	
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			<p>Agree on the policy for Daklaoruco to sell liquidate the cashew orchard as follows::</p> <ul style="list-style-type: none"> <li>- The starting price is determined based on the number of cashew trees counted in each lot. Starting price for each lot = Number of trees x 22,000 Lak/tree for Lots D3, D4, D5. As for Lot D6, the cashew area has been cut and restored, so the height of the cashew tree is only 1 meter left, the selling price for firewood is 4,000 Lak/tree x number of trees.</li> <li>- Starting price of 36.13 hectares of liquidated cashews to grow durian in 2025: 122,720,000 Lak</li> <li>- Form of sale: Competitive price offering..</li> <li>- Assign the General Director of DRI to notify and direct Daklaoruco to implement the above contents according to regulations</li> </ul>	
12	12/NQ-HĐQT	31/12/2024	<p>@/ In the meeting of The Board of Directors, the following contents were approved::</p> <p><b>1. Regarding the results of implementing the Resolution of the Board of Directors:</b></p> <p>The Board of Directors agreed with the contents of the report of the Secretary of the Board of Directors on the implementation of resolutions: No. 09 dated October 18, 2024; No. 10 dated November 12, 2024; No. 11 dated December 9, 2024 of the Board of Directors.</p> <p><b>2. Regarding the preliminary report on production and business results in 2024 and mission directions for 2025:</b></p> <p>Agree with the preliminary report on 2024 production and business results of the DRI Executive Board. The Board of Directors directs the implementation of a number of contents to implement the 2025 Production and Business Plan as follows:</p> <p><b>2.1. For DRI:</b></p> <ul style="list-style-type: none"> <li>- Focus on directing and perfecting the organizational structure from parent company to subsidiaries, ensuring effective and efficient operations.</li> <li>- Continue to support Daklaoruco in recruiting and training indirect workers, ensuring resources to manage production and business activities.</li> <li>- Strongly deploy digital transformation, redesign DRI's website interface, Daklaoruco's website; Deploying document management using ioffice application software from parent company to subsidiaries; digitize management from gardens to processing and sales to ensure sales procedures can quickly trace the origin of FSC-FM/CoC</li> </ul>	6/6/6

		<p>products and meet EUDR sales regulations; At the same time, it is convenient in leadership and direction.</p> <ul style="list-style-type: none"> <li>- Support Daklaoruco to implement the Rubber Replanting Project and the Durian New Planting Project.</li> <li>- Direct and support Daklaoruco to maintain FSC-FM/CoC certification, develop product promotion and trade promotion plans, to promote FSC-certified sales.</li> <li>- Actively find and call for investment in wood and pellet processing factories to consume liquidated rubber wood in Daklaoruco right in the first quarter of 2025</li> </ul> <p><b>2.2. For Daklaoruco:</b></p> <ul style="list-style-type: none"> <li>- Strengthen the organization of leadership and management from company to farm level, quickly stabilize production and business tasks to executive effectively.</li> <li>- Implement indirect and direct labor recruitment associated with training, especially in fields lacking personnel such as engineering, administration, security, etc.</li> <li>- Implementing loan and investment projects to plant new durian with quality and efficiency. Regarding the project of replanting new rubber gardens while waiting for approval at the General Meeting of Shareholders, Daklaoruco continues to implement the nursery and new planting stages according to the temporary production and business plan in 2025;</li> <li>- Promote rubber latex exploitation from the first month of 2025; Organize effective rubber latex exploitation from labor arrangement to technical management; Strengthen measures to protect rubber products according to the Resolutions of the Board of Directors. Continue to carry out the purchase of raw latex for processing, reaching a minimum of 1,000 tons/year.</li> <li>- Coordinate with DRI to maintain FSC-FM/CoC certification, focusing on overcoming shortcomings of the GFA assessment in July 2024 and new developments.</li> <li>- Deploy digital transformation work under the direction of the Board of Directors and DRI Executive Board.</li> <li>- Issue a salary payment plan for 2025 for implementation, ensuring timeliness, fairness, and stimulating employees to work effectively and stay long-term with the company.</li> <li>- Strengthen local relations at all levels to ensure</li> </ul>
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		<p>production and business, security and order, and protect the company's products and assets.</p> <p><b>2.3. For DRI High-tech Agriculture Co., Ltd.:</b></p> <ul style="list-style-type: none"> <li>- Focus on taking care of business durian gardens , ensuring the best productivity by 2025 and exceeding output compared to the assigned plan. Focus on proactively finding customers to consume durian. For basic construction durian gardens, focuses on care and shaping to prepare for business in 2026. Cleans the fields and Complete procedures to request VietGap or GlobalGap certification assessment</li> <li>- Good management of costs, prices, and good financial balance to reduce incurred financial costs.</li> <li>- Deploy digital transformation work under the direction of DRI Board of Directors.</li> </ul> <p><b>3. Regarding the main targets of the production and business plan for 2025:</b></p> <p>Temporarily assign some main targets of the 2025 financial plan so that the Executive Board can assign the plan to Daklaoruco and DRI High-tech Agriculture Co., Ltd. The official plan will be decided at the 2025 Annual General Meeting of Shareholders. Plan Temporarily assigned, specifically as follows:</p> <p><b>3.1. Volume criteria:</b></p> <p>1.1. Total crop area: 9,418,24 ha</p> <p>1.1.1. Total area of rubber trees: 8,588,69 ha; in which:</p> <ul style="list-style-type: none"> <li>a) Basic construction rubber acreage: 387,03 ha</li> <li>b) Tapping acreage : 8,201,66 ha</li> </ul> <p>1.1.2. Cashew trees acreage: 465,67 ha</p> <p>1.1.3. Acreage of other trees + lake, durian trees: 22,61 ha</p> <p>1.1.4. Acreage of durian trees in Laos: 30,48 ha</p> <p>1.1.5. Vacant land next to rivers and streams, FSC corridor: 168,62 ha</p> <p>1.1.6. Acreage at DRI High Technology Company Limited: 142,17 ha</p> <ul style="list-style-type: none"> <li>a) Acreage of durian trees planted in 2018: 75,53 ha</li> <li>b) Acreage of durian trees planted in 2020: 66,64 ha</li> </ul> <p><b>3.1.2. Latex products:</b></p> <p>1.2.1. Productivity, average output</p> <ul style="list-style-type: none"> <li>- Average productivity : 1,65 tons/ha.</li> </ul>	
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			<p>- Dry rubber output during the year: 13.500 tons</p> <p>1.2.2. Processing output during the year: 13.500 tons</p> <p>1.2.3. finished rubber product inventory carried over from the previous year: 2.000 tons</p> <p>1.2.4. Expected consumption volume for the year: 13.500 tons.</p> <p><b>3.1.3. Cashew product:</b></p> <p>1.3.1. Average productivity : 86 kg fresh/ha</p> <p>1.3.2. Output : 40 fresh tons.</p> <p><b>3.1.4. Durian product:</b></p> <p>1.4.1. Average productivity: 62 kg/tree</p> <p>1.4.2. Output : 640 tons products.</p> <p><b>3.2. Value criteria :</b></p> <p>3.2.1. Average unit selling price:</p> <p>- Average rubber latex selling price during the year: 1.695 USD/ton;</p> <p>- Selling price of fresh cashews : 800 USD/ton;</p> <p>- Average selling price of fresh durian: 50.055.000 VND/ton</p> <p><b>3.2.2. Average unit production cost</b></p> <p>- Cost of goods sold rubber latex before tax: 1.350 USD/ton;</p> <p>- Cost of goods sold cashew : 451 USD /ton;</p> <p>- Cost of goods sold durian: 30.596 VND/kg</p> <p><b>3.2.3. Total revenue + income : 612.955 m.vnd, include:</b></p> <p>- Sales revenue : 604.855 m.vnd;</p> <p>+ Rubber revenue: 572.020 m.vnd</p> <p>+ Cashew revenue: 800 m.vnd</p> <p>+ Durian revenue: 32.035 m.vnd</p> <p>- financial revenue + others income : 8.100 m.vnd</p> <p>(Temporary exchange rate: 25.000 VND/USD; 0.93 VND/Lak)</p> <p><b>3.2.4. Total cost: 475.577 (m.vnd)</b></p> <p>- rubber cost: 455.544 m.vnd</p> <p>- cashew cost : 451 m.vnd</p> <p>- Durian cost: 19.581 m.vnd</p>	
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		<p><b>3.2.5. Profit before tax: 137.378 m.vnd</b></p> <p><b>3.2.6. Profit after tax: 110.384 m.vnd</b></p> <p><b>3.2.7. Dividend ratio in 2025: expected 9% of charter capital.</b></p> <p><b>3.3. Investment criteria:</b></p> <p><b>3.3.1. Invest in young rubber gardens: 23.002,93 m.vnd, in which:</b></p> <ul style="list-style-type: none"> <li>- Rubber 9,542.65 million VND, with an acreage of 387.04 hectares, average investment cost is 24,655,477 VND/ha.</li> <li>- Newly planted durian in Daklaoruco: 5,441 million VND with 30.48 hectares, average investment cost is 178,520,867 VND/ha.</li> <li>- Durian at DRI High-Tech Co., Ltd.: 8,019 million VND, corresponding to an acreage of 62.25 hectares, average investment cost of 128,814,585 VND/ha. Investment cash flow for durian trees comes from basic depreciation of DRI High-tech Agriculture Co., Ltd., durian fruit harvest money (expected 40 tons), the rest is mobilized from other sources.</li> </ul> <p><b>3.3.2. Invest in basic construction: 51.193 m.vnd, in which:</b></p> <ul style="list-style-type: none"> <li>- Invest in Daklaoruco: 49.697 m.vnd.</li> <li>- Invest in DRI High-Tech Co.,Ltd is: là 1.496 m.vnd</li> </ul> <p><b>4. Regarding the settlement of the 2024 salary fund at DRI, its subsidiaries and the 2024 profit advance at DRI High-tech Agriculture Co., Ltd.:</b></p> <ul style="list-style-type: none"> <li>- Assign DRI General Director to guide subsidiaries and implement at DRI Parent Company the settlement of the 2024 salary fund according to the plan approved by the General Meeting of Shareholders, ensuring compliance with the regulations of Circular 28 /2016/TT-BLDTBXH of the Ministry of Labor, War Invalids and Social Affairs.</li> <li>- Agree on the policy for DRI High-tech Agriculture Co., Ltd. to advance profits in 2024 to capital contributing members of 10% of charter capital. Assign DRI's Capital Representative at DRI Hi-Tech Agriculture Company Limited to vote on this content at the company's board of members meeting.</li> </ul> <p><b>5. Rubber latex sales formula in 2025:</b></p> <p><b>5.1. Price calculation formula at the time of contract signing:</b></p>	
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			<table><tr><th>Product type</th><th>Export price (minus maximum/plus minimum)</th><th>Warehouse selling price (minus maximum)</th><th>note</th></tr><tr><td rowspan="2">SVR3L</td><td>CT1: (SMRL + SMR5)/ 2 - 15%</td><td rowspan="6">Export price -100 USD</td><td rowspan="6">SMRL and SMR5 and SMR10 are taken as the average price of the 5 days adjacent to the price calculation date.</td></tr><tr><td>CT2: SVR10 + 60USD</td></tr><tr><td>SVRCV60</td><td>SVR3L + 40 USD</td></tr><tr><td>SVR5</td><td>SVR3L – 35 USD</td></tr><tr><td>SVR10</td><td>SMR10 – 7%</td></tr><tr><td>SVR20</td><td>SVR10 – 20 USD</td></tr></table>	Product type	Export price (minus maximum/plus minimum)	Warehouse selling price (minus maximum)	note	SVR3L	CT1: (SMRL + SMR5)/ 2 - 15%	Export price -100 USD	SMRL and SMR5 and SMR10 are taken as the average price of the 5 days adjacent to the price calculation date.	CT2: SVR10 + 60USD	SVRCV60	SVR3L + 40 USD	SVR5	SVR3L – 35 USD	SVR10	SMR10 – 7%	SVR20	SVR10 – 20 USD
Product type	Export price (minus maximum/plus minimum)	Warehouse selling price (minus maximum)	note																	
SVR3L	CT1: (SMRL + SMR5)/ 2 - 15%	Export price -100 USD	SMRL and SMR5 and SMR10 are taken as the average price of the 5 days adjacent to the price calculation date.																	
	CT2: SVR10 + 60USD																			
SVRCV60	SVR3L + 40 USD																			
SVR5	SVR3L – 35 USD																			
SVR10	SMR10 – 7%																			
SVR20	SVR10 – 20 USD																			
<p><b>5.2. Price calculation formula for long-term contracts:</b></p> <ul style="list-style-type: none"><li>- The basis for calculating published prices is in USD (settlement price) by SGX (Singapore Exchange).</li><li>- Price calculation time: Average price of the entire month calculated before the month of delivery.</li><li>- The price calculation formula (FOB HCM price, goods with Pallet) is as follows::</li></ul> <table><tr><th>Product type</th><th>SGX (plus min)</th></tr><tr><td>SVR10</td><td>Equal to TSR20 price +15 USD/ton</td></tr><tr><td>SVR 3L</td><td>TSR20 + 160 USD/tấn</td></tr><tr><td>SVR CV60</td><td>SVR3L + 40USD/tấn</td></tr></table> <p><b>5.3. For FSC and EUDR products:</b> plus a minimum of 100 USD/ton for each formula.</p> <p><b>5.4. Implementation time:</b> from 01/01/2025 to 31/12/2025.</p> <p><b>5.5. Delegate authority to the General Director of DRI:</b> has the right to decide on sales as follows::</p> <ul style="list-style-type: none"><li>- The General Director has the right to consider and sell goods within the framework of the floor price as prescribed by the above formula.</li></ul>				Product type	SGX (plus min)	SVR10	Equal to TSR20 price +15 USD/ton	SVR 3L	TSR20 + 160 USD/tấn	SVR CV60	SVR3L + 40USD/tấn									
Product type	SGX (plus min)																			
SVR10	Equal to TSR20 price +15 USD/ton																			
SVR 3L	TSR20 + 160 USD/tấn																			
SVR CV60	SVR3L + 40USD/tấn																			



			<p>- The General Director is allowed to sign contracts with unit prices lower than or equal to 1% of the prescribed floor price. For orders selling at a price more than 1% lower than the prescribed floor price, there must be a legitimate reason and the approval of the Chairman of the Board of Directors.</p> <p>- Depending on the market situation, the General Director reports to the Board of Directors to adjust the sales formula accordingly.</p> <p><b>6. About the durian growing investment project in Daklaoruco:</b></p> <p>- Assign the DRI Executive Board to report to the Board of Directors and the Supervisory Board on the adjustment of the Certificate of overseas investment registration at the Ministry of Planning and Investment according to the direction in Resolution No. 09/NQ-HĐQT dated 18 December 2024. Director's Daklaoruco worked with competent authorities on the policy of converting crops in the first quarter of 2025.</p> <p>- Unanimous approval of the investment project to plant, care for and sell 238.93 hectares of durian trees in Daklaoruco according to Report No. 34/TTr-CT dated December 26, 2024 of the DRI Executive Board, specifically</p> <p>(1). Project name: Investment project to plant, care for and sell 238.93 hectares of Durian trees in Daklaoruco..</p> <p>(2). Investor: Rubber Limited Company( Daklaoruco);</p> <p>(3). Implementation unit: Dak Lak Rubber Limited Company( Daklaoruco);</p> <p>(4). Location: Maysivilay village, Bachie6ng District, Champasak province, Laos;</p> <p>(5). Investment Time: 2025 – 2031;</p> <p>(6). Project scale: 238,93 ha;</p> <p>(7). Total investmen capital (2025-2031): 7.195.754 USD;</p> <p>(8). Origin of investment capital:</p> <p>- The Company's equity capital (50,0%): 3.597.877 USD;</p> <p>- Bank loan capital (50,0%): 3.597.877 USD.</p> <p>(9). Form of investment: The investor directly manages and implements the project</p> <p>- The Board of Directors authorizes the Chairman of the Board of Directors to sign the decision approving the Project; Director of Daklaoruco and the DRI Executive</p>	
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			<p>Board prepare a detailed annual investment plan to submit to the Board of Directors for review and submission to the General Meeting of Shareholders for decision, and as a basis for implementing the annual investment plan.</p> <p><i>7. Regarding the policy of the second time liquidating rubber garden of Daklaoruco:</i></p> <p>Agree to allow Daklaoruco to liquidate the rubber garden for the second time with the following specific information:</p> <ul style="list-style-type: none"> <li>- Liquidated rubber acreage: 98,17 ha;</li> <li>- Remaining value until December 31, 2024 : 1.989.078.023 lak;</li> <li>- Total number of standing trees according to inventory: 48.621 cây/trees;</li> <li>- Average remaining value per tree: 40.910 lak/trees;</li> <li>- starting price: 26.600 lak/trees.</li> </ul> <p>Daklaoruco implements auction procedures according to regulations and reports the results to DRI for further guidance</p>	
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### **III. Board of Supervisors/Audit Committee (Semi-annual report/annual report):**

#### **1. Information about members of Board of Supervisors or Audit Committee:**

No.	Members of Board of Supervisors/ Audit Committee	Position	Start date as member of the Supervisory Board	Qualification
01	Mr Nguyễn Thạc Hoành.	Head of the Board of Supervisors	03/06/2012	Bachelor of Economics majoring in industrial accounting
02	Mr Phan Thanh Tân	member of the supervisory board	01/10/2013	Bachelor of Economics majoring in finance and accounting corporate
03	Mr Trần Văn Tính	TV.BKS/ member of the supervisory board	19/04/2022	Agricultural engineer - major in Plant Protection



## *2. Meetings of Board of Supervisors or Audit Committee*

<i>No.</i>	<i>Members of Board of Supervisors/ Audit Committee</i>	<i>Number of meetings attended</i>	<i>Attendance rate</i>	<i>Voting rate</i>	<i>Reasons for absence</i>
01	Mr.Nguyễn Thạc Hoàn	4	100%	100%	
02	Mr. Phan Thanh Tân	4	100%	100%	
03	Mr. Trần Văn Tính	4	100%	100%	

## *3. Supervising Board of Directors, Board of Management and shareholders by Board of Supervisors or Audit Committee:*

- For the Board of Directors: Supervise the implementation of the Resolution of the General Meeting of Shareholders. Participate in meeting programs, and actively research the policies the Company's operations set forth by the Board of Directors. Supervise the direction and coordination of the Board of Directors and the Executive Board in operating the Company's production and business activities

- For the Executive Board: The Supervisory Board monitors the implementation of Board of Directors resolutions and progress in implementing key targets on production, business and investment. Supervising financial management, asset management, use of resources in the enterprise, implementation of employee benefits is the responsibility of the Board of Management...after each inspection, there are discussions with the Board of Management on Inspection content and recommendations, etc

- For shareholders: Carry out verification and feedback upon request, in accordance with the Company's functions and regulations..

During the supervision process, the Supervisory Board found that the Board of Directors and the Board of Management had good compliance and coordination. Carry out the roles and responsibilities specified in the charter. Internal solidarity, no conflicts of interest, Board members are highly responsible, dedicated and make efforts according to assigned tasks. In 2024, there are not content related to conflicts of interest.

## *4. the coordination among the Board of Supervisors, Audit Committee, the Board of Management, Board of Directors and other managers:*

- The Supervisory Board has coordinated well with the Company's leadership in implementing planned control programs. There is consensus in providing feedback and consensus in evaluating activities at the end of the year and at the end of the term.

- The Board of Management has created favorable conditions for working facilities and equipment, arranging time and personnel and working facilities according to the inspection and supervision schedule of the Company's Board of Supervisors. Provide complete documents and data for review when the Supervisory Board registers to work

- Proposals related to financial accounting data, asset management, and cost management are received and edited by the Executive Board and the accounting department based on the provisions of law.

*5. Other activities of the Board of Supervisors and Audit Committee (if any):*

#### **IV. Board of Management**

<i>No.</i>	<i>Members of Board of Management</i>	<i>Date of birth</i>	<i>Qualification</i>	<i>Date of appointment / dismissal of members of the Board of Management /</i>
01	Mr Lê Thanh Cần	20/08/1963	Agricultural engineer	16/09/2017
02	Mrs. Nguyễn Thị Hải	18/03/1970	Agricultural engineer; Master of Economics	05/06/2012

#### **V. Chief Accountant**

<i>Name</i>	<i>Date of birth</i>	<i>Qualification</i>	<i>Date of appointment/ dismissal</i>
Mr. Lê Thanh Cường	10/05/1985	Bachelor of Economics majoring in Accounting	01/10/2013

#### **VI. Training courses on corporate governance:**

*Training courses on corporate governance were involved by members of Board of Directors, the Board of Supervisors, Director (General Director), other managers and secretaries in accordance with regulations on corporate governance:*

No	Name	Position	Training content	Participation time
1	Mr. Nguyễn Việt Trọng	Chairman of the Board of Directors, Member of The Non-executive board of directors	Corporate governance training program for public companies organized by the Center for Scientific Research and Securities Training of the State Securities Commission	20-21/09/2018
2	Mr. Bùi Quang Ninh	Deputy Chairman of the Board of Directors Member of The Non-executive Board of Directors		5-6/10/2017
3	Mr. Lê Thanh Cần	Member of The executive board of directors General Director		
4	Mr. Nguyễn Thạc Hoàn.	<i>Head of the Board of Supervisors</i>		Course on corporate governance: 5-6/10/2017.
5	Mr. Phan Thanh Tân	<i>Member of the Board of Supervisors</i>		Professional accounting course: 6-12/2019
6	Mrs. Nguyễn Thị Hải	Deputy General Manager / person in charge of corporate governance / Authorized person to announced information		Course on corporate governance: 5-6/10/2017
7	Mr. Lê Thanh Cường	Kế toán trưởng/Chief accountant		Course on corporate governance: 5-6/10/2017
8	Mr. Nguyễn Trần Giang	Member of The Non-executive Board of Directors		Not yet
9	Mr. Nguyễn Minh	Member of The Non-executive Board of Directors		Not yet
10	Mr. Trần Lê	Independent member of		/Not yet



		the Board of Directors		
11	Mr. Tạ Quang Tòng	Independent member of the Board of Directors		/Not yet
12	Mr. Lê Đình Huyền	Independent member of the Board of Directors		Not yet
13	Mr. Trần Văn Tính	Member of the Board of Supervisors		Not yet
14	Mrs. Bùi Thị Tuyết Nhung	Secretaries		Not yet

**VII. The list of affiliated persons of the public company (Semi-annual report/annual report) and transactions of affiliated persons of the Company)**

1. The list of affiliated persons of the Company ( Theo khoản 23-Điều 4- Luật DN 2020): See Appendix 1 attached to this Report
2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons.

No.	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Number of Resolution/Decision passed by the General Meeting of Shareholders/Board of Directors... (if any, clearly state the date of issuance)	Content, quantity, total value of transaction	Note
01	<b>(Dakruco) DakLak rubber joint stock company</b>	Holds 60,84% of DRI's charter capital	6000175829	30 Nguyen Chi Thanh str, Tan An ward, BMT City, DakLak province	3/12/2024	Dakruco pays principal loan contract No. 01/2022/HDVV dated September 5, 2022	20.000.000.000 VND (twenty billion VND)	
					18/12/2024	Dakruco pays principal loan contract No. 01/2022/HDVV dated September 5, 2022	20.000.000.000 VND (twenty billion VND)	

					19/1/2024	DRI gives long-term loan to Dakruco (Loan contract No. 01/2023/HDVV dated May 22, 2023 according to Resolution No. 05/NQ-HĐQT dated May 18, 2023)	7.000.000.000 VND (seven billion VND)	
					4/12/2024	DRI gives long-term loan to Dakruco (Loan contract No. 01/2024/HDVV dated November 22, 2024 according to Resolution No. 20/NQ-HĐQT dated October 31, 2024)	20.000.000.000 VND (twenty billion VND)	
					24/12/2024	DRI gives long-term loan to Dakruco (Loan contract No. 01/2024/HDVV dated November 22, 2024 according to Resolution No. 20/NQ-HĐQT dated October 31, 2024)	20.000.000.000 VND (twenty billion VND)	
						Dakruco loan interest paid to DRI in 2024	8.286.794.520 VND	
						Interest receivable from Dakruco until December 31, 2024	1.617.657.534 VND	
					8/1/2024	Resolution No. 09/NQHĐQT dated December 8, 2023 Regarding advance dividends	14.625.000.000 VND	

						in 2023, spending level of 3%		
					15/8/2024	Annual General Meeting of Shareholders Resolution No. 01/NQ-ĐHCD dated April 25, 2024 and HĐQT Resolution No. 07/NQ-HĐQT dated July 12, 2024 on remaining dividends in 2023, payout level 3%	- 13.361.250.000 VND,	
					12/12/2024	Resolution No. 10/NQ-HĐQT dated November 12, 2024 agreed to advance dividends in 2024, spending 4%	17.815.000.000 VND	
02	<b>High-tech Agriculture Company Limited-DRI</b>	Subsidiary company, DRI holds 83.87% of charter capital	6001605111	59 Cao Thang str, Tan An ward, BMT City, DakLak province	23/1/2024 14/3/2024 7/12/2024	Loan contract No. 02/2023/HĐVV dated July 20, 2023 (according to Board Resolution No. 06 dated July 10, 2023)	Agree to lend DRI CNC Agriculture Co., Ltd. 15,000,000,000 VND (Fifteen billion VND) with a loan term of 36 months, collateral assets are gardens and assets formed by the Project, loan according to the following schedule : - 23/1/2024: 2 billion - 14/3/2024: 1,5 billion - 12/7/2024: 0,5 billion	



							Loan interest payment 2024: 1,240,986,302 VND	
03	<b>DakLak rubber limited Company</b>	Subsidiary company, DRI holds 100% of charter capital	Concession registration certificate amended for the 4th time No. 016-16/KD/D T4 dated March 30, 2016 of the Ministry of Planning and Investment of Lao PDR issued to Daklaoruco	Tha Luong village, Pakse, Champasak province, Laos	In 2024	Resolution No. 01/ĐHĐCĐ Annual 2024, dated April 25, 2024	DRI buys rubber latex from Daklaoruco, 7,486.96 tons of types SVR3L, SVR10, SVRCV50, SVRCV60, worth 315.861.901.787 VND	
					24/10/2024		Transfer profits in 2023 to Vietnam: 44,181,590,036 VND	
					6/8/2024	Notice No. 60/TB-CT, dated August 2, 2024	Early loan repayment for DRI according to Contract No. 01/HDVV-2022-DRI dated December 30, 2022 907,795.55 USD equivalent to 22,558,719,418 VND	

*Note: số NSH No.: ID card No./Passport No. (As for individuals) or Business Registration Certificate No., License on operations or equivalent legal documents (As for organisations).*

*3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power.*

No.	Transaction executor	Relationship with internal persons	Position at the listed Company	ID card No. /Passport No., date of issue, place of Issue	Address	Name of subsidiaries or companies which the Company control	Time of transaction	Content, quantity, total value of transaction	Note

*4. Transactions between the Company and other objects*

*4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, Director (General Director) have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting).*

*4.1.1 Transactions between DRI and Dak Lak Rubber Joint Stock Company (Dakruco), a major shareholder holding 66.66% of DRI's charter capital::*

- Dakruco pays principal loan contract No. 01/2022/HDVV dated September 5, 2022: 40 billion VND

- DRI lends Dakruco: Loan limit: 40,000,000,000 VND (Forty billion VND) according to Resolution of the Board of Directors No. 05 dated May 18, 2023. Maximum loan term: 60 months. The lending interest rate is floating and not lower than the lending interest rate of Vietinbank - Dak Lak branch. Dakruco's collateral: DRI shares owned by Dakruco. Disbursed in 2023 is 33,000,000,000 VND, loaned in January 2024 is 7,000,000,000 VND. Total loan until June 30, 2024 is 40,000,000,000 VND (Forty billion VND).

- DRI gives long-term loan to Dakruco (Loan contract No. 01/2024/HDVV dated November 22, 2024): Loan limit: 40,000,000,000 VND (Forty billion VND) according to Board of Directors resolution No. 20 dated November 31/ October 2024 . Disbursed on December 4, 2024 is 20,000,000,000 VND, disbursed on December 24, 2024 is 20,000,000,000 VND.

*4.1.2 Transactions between DRI and its subsidiaries:*

a/ Dak Lak Rubber Company Limited (Daklaoruco) is a subsidiary with 100%



charter capital held by DRI.:

- DRI purchased rubber latex from Daklaoruco of types SVR3L (5.554,54 tons), SVR10 (1.016,4 tons), SVRCV50 (171,36 tons), SVR CV60 (744,66 tons), value: 315.861.901,787 VND

b/ High-tech Agriculture Company Limited-DRI is a DRI's subsidiary, DRI holding 83.87% of charter capital:

- DRI lent 15,000,000,000 VND (Fifteen billion VND) to DRI High-Tech Agriculture Co., Ltd. with a loan term of 36 months; Guaranteed assets are gardens and assets formed by the Project; Loan contract No. 02/2023/HDVV dated July 20, 2023 according to Resolution of the Board of Directors No. 06 dated July 10, 2023

- Loan interest payment for DRI in 2024 is 1,240,986,302 VND.

4.2. *Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director (General Director) and other managers as a member of Board of Directors, Director (General Director or CEO). Không*

4.3. *Other transactions of the Company (if any) may bring material or non-material benefits for members of Board of Directors, members of the Board of Supervisors, Director (General Director) and other managers. Không*

### **VIII. Share transactions of internal persons and their affiliated persons (Semi-annual report/annual report)**

1. *The list of internal persons and their affiliated persons công ty / Transactions of internal persons and affiliated persons with shares of the Company: See Appendix 2 attached to this Report.*

2. Transactions of internal persons and affiliated persons with shares of the company

No.	Transaction executor	Relationship with internal persons	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increasing, decreasing (buying, selling, converting, rewarding, etc.)
			Number of shares	Percentage	Number of shares	Percentage	
01	DakLak rubber joint stock company	Major shareholder - Parent company	48.750.000	66,6	44.537.500	60,84	sale
02	Bùi Quang Ninh	vice chairman of	178.000	0,24%	140.000	0,19%	sale



		the board of directors	140.000	0,19%	148.000	0,2%	buy
03	Phan Thanh Hải	Phan Thanh Tan's brother - Member of the Board of Supervisors	10.345	0,01%	0	0%	sale
04	Nguyễn Thị Hải	Deputy General Director/Authorized person to disclose information/Person in charge of corporate governance	226.000	0,31%	193.000	0,26%	sale
			193.000	0,26%	190.000	0,26%	sale

## IX. Other significant issues

Recipients:

- UBCKNN, HNX;
- Saved at the company(ad);
- Posted on The DRI's web .

## CHAIRMAN OF THE BOARD OF DIRECTORS



*Nguyễn Việt Trường*



**APPENDIX 1: The list of affiliated persons of the Company**

*Issued with Report No 02/BC-CT month 01 day 24 year 2025 Report on Report on corporate governance year 2024  
of Dak Lak Rubber Investment Joint Stock Company*

<i>No.</i>	<i>Name of organization/individual</i>	<i>Securities trading account (if any)</i>	<i>Position at the Company (if any)</i>	<i>No. *, date of issue, place of issue</i>	<i>Address</i>	<i>Time of starting to be affiliated person</i>	<i>Time of ending to be affiliated person</i>	<i>Reasons</i>	<i>Relationship with the Company</i>
<b>I. Organization</b>									
01	Dak Lak Rubber Joint Stock Company (Dakruco)	002C038989	Major Shareholder/ Parent Company	6000175829, issued on October 1, 2018 by the Department of Planning and Investment of Dak Lak province	30 Nguyen Chi Thanh, Buon Ma Thuot City, Dak Lak province	30/12/2016			Company holding controlling shares of DRI (60,84% of charter capital)
02	People's Committee of Dak Lak Province								The person with authority to appoint the manager of the parent company according to point a, clause 23, article 4 - Law on Enterprises

03	Dak Lak Rubber Company Limited (Daklaoruco)		Subsidiary with 100% charter capital held by DRI	Concession registration certificate amended 4th time No. 016-16/KD/DT4 dated March 30, 2016 issued by the Ministry of Planning and Investment of Lao PDR	Tha Luong Village, Pakse, Champasak Province, Laos	24/2/2012			Subsidiary with 100% charter capital held by DRI
04	DRI High-Tech Agriculture Company Limited		Subsidiary	Business Registration Certificate No. 6001605111 first issued on March 1, 2018, third change on December 28, 2022, issued by the Department of Planning and Investment of Dak Lak province	59 Cao Thang, Tan An Ward, Buon Ma Thuot City, DakLak Province	01/03/2018			Subsidiary in which DRI holds 83.87% of charter capital
<b>II. Individual</b>									
1. Manager, legal representative of parent company (Dakruco): Point a, Clause 23, Article 4 of Enterprise Law 2020									
1	Nguyen Viet Tuong		Chairman of the BOD, Legal Representative			29/09/2018			



2	Bui Quang Ninh		Member of the BOD, General Director			29/09/2018	28/06/2024	Dismissal	
3	Nguyen Do		Member of the BOD/ Vice General Director			29/09/2018			
4	Nguyen Minh		Vice General Director			01/11/2021			
5	Nguyen Tran Giang		Member of the BOD/ Chief Accountant			06/05/2019			
6	Nguyen Van Cuc		Member of the BOD/ Head of Human Resources and Legal			29/09/2018			
7	Ta Quang Tong		Member of the Board of Directors (BOD)			20/06/2023			
8	Nguyen Van Thong		Member of the BOD/ Head of Import and			28/06/2024			

			Export Sales Department						
9	Nguyen Thac Hoanh		Head of the BOS			29/09/2018			
10	Phan Thanh Tan		Member of the BOS			29/09/2018			
11	Nguyen Thi Mai Quyen		Member of the BOS			27/06/2022			
12	Le Thi Bich Thao		Person in charge of corporate governance			29/09/2018			
2. Manager, legal representative of subsidiary: Point b, Clause 23, Article 4 - Law on Enterprises 2020									
2.1 Dak Lak Rubber Company Limited (Daklaoruco)									
1	Nguyen Viet Tuong		Company President/ Legal Representative			16/09/2015			
2	Nguyen Duc Hanh		Director			01/05/2018			

## 2.2 DRI High-Tech Agriculture Company Limited

1	Le Thanh Can		Chairman, legal representative, Capital representative of DRI			01/03/2018			
2	Dam Anh Tuan		Member of the BOD			01/03/2018			
3	Dang Huu Minh		Member of the BOD			19/12/2022			
4	Nguyen Thi Ngoc Lan		Member of the BOD			19/12/2022			
5	Nguyen Luong Tri		Director			06/9/2018			

### III. Enterprise manager, legal representative, Controller (DRI) item d, clause 23, article 4-Law on Enterprises

1	Nguyen Viet Tuong		Chairman of the BOD, Legal Representative			16/09/2015			
2	Bui Quang Ninh		Vice Chairman of the BOD			25/10/2012	25/04/2024	Dismissal	



3	Le Thanh Can		Member of the BOD, General Director			15/04/2017			
4	Nguyen Minh		Member of the BOD			15/04/2017			
5	Nguyen Tran Giang		Member of the BOD/ Chief Accountant			05/04/2019			
6	Ta Quang Tong		Member of the BOD			19/04/2022			
7	Tran Le		Member of the BOD			19/04/2022	25/04/2024		
8	Le Dinh Huyen		Member of the BOD			25/04/2024			
9	Nguyen Thac Hoanh		Head of the BOS			03/06/2012			
10	Phan Thanh Tan		Member of the BOS			01/10/2013			
11	Tran Van Tinh		Member of the BOS; Head of Production Engineering Department			19/04/2022			

IV. Wife, husband, biological father, biological mother, adoptive father, adoptive mother, father-in-law, mother-in-law, father-in-law, mother-in-law, biological child, adopted child, son-in-law, daughter-in-law, biological brother, biological sister, biological sibling, brother-in-law, sister-in-law, sister-in-law of the company manager, legal representative, Controller, members and shareholders owning capital contribution or controlling shares (DRI)									
1	Nguyen Viet Tuong		Chairman of the BOD, Legal Representative			16/09/2015			
1.1	Nguyen Trieu		Father	Deceased					
1.2	Tran Thi Xuyen		Mother	Deceased					
1.3	Nguyen Thi Ngoc Lan		Wife			16/09/2015			
1.4	Nguyen Viet Tinh		Child			16/09/2015			
1.5	Nguyen Viet Thong		Child			16/09/2015			
1.6	Nguyen Long Bao Nguyen		Daughter-in-law			20/02/2022			
1.7	Nguyen Viet Pho		Younger Brother	Deceased					
1.8	Nguyen Viet Sy		Brother			16/09/2015			

1.9	Nguyen Thi Bich Van		Younger Sister			16/09/2015			
1.10	Nguyen Viet Tuan		Younger Brother			16/09/2015			
1.11	Nguyen Duy Gioi		Father-in-law	Deceased					
1.12	Nguyen Thi Ngoc Diep		Mother-in-law			16/09/2015			
1.13	Nguyen Thi Lieu		Sister-in-law			16/09/2015			
1.14	Vo Duc Nga		Brother-in-law			16/09/2015			
1.15	Phan Thi Thanh Thuong		Sister-in-law			16/09/2015			
2	Bui Quang Ninh		Member of the BOD/ General Director			25/10/2022	25/04/2024	Dismissal	
2.1	Tran Thi Kim Hue		Wife			25/10/2022	25/04/2024		
2.2	Bui Thi Anh Thi		Child			25/10/2022	25/04/2024		
2.3	Bui Quang Thang		Child			25/10/2022	25/04/2024		



2.4	Bui Thi Nhi		Older sister			25/10/2022	25/04/2024		
2.5	Vo Dinh Nhuan		Brother in law			25/10/2022	25/04/2024		
2.6	Bui Quang Hinh		Brother			25/10/2022	25/04/2024		
2.7	Ton Nu Thi My		Sister in law			25/10/2022	25/04/2024		
2.8	Bui Thi Tam		Older sister			25/10/2022	25/04/2024		
2.9	Hoang Anh Chuyen		Brother in law			25/10/2022	25/04/2024		
2.10	Bui Thi Muoi		Younger sister			25/10/2022	25/04/2024		
2.11	Tran Van Hon		Brother in law			25/10/2022	25/04/2024		
2.12	Bui Quang Long		Younger brother			25/10/2022	25/04/2024		
2.13	Nguyen Thi Phuong		Sister in law			25/10/2022	25/04/2024		
2.14	Bui Quang Vu		Younger brother			25/10/2022	25/04/2024		

2.15	Vu Thi Mai		Sister in law			25/10/2022	25/04/2024		
2.16	Bui Qua		Father	None					Deceased
2.17	Luu Thi Sanh		Mother	None					Deceased
3	<b>Le Thanh Can</b>		<b>Member of the BOD/ General Director</b>			15/04/2017			
3.1	Le Nghi		Father	None		15/04/2017			Deceased
3.2	Nguyen Thi Bong		Mother	None		15/04/2017			Deceased
3.3	Hoang Toa		Father in law	None		15/04/2017			Deceased
3.4	Tran Thi Cuc Hoa		Mother-in-law			15/04/2017			
3.5	Hoang Thi Phuong Lan		Wife			15/04/2017			
3.6	Le Hoan Cau		Child			15/04/2017			
3.7	Nguyen Vu Phuong Anh		Daughter-in-law			14/06/2024			
3.8	Le Hoang Phu		Child			15/04/2017			

3.9	Le Tien Dung		Brother			15/04/2017			
3.10	Pham Thi Kim Nguyen		Sister in law			15/04/2017			
3.11	Le Ngo		Brother			15/04/2017			
3.12	Nguyen Thi Thu		Sister-in-law			15/04/2017			
3.13	Le Thu		Brother			15/04/2017			
3.14	Le Van Chien		Younger brother			15/04/2017			
3.15	Vo Thi Thanh Binh		Sister-in-law			15/04/2017			
3.16	Le Thi Bich Hanh		Sister			15/04/2017			
3.17	Tran Ngoc Hoa					15/04/2017			
4	Nguyen Minh		Member of the BOD, Deputy General Director			15/04/2017			



4.1	Nguyen Thi Bich Lien		Wife			15/04/2017			
4.2	Nguyen Phuc Nguyen Bao		Child			15/04/2017			
4.3	Nguyen Minh Thu		Child			15/04/2017			
4.4	Nguyen Thi Ngu		Mother			15/04/2017			
4.5	Nguyen Binh		Father	Martyr					
4.6	Nguyen Nhu Nghia		Father-in-law			15/04/2017			
4.7	Hoang Thi Huong		Mother-in-law			15/04/2017			
4.8	Nguyen Thi Duong		Elder Sister			15/04/2017			
4.9	Nguyen Thi Hai		Elder Sister			15/04/2017			
4.10	Nguyen Thi Lan		Elder Sister			15/04/2017			
4.11	Nguyen Quang		Elder Brother			15/04/2017			
4.12	Le Van Tao		Brother-in-law			15/04/2017			

4.13	Tran Tuong		Brother-in-law			15/04/2017			
4.14	Nguyen Thi Dung		Sister-in-law			15/04/2017			
5	<b>Nguyen Tran Giang</b>		<b>Member of the Board of Directors (BOD), Chief Accountant</b>			<b>05/04/2019</b>			
5.1	Che Thi Hoai Vy		Wife			05/04/2019			
5.2	Nguyen Nhu Cau		Father			05/04/2019			
5.3	Nguyen Thi Lam		Mother			05/04/2019			
5.4	Nguyen Tran Son		Younger Brother			05/04/2019			
5.5	Nguyen Thi Thao		Sister-in-law			05/04/2019			
5.6	Nguyen Nhu Quynh		Child			05/04/2019			

5.7	Nguyen An Phuc		Child			05/04/2019			
5.8	Che Lao		Father-in-law			05/04/2019			
5.9	Tran Thi Lam		Mother-in-law			05/04/2019			
5.10	Che Hoai Vu		Brother-in-law			05/04/2019			
6	Tran Le					19/04/2022	25/04/2024	Resignation letter	
6.1	Tran Tien		Father	None		19/04/2022	25/04/2024		Deceased
6.2	Nong Thi Hieu		Mother	None		19/04/2022	25/04/2024		Deceased
6.3	Le Thi Bach Tuyet		Wife			19/04/2022	25/04/2024		
6.4	Tran Bao Khanh		Child	None	Residing in the US	19/04/2022	25/04/2024		
6.5	Wendy Phạm		Daughter in law	None	Residing in the US	19/04/2022	25/04/2024		
6.6	Tran Le Thien Bao		Child			19/04/2022	25/04/2024		
6.7	Vo Nam Binh		Daughter-in-law			19/04/2022	25/04/2024		
6.8	Le Tu Phuoc		Father-in-law	None		19/04/2022	25/04/2024		Deceased



6.9	Huynh Thi My		Mother-in-law	None	Residing in the US	19/04/2022	25/04/2024		
7	Ta Quang Tong		<b>Member of the Board of Directors (BOD)</b>			19/04/2022			
7.1	Nguyen Xuan Mai		Wife			19/04/2022			
7.2	Ta Quang Thach Truc		Child			19/04/2022			
7.3	Ta Quang Lan		Father	Deceased					
7.4	Le Thi Tam		Mother	Deceased					
7.5	Nguyen Ba Chinh		Father-in-law	Deceased					
7.6	Nguyen Thi Hy		Mother-in-law			19/04/2022			
7.7	Ta Quang Sum		Elder Brother			19/04/2022			
7.8	Ta Quang Son		Younger Brother			19/04/2022			
7.9	Ta Thi Binh		Younger Sister			19/04/2022			
7.10	Hoang Huu		Brother-in-law			19/04/2022			

7.11	Duong Thi My Lan		Sister-in-law			19/04/2022			
7.12	Dao Thi Diem Tuyet		Younger Sibling-in-law			19/04/2022			
8	Le Dinh Huyen		Member of the BOD			25/04/2024			
8.1	Tran Thanh Thao Ly	002C048956	Wife			25/04/2024			
8.2	Le Dinh Gia An		Child			25/04/2024			
8.3	Le Dinh Gia Huy		Child			25/04/2024			
8.4	Le Dinh Thanh		Father			25/04/2024			
8.5	Dao Thi Xin		Mother			25/04/2024			
8.6	Le Thi Dieu		Sister			25/04/2024			
8.7	Huynh Ngoc Dan		Brother-in-law			25/04/2024			
8.8	Le Dinh Son		Younger brother			25/04/2024			
8.9	Le Dinh Hai		Younger brother			25/04/2024			

8.10	Le Phuong Mai		Sister-in-law			25/04/2024			
8.11	Tran Thanh Bao		Father-in-law		Settling in the US	25/04/2024			
8.12	Ho Thi Hong Sen		Mother-in-law		Settling in the US	25/04/2024			
9	<b>Nguyen Thac Hoanh</b>		<b>Head of the Board of Supervisors (BoS)</b>			<b>03/06/2012</b>			
9.1	Nguyen Thac Xuyen		Father	Deceased					
9.2	Dang Thi Mui		Mother	Deceased					
9.3	Tran Huu Manh		Father-in-law			03/06/2012			
9.4	Le Thi Chau		Mother-in-law			03/06/2012			
9.5	Tran Thi Yen		Wife			03/06/2012			
9.6	Nguyen Thi Ha Phuong		Child			03/06/2012			
9.7	Nguyen Thac Nam		Child			03/06/2012			



9.8	Nguyen Thac Khanh		Elder Brother			03/06/2012			
9.9	Nguyen Thac Khanh		Younger Sibling			03/06/2012			
9.10	Nguyen Thi Thu Huong		Sister-in-law			03/06/2012			
9.11	Tran Thi Hao		Younger Sibling-in-law			03/06/2012			
9.12	Truong Thi Thanh		Sister-in-law			03/06/2012			
9.13	Truong Van Ba		Brother-in-law			03/06/2012			
10	Phan Thanh Tan		Member of the BOS			01/10/2013			
10.1	Luong Thi Phuc		Wife			01/10/2013			
10.2	Phan Thanh Tin		Child			01/10/2013			
10.3	Phan Thi Anh Thu		Child			01/10/2013			
10.4	Phan Thanh Luong		Father	Deceased					

10.5	Vo Thi Triem		Mother	Deceased					
10.6	Luong Kha		Father-in-law	Deceased					
10.7	Nguyen Thi Van		Mother-in-law			01/10/2013			
10.8	Phan Thanh Thai		Elder Brother			01/10/2013			
10.9	Tran Thi Kim Thuy		Sister-in-law			01/10/2013			
10.10	Phan Thanh Son		Elder Brother			01/10/2013			
10.11	Le Thuy Tuyet		Sister-in-law			01/10/2013			
10.12	Phan Thi Thanh Minh		Elder Sister			01/10/2013			
10.13	Ngo Minh Hung		Brother-in-law			01/10/2013			
10.14	Phan Thanh Hai		Elder Brother			01/10/2013			
10.15	Nguyen Ngoc Bich Thuy		Sister-in-law			01/10/2013			
10.16	Phan Thanh Hung		Elder Brother			01/10/2013			

10.17	Trinh Thi Phuong		Sister-in-law			01/10/2013			
10.18	Phan Thanh Cuong		Elder Brother			01/10/2013			
10.19	Bui Thi Tam		Sister-in-law			01/10/2013			
11	Tran Van Tinh		<b>Member of the BOS; Head of Production Engineering Department</b>			<b>19/04/2022</b>			
11.1	Tran Van Luc		Father			19/04/2022			
11.2	Truong Thi Cuc		Mother			19/04/2022			
11.3	Tran Do		Father-in-law						Deceased
11.4	Pham Thi De		Mother-in-law						Deceased
11.5	Tran Thi Hang		Wife			19/04/2022			
11.6	Tran An Tuong		Child	None		19/04/2022			Young
11.7	Tran Diep Hoang Anh		Child	None		19/04/2022			Young



11.8	Tran Van Tu		Elder Brother			19/04/2022			
11.9	Tran Thi Tam		elder sister			19/04/2022			
11.10	Tran Thi Bich Thao		Younger sister			19/04/2022			
11.11	Tran Anh Dung		Younger brother			19/04/2022			
11.12	Tran Van An		Younger brother			19/04/2022			
11.13	Tran Thi Kim Ngan		Younger sister			19/04/2022			
11.14	Tran Van YoGa		Younger brother			19/04/2022			
11.15	Tran Van Dai		Younger brother			19/04/2022			
11.16	Tran Van Phuoc		Younger brother			19/04/2022			
11.17	Nguyen Cu Em		Brother-in- law			19/04/2022			

11.18	Duong Thi Hoai Phuong		Sister-in-law			19/04/2022			
11.19	Nguyen Thanh Truyen		Brother-in- law			19/04/2022			
11.20	Nguyen Hoang My Tien		Sister-in-law			19/04/2022			
11.21	Nguyen Thi Thu Huyen		Sister-in-law			19/04/2022			

**CHAIRMAN OF THE BOARD OF DIRECTORS**



**Nguyen Viet Tuong**



## APPENDIX 2: THE LIST OF INSIDERS AND RELATED PARTIES

*Issued in conjunction with Report No 02/BC-CT month 01 day 24 year 2025 Report on Report on corporate governance year 2024  
of Dak Lak Rubber Investment Joint Stock Company*

No.	Name	Securities Trading Account (if any)	Position at the Company (if any)	ID/Passport No., Issue Date, place of issue	Address	Number of Shares Owned at End of Period	Percentage of share ownership at the end of the period	Note
1	Nguyen Viet Tuong		Chairman of the BOD			100000	0,14 %	
1.1	Nguyen Trieu		Father					
1.2	Tran Thi Xuyen		Mother					
1.3	Nguyen Thi Ngoc Lan		Wife					
1.4	Nguyen Viet Tinh		Son					
1.5	Nguyen Viet Thong		Son					
1.6	Nguyen Long Bao Nguyen		Daughter-in-law					
1.7	Nguyen Viet Pho		Younger Brother	None				Deceased



1.8	Nguyen Viet Sy		Younger Brother					
1.9	Nguyen Thi Bich Van		Younger Sister					
1.10	Nguyen Viet Tuan		Younger Brother					
1.11	Nguyen Duy Gioi		Father-in-law	None				Deceased
1.12	Nguyen Thi Ngoc Diep		Mother-in-law					
1.13	Nguyen Thi Lieu		Sister-in-law					
1.14	Vo Duc Nga		Brother-in-law					
1.15	Phan Thi Thanh Thuong		Sister-in-law					
1.16	Dak Lak Rubber Joint Stock Company (DAKRUCO)		Chairman of the BOD	6000175829, issued on October 1, 2018 by the Department of Planning and Investment of Dak Lak province	30 Nguyen Chi Thanh, Buon Ma Thuot City, Dak Lak province			
1.17	Dak Lak Rubber Company Limited (Daklaoruco)		Company President	Concession registration certificate amended 4th time No. 016-16/KD/DT4 dated March 30, 2016 issued by the Ministry of Planning and Investment of Lao PDR	Tha Luong Village, Pakse, Champasak Province, Laos			

2	Bui Quang Ninh		Member of the BOD/ General Director			150000	0,2%	Cease to be Vice Chairm an/Me mber of BOD Accord ing to legal regulati ons
2.1	Bui Qua		Father					
2.2	Luu Thi Sanh		Mother					
2.3	Tran Thi Kim Hue		Wife					
2.4	Bui Thi Anh Thi		Child					
2.5	Bui Quang Thang		Child					
2.6	Bui Thi Nhi		Older sister					
2.7	Vo Dinh Nhuan		Brother in law					
2.8	Bui Quang Hinh		Brother					
2.9	Ton Nu Thi My		Sister in law					
2.10	Bui Thi Tam		Older sister					
2.11	Hoang Anh Chuyen		Brother in law					

2.12	Bui Thi Muoi		Younger sister					
2.13	Tran Van Hon		Brother in law					
2.14	Bui Quang Long		Younger brother					
2.15	Nguyen Thi Phuong		Sister in law					
2.16	Bui Quang Vu		Younger brother					
2.17	Vu Thi Mai		Sister in law					
2.18	Dak Lak Rubber Joint Stock Company (DAKRUCO)		General Director	6000175829, issued on October 1, 2018 by the Department of Planning and Investment of Dak Lak province	30 Nguyen Chi Thanh, Buon Ma Thuot City, Dak Lak province			Dismissal 25/04/2024
2.19	Thai Duong Rubber Joint Stock Company		Member of BOD	Business Registration Certificate No. 0302883746 issued on July 13, 2006				Dismissal 25/04/2024
2.20	Dak Lak Rubber Wood Processing Joint Stock Company		Chairman of the BOD	Business Registration No. 6000692721 issued on October 19, 2020				Dismissal 25/04/2024
3	Le Thanh Can		Member of the BOD/ General Director					
3.1	Le Nghi		Father	None				Deceased
3.2	Nguyen Thi Bong		Mother	None				Deceased



3.3	Hoang Toa		Father in law	None				Deceased
3.4	Tran Thi Cuc Hoa		Mother-in-law					
3.5	Hoang Thi Phuong Lan		Wife					
3.6	Le Hoan Cau		Child					
3.7	Nguyen Vu Phuong Anh		Daughter-in-law					
3.8	Le Hoang Phu		Child					
3.9	Le Tien Dung		Brother					
3.10	Pham Thi Kim Nguyen		Sister in law					
3.11	Le Ngo		Brother					
3.12	Nguyen Thi Thu		Sister-in-law					
3.13	Le Thu		Brother					
3.14	Le Van Chien		Younger brother					
3.15	Vo Thi Thanh Binh		Sister-in-law					
3.16	Le Thi Bich Hanh		Sister					
3.17	Tran Ngoc Hoa		Brother in law					
3.18	DRI High-Tech Agriculture Company Limited		Chairman, legal representative,	Business Registration Certificate No. 6001605111 first issued on March 1, 2018, third change on December 28,	59 Cao Thang, Tan An Ward, Buon Ma Thuot City, DakLak Province			

			Capital representative of DRI	2022, issued by the Department of Planning and Investment of Dak Lak province				
<b>4</b>	<b>Nguyen Tran Giang</b>		<b>Member of the BOD</b>					
4.1	Nguyen Nhu Cau		Father					
4.2	Nguyen Thi Lam		Mother					
4.3	Nguyen Tran Son		Younger Brother					
4.4	Nguyen Thi Thao		Sister-in- law					
4.5	Che Thi Hoai Vy		Wife					
4.6	Nguyen Nhu Quynh		Child					
4.7	Nguyen An Phuc		Child					
4.8	Che Lao		Father-in- law					
4.9	Tran Thi Lam		Mother-in- law					
4.10	Che Hoai Vu		Brother- in-law					
4.11	Dak Lak Rubber Joint Stock Company (DAKRUCO)		Member of the BOD					
<b>5</b>	<b>Nguyen Minh</b>		<b>Member of the BOD</b>					
5.1	Nguyen Thi Nguu		Mother					
5.2	Nguyen Nhu Nghia		Father-in- law					
5.3	Hoang Thi Huong		Mother-in- law					

5.4	Nguyen Thi Bich Lien		Wife					
5.5	Nguyen Phuc Nguyen Bao		Child					
5.6	Nguyen Minh Thu		Child					
5.7	Nguyen Thi Duong		Elder Sister					
5.8	Nguyen Thi Hai		Elder Sister					
5.9	Nguyen Thi Lan		Elder Sister					
5.10	Nguyen Quang		Elder Brother					
5.11	Le Van Tao		Brother-in-law					
5.12	Tran Tuong		Brother-in-law					
5.13	Nguyen Thi Dung		Sister-in-law					
5.14	Nguyen Binh		Father	None				Martyr
5.15	Dak Lak Rubber Joint Stock Company (DAKRUCO)		General Director	6000175829, issued on October 1, 2018 by the Department of Planning and Investment of Dak Lak province	30 Nguyen Chi Thanh, Buon Ma Thuot City, Dak Lak province			
5.16	Daknoruco Rubber Joint Stock Company		Chairman of the BOD	6000175829 issued on October 1, 2018, issued by the Department of Planning and Investment of Dak Lak Province	Dak Kim Village, Dak Lao Commune, Dak Mil District, Dak Nong Province			
6	Tran Le		Member of the BOD					Dismissal



								25/04/ 2024
6.1	Tran Tien		Father	None				Deceased
6.2	Nong Thi Hieu		Mother	None				Deceased
6.3	Le Thi Bach Tuyet		Wife					
6.4	Tran Bao Khanh		Child	None	Residing in the US			
6.5	Wendy Phạm		Daughter in law	None	Residing in the US			
6.6	Tran Le Thien Bao		Child					
6.7	Vo Nam Binh		Daughter-in-law					
6.8	Le Tu Phuoc		Father-in-law	None				Deceased
6.9	Huynh Thi My		Mother-in-law	None	Residing in the US			
7	<b>Ta Quang Tong</b>		<b>Member of the Board of Directors (BOD)</b>					
7.1	Ta Quang Lan		Father	None				Deceased
7.2	Le Thi Tam		Mother	None				Deceased
7.3	Nguyen Ba Chinh		Father-in-law	None				Deceased
7.4	Nguyen Thi Hy		Mother-in-law					
7.5	Nguyen Xuan Mai		Wife					
7.6	Ta Quang Thach Truc		Child					

7.7	Ta Quang Sum		Elder Brother					
7.8	Ta Quang Son		Younger Brother					
7.9	Ta Thi Binh		Younger Sister					
7.10	Hoang Huu		Brother-in-law					
7.11	Duong Thi My Lan		Sister-in-law					
7.12	Dao Thi Diem Tuyet		Younger Sibling-in-law					
7.13	Dak Lak Provincial Bar Association		Chairman					
8	Le Dinh Huyen		Member of the BOD					
8.1	Tran Thanh Thao Ly	002C048956	Wife			54		
8.2	Le Dinh Gia An		Child					
8.3	Le Dinh Gia Huy		Child					
8.4	Le Dinh Thanh		Father					
8.5	Dao Thi Xin		Mother					
8.6	Le Thi Dieu		Sister					
8.7	Huynh Ngoc Dan							

			Brother-in-law					
8.8	Le Dinh Son		Younger brother					
8.9	Le Dinh Hai		Younger brother					
8.10	Le Phuong Mai		Sister-in-law					
8.11	Tran Thanh Bao		Father-in-law					
8.12	Ho Thi Hong Sen		Mother-in-law					
8.13	Rubber Engineering Joint Stock Company		Member of the BOD, General Director	6000944792, issued on October 13, 2009, by the Department of Planning and Investment of Dak Lak province	Km 18, Doan Ket Village, Ea D-Rong Commune, Cu M'gar District, Dak Lak Province			
9	Nguyen Thi Hai		Deputy General Director, Head of Corporate Governance, Authorized Disclosure Officer			190000	0,26 %	
9.1	Nguyen Suu		Father	None				Deceased
9.2	Vu Thi Loan		Mother					
9.3	Duong Tin Cong		Father-in-law	None				Deceased



9.4	Nguyen Thi Chien		Mother-in-law					
9.5	Duong Tin Duc	002C017877	Husband					
9.6	Duong Thuy Linh	1259102 863031	Child					
9.7	Duong Minh Phuong		Child					
9.8	Le Xuan Nguyen		Son-in-law					
9.9	Nguyen Thi Quy	002C038978	Sister			84		
9.10	Do Van Xich		Brother-in-law					
9.11	Nguyen Hoang Sam		Brother					
9.12	Le Thi Van Lien	002C038973	Sister-in-law			8		
10	<b>Nguyen Thac Hoanh</b>		<b>Head of the BOS</b>					
10.1	Nguyen Thac Xuyen		Father	None				Deceased
10.2	Dang Thi Mui		Mother	None				Deceased
10.3	Tran Huu Manh		Father-in-law					
10.4	Le Thi Chau		Mother-in-law					
10.5	Tran Thi Yen		Wife					
10.6			Child					

	Nguyen Thi Ha Phuong							
10.7	Nguyen Thac Nam		Child					
10.8	Nguyen Thac Khanh		Elder Brother					
10.9	Nguyen Thac Khanh		Younger Sibling					
10.10	Nguyen Thi Thu Huong		Sister-in-law					
10.11	Tran Thi Hao		Younger Sibling-in-law					
10.12	Truong Thi Thanh		Sister-in-law					
10.13	Truong Van Ba		Brother-in-law					
10.14	Dak Lak Rubber Joint Stock Company (DAKRUCO)		Head of the BOS	6000175829, issued on October 1, 2018 by the Department of Planning and Investment of Dak Lak province	30 Nguyen Chi Thanh, Buon Ma Thuot City, Dak Lak province			
10.15	Rubber Engineering Joint Stock Company		Head of the BOS	6000944792, issued on October 13, 2009, by the Department of Planning and Investment of Dak Lak province	Km 18, Doan Ket Village, Ea D-Rong Commune, Cu M'gar District, Dak Lak Province			
10.16	Daknoruco Rubber Joint Stock Company		Head of the BOS	6400128534 issued on June 13, 2023, issued by the Department of Planning and Investment of Dak Lak province	Dac Kim Village, Dak Lao Commune, Dak Mil District, Dak Nong Province			
11	Phan Thanh Tan							

			Member of the BOS					
11.1	Phan Thanh Luong		Father	None				Deceased
11.2	Vo Thi Triem		Mother	None				Deceased
11.3	Luong Kha		Father-in-law	None				Deceased
11.4	Nguyen Thi Van		Mother-in-law					
11.5	Luong Thi Phuc		Wife					
11.6	Phan Thanh Tin		Child					
11.7	Phan Thi Anh Thu		Child					
11.8	Phan Thanh Thai		Elder Brother					
11.9	Tran Thi Kim Thuy		Sister-in-law					
11.10	Phan Thanh Son		Elder Brother					
11.11	Le Thi Tuyet		Sister-in-law					
11.12	Phan Thi Thanh Minh		Elder Sister					
11.13	Ngo Minh Hung		Brother-in-law					
11.14	Phan Thanh Hai		Elder					



			Brother					
11.15	Nguyen Ngoc Bich Thuy		Sister-in-law					
11.16	Phan Thanh Hung		Elder Brother					
11.17	Trinh Thi Phuong		Sister-in-law					
11.18	Phan Thanh Cuong		Elder Brother					
11.19	Bui Thi Tam		Sister-in-law					
11.20	Dak Lak Rubber Joint Stock Company (DAKRUCO)		Member of the BOS	6000175829, issued on October 1, 2018 by the Department of Planning and Investment of Dak Lak province	30 Nguyen Chi Thanh, Buon Ma Thuot City, Dak Lak province			
11.21	Daknoruco Rubber Joint Stock Company		Member of the BOS	6400128534 issued on June 13, 2023, issued by the Department of Planning and Investment of Dak Lak province	Dac Kim Village, Dak Lao Commune, Dak Mil District, Dak Nong Province			
11.22	Rubber Engineering Joint Stock Company		Member of the BOS	6000944792, issued on October 13, 2009, by the Department of Planning and Investment of Dak Lak province	Km 18, Doan Ket Village, Ea D-Rong Commune, Cu M'gar District, Dak Lak Province			
12	Tran Van Tinh		Member of the BOS; Head of Production Engineering Department					
12.1	Tran Van Luc		Father					

12.2	Truong Thi Cuc		Mother					
12.3	Tran Do		Father-in-law	None				Deceased
12.4	Pham Thi De		Mother-in-law	None				Deceased
12.5	Tran Thi Hang		Wife					
12.6	Tran An Tuong		Child					Young
12.7	Tran Diep Hoang Anh		Child					Young
12.8	Tran Van Tu		Elder Brother					
12.9	Tran Thi Tam		elder sister					
12.10	Tran Thi Bich Thao		Younger sister					
12.11	Tran Anh Dung		Younger brother					
12.12	Tran Van An		Younger brother					
12.13	Tran Thi Kim Ngan		Younger sister					
12.14	Tran Van YoGa		Younger brother					
12.15	Tran Van Dai		Younger brother					
12.16	Tran Van Phuoc		Younger brother					
12.17	Nguyen Cu Em		Brother-in-law					
12.18	Duong Thi Hoai Phuong		Sister-in-law					
12.19	Nguyen Thanh Truyen		Brother-in-law					

12.20	Nguyen Hoang My Tien		Sister-in-law					
12.21	Nguyen Thi Thu Huyen		Sister-in-law					
<b>13</b>	<b>Le Thanh Cuong</b>		<b>Chief Accountant</b>					
13.1	Nguyen Thi Minh Nguyet		Wife					
13.2	Le Khanh An		Child					Young
13.3	Le Minh Khang		Child					Young
13.4	Le Khanh My		Child					Young
13.5	Nguyen Thi Quynh		Mother					
13.6	Le Lai		Father					Deceased
13.7	Nguyen Van Duy		Father in law					Deceased
13.8	Nguyen Thi Luong		Mother-in-law					Deceased
13.9	Le Thi Kim Dung		Sister					
13.10	Do Van Lanh		Brother-in-law					
13.11	Le Thi Dung		Sister					
13.12	Bui Van Tong		Brother-in-law					
13.13	Le Thi Thanh Cang		Sister					
13.14	Nguyen Van Trai		Brother-in-law					
13.15	Le Thi Phung		Sister					



13.16	Nguyen Van Hau		Brother-in-law					
13.17	DRI High-Tech Agriculture Company Limited		Chief Accountant	Business Registration Certificate No. 6001605111 first issued on March 1, 2018, third change on December 28, 2022, issued by the Department of Planning and Investment of Dak Lak province	59 Cao Thang, Tan An Ward, Buon Ma Thuot City, DakLak Province			
14	Bui Thi Tuyet Nhung		Secretary of the BOD			21		
14.1	Bui Van Nang		Father					
14.2	Dang Thi Thoa		Mother					
14.3	Nguyen Chi Son		Father-in-law	None				Deceased
14.4	Nguyen Thi Phuoc		Mother-in-law					
14.5	Nguyen Anh Linh	026C262872	Husband					
14.6	Nguyen Ngoc Gia Han		Child	None				Young
14.7	Nguyen Ngoc An Nhen		Child	None				Young
14.8	Bui Thi Bao Tram		Younger Sister					
14.9	Tran Thanh Hoai Niem		Brother-in-law					

14.10	Bui Thi Kim Ngan		Younger Sister					
14.11	DRI High-Tech Agriculture Company Limited		Secretary	Business Registration Certificate No. 6001605111 first issued on March 1, 2018, third change on December 28, 2022, issued by the Department of Planning and Investment of Dak Lak province	59 Cao Thang, Tan An Ward, Buon Ma Thuot City, DakLak Province			
15	Dak Lak Rubber Joint Stock Company (DAKRUCO)		Parent Company of Listed Organization	6000175829, issued on October 1, 2018 by the Department of Planning and Investment of Dak Lak province	30 Nguyen Chi Thanh, Buon Ma Thuot City, Dak Lak province	44.537.500	60,84 %	
16	Grassroots Trade Union of Dak Lak Rubber Investment Joint Stock Company		Political and social organization of public companies	Decision No. 29/QĐ-CD dated April 11, 2023	59 Cao Thang, Tan An Ward, BMT, Dak Lak			

CHAIRMAN OF THE BOARD OF DIRECTORS



Nguyen Viet Tuong