

No:

Buon Ma Thuot, month... day....year...

**REPORT ON CORPORATE GOVERNANCE
(YEAR 2024)**

To: - The State Securities Commission;
- The Stock Exchange.

- Name of company: **DAK LAK RUBBER JOINT STOCK COMPANY**
- Address of headoffice: 30 Nguyen Chi Thanh Street, Tan An Ward, Buon Ma Thuot City
- Telephone: (0262)3865015 Fax: (0262)3865041 Email: caos@dakruco.com
- Charter Capital: 1,558,000,000,000 VND.
- Stock symbol: **DRG**
- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors, and General Director
- The implementation of internal audit: Not yet implemented

Based on Circular No. 96/2020/TT-BTC dated November 16, 2020, issued by the Ministry of Finance regarding information disclosure in the securities market, Dak Lak Rubber Joint Stock Company (DAKRUCO) presents the Report on Corporate Governance for the year 2024 as follows:

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	Contents
1	No. 01/NQ-DHDCD	28/6/2024	<ul style="list-style-type: none">- Approval of the Report on the Activities of the BOD in 2023 and the Implementation Plan for 2024.- Approval of the Report on Business Results for 2023 and the Business Plan for 2024 by the Executive Board.

			<ul style="list-style-type: none"> - Approval of the Parent Company's Financial Statements for 2023 audited by VIETVALUES Auditing and Consulting Co., Ltd. - Approval of the Report on the Activities of the Board of Supervisors (BOS) in 2023 and the Plan for 2024. - Approval of the Production and Business Targets for 2024. - Approval of the Audit Firm Selection Plan for the 2024 Financial Statements. - Approval of the Profit Distribution Plan for 2023 and the Fund Appropriation. - Approval of the Salary, Remuneration, and Operating Expenses for the BOD, BOS, and Executive Board in 2024. - Approval of the Dismissal and Election of Additional Members of the BOD for the 2023-2028 Term.
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II. Board of Directors

1. Information on Members of the Board of Directors (BOD)

STT	Board of Directors' members	PositionIndependent 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
1	Mr. Nguyen Viet Tuong	Chairman of the BOD, Legal Representative	29/9/2018	
2	Mr. Bui Quang Ninh(*)	Executive Member of the BOD	29/9/2018	28/6/2024
3	Mr. Nguyen Minh	Executive Member of the BOD	24/11/2023	

4	Mr. Nguyen Do	Executive Member of the BOD	29/9/2018	
5	Mr. Nguyen Tran Giang	Executive Member of the BOD	06/5/2019	
6	Mr. Nguyen Van Cuc	Non-executive Member of the BOD	29/9/2018	
7	Mr. Ta Quang Tong	Non-executive Member of the BOD	20/6/2023	
8	Mr. Nguyen Van Thong	Non-executive Member of the BOD	28/6/2024	

() Mr. Bui Quang Ninh was dismissed upon his personal request following his indictment.*

2. Meetings of the Board of Directors (BOD):

No.	Board of Directors' members	Number of meetings attended	Attendance rate	Reason for Non-attendance
1	Mr. Nguyen Viet Tuong	06	100%	
2	Mr. Bui Quang Ninh	06	100%	
3	Mr. Nguyen Minh	06	100%	
4	Mr. Nguyen Do	06	100%	
5	Mr. Nguyen Van Cuc	05	66.6%	On a business trip outside the province
6	Mr. Nguyen Tran Giang	06	84%	
7	Mr. Ta Quang Tong	06	100%	
8	Mr. Nguyen Van Thong	03	100%	Appointed on June 28, 2024

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

Based on the Charter and Internal Regulations on Corporate Governance, the Board of Directors (BOD) has supervised all activities of the General Director and the Executive Board in organizing business operations and implementing the resolutions of the General Meeting of Shareholders and the Board of Directors. Focused on directing the implementation of the 2024 business and investment plan, high-tech agricultural development, digital transformation, sustainable development, and personnel arrangements when the Executive was indicted as required by the legal authorities. This includes personnel management as per regulations,

divesting 30.6% of charter capital in Dak Lak Rubber Investment Joint Stock Company (DRI), and finding solutions to financial difficulties. Business results in 2024 met and exceeded key targets, particularly in revenue and profit.

- Successfully organized the 2024 Annual General Meeting of Shareholders.

- Supplemented, amended, and issued regulations for the Executive Board to implement, including: Regulation on democracy at the workplace; Regulation on the selection of contractors for procurement in business operations and maintenance; Regulation on the organization and operation of the company; Regulation on information disclosure.

- The BOD members, especially the Chairman, scheduled visits to inspect and supervise business activities at the grassroots level, providing timely directives to the Executive Board.

- Each BOD meeting evaluated the implementation results of the Executive Board regarding specific contents of the BOD's resolutions and set directions for the next phase.

- According to the BOD's evaluation, the activities of the General Director and the Executive Board in 2024 were timely, aligned with the resolutions of the General Meeting of Shareholders and the BOD, and in accordance with market conditions and legal regulations. These activities ensured stable employment and income for employees, even amidst rising inflation and increased input material costs. Depending on actual circumstances, the BOD directed the Executive Board to cut unnecessary investments and prioritize capital for production while reporting promptly to the BOD on arising issues within their authority.

- Fully implemented information disclosure requirements and provided accurate and complete information to the BOD and the Board of Supervisors.

4. Activities of the Board of Directors' subcommittees(if any): None

5. Resolutions/Decisions of the Board of Directors for the Year 2024:

The Board of Directors convened 6 meetings and conducted 17 written consultations, issuing a total of 23 Resolutions, as follows:

No.	Resolution/ Decision No.	Date	Content	Approval Rate
1	No. 01/NQ-HDQT	04/01	Approved the 2024 annual procurement policy; consultancy contracts for durian orchard care; procurement before budget approval (by written consultation).	100%
2	No. 02/NQ-HDQT	11/01	Approved the 2024 business and investment plans for Dakmoruco and Daknoruco JSC (by written consultation).	100%
3	No. 03/NQ-HDQT	26/01	Approved amendments to Dakruco's organizational regulations; loans from Vietinbank; consulting for high-tech agricultural projects (by written consultation).	100%

4	No. 04/NQ-HDQT	14/03	Results of the 1st BOD meeting in 2024: Evaluation of Q4 performance; workplace democracy regulations; handling losses at CuBao farm; other matters.	100%
5	No. 05/NQ-HDQT	08/04	Approved Dakruco representatives' agenda at Dakrutech BOD and GMS meetings (by written consultation).	100%
6	No. 06/NQ-HDQT	24/04	Results of the 2nd BOD meeting: Personnel matters for Dakruco management; preparations for the 2024 Annual GMS.	100%
7	No. 07/NQ-HDQT	10/05	Agreements with the Executive Board on personnel at Cuôr Dăng farm and Rubber Processing Plant (by written consultation).	100%
8	No. 08/NQ-HDQT	22/05	Approved leadership reorganization and divestment of 30.6% charter capital at DRI (by written consultation).	100%
9	No. 09/NQ-HDQT	31/05	Results of the 3rd BOD meeting: Reviewed 2024 financial statements, production plans, dividend distribution, and other key matters.	100%
10	No. 10/NQ-HDQT	19/06	Approved procurement regulations, performance evaluations, and other GMS preparations for 2024.	100%
11	No. 11/NQ-HDQT	01/07	Decisions on durian plantation care, profit transfers, and auditor selection for 2024 financial reports (by written consultation).	100%
12	No. 12/NQ-HDQT	10/07	Agreements with the Executive Board on Dakruco hotel management; continuing leadership roles at DRI (by written consultation).	100%
13	No. 13/NQ-HDQT	22/07	Results of the 4th BOD meeting: Evaluated mid-year performance, plantation adjustments, and production incentives.	100%
14	No. 14/NQ-HDQT	15/08	Results of the 5th BOD meeting: Leadership restructuring, dismissal, and appointment of key executives for the 2023-2028 term.	100%
15	No. 15/NQ-HDQT	26/08	Approved loan repayment extension proposals for DRI (by written consultation).	100%

16	No. 16/NQ-HDQT	12/09	Agreements on personnel matters at Rubber Thread Processing Plant and Export-Import Department (by written consultation).	100%
17	No. 17/NQ-HDQT	23/09	Approved 2024 loan plans with Vietcombank and Agribank (by written consultation).	100%
18	No. 18/NQ-HDQT	03/10	Approved durian plantation contracts and banking arrangements for Dakmoruco (by written consultation).	100%
19	No. 19/NQ-HDQT	11/10	Results of the 6th BOD meeting: Evaluated Q3 performance, profit distribution, and Dakruco hotel divestment plans.	100%
20	No. 20/NQ-HDQT	31/10	Adjusted remuneration policies; approved medium-term loans for DRI totaling VND 40 billion (by written consultation).	100%
21	No. 21/NQ-HDQT	29/11	Approved investment in rubber-cafe intercropping projects and pre-funding for 2025 operational plans (by written consultation).	100%
22	No. 22/NQ-HDQT	12/12	Approved personnel changes at CuBao farm and continued DRI divestment (by written consultation).	100%
23	No. 23/NQ-HDQT	27/12	Approved 2025 production and trade plans, procurement strategies, and other significant matters (by written consultation).	100%
24	No. 24/NQ-HDQT	31/12	Approved appointments for Deputy General Director and Chief Accountant positions (by written consultation).	100%

III. Board of Supervisors (2024 Annual Report)

1. Information about members of the Board of Supervisors (BoS):

No.	Member of the Board of Supervisors (BoS)	Position	The date becoming/ceasing to be the member of the Board of Supervisors	Qualification
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1	Mr. Nguyen Thac Hoanh	Head of the BoS	29/9/2018	Bachelor of Finance - Accounting
2	Mr. Phan Thanh Tan	Member	29/9/2018	Bachelor of Finance - Accounting
3	Ms. Nguyen Thi Mai Quyen	Member	27/6/2022	Master of Agronomy

2. Meetings of the Board of Supervisors:

No.	Member of the Board of Supervisors (BoS)	Number of Meetings Attended	Attendance Rate	Votingrate	Reason for Non- Attendance
1	Mr. Nguyen Thac Hoanh	02	100%	02/02	
2	Mr. Phan Thanh Tan	02	100%	02/02	
3	Ms. Nguyen Thi Mai Quyen	02	100%	02/02	

The meetings focused on task assignments during inspection periods and the implementation of inspection activities, including Conducting inspections at the subsidiary company Dakmoruco (Cambodia), Inspecting production and environmental management at the Rubber Thread Processing Plant branch. Reviewing the use, storage, and preservation of pesticides, as well as the quality of investments at the CuBao Farm branch. Inspecting production stability at the 19/8 Farm branch. Monitoring production progress at the rubber farm branches in CuMgar and CuKpo. Performing regular supervision of all operational activities at the Company Office.

3. Supervising Board of Directors, Board of Management and shareholders by Board of Supervisors

- The members of the Board of Supervisors (BoS) attended all meetings of the Board of Directors (BOD) and the Executive Board. They promptly accessed information and documents related to the activities of the BOD. In 2024, the BOD conducted senior personnel changes, and the management team quickly adapted and performed effectively. The BOD convened meetings to provide timely directives and make decisions on all matters under its authority to support management, business operations, and divestment activities as proposed by the Executive Board. Led by the Chairman, the BOD regularly monitored and guided the Executive Board to successfully meet the business and production targets set by the General Meeting of Shareholders (GMS) for 2024. The BOD also instructed the Executive Board to review and update all regulations to align with changes in the legal framework.

- The BoS regularly supervised the coordination activities of the Company's management bodies and observed harmonious collaboration between the BOD and the Executive Board. The

Executive Board, led by the General Director, complied well with the directives of the BOD. All matters exceeding the authority defined in the Company's Charter were referred to the BOD for guidance and resolution. Internal solidarity was maintained, with all parties working together with determination to help the Company overcome current challenges.

- Regarding shareholders, the BoS did not receive any complaints or petitions related to shareholder rights over the past year. The BoS consistently operated with honesty, objectivity, and responsibility, prioritizing the interests of shareholders and the Company. Reports submitted to the annual GMS and the end-of-term meeting were highly appreciated by shareholders.

4. The coordination among the Board of Supervisors, the Board of Management, Board of Directors and other managers:

- The Board of Supervisors (BoS) acts both as a supervisory body and an advisory unit, maintaining effective coordination with the Executive Board and the Company's departments. The focus lies on ensuring compliance, feasibility, and efficiency in the development of plans and project orientations.

- The BoS conducts inspections and monitoring activities when irregularities are detected. Regular supervision is carried out in areas such as financial management, procurement, quality control, and environmental management.

- Reports are prepared on findings that do not comply with the Company's regulations, legal requirements, or issues that need to be rectified. Direct discussions and proposed solutions are made with relevant professionals regarding these findings during inspections.

- Throughout its activities, the BoS strictly adheres to legal and corporate charter provisions, avoiding any interference with management operations. It ensures confidentiality, honesty, and objectivity in its work. The BoS is consistently supported by the Executive Board, departments, and leaders across the Company, enabling it to fulfill its duties effectively.

5. Other activities of the Board of Supervisors: None

IV. Board of Management

No.	Members of Board of Management	Date of Birth	Qualification	Appointment Date	Date of appointment / dismissal of members of the Board of Management
1	Mr. Bui Quang Ninh (General Director) (*)	10/08/1966	Bachelor's Degree in Finance and Accounting	01/10/2018	15/08/2024
2	Mr. Nguyen Minh (General Director) (**)	25/01/1970	Agricultural Engineer, Crop Science	15/08/2024	

3	Mr. Nguyen Do (Deputy General Director)	02/03/1966	Agricultural Engineer in Crop Science, Bachelor's Degree in Business Administration	01/10/2018	
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(*) Mr. Bui Quang Ninh was temporarily suspended from his position on April 25, 2024, following his indictment. On August 15, 2024, he was officially dismissed from the position of General Director.

(**) Mr. Nguyen Minh, Deputy General Director, was assigned to oversee the Executive Board starting April 25, 2024, and was officially appointed as General Director on August 15, 2024.

V. Chief Accountant

Name	Date of Birth	Qualification	Date of appointment/ dismissal
Nguyen Tran Giang	16/04/1981	Master of Business Administration, Bachelor of Accounting	01/10/2018

VI. Training courses on corporate governance

Corporate governance training courses attended by members of the Board of Directors (BOD), the Board of Supervisors, the General Director, other management personnel, and the Company Secretary in compliance with corporate governance regulations:

In 2024, the Person in charge of corporate governance attended a training course on Information Disclosure and Corporate Governance in the Securities Market organized by the Hanoi Stock Exchange in Ho Chi Minh City. The Company also organized training sessions to enhance knowledge on sustainable development, compliance with EUDR regulations, and the use of management software in digital transformation.

VII. The list of affiliated persons of the public company and transactions of affiliated persons of the Company

1. The list of affiliated persons of the Company:

No.	Name of organization/ individual	Securities Trading Account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
Internal persons of DRG									
1	Nguyen Viet Tuong		Chairman of the BOD			29/9/2018			Legal Representative
2	Bui Quang Ninh		Member of the BOD, General Director			29/9/2018	28/6/2024	Personal request	Legal Representative

No.	Name of organization/ individual	Securities Trading Account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
3	Nguyen Do		Member of the BOD, Deputy General Director			29/9/2018			Executive Member of the BOD
4	Nguyen Minh		Member of the BOD, Deputy General Director			24/11/2023			Executive Member of the BOD
5	Nguyen Van Cuc		Member of the BOD, Head of HR and Legal Affairs			29/9/2018			Non-executive Member of the BOD
6	Nguyen Tran Giang		Member of the BOD, Chief Accountant			06/5/2019			Executive Member of the BOD
7	Ta Quang Tong		Member of the BOD			20/6/2023			Non-executive Member of the BOD
8	Nguyen Van Thong		Member of the BOD			28/6/2024			Non-executive Member of the BOD
9	Nguyen Thac Hoanh		Head of the BOS			29/9/2018			
10	Phan Thanh Tan		Member of the BOS			29/9/2018			
11	Nguyen Thi Mai Quyen		Member of the BOS			27/6/2022			
12	Le Thi Bich Thao		Authorized Information Disclosure Officer, Person in charge of corporate governance			29/9/2018			

Affiliated persons of internal persons(details provided in The list of internal persons and their affiliated persons of the Company)

Organization or individual that holds more than 10% of voting shares

1	People's Committee of Dak Lak Province	Not yet custodized				29/9/2018			Holds 98.94% of charter capital
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Subsidiary (Dak Lak Rubber Investment Joint Stock Company - DRI), executive officers and legal representative

No.	Name of organization/ individual	Securities Trading Account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1	Nguyen Viet Tuong		Chairman of the BOD, Legal Representative			16/09/2015			Legal Representative
2	Bui Quang Ninh		Vice Chairman of the BOD			25/10/2012	25/04/2024	Personal request	
3	Le Thanh Can		Member of the BOD, General Director			15/04/2017			
4	Nguyen Tran Giang		Member of the BOD			05/04/2019			
5	Nguyen Minh		Member of the BOD			15/04/2017			
6	Ta Quang Tong		Member of the BOD			19/04/2022			
7	Le Dinh Huyen		Member of the BOD			25/04/2024			
8	Nguyen Thi Hai		Deputy general director, person in charge of corporate governance, authorized information disclosure officer			15/05/2013			
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 Technical Division			19/04/2022			
12	Le Thanh Cuong		Chief Accountant			01/10/2013			
13	Bui Thi Tuyet Nhung		Secretary of the BOD			19/04/2022			
Subsidiary (Daknoruco Rubber Joint Stock Company), executive officers and legal representative									

No.	Name of organization/ individual	Securities Trading Account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1	Nguyen Viet Tuong		Chairman of the BOD, Legal Representative			12/06/2018	23/04/2024	Personal request	Legal Representative
2	Nguyen Minh		Chairman of the BOD, Legal Representative			23/04/2024	-		Legal Representative
3	Vu Van Sieu		Vice Chairman of the BOD, Executive Director, Legal Representative			09/05/2023	-		Legal Representative
4	Nguyen Huu Cuu		Member of the BOD, Chief Accountant			01/09/2019	-	-	
5	Ngo Tung Lam		Member of the BOD			01/09/2019	-	-	
6	Nguyen Thac Hoanh		Head of the BOS			23/04/2024	-	-	
7	Phan Thanh Tan		Member of the BOS			23/04/2024	-	-	
8	Pham Thi Hai		Member of the BOS			23/04/2024	-	-	
9	Du Thi Minh Nguyet		Secretary of the BOD			23/04/2024	-	-	

Note: ID/Document No. refers to the ID Card/Passport number (for individuals) or the Business Registration Certificate number, Operating License, or equivalent legal documents (for organizations).

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	Resolution No. or Decision No. approved by General Meeting of Shareholders / Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction	Note
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1	Dak Lak Rubber Investment JSC (DRI)	Dakruco holds 66.6% of charter capital	6001271719, issued on 24/02/2012	59 Cao Thang, Tan An Ward, Buon Ma Thuot City, Dak Lak	June 2024	No. 02/NQ-HDQT dated 03/03/2022	Divestment of Dakruco at DRI: 22,399,200 shares	Sold 4,212,500 shares ; remaining 60.84 % ownership
					December 2024	No. 20/NQ-HDQT dated 31/10/2024	Borrowed VND 40 billion from DRI	Completed borrowing of VND 20 billion
2	Thai Duong Rubber JSC	Dakruco holds 10% of charter capital	0302883746, issued on 13/07/2006	Street No. 7, Tan Tao Industrial Zone, Binh Tan District, Ho Chi Minh City	June - December 2024	No. 09/NQ-HDQT dated 31/05/2024	Sold 105.84 kg of finished rubber latex for VND 5.888 billion	
3	Rubber Technical Joint Stock Company	Dakruco holds 28.79% of Dakructech's charter capital	6000944792, issued on 13/10/2009	Km 18, Doan Ket Hamlet, Ea D'Rong Commune, Cu M'gar District, Dak Lak Province	June - December 2024	No. 09/NQ-HDQT dated 31/05/2024	Ammonia 10%: 7,000 liters, VND 132 million	
							Sold 309,387 kg of rubber latex, totaling VND 12.1 billion	

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 Listed Company	ID card No. /Passport No., date of	Address	Name of Subsidiary or companies which the	Time of transaction	Content, quantity, total value of transaction	Note
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				issue, place of Issue		Company control			
	None								

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): **None**

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): **None**

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: **None**

VIII. Share Transactions of Insiders and Related Parties of Insiders (Year 2024)

1. The List of Insiders and Related Parties of Insiders of the Company:(Attached List Included)

No.	Name	Securities trading account (if any)	Position at the Company (if any)	ID/Passport No., Issue Date, place of issue	Contact Address	Number of Shares Owned at the End of the Period	Percentage of share ownership at the end of the period	Note
1	Name of internal person)							
	Name affiliated persons							
1								

2. Transactions of internal persons and affiliated persons with shares of the company:None

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

			<i>Number of Shares</i>	<i>Percentage</i>	<i>Number of Shares</i>	<i>Percentage</i>	(buying, selling, converting, rewarding, etc.)

IV. Other significant issues: None

Recipients:

- As stated above;
- BOD members;
- BOS members;
- Person in charge of corporate governance/disclosing information;
- Admin Dept. (for web posting);
- Archives.

***CHAIRMAN OF THE BOARD OF
DIRECTORS***

(Sign, full name and seal)

Nguyen Viet Tuong

THE LIST OF INSIDERS AND RELATED PARTIES

Issued in conjunction with Report No.: /BC-BOD dated Month Year 2024

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			Personal: 5,000 shares Representing Dak Lak People's Committee: 92,492,760 shares	0.003% 59.36%	
1.1	Nguyen Trieu							Father
1.2	Tran Thi Xuyen							Mother
1.3	Nguyen Thi Ngoc Lan					None		Wife
1.4	Nguyen Viet Tinh					None		Son
1.5	Nguyen Viet Thong					None		Son
1.6	Nguyen Long Bao Nguyen					None		Daughter-in-law
1.7	Nguyen Viet Pho							Younger Brother
1.8	Nguyen Viet Sy					None		Younger Brother

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
1.9	Nguyen Thi Bich Van					None		Younger Sister
1.10	Nguyen Viet Tuan					None		Younger Brother
1.11	Nguyen Duy Gioi							Father-in-law
1.12	Nguyen Thi Ngoc Diep					None		Mother-in-law
1.13	Nguyen Thi Lieu					None		Sister-in-law
1.14	Vo Duc Nga					None		Brother-in-law
1.15	Phan Thi Thanh Thuong					None		Sister-in-law
1.16	Dak Lak Rubber Investment Joint Stock Company			6001271719 issued by Dak Lak Department of Planning and Investment	59 Cao Thang Street, Tan An Ward, Buon Ma Thuot City, Dak Lak Province, Vietnam			Chairman of the BOD
1.17	Dak Lak Rubber			Investment License No. 016-16/KD/DT	Ban Tha Luong,			Company Chairman

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
	Company Limited (Daklaoruco)			issued on 30/03/2016 by the Ministry of Planning and Investment	Pakse, Champasak, Lao			
1.18	Dak Lak Rubber Development Company Limited – Mondulkiri. (Cambodia)			Business Registration No. MOC-79141191 issued on 22/12/2009 by the Cambodian Ministry of Planning	Phum Chrey Sen, Sangkat Monorom, Mondulkiri, Kingdom of Cambodia			Company Chairman
2	Nguyen Minh		Member of the BOD, Deputy General Director			Personal: 2,000 shares Representing Dak Lak People's Committee: 61,659,408 shares	0.0012% 39.58%	
2.1	Nguyen Thi Bich Lien					None		Wife
2.2	Nguyen Phuc Nguyen Bao					None		Child
2.3	Nguyen Minh Thu					None		Child

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
2.4	Nguyen Thi Ngu					None		Mother
2.5	Nguyen Binh							Father
2.6	Nguyen Nhu Nghia					None		Father-in-law
2.7	Hoang Thi Huong					None		Mother-in-law
2.8	Nguyen Thi Duong					None		Elder Sister
2.9	Nguyen Thi Hai					None		Elder Sister
2.10	Nguyen Thi Lan					None		Elder Sister
2.11	Nguyen Quang					None		Elder Brother
2.12	Le Van Tao					None		Brother-in-law
2.13	Tran Tuong					None		Brother-in-law
2.14	Nguyen Thi Dung					None		Sister-in-law
2.15	Dak Lak Rubber Investment Joint Stock Company			6001271719 issued by Dak Lak Department of Planning and Investment	59 Cao Thang Street, Tan An Ward, Buon Ma			Member of the Board of Directors (BOD)

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
					Thuot City, Dak Lak Province			
2.16	Daknoruco Joint Stock Company			6400128534 issued by Dak Nong Department of Planning and Investment	Dak Kim Hamlet, Dak Lao Commune, Dak Mil District, Dak Nong Province			Chairman of the Board of Directors (BOD)
3	Nguyen Do		Member of the Board of Directors (BOD), Deputy General Director			4,700	0.0029%	
3.1	Tran Thi Thu Hong					None		Wife
3.2	Nguyen Thi Thu Trang					None		Child
3.3	Nguyen Hoan					None		Child
3.4	Luu Thi Luom							Mother

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
3.5	Nguyen Tam							Father
3.6	Tran Van Rang					None		Father-In-Law
3.7	Tran Thi Thu Nguyet					None		Mother-in-law
3.8	Nguyen Nhon					None		Elder Brother
3.9	Tran Thi Thuy					None		Sister-in-law
3.10	Nguyen Thi Nghia					None		Elder Sister
3.11	Le Van Biet					None		Brother-in-law
3.12	Dakrutech Joint Stock Company			6000944792, issued by Dak Lak Department of Planning and Investment	Tan Hoa Ward, Buon Ma Thuot City, Dak Lak Province			Chairman of the Board of Directors (BOD)
4	Nguyen Tran Giang		Member of the Board of Directors (BOD), Chief Accountant			None		

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
4.1	Che Thi Hoai Vy					None		Wife
4.2	Nguyen Nhu Cau					None		Father
4.3	Nguyen Thi Lam					None		Mother
4.4	Nguyen Tran Son					None		Younger Brother
4.5	Nguyen Thi Thao					None		Sister-in-law
	Nguyen Nhu Quynh							Child
	Nguyen An Phuc							Child
4.8	Che Lao					None		Father-in-law
4.9	Tran Thi Lam					None		Mother-in-law
4.10	Dak Lak Rubber			6001271719, issued by the Dak Lak	Ha Huy Tap			Member of the Board

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
	Investment Joint Stock Company			Department of Planning and Investment	Residential Area, Thang Loi Ward, Buon Ma Thuot City			of Directors (BOD)
5	Nguyen Van Cuc		Member of the Board of Directors (BOD), Head of Human Resources and Legal Affairs Department			3,500	0.002%	
5.1	Tran Thi My Le					None		Wife
5.2	Nguyen Tran Bao Uyen					None		Child
5.3	Nguyen Tran Bao An					None		Child
5.4	Chau Thi Toan					None		Mother
5.5	Nguyen Dieu					None		Father

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
5.6	Tran Dinh Lang					None		Father-in-law
5.7	Tran Thi Loi					None		Mother-in-law
5.8	Nguyen Van Phan					None		Elder Brother
5.9	Nguyen Thi Phuc					None		Younger Sibling
5.10	Ha Thi Khoi					None		Sister-in-law
5.11	Tran Van Hanh					None		Brother-in-law
6	Ta Quang Tong		Member of the Board of Directors (BOD)			None		
6.1	Nguyen Xuan Mai					None		Wife
6.2	Ta Quang Thach Truc					None		Child
6.3	Ta Quang Lan							Father
6.4	Le Thi Tam							Mother
6.5	Nguyen Ba Chinh							Father-in-law

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
6.6	Nguyen Thi Hy					None		Mother-in-law
6.7	Ta Quang Sum					None		Elder Brother
6.8	Ta Quang Son					None		Younger Sibling
6.9	Ta Thi Binh					None		Younger Sibling
6.10	Hoang Huu					None		Brother-in-law
6.11	Duong Thi My Lan					None		Sister-in-law
6.12	Dao Thi Diem Tuyet					None		Younger Sibling-in-law
7	Nguyen Van Thong		Member of the Board of Directors (BOD)			None		
7.1	NguyenDinh Can					None		Father
7.2	Phan Thi Lan					None		Mother
7.3	Luong Thi Hoa					None		Wife
7.4	Nguyen Hong Quang					None		Child

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
7.5	Nguyen Hong Dang					None		Child
7.6	Nguyen Van Sang					None		Younger Sibling
7.7	NguyenThiMinh					None		Younger Sibling
7.8	NguyenThiMinhAnh					None		Sister-in-law
7.9	NguyenQuangDan					None		Brother-in-law
7.10	LuongKha					None		Father-in-law
7.11	NguyenThiVan					None		Mother-in-law
8	Nguyen Thac Hoanh		Head of the Board of Supervisors (BoS)			None		
8.1	Nguyen Thac Xuyen							Father
8.2	Dang Thi Mui							Mother

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
8.3	Tran Huu Manh					None		Father-in-law
8.4	Le Thi Chau					None		Mother-in-law
8.5	Tran Thi Yen					None		Wife
8.6	Nguyen Thi Ha Phuong					None		Child
8.7	Nguyen Thac Nam					None		Child
8.8	Nguyen Thac Khanh					None		Elder Brother
8.9	Nguyen Thac Khanh					None		Younger Sibling
8.10	Nguyen Thi Thu Huong					None		Sister-in-law
8.11	Tran Thi Hao					None		Younger Sibling-in-law
8.12	Truong Thi Thanh					None		Sister-in-law
8.13	Truong Van Ba					None		Brother-in-law
8.14	Dak Lak Rubber Investment			6001271719, issued by Dak Lak Department of	59 Cao Thang Street, Tan An Ward,			Head of the Board of

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
	Joint Stock Company			Planning and Investment	Buon Ma Thuot City, Dak Lak Province			Supervisors (BoS)
8.15	Rubber Technical Joint Stock Company			6000944792, issued by Dak Lak Department of Planning and Investment	Cuor Dang Commune, Cu M'gar District, Dak Lak Province			Head of the Board of Supervisors (BoS)
8.16	Daknoruco Joint Stock Company			6400128534, issued by Dak Nong Department of Planning and Investment	Dak Kim Hamlet, Dak Lao Commune, Dak Mil District, Dak Nong Province			Head of the Board of Supervisors (BoS)
9	Phan Thanh Tân		Supervisor			None		
9.1	Luong Thi Phuc					None		Wife
9.2	Phan Thanh Tin					None		Child
9.3	Phan Thi Anh Thu					None		Child

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
9.4	Phan Thanh Luong					None		Father
9.5	Vo Thi Triem					None		Mother
9.6	Luong Kha					None		Father-in-law
9.7	Nguyen Thi Van					None		Mother-in-law
9.8	Phan Thanh Thai					None		Elder Brother
9.9	Tran Thi Kim Thuy					None		Sister-in-law
9.10	Phan Thanh Son					None		Elder Brother
9.11	Le Thuy Tuyet					None		Sister-in-law
9.12	Phan Thi Thanh Minh					None		Elder Sister
9.13	Ngo Minh Hung					None		Brother-in-law
9.14	Phan Thanh Hai					None		Elder Brother
9.15	Nguyen Ngoc Bich Thuy					None		Sister-in-law
9.16	Phan Thanh Hung					None		Elder Brother

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
9.17	Trinh Thi Phuong					None		Sister-in-law
9.18	Phan Thanh Cuong					None		Elder Brother
9.19	Bui Thi Tam					None		Sister-in-law
9.20	Dak Lak Rubber Investment Joint Stock Company			6001271719, issued by Dak Lak Department of Planning and Investment	59 Cao Thang Street, Tan An Ward, Buon Ma Thuot City, Dak Lak Province			Member of the Board of Supervisor s (BoS)
9.21	Rubber Technical Joint Stock Company			6000944792, issued by Dak Lak Department of Planning and Investment	Cuor Dang Commune, Cu M'gar District, Dak Lak Province			Member of the Board of Supervisor s (BoS)
9.22	Daknoruco Joint Stock Company			6400128534, issued by Dak Nong Department of Planning and Investment	Dak Kim Hamlet, Dak Lao Commune, Dak Mil District,			Member of the Board of Supervisor s (BoS)

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
					Dak Nong Province			
10	Nguyen Thi Mai Quyen		Supervisor			2,200	0.0014%	Became a Member of the BOS on 27/06/2022
10.1	Nguyen Thong							Father
10.2	Ta Thi Huong					None		Mother
10.3	Do Huu Ba							Father-in-law
10.4	Huynh Thi Hong Bang					None		Mother-in-law
10.5	Do Hoang Viet					None		Husband
10.6	Do Nguyen Tan					None		Child
10.7	Do Hoang Cam Tu					None		Child
10.8	Nguyen Thanng Long					None		Elder Brother
10.9	Nguyen Thi An					None		Elder Sister

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
10.10	Nguyen Thi Mai Oanh					None		Elder Sister
10.11	Nguyen Thi Lan					None		Sister-in-law
10.12	Ha Van Minh					None		Brother-in-law
11	Le Thi Bich Thao		Authorized information disclosure officer, Person in charge of corporate governance			None		
11.1	Nguyen Manh Cuong					None		Husband
11.2	Nguyen Minh Phuong					None		Child
11.3	Nguyen Thi Thao Van					None		Child
11.4	Nguyen Hung Viet					None		Father-in-law
11.5	Nguyen Thi Thap					None		Mother-in-law
11.6	Le Duc Ham					None		Biological Father

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
11.7	Nguyen Thi Thanh					None		Biological Mother
11.8	Le Thi Thuong Huyen					None		Younger Sibling
11.9	Le Thi Hanh					None		Younger Sibling
11.10	Le Thi Cuc					None		Younger Sibling
11.11	Le Thi Khanh					None		Younger Sibling
11.12	Hoang Xuan Chinh					None		Brother-in-law
11.13	Kim Van Khoa					None		Brother-in-law
11.14	Tran Van Luu					None		Brother-in-law
11.15	Nguyen Viet Phuong					None		Brother-in-law