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*DakLak, May 13, 2026*

**INFORMATION DISCLOSURE ON THE ELECTRONIC INFORMATION PORTAL OF  
THE STATE SECURITIES COMMISSION AND THE STOCK EXCHANGE**

**To:**    - The State Securities Commission of Viet Nam  
             - 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 at Ha Noi stock exchange: 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 ☐ ☐ Upon request ☐ ☒ Extraordinary ☐ ☐ Periodical

**Contents of information disclosure:**

**DakLak Rubber Investment Joint Stock Company hereby discloses information on Notice No. 36/TB-HDQT issued on May 13, 2026 by the Board of Directors regarding the nomination and self-nomination for the election of an additional member of the Board of Directors for the third term (2022–2027).**

This information was also published on the official website of Dak Lak Rubber Investment Joint Stock Company on May 13, 2026 at the following link: <https://www.dri.com.vn>, under the section Media / Announcements.

We hereby certify that the disclosed information is true and accurate, and we take full legal responsibility for the contents of the disclosed information.

Respectfully announced./.

***Attachments:***

- Notice No. 36/TB-BOD;

**AUTHORIZED PERSON FOR  
INFORMATION DISCLOSURE**

**Nguyen Thi Hai**

No:

*DakLak, May , 2026*

## **ANNOUNCEMENT**

***Subject: Nomination and Self-Nomination for Additional Member  
of the Board of Directors Term III (2022–2027)***

**To: Shareholders of Dak Lak Rubber Investment Joint Stock Company**

- Pursuant to Business Registration Certificate No. 6001271719, first issued on February 24, 2012 by the Department of Planning and Investment of Dak Lak Province (now the Department of Finance of Dak Lak Province) to Dak Lak Rubber Investment Joint Stock Company;

- Pursuant to the Company's Charter on organization and operation approved by the 2023 Annual General Meeting of Shareholders;

- Pursuant to Official Letter No. 06/2026/CBTT-DRI dated February 2, 2026 of Dak Lak Rubber Investment Joint Stock Company regarding the information disclosure on the passing of Mr. Tran Ngoc Duyen, Independent Member of the BOD on January 29, 2026;

- Pursuant to Article 10 and Resolution No. 07/NQ-BOD dated April 25, 2026 of the BOD approving the submission to the 2026 Annual General Meeting of Shareholders on the dismissal of Mr. Nguyen Viet Tuong from the BOD following his resignation due to retirement.

Accordingly, following the dismissal of Board members, the BOD will have two vacant positions. To ensure the required total of seven Board members in accordance with the Company's Charter, and to meet the requirements for the Company's transfer of listing registration to the Ho Chi Minh City Stock Exchange, which requires at least two Independent Board Members, the 2026 Annual General Meeting of Shareholders scheduled for June 16, 2026, in addition to its regular agenda, will conduct the election of two additional Board Members (*one executive/non-executive member and one independent member*) for the remaining term of Term III (2022–2027).

To prepare for the above additional election of Board Members, Dak Lak Rubber Investment Joint Stock Company hereby announces to shareholders the nomination and self-nomination process for members of the BOD as follows:

**1. Criteria and Qualifications for Board Members** (*According to Clauses 1 and 2, Article 155 of the Law on Enterprises 2020*)

**1.1 General Criteria and Qualifications for Board Members:**

- Must not fall under the prohibited cases specified in Clause 2, Article 17 of the Law on Enterprises 2020;

- Must possess professional qualifications and experience in business management or in the Company's business sectors; shareholder status is not mandatory unless otherwise stipulated in the Company Charter;

- A Board Member of the Company may concurrently serve as a board member of another company;

- For state-owned enterprises and subsidiaries of state-owned enterprises as prescribed by law, Board Members must not be family-related persons of the Director, General Director, other managers of the Company, or persons authorized to appoint managers of the parent company.

### **1.2 Criteria and Qualifications for Independent Board Members:**

- Must not currently work for the Company, its parent company, or subsidiaries, and must not have worked for them for at least the previous three consecutive years;

- Must not receive salary or remuneration from the Company, except allowances entitled to Board Members under regulations;

- Must not be the spouse, parent, adoptive parent, child, adopted child, sibling of a major shareholder, manager of the Company, or manager of its subsidiaries;

- Must not directly or indirectly own 1% or more of the total voting shares of the Company;

- Must not have served as a Board Member or Supervisory Board Member of the Company within the previous five consecutive years, except where appointed continuously for two terms.

### **1.3 Additional Criteria of the Company:**

In addition to the qualifications and eligibility requirements for Board Members under Article 155 of the Law on Enterprises No. 59/2020/QH14, candidates for the BOD must meet the following criteria:

#### **a) Competence and Experience**

- Possess professional knowledge and educational qualifications relevant to the Company's business activities;

- Have management or corporate governance experience, with the ability to convert knowledge and experience into practical solutions;

- Demonstrate sound judgment;

- Have the capability and determination to face challenges and pursue innovation.

#### **b) Ethics and Reputation**

- Possess leadership qualities, integrity, responsibility, maturity, and ethics, and be trusted by shareholders, other Board Members, management, and employees;

- Be able to balance the interests of all stakeholders and make reasonable decisions;

- Have no conflict of interest with the Company.

c) Board Diversity (*According to recommendations under the Corporate Governance Code 2026*)

- Diversity in expertise and experience;
- Balanced skills in governance, finance, legal affairs, and industry knowledge;
- Encouragement of diversity in gender, age, and international experience.

d) Other Criteria

- A Board Member of the Company must not concurrently serve as a Board Member, Member of the Members' Council, or Chairman in more than five other companies, including those within the same corporate ecosystem.

e) Independence Criteria (*Applicable to Independent Board Members*): In addition to statutory independence requirements, candidates must also:

- Have no significant interest relationship with the Company or major shareholders;
- Be capable of providing objective opinions in Board decisions.

## **2. Number of Additional Board Members to be Elected**

- Total additional members to be elected: 02 members, including:
  - + 01 executive/non-executive member;
  - + 01 independent Board Member.
- Term of office: For the remaining period of Term III (2022–2027);
- Maximum number of candidates: Unlimited;
- Election method: Cumulative voting.

**3. Conditions for Nomination and Self-Nomination of BOD:** To be implemented in accordance with Articles 25 and 26 of the Charter of Dak Lak Rubber Investment Joint Stock Company.

**4.** Shareholders/shareholder groups are requested to complete nomination and self-nomination dossiers for Independent Board Members in accordance with the Regulation on Nomination, Self-Nomination and Election of Additional Board Members approved by the Board of Directors on April 25, 2026, and proposed for submission to the 2026 Annual General Meeting of Shareholders. Please refer to the election regulations and download the relevant forms on the Company's website: <https://www.dri.com.vn> Investor Relations / General Meeting of Shareholders.

**5.** Submission Deadline Nomination and self-nomination dossiers must be submitted to the Secretary of the BOD **no later than 5:00 PM, June 4, 2026** for the Board's review, candidate listing preparation, and information disclosure in accordance with regulations.

Please seal the dossier and send it to:

**Secretary of the BOD Dak Lak Rubber Investment Joint Stock Company**

**Address: 59 Cao Thang Street, Tan An Ward, Dak Lak Province, Vietnam**

**Tel: 0262-3867676**

6. If shareholders/shareholder groups do not exercise their rights of nomination or self-nomination, the Board of Directors shall nominate candidates within its authority.

Shareholders/shareholder groups are kindly requested to exercise their rights to nominate or self-nominate candidates for the Board of Directors in accordance with applicable regulations.

Sincerely!

**Recipients:**

- Shareholders;
- For archive.

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

**NGUYEN VIET TUONG**