

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

**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, 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    ☐ On demand    ☐ Irregular    ☒ Periodic

**Content of information disclosure:**

The Dak Lak Rubber Investment Joint Stock Company announces the information regarding the documents for the Annual General Meeting of Shareholders in 2026.

This information has also been published on the official website of the Dak Lak Rubber Investment Joint Stock Company on 25/05/2026 at the following link: <https://www.dri.com.vn>, in the Shareholder Relations/ General Meeting section.

We hereby commit that the disclosed information is accurate and take full responsibility before the law for the content of the disclosed information.

Sincerely announced./.

**Attached:**

- Documents for the 2026 Annual General Meeting of Shareholders.

**AUTHORIZED PERSON FOR INFORMATION  
DISCLOSURE**

**Nguyen Thi Hai**

**DAK LAK RUBBER INVESTMENT JOINT STOCK COMPANY**



**DRI**

**DOCUMENTS**

**ANNUAL GENERAL MEETING OF  
SHAREHOLDERS  
2026**

**Daklak, May 2026**

## LIST OF MEETING DOCUMENTS FOR THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

No	LIST OF DOCUMENTS
1	Notice of invitation to the 2026 Annual General Meeting of Shareholders
2	Draft Agenda of the 2026 Annual General Meeting of Shareholders
3	Power of Attorney for Attendance at the 2026 Annual General Meeting of Shareholders
4	Working Regulations of the 2026 Annual General Meeting of Shareholders
5	Regulations on Nomination, Self-nomination and Election of Additional Member(s) of the Board of Directors
6	Draft Report of the Board of Directors on performance in 2025 and plan for 2026
7	Draft Report of the Executive Board on production and business performance in 2025 and plan for 2026
8	Summary Report on the Audited Financial Statements for 2025
9	Draft Report of the Supervisory Board on activities in 2025 and orientations for 2026
10	Proposal on approval of production, business and investment targets for 2026
11	Proposal on profit distribution plan and appropriation to funds for 2025
12	Proposal on remuneration for the Board of Directors and Supervisory Board in 2026
13	Proposal on selection of the auditing firm for the 2026 Financial Statements
14	Proposal on approval of contracts and transactions with related parties of the Company
15	Proposal on transferring the Company's stock trading registration from UPCoM to listing on the Ho Chi Minh City Stock Exchange (HOSE)
16	Proposal on supplementing business lines in the Enterprise Registration Certificate and the Company Charter
17	Proposal on amendments to certain articles of the Company Charter and Internal Corporate Governance Regulations of DRI (with attached Appendix)
18	Proposal on dismissal of a member of the Board of Directors for Term III (2022–2027)
19	Notice on nomination and self-nomination for election of additional member(s) of the Board of Directors
20	Template of Voting Ballot for the 2026 Annual General Meeting of Shareholders
21	Template of Election Ballot for additional election of member(s) of the Board of Directors for Term III (2022–2027)
22	Draft Resolution of the 2026 Annual General Meeting of Shareholders

No:

*Dak Lak, May ..., 2026*

**NOTICE OF INVITATION  
TO THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Dear Shareholder: .....

Address: .....

Pursuant to the Enterprise Registration Certificate No. 6001271719 initially issued on February 24, 2012 by the Department of Planning and Investment of Dak Lak Province (currently 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 as approved by the General Meeting of Shareholders;

The Board of Directors of Dak Lak Rubber Investment Joint Stock Company hereby respectfully invites Shareholders to attend the 2026 Annual General Meeting of Shareholders ("AGM") with the following details:

**1. Time:** 7:30 AM, June 16, 2026.

**2. Venue:** 3rd Floor Hall, Dakruco Hotel - No. 30 Nguyen Chi Thanh Street, Tan An Ward, Dak Lak Province, Vietnam.

**3. Meeting Agenda and Documents:** Shareholders are kindly requested to access the agenda and meeting documents for the 2026 AGM on the Company's website at <http://www.dri.com.vn> under the section "Investor Relations / General Meeting of Shareholders". Voting ballots and election ballots will be distributed directly at the Meeting venue.

**4. Authorization to Attend the Meeting:** In case a Shareholder is unable to attend the AGM and authorizes another person to attend on his/her behalf, please send the duly signed Power of Attorney (in the enclosed form) to the Company before June 10, 2026, or present it upon the authorized representative's registration at the Meeting.

To ensure the successful organization of the Meeting, Shareholders who cannot attend in person are kindly requested to authorize another person to participate fully in the Meeting.

**5.** Shareholders or authorized representatives attending the AGM are kindly requested to bring and present the following documents:

(1) ID card/Passport/Business registration certificate copy; (2) Invitation letter; (3) Valid Power of Attorney (for authorized attendees).

**6. Address for Correspondence and Contact Information:**

**Dak Lak Rubber Investment Joint Stock Company**

Address: No. 59 Cao Thang Street, Tan An Ward, Dak Lak Province, Vietnam

Tel: (+84) 262 3867676 Email: [dri@dri.com.vn](mailto:dri@dri.com.vn)

Contact person: Ms. Bui Thi Tuyet Nhung – Head of Administration, Human Resources and Legal Department

Mobile/Zalo: (+84) 972 225151.

We look forward to welcoming our valued Shareholders to the 2026 Annual General Meeting of Shareholders. Sincerely!

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

**Recipients:**

- Shareholders;
- For archive.

*\* Attached documents: Authorization form,  
Meeting agenda;*

*\* According to the list of shareholders as of  
May 18, 2026*

**Nguyen Viet Tuong**



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Website: [www.dri.com.vn](http://www.dri.com.vn) - Email: [dri@dri.com.vn](mailto:dri@dri.com.vn)**2026 Annual General Shareholders' Meeting Agenda***(June 16, 2026)*

<b>Time</b>	<b>Content</b>
7:30 am – 8:00 am	<b>Welcoming shareholders and verifying shareholder eligibility</b> <ul style="list-style-type: none"><li>- Registration of attendees.</li><li>- Distribution of meeting materials to shareholders.</li></ul>
8:00 am – 8:30 am	<b>Opening of the General Meeting of Shareholders</b> <ul style="list-style-type: none"><li>- Announcement of the meeting purpose and introduction of attendees.</li><li>- Adoption of the report on verification of shareholder eligibility and declaration of the valid conditions for convening the General Meeting of Shareholders in accordance with applicable laws and the Company's Charter.</li><li>- Introduction of the Presidium; the Presidium takes over the meeting proceedings, and the Chairman appoints the Meeting Secretariat.</li><li>- Opening of the General Meeting of Shareholders.</li><li>- Adoption of the Meeting Agenda, Working Regulations of the General Meeting of Shareholders, and Regulations on dismissal and additional election of Board of Directors members (<i>Voting</i>).</li><li>- Nomination of the Vote Counting Committee and supporting team (<i>Voting</i>).</li></ul>
8:30 am - 10:20 am	<b>The Board of Directors, Head of the Supervisory Board, and Management Board present reports and submit matters to the General Meeting of Shareholders for approval</b> <ul style="list-style-type: none"><li>- Report of the Board of Directors on operations in 2025 and the business plan for 2026;</li><li>- Report of the Management Board on the 2025 business performance and operational orientation for 2026;</li><li>- Report on the audit results of the 2025 financial statements by the Independent Auditor;</li><li>- Report of the Supervisory Board on its activities in 2025 and orientation for 2026;</li><li>- Presentation of matters submitted to the General Meeting of Shareholders for approval:<ol style="list-style-type: none"><li>1. <i>Proposal on approval of certain production, business and investment targets for 2026;</i></li><li>2. <i>Proposal on the profit distribution plan and appropriation to funds for 2025;</i></li><li>3. <i>Proposal on remuneration for the Board of Directors and Supervisory Board in 2026;</i></li><li>4. <i>Proposal on the selection of the auditing firm for the 2026 Financial Statements;</i></li><li>5. <i>Proposal on approval of contracts and transactions with related parties of the Company;</i></li><li>6. <i>Proposal on the policy for transferring DRI's stock trading registration from UPCoM to listing on HOSE;</i></li><li>7. <i>Proposal on supplementing business lines in the Enterprise Registration Certificate and the Company Charter;</i></li><li>8. <i>Proposal on amendments to certain articles of DRI's Charter and Internal Corporate Governance Regulations.</i></li></ol></li><li>- Discussion and responses to shareholders' questions.</li></ul>
10:20 am - 10:30 am	Instructions on voting for the approval of agenda items and targets
10:30 am - 10:40 am	The General Meeting of Shareholders conducts voting and collection of voting ballots
10:40 am - 10:50 am	<b>Dismissal and Additional Election of Members of the Board of Directors</b> <ul style="list-style-type: none"><li>- Adoption of the Proposal on the dismissal of a member of the Board of Directors for Term III (2022–2027);</li><li>- Voting on the dismissal of the Board member by voting cards;</li><li>- Adoption of the Proposal on the additional election of members of the Board of Directors for Term III (2022–2027);</li><li>- Voting to finalize the list of candidates for the additional election of Board members;</li><li>- Instructions on and organization of the election process.</li></ul>
10:50 am - 11:00 am	The General Meeting of Shareholders conducts the election and collection of ballots.
11:00 am - 11:15 am	Break. The Vote Counting Committee conducts vote counting. The Board of Directors convenes to elect the Chairman of the Board of Directors (upon announcement of the election results)
11:15 am - 11:40 am	Announcement of the voting and election results. Introduction of the newly elected members of the Board of Directors.
11:40 am - 12:00 am	<b>Closing of the Meeting:</b> <ul style="list-style-type: none"><li>- Adoption of the draft Minutes and Resolution of the General Meeting;</li><li>- Declaration of the closing of the Meeting.</li></ul>

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

**REGISTRATION FORM and POWER OF ATTORNEY**  
**FOR ATTENDANCE AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

**To: DAKLAK RUBBER INVESTMENT JOINT STOCK COMPANY (DRI)**

**Name of Shareholder:** .....

Name of representative (*for organization*): .....

ID No./Passport No./Enterprise Registration No.: ..... Date of issue: .../.../.... Place: .....

Address: ..... Telephone: .....

The total number of shares owned: ..... shares.

(Shareholders select one of the two items below, and check the appropriate box)

**1. REGISTRATION** ☐

**2. AUTHORIZATION** ☐

**Name of Individual/Organization:** .....

ID No./Passport No./Enterprise Registration No.: ..... Date of issue: .../.../.... Place: .....

Address: ..... Telephone: .....

Email: .....

The total number of shares authorized: ..... shares.

**OR**

In case the shareholder is cannot attend and cannot authorize, the shareholder may authorize a member of the Board of Directors of the company from the list below:

No.	Full Name	Position	Select Mark	Number of shares authorized
1	Nguyen Viet Tuong	Chairman of the BOD		
2	Nguyen Minh	BOD Member		
3	Nguyen Do	BOD Member		

(Note: Please mark (X) next to the name of the member you wish to authorize, and select only one person for the entire number of shares owned; if you wish to authorize multiple individuals, please specify the number of shares authorized for each member)

**Delegation of authority to attend the AGM:**

The Authorized Party may represent the Principal to attend the 2026 Annual General Meeting of Shareholders ("AGM") of Daklak Rubber Investment Joint Stock Company held on June 16, 2026, and represent the Principal to vote on the valid contents in the AGM program as a representative of the number of shares received the above authorization.

The Principal is solely responsible for this authorization and strictly complies with the current provisions of the Law.

**Note:** The performance of authorization must comply with the relevant provisions of civil law and the company's charter. The authorization recipient must bring his/her ID/Passport and power of attorney when attending the 2026 Annual General Meeting of Shareholders.

The power of attorney must be original and have raw signatures of both parties. If it is authorized by an organizational shareholder, it must bear the seal of the authorized organization. This power of attorney will become invalid once the 2026 Annual General Meeting of Shareholders of Daklak Rubber Investment Joint Stock Company concludes.

.....,date ... month ... 20...

**THE PRINCIPAL**

(Signature, full name, seal (if any))

**THE AUTHORIZED PARTY**

(Signature, full name, seal (if any))



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**(DRAFT)**  
**WORKING REGULATIONS**  
**FOR THE 2026 ANNUAL GENERAL SHAREHOLDERS' MEETING**  
**DAKLAK RUBBER INVESTMENT JOINT STOCK COMPANY**

**Based on:**

- *The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and its amendments and supplements;*
- *The Securities Law No. 54/2019/QH14 dated November 26, 2019, and related sub-legislative documents;*
- *Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities, and Decree No. 245/2025/ND-CP dated September 11, 2025 of the Government amending and supplementing a number of articles of Decree No. 155/2020/ND-CP dated December 31, 2020;*
- *The Charter on Organization and Operations of Dak Lak Rubber Investment Joint Stock Company;*
- *The Internal Governance Regulations of Dak Lak Rubber Investment Joint Stock Company.S*

In order to ensure the successful organization of the 2026 Annual General Meeting of Shareholders of Daklak Rubber Investment Joint Stock Company, the Board of Directors has established the rules and regulations on working procedures, conduct and voting at the Meeting for approval by the General Meeting of Shareholders, as follows:

**1. PURPOSE**

- To ensure the order, principles of conduct, and voting procedures at the annual General Shareholders' Meeting of Dak Lak Rubber Investment Joint Stock Company are conducted in accordance with regulations and successfully.
- The resolutions of the General Shareholders' Meeting reflect the collective will of the shareholders, meet the shareholders' aspirations and interests, and comply with the law.

**2. APPLICABILITY AND SCOPE**

- Applicable parties: All shareholders, representatives (authorized persons) of shareholders holding shares of Dak Lak Rubber Investment Joint Stock Company, and invited guests attending the Company's 2025 Annual General Shareholders' Meeting must comply with the regulations outlined in this Charter, the Company's Charter, and applicable legal provisions.

- Scope of application: These regulations apply to the organization of the 2026 Annual General Shareholders' Meeting of Dak Lak Rubber Investment Joint Stock Company.

**3. DEFINITIONS/ACRONYMS**

- Company: Dak Lak Rubber Investment Joint Stock Company
- BOD: Board of Directors
- SB: Supervisory Board
- MTC: Organizing Committee of the General Shareholders' Meeting
- GSM: General Shareholders' Meeting

- Meeting: General Shareholders' Meeting
- Delegate: Shareholders, representatives (authorized persons)

#### **4. CONTENT OF THE REGULATIONS**

##### **4.1. Conditions for Conducting the General Meeting of Shareholders**

- The General Meeting of Shareholders of the Company shall be conducted when attending shareholders represent more than 50% of the total voting shares of the Company.

- In the event that the required quorum is not met within thirty (30) minutes from the scheduled opening time of the Meeting, the Meeting shall be reconvened within thirty (30) days from the date originally scheduled for the first General Meeting of Shareholders. The second Meeting shall be conducted when attending shareholders represent at least 33% of the total voting shares.

- In the event that the second Meeting cannot be conducted due to failure to meet the required quorum within thirty (30) minutes from the scheduled opening time, the third General Meeting of Shareholders may be convened within twenty (20) days from the date originally scheduled for the second Meeting. In such case, the Meeting shall be valid regardless of the number of attending shareholders and shall have full authority to decide on all matters that could have been approved by the first General Meeting of Shareholders.

##### **4.2. Conditions for Shareholders to Attend the Meeting**

- Shareholders of the Company holding voting rights and recorded in the shareholder list finalized as of **May 18, 2026** shall be entitled to attend the General Meeting of Shareholders, either in person or through an authorized representative. In cases where more than one authorized representative is appointed in accordance with applicable laws, the number of shares and corresponding voting rights represented by each authorized representative must be clearly specified

##### **4.3. Guests at the Meeting**

- Guests include the Company's management officials, representatives of the independent auditing firm, invited guests, and members of the Organizing Committee of the Meeting who are not shareholders of the Company but are invited to attend the Meeting.

- Guests are not allowed to speak at the meeting (unless invited by the Chairperson of the Meeting or have pre-registered with the Organizing Committee and received approval from the Chairperson).

##### **4.4. Delegates Attending the Meeting Must Comply with the Following Regulations**

- Arrive on time, dress appropriately and formally, comply with security checks (if any), and present identification documents as required by the Organizing Committee.

- Receive meeting materials and documents at the reception desk before entering the meeting hall.

- Shareholders who arrive late have the right to register immediately and then participate and vote at the meeting. The Chairperson is not responsible for delaying the meeting to allow late shareholders to register; voting results on matters that have already been voted on before the late delegate's arrival will not be affected.

- Set phones to silent mode or turn them off, and if necessary, step outside for phone conversations.

- No smoking; maintain order in the meeting room.

- Follow the regulations of the Organizing Committee and the directives of the Chairperson conducting the meeting.

- In the case that a delegate does not comply with the regulations regarding checks or the aforementioned measures, the Chairperson, after careful consideration, may refuse or expel the delegate from the meeting to ensure that the meeting proceeds smoothly as planned.

##### **4.5. The Chairperson and the Presidium**

- The Presidium consists of three members, including one Chairperson and two Members.
- The Chairperson of the Board of Directors serves as the Chairperson of the General Shareholders' Meeting. The Chairperson shall manage the meeting according to the agenda and content approved by the General Shareholders' Meeting.
- In case the Chairperson of the Board of Directors is absent or temporarily unable to perform their duties, or is absent for more than 30 minutes during the meeting, the remaining members of the Board of Directors shall elect one of them as the Chairperson of the meeting by majority vote. If no one is available to serve as the Chairperson, the Head of the Supervisory Board will preside over the meeting and allow the General Shareholders' Meeting to elect the Chairperson from among the attendees, with the highest vote securing the position.
- In other cases, the person who signed the call for the meeting will manage the meeting to allow the General Shareholders' Meeting to elect the Chairperson, and the person with the highest vote will be appointed as the Chairperson of the meeting.
- Duties of the Presidium:
  - To conduct the activities of the General Shareholders' Meeting according to the agenda approved by the Board of Directors and the General Shareholders' Meeting.
  - To guide delegates and facilitate the discussion of the items on the agenda.
  - To present drafts and conclude on necessary issues for the General Shareholders' Meeting to vote on.
  - To respond to issues raised by the meeting.
  - To address any arising issues during the course of the meeting.
- Principles of work of the Presidium: The Presidium works collectively, focusing on democratic principles, with decisions made by majority vote.

#### **4.6. The Meeting Secretary**

- The Chairperson of the Meeting will appoint two individuals to serve as secretaries of the meeting.
- Duties and Powers:
  - To record the full and accurate content of the meeting.
  - To receive registration forms from delegates wishing to speak.
  - To prepare the meeting minutes and draft resolutions for the General Shareholders' Meeting.
  - To assist the Chairperson in announcing information related to the General Shareholders' Meeting and notifying shareholders in accordance with legal regulations and the Company's Charter.
  - To perform other duties as requested by the Chairperson.

#### **4.7. Shareholder Eligibility Verification Committee**

- The Shareholder Eligibility Verification Committee for the meeting consists of three members, including one Head of the Committee and two members, who are introduced by the Chairperson at the meeting.
- Duties of the Shareholder Eligibility Verification Committee:
  - + To verify the eligibility and status of shareholders and shareholder representatives attending the meeting.
  - + The Head of the Shareholder Eligibility Verification Committee shall present to the General Meeting of Shareholders a report on the attendance of shareholders. Where the Meeting satisfies the quorum requirements, with attending shareholders and authorized representatives representing the

required proportion of voting shares as stipulated in Section 4.1 of this Regulation, the General Meeting of Shareholders of the Company shall be validly held and proceed accordingly.

#### **4.8. Vote Counting Committee**

- The Vote Counting Committee is introduced by the Chairperson and approved by the General Shareholders' Meeting through a vote by raising voting cards. Candidates who are participating in the election or being nominated (during the election process) are not allowed to be part of the Vote Counting Committee.

- Duties of the Vote Counting Committee:

- To explain the principles, rules, and guidelines for voting and elections.
- To review and report to the meeting any violations of the voting or election rules, or any complaints regarding the voting or election results.
- To check and record the voting cards, prepare the vote-counting minutes, announce the results, and submit the minutes to the Chairperson for approval of the voting and election results.

#### **4.9. Speaking at the Meeting**

Delegates attending the meeting who wish to speak must obtain the approval of the Chairperson. Speakers should be brief and focus on the key issues relevant to the discussion, aligning with the agenda approved by the General Shareholders' Meeting. Alternatively, delegates may submit their opinions in writing to the meeting secretary for compilation and reporting to the Chairperson.

The Chairperson will organize the speakers in the order of their registration and will address shareholder concerns during the meeting or note that they will be answered in writing later.

#### **4.10. Voting on Issues at the Meeting**

##### **4.10.1. Principles**

- All issues on the agenda and meeting content must be discussed and voted on publicly by the General Shareholders' Meeting.

- The voting cards and election ballots are printed by the Company, featuring barcodes, and are distributed directly to delegates at the meeting (along with the meeting documentation package). Each voting card and ballot clearly states the shareholder's ID number, full name, number of shares owned, and the number of voting shares for which the shareholder is authorized to vote.

- The voting process is as follows:

- **Voting by Raising Voting Cards:** This method is used to approve issues such as: the meeting agenda; the rules of procedure for the meeting; the election procedure for additional members of the Board of Directors; the election of the Vote Counting Committee; the dismissal of Board members; finalizing the number and list of additional members to be elected to the Board; approval of the meeting minutes, resolutions of the General Shareholders' Meeting, and other issues (if any);

- **Voting by Completing Voting Ballots:** This method shall be used for approval of matters including: the Report on activities of the Board of Directors; the Report on production and business performance of the General Director; the Report on activities of the Supervisory Board; the audited Financial Statements; approval of proposals submitted to the Meeting (except for the Proposal on dismissal of a member of the Board of Directors); and election of additional member(s) of the Board of Directors.

##### **4.10.2 Voting Method**

- Delegates will vote to Approve, Disapprove, or Abstain on an issue raised at the meeting by raising the Voting Card or marking the corresponding option on the Voting Ballot according to the rules outlined in Section 4.10.1.

- When voting by raising the Voting Card, the front side of the card must be raised and directed toward the Chairperson's team. If a delegate fails to raise the Voting Card in all three voting rounds (Approve, Disapprove, or Abstain) on an issue, it will be counted as an approval for that issue. If a delegate raises the Voting Card more than once when voting on an issue (Approve, Disapprove, or Abstain), it will be considered an invalid vote. During the voting by raised Voting Cards, the members of the Shareholder Credentials Committee/Vote Counting Committee will mark the shareholder's ID and the corresponding voting option (Approve, Disapprove, Abstain, or Invalid).

- When voting by completing the Voting Ballot, for each issue, shareholders must choose one of the three options: "Approve," "Disapprove," or "No Opinion," which are pre-printed on the Voting Ballot by marking an "X" or " " in the corresponding box. For the election of additional members to the Board of Directors, it is presented in the Election Regulations for Additional Members to the Board of Directors. After completing all the issues that require voting, delegates should submit the Voting Ballot and the Election Ballot to the sealed ballot box as instructed by the Vote Counting Committee. The Voting Ballot and Election Ballot must include the signature and full name of the delegate.

#### **4.10.3 Validity of Voting Ballots**

- **Valid Voting Ballot:** A valid ballot is one that is in the format provided by the Organizing Committee, not tampered with (no erasures, scratches, or tears), no extra content written outside the designated areas, and must have the delegate's signature with the delegate's full name handwritten. On the voting ballot, voting content (e.g., Report, Proposal, etc.) is considered valid if the delegate marks one (1) of the three (3) available voting boxes. For the election of additional Board members, it is presented in the Election Regulations for Additional Members to the Board of Directors.

#### **- Invalid Voting Ballot:**

- Adding content to the ballot outside the designated areas.
- The ballot not following the pre-printed format provided by the Organizing Committee, lacking the Company's seal or barcode, or not having the signature and full name of the delegate; the ballot is altered (erased, scratched, or additional content written) beyond the designated areas, in which case all the content on the ballot will be deemed invalid. For the election of additional members to the Board of Directors, it is presented in the Election Regulations for Additional Members to the Board of Directors.

#### **- Validity of the Voting Ballot for Each Issue:**

The Voting Ballot will be considered invalid for any issue if none of the three boxes are marked (left blank) or if two or three boxes are marked. However, valid marks for other issues will still be counted for the respective issues.

#### **4.10.4 Voting Rules**

- Each one (01) ordinary share shall be entitled to one (01) voting right. Each attendee representing one or more voting rights shall be provided with a Voting Card and Voting Ballot.

- As of the shareholder record date (May 18, 2026), the total number of voting shares of the Company is 73,200,000 shares, equivalent to 73,200,000 voting rights.

- Matters submitted for approval at the General Meeting shall be passed only upon obtaining affirmative votes representing more than 50% of the total voting shares of all attending shareholders. For certain matters specified in Clause 1, Article 21 of the Company Charter, approval must be obtained from shareholders representing at least 65% of the total voting shares of all attending shareholders.

#### **- Note:**

+ Shareholders/representatives with a conflict of interest do not have the right to vote on contracts and transactions valued at 10% or more (of the Company's total assets as stated in the latest financial report); these contracts or transactions will only be approved if 65% of the remaining voting rights are in favor (according to Clause 4, Article 167 of the 2020 Enterprise Law).

+ Shareholders/representatives of shareholders holding 51% or more of the total voting shares or related persons of such shareholders do not have the right to vote on contracts and transactions worth more than 10% (of the Company's total assets as stated in the latest financial report) between the Company and that shareholder (according to Clause 3, Item b, and Clause 4, Article 167 of the 2020 Enterprise Law).

#### **4.10.5. Recording Voting Results**

- At the meeting, the General Meeting of Shareholders will approve the voting results from the Vote Counting Committee.
- The Vote Counting Committee is responsible for collecting Voting Ballots and Election Ballots.
- The Vote Counting Committee will check the number of votes in favor, against, and abstaining for each issue, and is responsible for recording, compiling, and reporting the voting results to the General Meeting of Shareholders.

#### **4.11. Minutes and Resolutions of the General Meeting of Shareholders**

- All matters discussed at the General Meeting of Shareholders must be recorded by the Secretary in the minutes of the meeting.
- The minutes of the General Meeting must be read and approved before the meeting is adjourned.

### **5. IMPLEMENTATION**

- All delegates, representatives, and guests attending the meeting are responsible for fully complying with the provisions outlined in this Regulation, the current regulations, rules, and management regulations of the Company, as well as the relevant laws.
- The person convening the General Meeting of Shareholders has the right to:
  - Require all attendees to undergo security checks or other legal and reasonable security measures.
  - Request the competent authorities to maintain order during the meeting; expel those who do not comply with the Chair's authority, intentionally disrupt the meeting, obstruct the normal progress of the meeting, or fail to comply with security check requirements from the General Meeting of Shareholders.
- Any matters not expressly stipulated in this Regulation shall be subject to the provisions of the Company Charter, the Law on Enterprises 2020, amendments thereto, and other applicable laws and regulations in force.

***This Regulation is effective immediately after being approved by the General Meeting of Shareholders.***

*Daklak, June , 2026*

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

Nguyen Viet Tuong  
CHAIRMAN OF THE BOARD





**DAKLAK RUBBER INVESTMENT JOINT STOCK COMPANY**

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Website: [www.dri.com.vn](http://www.dri.com.vn) - Email: [dri@dri.com.vn](mailto:dri@dri.com.vn)

**REGULATIONS ON NOMINATION, CANDIDACY, AND ELECTION OF  
ADDITIONAL MEMBERS TO THE BOARD OF DIRECTORS FOR THE TERM III  
(2022 – 2027)  
DAK LAK RUBBER INVESTMENT JOINT STOCK COMPANY**

**Basis:**

- The Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and laws amending and supplementing a number of articles of the Law on Enterprises;
- The Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities, and Decree No. 245/2025/ND-CP dated September 11, 2025 of the Government amending and supplementing a number of articles of Decree No. 155/2020/ND-CP dated December 31, 2020;
- The Charter on the Organization and Operations of Dak Lak Rubber Investment Joint Stock Company, amended and supplemented, approved by the General Meeting of Shareholders on April 19, 2023;
- The Internal Regulation on Corporate Governance of Dak Lak Rubber Investment Joint Stock Company, amended and supplemented, approved by the General Meeting of Shareholders on April 19, 2023.

The General Meeting of Shareholders of Dak Lak Rubber Investment Joint Stock Company hereby sets forth the regulations on the nomination, candidacy, and election of additional members to the Board of Directors at the 2026 Annual General Meeting of Shareholders as follows:

**CHAPTER 1  
GENERAL PROVISIONS**

**Article 1. Explanation of Terms/Abbreviations**

- Company: Dak Lak Rubber Investment Joint Stock Company;
- BOD: Board of Directors;
- BTC: Meeting Organizing Committee;
- AGM: Annual General Meeting of Shareholders;
- Delegate: Shareholder, representative (authorized person);

**Article 2. Chairperson at the AGM:**

The chairperson at the AGM is responsible for overseeing the election process, including the following specific tasks:

- Introducing the list of nominations and candidacies for the BOD;

- Supervising the voting process and vote counting;
- Resolving any complaints regarding the election (if any).

**Article 3. Regulations on Dismissal, Nomination, Self-nomination and Election of Board Members:**

- These Regulations shall apply to the dismissal and election of members of the Board of Directors at the 2026 Annual General Meeting of Shareholders.
- The scope of application at the General Meeting includes: dismissal of a Board member and election of additional member(s) to the Board of Directors for Term III (2022–2027).

## **CHAPTER 2**

### **DISMISSAL OF MEMBERS OF THE BOARD OF DIRECTORS**

**Article 4. Conditions for Dismissal of Members of the Board of Directors**

A member of the Board of Directors proposed for dismissal shall be subject to dismissal where he/she no longer satisfies the standards and conditions for being a member of the Board of Directors as stipulated in Clause 4, Article 8 of the Internal Corporate Governance Regulations of the Company, including the following cases:

- Failing to satisfy the standards and conditions prescribed in Article 155 of the Law on Enterprises;
- Submitting a resignation letter which has been accepted;
- Other cases as provided for in the Company Charter.

**Article 5. Voting on Dismissal of Members of the Board of Directors**

1. The dismissal of a member of the Board of Directors shall be conducted through voting by Voting Cards for each case presented by the Organizing Committee of the General Meeting of Shareholders. Each shareholder or authorized representative shall have voting rights corresponding to the number of shares owned or represented under authorization.

Shareholders or authorized representatives shall have the right to approve or disapprove the dismissal. In the case of approval, when requested, shareholders or representatives shall raise their Voting Cards for the Vote Counting Committee to record the number of shares approving the dismissal. In the case of disapproval, shareholders or representatives shall raise their Voting Cards for the Vote Counting Committee to record the number of shares disapproving the dismissal. Where shareholders or representatives do not raise their Voting Cards in either of the above cases, such votes shall be recorded as abstentions.

2. Where the number of shares approving the dismissal of a member of the Board of Directors represents more than 50% of the total voting shares attending the General Meeting of Shareholders, such member shall be dismissed and the dismissal shall take effect immediately upon announcement of the voting results. Where the number of shares disapproving the dismissal represents more than 50% of the total voting shares attending the General Meeting of Shareholders, such member shall not be dismissed.

3. The dismissal of a member of the Board of Directors shall be documented in a vote-counting record in accordance with regulations and incorporated into the results of the General Meeting of Shareholders.

### **CHAPTER 3**

## **NOMINATION, SELF-NOMINATION AND ADDITIONAL ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS**

#### **Article 6. Number of Additional Members of the Board of Directors to be Elected**

- Number of additional members of the Board of Directors to be elected: 02 persons (01 executive/non-executive member of the Board of Directors and 01 independent member of the Board of Directors).
- Term of office: 2022 – 2027.
- Maximum number of candidates for the Board of Directors: Unlimited.

#### **Article 7. Rights to Nominate and Self-nominate Candidates for the Board of Directors** *(in accordance with Article 25 of the Company Charter)*

- Shareholders holding ordinary shares shall have the right to aggregate their voting rights to nominate candidates to the Board of Directors. A shareholder or group of shareholders holding from 10% to under 20% of the total voting shares may nominate one (01) candidate; from 20% to under 30% may nominate a maximum of two (02) candidates; from 30% to under 40% may nominate a maximum of three (03) candidates; from 40% to under 50% may nominate a maximum of four (04) candidates; from 50% to under 60% may nominate a maximum of five (05) candidates; from 60% to under 70% may nominate a maximum of six (06) candidates; from 70% to under 80% may nominate a maximum of seven (07) candidates; and from 80% to under 90% may nominate a maximum of eight (08) candidates.

- Nominated candidates must satisfy all qualifications and conditions specified in Article 8 of these Regulations.

- In the event that the number of candidates nominated or self-nominated for the Board of Directors remains insufficient, the incumbent Board of Directors shall nominate additional candidates to ensure the required number of candidates for election and such nominations must be clearly announced prior to the General Meeting of Shareholders voting to elect members of the Board of Directors in accordance with applicable laws and regulations.

#### **Article 8. Criteria for Candidates for the Board of Directors**

Candidates for the Board of Directors, in addition to satisfying the standards and conditions prescribed under Article 155 of the Law on Enterprises No. 59/2020/QH14 and Decree No. 155/2020/ND-CP, shall also meet the following criteria:

##### ***Criteria on competence and experience***

- Possess professional knowledge and educational qualifications appropriate to the Company's business sectors and operations;
- Have experience in business management or corporate governance, with the ability to transform knowledge and experience into practical solutions;
- Demonstrate sound judgment and decision-making capability;
- Possess the capability and determination to face challenges and pursue innovation.

##### ***Criteria on ethics and reputation***

- Possess leadership qualities, integrity, responsibility, maturity, ethical standards, and gain the trust of shareholders, other members of the Board of Directors, managers and employees of the Company;

- Be capable of balancing the interests of all relevant stakeholders and making reasonable decisions;
- Have no conflicts of interest with the Company.

***Criteria on diversity of the Board of Directors (based on recommendations under the Corporate Governance Code 2026)***

- Diversity in expertise and professional experience;
- Balance in governance, finance, legal and industry-specific skills;
- Encouragement of diversity in gender, age and international experience.

***Other criteria***

- A member of the Board of Directors of the Company must not concurrently serve as a member of the Board of Directors, member of the Members' Council, or Chairman of a company in more than five (05) other companies, including companies within the same corporate ecosystem/group.

***Criteria on independence*** (applicable to Independent Members of the Board of Directors): In addition to satisfying independence requirements prescribed by law, an Independent Member of the Board of Directors shall also meet the following conditions:

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

**Article 9. Selection of Candidates**

Based on nomination applications and self-nomination applications submitted by shareholders/groups of shareholders, the Organizing Committee of the 2026 Annual General Meeting of Shareholders shall prepare a list of candidates satisfying the prescribed conditions and submit such list to the General Meeting of Shareholders for the additional election of members of the Board of Directors.

**Article 10. Election Principles**

- The election shall be conducted in compliance with applicable laws and the Company Charter.
- Voting rights shall be determined based on the number of shares owned or represented under authorization by shareholders. Election results shall be calculated based on the voting shares represented by attending shareholders.
- For each election, each shareholder representative shall use only one Election Ballot corresponding to the number of shares owned or represented.
- The Vote Counting Committee shall be nominated by the Chairperson of the Meeting and approved by the General Meeting of Shareholders. Members of the Vote Counting Committee must not be included in the list of nominees or candidates for the Board of Directors.

**Article 11. Election Method**

- Election method: *(In accordance with Clause 3, Article 148 of the Law on Enterprises 2020)*

• The election shall be conducted using the cumulative voting method, whereby each shareholder shall have a total number of votes corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors.

• Shareholders may allocate all or part of their total voting rights to one candidate, several candidates, or all candidates; the remaining votes may be left unallocated to any candidate. The total votes cast for candidates must not exceed the total voting rights stated in the shareholder information section, nor exceed the number of candidates approved by the General Meeting of Shareholders.

- Each attending shareholder shall be provided with one Election Ballot for the Board of Directors election. Upon receiving the ballot, attendees shall verify the information shown on the ballot and immediately notify the Vote Counting Committee of any errors or discrepancies.

- Instructions for completing the Election Ballot: *There are two (02) methods for casting votes:*

- + Unequal cumulative voting: Shareholders shall directly enter the number of votes allocated to each candidate in the column titled “Unequal Cumulative Voting”. The number of votes assigned to each candidate may vary depending on the shareholder’s level of confidence in such candidates; however, the total votes allocated to selected candidates must not exceed the total voting rights available.

- + Equal cumulative voting: Shareholders only need to mark an “X” in the column titled “Equal Cumulative Voting” corresponding to the number of Board members whom the shareholder supports.

## **Article 12. Election Ballots**

- 1. List of candidates for the Board of Directors :** The list of candidates for the Board of Directors shall be arranged in alphabetical order by name, with full names clearly stated on the Election Ballot.

- 2. Election Ballots and completion of Election Ballots**

- Election Ballots shall be uniformly printed and indicate the total number of voting shares corresponding to each attendance code. Election Ballots shall be used for the additional election of members of the Board of Directors.
- Each shareholder or authorized representative shall be provided with one (01) Election Ballot for the additional election of members of the Board of Directors according to the attendance code (including owned shares and authorized shares).
- Shareholders or authorized representatives shall personally record the number of votes allocated to each candidate in the corresponding blank space on the Election Ballot, sign and clearly state their full name.
- In case of errors in completing the ballot, provided that the ballot has not yet been placed into the ballot box, the shareholder may request the Vote Counting Committee to replace it with a new Election Ballot.

- 3. Cases of invalid Election Ballots**

- Ballots not issued in the prescribed form by the Organizing Committee of the Meeting, or without the seal or shareholder code of Daklak Rubber Investment Joint Stock Company.
- Ballots that are torn, erased, altered, corrected, supplemented, or contain incorrect names or names not included in the list of candidates approved by the General Meeting of Shareholders prior to voting; ballots voting for more candidates than permitted; or blank ballots without voting for any candidate.
- Ballots lacking the signature and full name of the attending shareholder representative.
- Ballots in which the total votes allocated to candidates exceed the total voting rights held by such shareholder (including owned shares and authorized shares).
- Election Ballots submitted to the Vote Counting Committee after the voting process has ended and the ballot box has been sealed.

## **Article 13. Vote Counting Committee, Principles of Voting and Vote Counting**

- 1. Vote Counting Committee**

- The Vote Counting Committee shall be nominated by the Organizing Committee and approved by the General Meeting of Shareholders.
- The Vote Counting Committee shall have the following responsibilities:

- Distributing Election Ballots and providing instructions on how to complete the ballots;
- Conducting vote counting using vote-counting software;
- Announcing election results before the General Meeting of Shareholders.
- Persons nominated for election to the Board of Directors shall not be included in the list of nominees or candidates for membership of the Vote Counting Committee.

## **2. Principles of voting and vote counting**

- The Vote Counting Committee shall inspect the ballot box in the presence of shareholders before voting begins.
- Voting shall commence after the distribution of Election Ballots has been completed and shall end when the last shareholder has cast his/her ballot into the ballot box.
- Vote counting shall be conducted immediately after the voting process ends and shall be carried out using vote-counting software.
- Vote counting results shall be recorded in writing and announced by the Head of the Vote Counting Committee before the General Meeting of Shareholders. Vote-counting data shall be archived by the Company's Administration Department, while Election Ballots shall be sealed and retained by the Company's records/archive office.

### **Article 14. Principles for Determining Elected Candidates** *(In accordance with Article 148 of the Law on Enterprises No. 59/2020/QH14)*

- Elected candidates shall be determined based on the number of votes received, ranked from highest to lowest, beginning with the candidate receiving the highest number of votes until the required number of members has been elected.
- In the event that two (02) or more candidates receive an equal number of votes for the final available position, a re-election shall be conducted among those candidates with equal votes.
- If the results of the first election do not provide a sufficient number of elected members, additional rounds of election shall be conducted until the required number of members has been elected.
- Election results shall be recorded in the Minutes of Election of Members of the Board of Directors.

### **Article 15. Preparation and Announcement of the Vote Counting Minutes**

- Upon completion of vote counting, the Vote Counting Committee shall prepare the Vote Counting Minutes.
- The full contents of the Vote Counting Minutes must be announced before the General Meeting of Shareholders.

#### ***Complaints regarding election and vote counting***

- In the event that, after election results have been announced, shareholders raise complaints or request a re-examination of the election results, the Vote Counting Committee shall directly conduct a review and verification.
- Complaints relating to the election process and vote counting shall be resolved by the Chairperson of the Meeting and recorded in the Minutes of the General Meeting of Shareholders.

### **Article 16. Dossier for Nomination and Self-nomination for Election to the Board of Directors**

The dossier for nomination or self-nomination as a candidate for the Board of Directors shall include:

- Application for self-nomination/nomination for election to the Board of Directors (in accordance with Appendices 1 and 2);
- Curriculum Vitae (in accordance with Appendix 3);
- Copies of the following documents: Citizen Identification Card/Identity Card/ Passport/ Permanent Residence Registration document;
- Written Commitment (in accordance with Appendix 4);
- Copies of educational certificates, diplomas and professional qualifications (if any);
- Certification of shareholding ratio of the shareholder/group of shareholders satisfying the nomination conditions as prescribed in the Company Charter.
- Persons nominating candidates to the Board of Directors shall be responsible before the law and the General Meeting of Shareholders for the accuracy and truthfulness of information contained in their dossiers.

Application dossiers shall be submitted to Daklak Rubber Investment Joint Stock Company **before 5:00 PM on June 04, 2026**, at the following address:

**Office of Daklak Rubber Investment Joint Stock Company**

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

**Telephone: (+84) 262 3867676      Fax: (+84) 262 3865303**

The above constitutes the full Regulations on nomination and self-nomination for the additional election of members of the Board of Directors at the 2026 Annual General Meeting of Shareholders of Daklak Rubber Investment Joint Stock Company. The General Meeting of Shareholders is respectfully requested to review and approve these Regulations.

These Election Regulations shall be publicly presented before the 2026 Annual General Meeting of Shareholders for approval by voting and shall take immediate effect at the Meeting./.

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

**Nguyen Viet Tuong  
CHAIRMAN OF THE BOARD**



**DAKLAK RUBBER INVESTMENT JOINT STOCK COMPANY**

Address: 59 Cao Thang – Tan An Ward - Dak Lak Province

Tel: (84) 262-3867676 - Fax: (84) 262-3865303

Website: www.dri.com.vn - Email: dri@dri.com.vn

**Appendix 1**

**CANDIDACY APPLICATION  
FOR BOARD OF DIRECTORS MEMBERSHIP**

**To: The Organizing Committee of the General Meeting of Shareholders  
Dak Lak Rubber Investment Joint Stock Company**

I, the undersigned, am named: .....  
Date of birth: ..... Place of birth: .....  
ID card/Identity card/Passport number: ..... Date of issue: .....  
Place of issue: .....  
Educational qualifications: .....  
Professional qualifications: .....  
Number of shares owned as of May 18, 2026 (the record date for finalizing the list of shareholders attending the 2026 Annual General Meeting of Shareholders), if any: .....  
shares, equivalent to .....% of the Company's charter capital..  
Experience and achievements related to the position I am applying for:  
.....  
.....  
.....  
.....  
.....  
.....  
.....  
.....

Pursuant to Notice No. 36/TB-CT dated May 13, 2026 regarding the nomination and self-nomination of members of the Board of Directors for Term III (2022–2027), the Company Charter, and the applicable Law on Enterprises, I consider myself to fully satisfy the standards and conditions for self-nomination as a candidate for membership of the Board of Directors (BOD) for Term III (2022–2027) of Daklak Rubber Investment Joint Stock Company (DRI).

I hereby confirm that the information provided is correct and I take full responsibility for the accuracy of the information provided. If I am trusted by the shareholders to be elected as a member of the Board of Directors, I commit to dedicating my full capacity and efforts to contribute to the development of Dak Lak Rubber Investment Joint Stock Company.

Thank you very much!

**APPLICANT**  
(Signature and full name)

**Attached Documents**

- Curriculum vitae completed by the candidate;
- Valid copy of ID card/Identity card/Passport;
- Commitment statement;





**DAKLAK RUBBER INVESTMENT JOINT STOCK COMPANY**

Address: 59 Cao Thang - Tan An Ward - Dak Lak Province

Tel: (84) 262-3867676 - Fax: (84) 262-3865303

Website: www.dri.com.vn - Email: dri@dri.com.vn

**Appendix 2**

**NOMINATION APPLICATION  
FOR BOARD OF DIRECTORS MEMBERSHIP  
(For Shareholders/Shareholder Groups)**

**To: The Organizing Committee of the General Meeting of Shareholders  
Dak Lak Rubber Investment Joint Stock Company**

The shareholder/shareholder group consisting of:

No.	Shareholder Name	ID Card/Identity Card/Passport Number, Date of Issue, Place of Issue	Address	Number of Shares Owned	Signature
1					
2					
3					
4					
5					

Pursuant to Notice No. 36/TB-CT dated May 13, 2026 regarding the nomination and self-nomination of members of the Board of Directors for Term III (2022–2027), the regulations of the Company’s Charter, and the Online Voting Rules for the Company’s General Meeting of Shareholders, We, the undersigned, hereby agree as follows:

1. Agreement to appoint Mr./Ms. with the following information as the representative of the group to carry out the procedures for nominating candidates for the Board of Directors of Dak Lak Rubber Investment Joint Stock Company, term 3 (2022-2027):

- Full Name: .....
- ID Card/Identity Card/Passport Number: .....
- Date of Issue: ..... Place of Issue: .....
- Permanent Address: .....

2. Agreement to nominate the following individuals for the Board of Directors of Dak Lak Rubber Investment Joint Stock Company, term 3 (2022-2027):

No.	Full Name	ID Card/Identity Card/Passport Number, Date of Issue, Place of Issue	Professional Qualifications	Permanent Address
1				
2				
3				
4				
5				
6				
7				

I/We hereby affirm that the individuals listed above meet the necessary qualifications and conditions to be nominated for the position of Board Member according to the regulations of the Election Rules at the General Meeting of Shareholders of Dak Lak Rubber Investment Joint Stock Company to be held on June 16, 2026.

Thank you very much!

**NOMINATOR (OR ORGANIZATION NOMINATOR)**  
*(Sign and provide full name, stamp if an organization)*

**Attached Documents**

- *Curriculum Vitae completed by the candidate;*
- *Certified copy of ID card/Passport/Identity Card;*
- *Commitment letter from each candidate.*

### **Appendix 3**

## **SOCIALIST REPUBLIC OF VIETNAM**

Independence - Freedom - Happiness

### **CURRICULUM VITAE**

(For candidates for the Board of Directors of Dak Lak Rubber Investment Joint Stock Company, term 3 (2022-2027))

1. Full Name: .....
2. Gender: Male / Female
3. Date of Birth:.....
4. Nationality:.....
5. ID Card/Identity Card/Passport Number: .....Date of Issue: .....Place of Issue:.....
6. Permanent Address: .....
7. Contact Phone Number: .....
8. Educational Background: .....
9. Professional Qualifications: .....
10. Work Experience:

From year... to year...	Workplace	Position	Achievements

11. Current position in the Company (DRI): .....

12. Positions currently held at other organizations: .....

13. Number of shares held:

Number of shares held (as of [date]): ..... shares, accounting for ..... % of the company's charter capital

- Shares held on behalf of others: ..... shares, accounting for ..... % of the company's charter capital
- Shares held personally: ..... shares, accounting for ..... % of the company's charter capital

14. Commitments related to shareholding (if any): .....

15. Related interests to DRI (if any): .....

16. List of related parties holding shares in DRI:

- Relationship: ....., Name of individual/organization: ....., holding ..... shares, accounting for ..... % of the charter capital.
- Relationship: ....., Name of individual/organization: ....., holding ..... shares, accounting for ..... % of the charter capital.
- .....

I affirm that the information provided above is true and I take full responsibility before the law for the accuracy of the information provided.

**Attached Documents:**

1. *Copy of ID card/Passport/Identity card;*
2. *Diplomas certifying educational and professional qualifications;*
3. *Photocopy of Household Registration.*

....., on the ... day of ..., 20....

**Candidate**  
*(Sign and write full name)*

## **Appendix 4**

### **SOCIALIST REPUBLIC OF VIETNAM**

Independence - Freedom - Happiness

### **COMMITMENT STATEMENT OF A MEMBER OF THE BOARD OF DIRECTORS FOR THE TERM 3 (2022 – 2027)**

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

My name is: .....

Date of birth: .....

Place of birth: .....

ID/CCCD Number: .....

Place of origin: .....

Permanent address: .....

Professional qualifications: .....

Current position: .....

Current workplace: .....

If I am elected as a member of the Board of Directors, I commit to:

1. Using all my abilities and responsibilities to contribute to the stable and sustainable development of Dak Lak Rubber Investment Joint Stock Company.
2. Fully fulfilling the duties and responsibilities of a member of the Board of Directors according to the company's charter, internal management regulations, and the law.
3. Providing accurate and truthful personal information for the company's management purposes as required.

Sincerely,

....., *Date ..... Month ..... Year 2025*

**THE COMMITTING PERSON**

(Sign and full name)

No: ...../BC- BOD

**(DRAFT)**

**REPORT  
ON THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025  
AND ORIENTATION & TASKS FOR 2026**

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**Respectfully addressed to:**

- The Presidium;**
- Esteemed Shareholders attending the General Meeting.**

Pursuant to the Company Charter, on behalf of the Board of Directors (“BOD”), I would like to present to the 2026 Annual General Meeting of Shareholders (“2026 AGM”) the Report on the activities of the BOD in 2025 and the orientations and tasks for 2026, with the following principal contents:

**I. Activities of the Board of Directors in 2025**

**1. Structure and composition of the Board of Directors**

As at 31 December 2025, the Board of Directors of Daklak Rubber Investment Joint Stock Company comprised 07 members, including 04 non-executive members, 01 executive member and 02 independent members, ensuring compliance with the prescribed governance structure. Details are as follows:

<b>No.</b>	<b>Full Name</b>	<b>Position</b>	<b>Appointment Date</b>	<b>Dismissal Date</b>
01	Mr. Nguyen Viet Tuong	Chairman of the BOD, Non-executive BOD Member	16/09/2015	
02	Mr. Nguyen Minh	Non-executive BOD Member	15/04/2017	
03	Mr. Nguyen Tran Giang	Non-executive BOD Member	05/04/2019	
04	Mr. Ta Quang Tong	Non-executive BOD Member	19/04/2022	
05	Mr. Nguyen Do	Executive BOD Member, Chief Executive Officer of DRI	24/04/2025	
06	Mr. Le Dinh Huyen	Independent BOD Member	25/04/2024	

07	Mr. Tran Ngoc Duyen (*)	Independent BOD Member	24/04/2025	Disclosure of passing on 02/02/2026
08	Mr. Bui Quang Ninh	Vice Chairman of the BOD, Non-executive BOD Member	25/10/2012	25/04/2024 (by law) / 24/04/2025 (dismissed by AGM)
09	Mr. Le Thanh Can	Executive BOD Member, Chief Executive Officer of DRI	15/04/2017	24/04/2025

(\*) Mr. Tran Ngoc Duyen will be submitted for dismissal at the 2026 Annual General Meeting of Shareholders.

## **2. Activities of the Board of Directors in 2025**

### **2.1. Successful organization of the 2025 Annual General Meeting of Shareholders**

The Board of Directors successfully organized the 2025 Annual General Meeting of Shareholders on 24 April 2025, approving significant matters including: reports on the activities of the BOD and the Supervisory Board; the audited financial statements for 2024 and business performance report; the 2025 business and investment plan; the 2024 profit distribution plan; remuneration for the BOD and Supervisory Board in 2025; selection of the independent auditor for the 2025 financial statements; and approval of related-party transactions. The AGM also approved the replanting project for more than 4,081 hectares of rubber plantations in Laos; the policy on transferring the Company's stock listing from UPCoM to HOSE; and the consolidation of the BOD personnel for the 2022–2027 term.

In general, the resolutions adopted at the 2025 AGM were seriously implemented by the BOD and the Executive Management. Regarding the replanting project and liquidation of rubber plantations at Daklaoruco, the Company has been implementing the project in accordance with the approved schedule. Plantation liquidation activities were carried out in association with timber consumption plans, public auctions and investment promotion for a wood processing factory in order to optimize efficiency, while replanting and new cultivation activities were conducted in line with the planned progress. Regarding the transfer of the Company's stock listing from UPCoM to HOSE, as at 31 December 2024, the consolidated equity recorded in the consolidated financial statements was lower than the charter capital due to foreign exchange translation losses arising from the conversion of financial statements of subsidiaries. Although the Company remained profitable from operating activities, it had not yet satisfied the listing transfer conditions in accordance with Article 120 of Decree No. 155/2020/ND-CP.

### **2.2. Summary of BOD meetings**

The Board of Directors maintained its regular meeting regime, ensuring at least one meeting per quarter, combined with written resolutions to promptly address arising matters. During the year, the BOD organized 06 meetings and conducted 08 rounds of written consultation, issuing a total of 13 resolutions. Attendance rates of BOD members were consistently above 92%.

At the meetings, the BOD focused on reviewing the implementation results of previous resolutions, analyzing achievements attained, identifying difficulties and obstacles requiring

resolution, and directing subsequent tasks. All resolutions and decisions of the BOD were adopted on the basis of consensus and high agreement among members, in compliance with the Company Charter and serving as important orientations for the Company's short-term, medium-term and long-term business operations. For urgent and straightforward matters proposed by the Chief Executive Officer, the Chairman of the BOD organized written consultations which received strong consensus from BOD members. In addition, to ensure flexibility in management and administration, the BOD proactively delegated and authorized certain matters under its authority to the Chairman of the BOD and the Chief Executive Officer, with subsequent reporting at the nearest BOD meetings.

The resolutions issued by the BOD mainly focused on the following key areas:

- At the beginning of 2025, the BOD approved matters relating to personnel arrangements at Daklaoruco and the policy for preparing the replanting, new planting, cultivation and exploitation project covering more than 4,081 hectares of rubber plantations. The BOD also approved the appointment of an additional Deputy Director of Daklaoruco and the plan and schedule for organizing the 2025 AGM.

- In the first quarter of 2025, the BOD convened and approved numerous important matters, including: evaluation of the implementation of previous resolutions; business performance results for the first quarter and orientations for the second quarter; approval of documents submitted to the 2025 AGM; performance evaluation and classification of the collective BOD, individual BOD members and the Chief Executive Officer for 2024; approval of transactions and contracts with values below 10% of total assets; policy on investment promotion for wood processing and wood pellet factories; and submission to the 2025 AGM regarding the dismissal of Mr. Bui Quang Ninh and Mr. Le Thanh Can from the BOD.

- Following the 2025 AGM, the BOD consolidated senior management personnel, including the appointment of the Chief Executive Officer of DRI, appointment of the capital representative at DRI High-Tech Agriculture Company Limited, and assignment of responsibilities to BOD members for the 2022–2027 term. The BOD also selected the independent auditor for the 2025 financial statements and approved the pricing policy for liquidation rubber timber to attract investment in a wood processing factory at Daklaoruco.

- In the second quarter of 2025, the BOD approved the policy for providing investment loans to DRI High-Tech Agriculture Company Limited. At the July 2025 meeting, the BOD reviewed the implementation results for the first six months of the year and established orientations for the remaining six months. Key matters included: temporary suspension of the plan to transfer the stock listing to HOSE; issuance of the Organization and Operation Regulations of DRI; payment of the remaining 2024 dividend; approval for Daklaoruco to engage consulting services for office design; and handling of unsuccessful auctions of liquidation rubber timber.

- In the third quarter of 2025, the BOD approved the policy for Daklaoruco to obtain long-term bank loans; restructured the organizational model of DRI by establishing functional departments to replace the former operational units; and, at the August 2025 meeting, reviewed business performance results up to mid-August and directed sales operations toward export-oriented targets. In addition, the BOD approved the establishment of the General Services Division at Daklaoruco, adjustments to the capital construction investment plan, continued depreciation of rubber plantations, and implementation of rubber plantation liquidation activities.



- In the fourth quarter of 2025, the BOD continued reviewing the nine-month operating results and implementing the fourth-quarter business plan, while also issuing the Financial Management Regulations of DRI. The BOD additionally approved policies relating to renovation of the office rooftop and installation of solar energy systems at DRI; discontinuation of rubber plantation insurance from 2026 onwards; and several policies in preparation for the 2026 business and investment plans at Daklaoruco.

- At the end of 2025, through written consultation, the BOD approved matters relating to the implementation of several 2026 investment plans; supplementation of the salary fund exceeding the planned rubber latex output at Daklaoruco in 2025; determination of the minimum auction price for liquidation rubber timber at Farm No. 1; finalization of salary funds at DRI and DRI High-Tech Agriculture Company Limited; external relations expenses; and policies for Daklaoruco to obtain short-term and medium-term loans to support business operations.

### **3. Supervisory results over the Executive Management**

Pursuant to the Company Charter, the Board of Directors supervised the Chief Executive Officer and other management departments in implementing the resolutions of the General Meeting of Shareholders and the Board of Directors, thereby promptly resolving matters arising within the authority of the BOD and facilitating favorable conditions for the operations of the Executive Management.

The BOD conducted supervision through periodic reporting systems (quarterly, semi-annual, nine-month and annual reports), implementation reports on BOD resolutions, combined with direct monitoring of production and business activities at operational sites. For significant matters, the BOD consistently discussed and reached consensus with the Executive Management prior to making decisions, thereby ensuring alignment and effectiveness in implementation.

The Board of Management and the executive apparatus demonstrated strong managerial capability, operating business activities in a flexible manner and proactively adapting to market fluctuations and weather conditions, while implementing solutions to enhance operational efficiency, control costs and improve labor productivity. The resolutions of the BOD were implemented promptly, management activities complied with legal regulations and internal policies, and proposals submitted by the Executive Management were thoroughly analyzed and evaluated before submission to the BOD, contributing to risk mitigation.

Financial management was conducted prudently, ensuring capital safety, cash flow balance and risk control in business operations. The organizational structure and personnel arrangement were streamlined in alignment with the operational requirements of the Company. Employee welfare policies were effectively implemented, contributing to workforce stability and improved operational efficiency.

#### **Key business performance indicators in 2025**

In 2025, many key business indicators achieved and exceeded the approved targets and significantly improved compared to 2024, specifically as follows:

- Production output:

+ Rubber latex output reached 15,152.83 tons, achieving 112.24% of the annual plan and increasing by 36.32% compared to the previous year;

+ Cashew nut output reached 87.724 tons against the planned 40 tons, achieving 219.31% of the annual target;

+ Durian output reached 575.248 tons against the planned 640 tons, achieving 89.88% of the annual target and increasing by 35.99% compared to the previous year.

- Financial performance:

Consolidated revenue reached VND 707.12 billion against the planned VND 612.96 billion, achieving 115.36% of the annual plan and increasing by 43.05% year-on-year.

- Profit after tax reached VND 158.164 billion against the planned VND 110.38 billion, achieving 143.29% of the annual plan and increasing by 43.26% compared to the previous year.

- Export sales ratio reached 49.13%, lower than the planned target of 65%.

- The expected dividend payout ratio for 2025 is 10%, exceeding the planned level of 9% and increasing by 11.11% compared to the previous year.

During the year, the volume of EUDR/FSC-certified rubber products sold reached 784.32 tons, with an average selling price higher by USD 129 per ton compared to conventional products, generating additional revenue of approximately USD 101,158 (equivalent to nearly VND 2.7 billion).

The Company continued maintaining the validity of FSC-FM/CoC sustainable forest management certifications covering 6,841.75 hectares at plantations, as well as FSC-CoC certifications for processing factories and DRI. These certifications were periodically audited and remained valid throughout the year. The Company was also granted an extension by the Vietnam Rubber Association for the use of the “Vietnam Rubber” trademark for natural rubber products SVR3L, SVRCV60 and SVR10, contributing to enhanced reputation and marketability of the Company’s products.

#### **4. Remuneration and operating expenses of the Board of Directors and Supervisory Board**

- Remuneration for the Board of Directors and Supervisory Board was implemented in accordance with the Resolution of the 2025 Annual General Meeting of Shareholders:

+ Total planned remuneration fund: VND 864 million

+ Actual remuneration paid: VND 864 million

+ Actual versus planned: 100%

*(Details are presented in the 2025 Annual Report)*

- Operating expenses of the Board of Directors and Supervisory Board in 2025 amounted to VND 33 million against the planned VND 60 million, achieving 55% of the approved budget, including meeting expenses, business travel expenses and other related costs.

#### **5. Transactions between the Company and major shareholders, internal shareholders and related parties of internal persons**

In 2025, the Company conducted related-party transactions in accordance with the Resolution of the 2025 Annual General Meeting of Shareholders, specifically as follows:

**5.1.** Transactions between DRI and Dak Lak Rubber Joint Stock Company (Dakruco), a

major shareholder holding 45% of DRI's charter capital

- Interest receivable arising from Loan Agreements No. 01/2023/HĐVV dated 22 May 2023 and No. 01/2024/HĐVV dated 22 November 2024, payable by Dakruco to DRI in 2025, amounted to VND 7,400,000,000.

- Dakruco paid loan interest to DRI in the amount of VND 7,536,109,588.

## **5.2. Transactions between DRI and its subsidiaries**

### *a. Dak Lak Rubber Company Limited (Daklaoruco), a wholly owned subsidiary of DRI*

- DRI purchased 6,036.85 tons of rubber latex products from Daklaoruco, including SVR3L (4,003 tons), SVR10 (894.6 tons), SVRCV50 (95.97 tons) and SVRCV60 (1,043.28 tons), with a total transaction value of VND 287,811,080,524.

- The remaining profit after tax for 2024 was fully remitted by Daklaoruco to the parent company, DRI, in accordance with Resolution No. 01/NQ-ĐHĐCĐ of the 2025 Annual General Meeting of Shareholders dated 24 April 2025, amounting to LAK 65,894,441,269, equivalent to VND 79,421,191,892.

- Daklaoruco reimbursed DRI for expenses paid on its behalf during 2024 and 2025, including plantation insurance expenses for 2025, totaling VND 7,673,130,065.

- Daklaoruco recorded a payable to DRI for expenses advanced by DRI on its behalf during 2025 in the amount of VND 7,678,448,220.

### *b. DRI High-Tech Agriculture Company Limited, a subsidiary in which DRI holds 83.87% of charter capital*

- DRI granted a loan of VND 7,500,000,000 (Seven billion five hundred million Vietnamese Dong) to DRI High-Tech Agriculture Company Limited with a loan term of 36 months under Loan Agreement No. 01/2025/HĐVV dated 10 June 2025 pursuant to BOD Resolution No. 06/NQ-HĐQT dated 06 June 2025. The loan was fully disbursed during 2025.

- Profit after tax distribution for 2024 paid to DRI amounted to VND 2,600,000,000 in accordance with Members' Council Resolution No. 06/NQ-HĐTV dated 31 December 2024 and Resolution No. 02/NQ-HĐTV dated 16 April 2025.

- DRI High-Tech Agriculture Company Limited repaid the loan principal amount of VND 5,000,000,000 (Five billion Vietnamese Dong) under Loan Agreement No. 02/2023/HĐVV dated 20 July 2023.

- Loan interest paid to DRI for 2024 amounted to VND 1,329,219,178.

- Loan interest receivable by DRI for 2025 amounted to VND 1,335,643,835.

- Reimbursement of audit fees for the 2024 financial statements previously advanced by DRI amounted to VND 32,400,000.

- Profit after tax distribution payable for 2025 to DRI at the rate of 10% of contributed capital amounted to VND 2,600,000,000 pursuant to Members' Council Resolution No. 08/NQ-HĐTV dated 30 December 2025.

\* There were no transactions with related parties of the Company's internal persons during the year.

## **II. Orientations and Key Tasks for 2026**

### **1. Outlook for 2026**

In 2026, the global macroeconomic environment is forecast to remain highly volatile, with geopolitical conflicts continuing to develop in a complex manner, particularly in the Middle East. Crude oil prices are expected to remain elevated for a prolonged period, while disruptions in global supply chains may continue affecting inflation and interest rates worldwide. Economic growth, which had already weakened in major economies such as China and the European Union during 2025, is expected to face further challenges in 2026.

Amid ongoing global economic uncertainties arising from geopolitical instability and trade fluctuations, Vietnam has nevertheless set a double-digit GDP growth target (above 10%) for 2026, based on the growth momentum achieved in 2025, breakthrough institutional reforms, strong determination and decisive direction from the Government.

Given the challenges facing the global economy as well as the growth prospects of the Vietnamese economy, DRI will further strengthen its integrated risk management framework covering human resources, operational processes, management software systems and internal policies, while proactively adapting to market fluctuations and weather conditions.

### **2. Orientation on key targets and major tasks of the Board of Directors in the 2026 business plan**

- The key orientations and major targets for 2026 are as follows:

(1) Organize the exploitation and production of 13,800 tons of dry rubber latex and 760 tons of durian;

(2) Achieve total consolidated revenue of VND 820.137 billion and consolidated profit before tax of VND 149.401 billion; maintain the export ratio of rubber latex products at 65% of total sales volume;

(3) Expected dividend payout ratio: 10% of charter capital;

(4) Implement the planting of 60.66 hectares of durian and the replanting of 37.77 hectares of rubber plantations at Daklaoruco;

(5) Seek strategic partners for joint ventures and cooperation in developing rubber wood processing and biomass pellet manufacturing plants; implement the solar power installation project at Daklaoruco to support production activities.

### **3. Key solutions and implementation measures**

- Enhancing the corporate governance framework: Submit to the AGM for approval amendments and supplements to the Company Charter, internal governance regulations and BOD regulations in compliance with prevailing legal requirements, ensuring transparency, accountability and favorable conditions for management and operational activities.

- Strengthening supervision and direction of business operations: Direct the Executive Management to implement business plans flexibly; strengthen control over operating costs and production costs; periodically assess operational efficiency and make timely and effective adjustments in response to market and weather developments.

- Delegation of authority and enhancement of management flexibility: Establish a clear delegation mechanism for the Chairman of the BOD and the Chief Executive Officer within the scope authorized by the BOD; continue applying written consultation procedures where necessary to ensure timely decision-making.

- Optimizing operational and investment efficiency: Develop and review techno-economic norms; improve production processes; upgrade processing lines toward reducing raw material, energy and labor costs while minimizing emissions; proactively procure raw materials to maintain production capacity and reduce fixed costs. Flexibly adapt to weather changes and market fluctuations. Strictly manage investment activities to prevent waste and losses; postpone or scale down non-urgent investment items and projects amid increasing material and fuel costs.

- Market and brand development: Promote FSC-FM/CoC certified products; continue maintaining the “Vietnam Rubber” trademark; fully prepare compliance conditions for EUDR requirements effective from early 2027; and expand domestic and export markets, including markets for liquidation rubber wood products.

- Implementation of investment projects and restructuring activities: Implement plantation liquidation and replanting plans; develop new crop projects; promote investment cooperation in wood processing and renewable energy projects; and implement renewable energy projects in line with emission reduction strategies.

- Human resource development: Enhance training and personnel development programs; establish succession planning for management personnel; ensure adequate labor recruitment associated with salary and welfare policies aimed at continuously improving employee welfare and working conditions.

- Improving operational efficiency of subsidiaries and affiliated entities: Direct subsidiaries and affiliated entities, particularly Daklaoruco and DRI High-Tech Agriculture Company Limited, to organize production efficiently, optimize productivity and proactively expand consumption markets.

- Technology application and digital transformation: Promote the application of information technology and unified management systems across the Company; deploy management software solutions; and gradually mechanize and automate production activities to improve productivity and reduce costs.

The above is the Report on the activities of the Board of Directors in 2025 and the key tasks and orientations for 2026. The Board of Directors respectfully submits this report to the General Meeting of Shareholders for discussion and comments, thereby enabling the BOD to successfully fulfill the duties assigned by the 2026 Annual General Meeting of Shareholders.

**ON BEHALF OF THE BOARD OF DIRECTORS**

**CHAIRMAN**

*Nguyen Viet Tuong*

**“DRAFT”**

**REPORT**  
**On Business Performance Results in 2025**  
**and Orientations and Key Tasks for 2026**  
*(At the Annual General Meeting of Shareholders of DRI on 16 June 2026)*

**Respectfully submitted to: The General Meeting of Shareholders of Dak Lak Rubber  
Investment Joint Stock Company**

After one year of implementing the Resolution of the 2025 Annual General Meeting of Shareholders and the directives of the Board of Directors, the Executive Management of Dak Lak Rubber Investment Joint Stock Company respectfully presents the report on the implementation of business operations and investment activities in 2025 as follows:

**PART I**  
**BUSINESS PERFORMANCE RESULTS IN 2025**

**I. ADVANTAGES AND CHALLENGES**

**1. Advantages**

- The Company continuously received close attention, timely guidance and direction from the Board of Directors, particularly in organizing and implementing the business operation plans, together with strong support from local authorities in the rubber plantation project areas in Laos.
- The organizational structure, governance and personnel management at Daklaoruco were further consolidated and significantly improved in 2025, creating a solid foundation for development in the coming years.
- Product quality continued to improve through the application of technical solutions and quality control measures, meeting global sustainability standards, thereby enhancing brand reputation and customer confidence in export activities.
- The Company’s financial position showed positive improvement: cash flows improved, long-term liabilities were gradually resolved, contributing to stronger financial capacity compared to previous years. In addition, the increase in natural rubber prices during 2025 created further advantages for business operations.

**2. Challenges**

- Global geopolitical developments remained complex. U.S. tariff policies and increasing trade protectionism in major economies negatively affected global trade flows. Major economies such as the United States, China and particularly the European Union had not fully recovered, leading to weakened demand for various commodities, including natural rubber.

- In Laos, where DRI has invested 100% of the charter capital, the economy continued to face significant difficulties. Inflation remained high and depreciation of the local currency adversely affected the living conditions of employees, especially Vietnamese personnel working in Laos.

- Laos currently applies a 10% tax on profits remitted to Vietnam, reducing the Company's realized profit.

- In 2025, the Company expanded durian cultivation in Laos; however, access to qualified labor with expertise in durian cultivation and plantation management remained limited, creating considerable operational challenges.

- A significant portion of rubber plantation areas has gradually entered the liquidation cycle; however, difficulties in identifying partners for purchasing liquidation rubber timber or cooperating in developing wood processing factories affected the progress of plantation liquidation, rubber replanting and the expansion plan for durian cultivation in Laos.

- The new Vietnamese VAT policy effective from 01 July 2025, under which import VAT refunds are no longer applicable, increased DRI's export selling expenses.

- Climate change continued to significantly impact the productivity and output of crops such as rubber, cashew and particularly durian.

- Recruitment activities, especially for indirect Lao employees with professional qualifications and Vietnamese language proficiency, remained challenging. In addition, encouraging direct Lao workers to participate in compulsory insurance schemes (social insurance, health insurance and unemployment insurance) continued to face obstacles. Labor turnover, for both direct and indirect employees at Daklaoruco, remained at a relatively high level.

## **II. RESULTS OF BUSINESS OPERATIONS MANAGEMENT IN 2025**

### **1. Production activities**

In 2025, the Company's agricultural production activities were implemented in line with the approved business plan, while the managed cultivation area continued to be maintained and efficiently utilized.

- Plantation area structure: The total cultivated area managed by DRI at Daklaoruco amounted to 9,276.07 hectares, including: Rubber plantations: 8,588.69 hectares; Cashew plantations: 465.67 hectares; Durian plantations: 30.48 hectares; Other crops (eucalyptus and nurseries): 22.61 hectares; Vacant land, water regulation areas and protection corridors: 168.62 hectares.

- Rubber plantations (core business segment): Rubber latex output reached 15,153 tons against the planned 13,500 tons, achieving 112.24% of the annual plan and increasing by 4,036 tons compared to 2024. Average productivity reached 1.81 tons/hectare, increasing by 0.47 tons/hectare compared to the same period in 2024. All plantation units completed and exceeded their assigned production targets. (*Appendix 1: Comparison of rubber latex output in 2025 and 2024*).

- External rubber procurement for processing: The procurement volume of externally sourced rubber latex for processing reached 1,018.07 tons of dry rubber content against the planned 1,000 tons, equivalent to 101.8% of the annual plan.

#### **Rubber processing activities**

- Total processed rubber products reached 16,237.7 tons against the planned 14,500 tons of finished products, achieving 112% of the annual plan and increasing by 4,780 tons compared to 2024. The downgraded product ratio during processing accounted for 0.63% of total finished products, equivalent to 102.96 tons. (*Appendix 2: Details of processed rubber product categories*).

- Cashew production: Fresh cashew harvest volume reached 87.72 tons against the planned 40 tons, achieving 219.31% of the 2025 plan.

- Durian production at DRI High-Tech Agriculture Company Limited: The total cultivated area amounted to 142.17 hectares, including: 75.53 hectares planted in 2018; 66.64 hectares planted in 2020. Total harvest output reached 575.25 tons against the planned 640 tons, achieving 89.88% of the 2025 plan. The shortfall against plan was primarily attributable to unfavorable weather conditions, including prolonged heat waves at the beginning of the year and extended rainfall during the pre-harvest period, which led to fungal disease outbreaks and negatively affected productivity and product quality.

## **2. Rubber export activities**

In 2025, total sales volume of rubber products reached 14,007.76 tons, achieving 103.76% of the annual plan, with an average selling price of USD 1,892.78 per ton. Compared to 2024: Sales volume increased by 38.58%; Revenue increased by 44.74%; Average selling price increased by 5.85%. *(Appendix 3: Summary of rubber product sales in 2025)*

\* Domestic sales: Domestic sales volume reached 7,125.91 tons, with an average selling price of USD 1,793.59 per ton. Compared to 2024: Sales volume increased by 120.77%; Average selling price increased by 1.51%; Revenue increased by 119.97%.

\* Export sales: Export sales volume reached 6,881.85 tons, with an average export selling price of USD 1,988.32 per ton. Compared to 2024: Sales volume increased by 0.02%; Average selling price increased by 10.62%; Revenue increased by 10.64%.

\* EUDR/FSC-certified products: Total sales volume of EUDR/FSC-certified products reached 784.32 tons. The selling price of EUDR/FSC-certified products was on average USD 129 per ton higher than non-EUDR/FSC products, generating additional revenue of USD 101,158 (equivalent to approximately VND 2.7 billion).

- Export sales accounted for 49.13% of total sales volume, decreasing by 27.8 percentage points compared to 2024 (68.07%) and achieving only 75.58% of the 2025 target. However, in absolute terms, export volume remained higher than the previous year. The main reason was changes in Vietnam's import-export tax policies during the year, which led the Company to prioritize domestic sales.

- The Company's principal export markets included India, Taiwan, South Korea, the United States and European Union countries.

## **3. Financial performance**

- Revenue and profit targets from rubber and cashew operations exceeded the targets assigned by the AGM, while durian operations did not meet the approved plan.

- Consolidated revenue reached VND 707.12 billion against the planned VND 612.96 billion, achieving 115.36% of the annual plan, including:

- Rubber revenue: VND 661.70 billion against the planned VND 572.02 billion, achieving 115.68% of plan;
- Cashew revenue: VND 2.54 billion against the planned VND 0.8 billion, achieving 318% of plan;
- Durian revenue: VND 20.09 billion against the planned VND 32.04 billion, achieving 62.7% of plan;
- Other revenue: VND 22.79 billion against the planned VND 8.1 billion, achieving 281.36% of plan.



Compared to 2024, total consolidated revenue increased by 43.05%, mainly attributable to: a 34.03% increase in rubber sales volume; and an 11.05% increase in average rubber selling prices compared to the same period.

- Consolidated profit before tax reached VND 190.01 billion, achieving 138.31% of the annual plan. The favorable result was mainly due to revenue growth outpacing cost growth, with costs increasing by only 8.73% while revenue increased by 15.36% compared to plan. The Company effectively implemented cost management practices at DRI, Daklaoruco and DRI High-Tech Agriculture Company Limited, while strengthening supervision over compliance with financial management regulations and procurement and contractor selection procedures in business operations of the parent company and subsidiaries.

#### **4. Plantation maintenance and cultivation activities**

- *Plantation maintenance at Daklaoruco:* Total labor utilization for plantation maintenance reached 196,000 working days against the planned 262,795 working days, equivalent to 74.58% of the annual plan.

Mature rubber plantations utilized 69.2% of the planned labor allocation, mainly focusing on weed control, fire prevention, fertilization, supply of materials and installation of rain guards in compliance with technical procedures. Immature rubber plantations achieved 96.96% of the planned labor allocation, with plantation growth and development maintained at satisfactory levels. Labor utilization for durian plantations and newly replanted rubber areas exceeded plan (131% and 112%, respectively) due to additional workloads incurred during implementation. However, only 56.79 hectares of rubber replanting were completed, achieving 60.06% of the annual target due to delays in land clearance. The remaining areas will continue to be implemented in 2026.

- *Durian plantations at DRI High-Tech Agriculture Company Limited:* Total labor utilization for plantation maintenance reached 13,978.84 working days against the planned 16,982.18 working days, achieving 82.31% of the annual plan. Maintenance activities, flowering and fruiting management, and pest and disease control were fully implemented in compliance with technical requirements. Plantation growth remained stable and pest and disease outbreaks were promptly controlled.

#### **5. Capital construction and infrastructure development**

- At Daklaoruco: Capital construction investment reached VND 45,385.12 million against the planned VND 49,697.96 million, achieving 91.32% of the annual plan, while operational efficiency and synchronization were significantly improved.

The Company implemented several major projects serving production and community welfare purposes, including: Construction of 47 km of plantation protection fences and excavation of 37 km of protective drainage canals; Construction of 06 office buildings for unit directors (04 rubber plantations, 01 durian plantation and 01 processing factory); Repair and reinforcement of 25 km of latex transportation roads; Construction of 90 permanent and independent worker housing units; Completion of production-supporting infrastructure at the durian plantation, including electricity and irrigation systems; Implementation of 29 wastewater collection systems at latex receiving points across four plantations; Installation of new electricity and water supply systems for worker residential areas, gradually improving living conditions; Construction of new security checkpoints to strengthen protection of products and plantations.

- DRI High-Tech Agriculture Company Limited: Capital construction investment reached VND 897.82 million against the planned VND 1,495.94 million, achieving 60.28% of the annual plan. The Company invested in supplementary irrigation systems for durian plantations established in 2018 and 2020 to ensure adequate water and fertilizer supply during the dry season, while also renovating and

repairing office facilities. Investment items were implemented cost-effectively while ensuring progress and quality standards.

## **6. ISO management systems, sustainable development and digital transformation**

In 2025, the Company continued maintaining and enhancing the effectiveness of international management systems and certifications, while gradually accelerating digital transformation and technology application in governance and operational management.

- Quality and environmental management systems: At Daklaoruco, quality and environmental management systems in accordance with ISO 9001:2015, ISO 14001:2015 and ISO/IEC 17025:2017 standards continued to be effectively maintained and implemented in compliance with applicable standards and internal documentation systems. Corrective actions were fully implemented within required timelines, and all certifications remained valid, demonstrating the Company's capability in quality management and environmental control.

- Vietnam Rubber trademark certification: Natural rubber products SVR3L, SVRCV60 and SVR10 continued to be assessed and granted extension of certification validity by the Vietnam Rubber Association. Recommendations for improvement were implemented, contributing to enhanced product quality and brand reputation.

- FSC certification: During the year, the Company maintained FSC-FM/CoC certifications covering a total plantation area of 6,841.75 hectares, as well as FSC-CoC certifications for the rubber processing factory and DRI. All certifications were subject to surveillance audits by certification bodies and remained valid, ensuring compliance with sustainable forest management and chain-of-custody requirements.

- Digital transformation in governance and business operations: The Company continued strengthening the application of information technology and gradually establishing a digital governance platform across the entire system.

Specifically: The Company implemented a rubber product traceability software system at Daklaoruco, which officially commenced operation on 01 October 2025. The system improved data management efficiency, enhanced transparency and traceability accuracy, and supported compliance with EUDR and FSC requirements.

The iOffice document management and administration system was deployed at the parent company and subsidiaries, contributing to shorter processing times, reduced administrative procedures, lower operating costs and improved management efficiency.

Specialized software systems in accounting and finance continued operating stably, contributing to standardized business processes and improved management transparency.

## **7. Human resources, remuneration and employee policies**

- As at 31 December 2025, the Company employed a total workforce of 2,543 employees, including: 251 indirect employees (9.87%); 2,292 direct employees (90.13%); 250 Vietnamese employees (9.83%); 2,293 Lao employees (90.17%).

- Employee income improved compared to the approved plan:

- + Indirect employees: average monthly income of VND 23.27 million per employee, achieving 107.43% of plan;

- + Direct employees: average monthly income of VND 7.46 million per employee, achieving 116.36% of plan.

- Personnel restructuring at Daklaoruco: In 2025, Daklaoruco implemented organizational restructuring toward a leaner management model and applied the 3P salary system. Flexible salary payment arrangements ensured stable cash flows for employees' living expenses, combined with a bonus policy equal to 200% of the unit price for output exceeding monthly delivery targets. These measures helped employees maintain job stability and commitment to the Company, while minimizing negative impacts arising from personal financial pressure.

- Welfare and social policies: The Company fully implemented mandatory insurance policies for employees, including social insurance, health insurance and personal accident insurance. At Daklaoruco, various welfare programs were implemented, including hardship support, educational encouragement programs and, notably, the establishment of the “Good Future – For a Brighter Future” Fund from 01 June 2025. As at 31 December 2025, the Fund had mobilized LAK 632.44 million (equivalent to approximately VND 775 million), providing: 6,701 milk portions; 1,303 warm jackets; and rewards for outstanding students, thereby contributing to improved living conditions and stronger employee engagement.

Annually, the Company allocates welfare funds for employee travel programs, health check-ups and cultural and sports activities, fostering a positive and cohesive working environment.

- Training and human resource development: The Company continued emphasizing training and human resource development. In 2025, specialized professional training, vocational skill enhancement and occupational safety programs were strengthened, contributing to improved workforce quality. Training programs were organized for 370 employees and staff members with total expenses of VND 534 million, while vocational training was also provided to 214 rubber tapping workers.

### III. RESULTS OF IMPLEMENTATION OF BUSINESS PERFORMANCE TARGETS IN 2025

#### 1. Results of implementation of financial targets assigned by the AGM

No.	Description	Unit	2025 Plan	Actual 2025	Achievement vs. Plan
<b>1</b>	<b>Production Output</b>				
1.1	Rubber	Tons	13,500	15,152.83	112.24%
1.2	Cashew	Tons	40	87.724	219.31%
1.3	Durian	Tons	640	575.248	89.88%
<b>2</b>	<b>Selling Price</b>	Million VND/Ton			
2.1	Rubber selling price	Million VND/Ton	42.37	47.24	111.49%
2.2	Fresh cashew selling price	Million VND/Ton	20.00	29.00	145.00%
2.3	Durian selling price	Million VND/Ton	50.06	34.93	69.77%
<b>3</b>	<b>Revenue</b>	VND Billion	<b>612.96</b>	<b>707.12</b>	<b>115.36%</b>
3.1	Rubber revenue	VND Billion	572.02	661.70	115.68%
3.2	Cashew revenue	VND Billion	0.80	2.544	318.00%
3.3	Durian revenue	VND Billion	32.04	20.09	62.70%
3.4	Other revenue	VND Billion	8.10	22.79	281.36%
<b>4</b>	<b>Cost of Sales</b>	Million VND/Ton			
4.1	Rubber cost of sales	Million VND/Ton	33.74	33.11	98.13%
4.2	Cashew cost of sales	Million VND/Ton	11.28	17.26	153.01%

4.3	Durian cost of sales	Million VND/Ton	30.60	26.60	86.93%
<b>5</b>	<b>Profit</b>				
5.1	Profit before tax	VND Billion	137.38	190.013	138.31%
5.2	Profit after tax	VND Billion	110.38	158.164	143.29%
<b>6</b>	<b>Export ratio</b>	<b>%</b>	<b>65%</b>	<b>49.13%</b>	<b>75.58%</b>
<b>7</b>	<b>Income</b>	Million			
7.1	Average indirect labor salary	VND/Person/Month	21.66	23.27	107.43%
7.2	Average direct labor salary	VND/Person/Month	6.41	7.46	116.36%
<b>8</b>	<b>Expected dividend payout ratio</b>	<b>%</b>	<b>9%</b>	<b>10%</b>	<b>111.11%</b>

## 2. Results of implementation of key investment targets assigned by the AGM

No.	Description	Unit	2025 Plan	Actual 2025	Achievement vs. Plan
<b>I</b>	<b>Agricultural Investment</b>		<b>23,002.94</b>	<b>21,527.11</b>	<b>93.58%</b>
1	Rubber investment	VND Million	9,542.66	8,102.93	84.91%
2	Durian investment	VND Million	13,460.29	13,424.18	99.73%
2.1	Dak Lak Rubber Company Limited	VND Million	5,441.32	6,360.09	116.89%
2.2	DRI High-Tech Agriculture Company Limited	VND Million	8,018.97	7,064.09	88.09%
<b>II</b>	<b>Capital Construction Investment</b>		<b>51,193.90</b>	<b>46,286.94</b>	<b>90.41%</b>
1	Dak Lak Rubber Company Limited	VND Million	49,697.96	45,385.12	91.32%
2	Dak Lak Rubber Investment JSC	VND Million			
3	DRI High-Tech Agriculture Company Limited	VND Million	1,495.94	901.82	60.28%
	<b>Total</b>		<b>74,196.84</b>	<b>67,814.05</b>	<b>91.40%</b>

### @ General assessment

Looking back on the production and business performance in 2025, the Company achieved significant milestones, with most key targets assigned by the General Meeting of Shareholders being achieved or exceeded despite a highly volatile market environment, extreme weather conditions, while maintaining brand positioning, strengthening the organizational structure and enhancing operational effectiveness. These results affirm the sound strategic direction set by the General Meeting of Shareholders and the Board of Directors, the adaptability and effective management of the Executive Board, as well as the dedication and efforts of all officers, employees and workers.

However, several targets did not meet expectations, including:

- The rubber replanting program in 2025 did not achieve the planned target due to delays in cutting and clearing liquidated rubber trees and land clearance activities (in accordance with Resolution No. 01 of the General Meeting of Shareholders dated April 24, 2025).
- The mobilization of long-term loans to finance rubber replanting projects and durian projects has not yet been completed because credit institutions are still in the process of evaluating and appraising Daklaoruco's loan applications.
- The proportion of rubber exports at DRI reached only 49.15% of total sales volume, lower than the 2025 target (65%) and the same period in 2024 (68.07%), mainly due to the impact of Vietnam's tax policies. However, the total export value achieved 74.21% of the annual plan.
- Business performance indicators of durian operations at DRI High-Tech Agriculture Company did not meet planned targets; specifically, output reached only 89.88%, revenue achieved 62.70%, and profit before tax reached merely 37.94% of the plan. The main reasons included extreme weather affecting output and quality, fluctuations in the Chinese market, and Vietnam's regulatory policies during the harvest period, resulting in an average selling price reaching only 69.77% of the planned level, significantly impacting revenue and business efficiency.
- Coordination between departments of the parent company and its subsidiaries was, during certain periods, not performed at optimal efficiency levels.

## **PART TWO**

### **BUSINESS OPERATIONS PLAN AND KEY TASKS FOR 2026**

#### **I. Business Operation Targets and Key Tasks**

##### **1. Key Business Performance Targets**

###### **1.1. Rubber**

- Dry rubber output target: 13,800 tons, with an average yield of 1.69 tons/ha;
- Planned processing output: 15,800 tons;
- Estimated sales volume: 16,900 tons;
- Average selling price: VND 46.26 million/ton (equivalent to USD 1,759/ton);
- Cost of goods sold: VND 37.61 million/ton (equivalent to USD 1,430/ton);
- Export ratio: 65% of total sales volume.

###### **1.2. Durian**

- Estimated output: 760 tons;
- Average selling price: VND 40.00 million/ton;
- Cost of goods sold: VND 31.419 million/ton.

###### **1.3. Business and Investment Plan for 2026**

- Total revenue and other income: VND 820,137 million;
- Total expenses: VND 670,735 million;
- Consolidated profit before tax: VND 149,402 million;

- Expected dividend payout ratio for 2026: 10% of charter capital.

## 2. Investment Targets

- Investment in immature plantations (KTCB): VND 33,789 million, including:
  - o Rubber plantation investment: VND 11,770 million, equivalent to VND 34.83 million/ha;
  - o Newly planted durian and first-year immature durian plantations at Daklaoruco: VND 16,539 million, equivalent to VND 181.74 million/ha;
  - o Durian plantations at DRI High-Tech Agriculture Company Limited: VND 5,479 million, equivalent to VND 85.62 million/ha, together with the intercropping of 1.08 ha of areca palms along embankments at a cost of VND 150.22 million/ha.
- Capital construction investment: VND 87,389 million, including:
  - o Investment at DRI: VND 1,507.5 million;
  - o Investment at Daklaoruco: VND 85,021 million, including:
    - Rubber investment: VND 73,892 million;
    - Durian investment: VND 11,129 million;
  - o Investment at DRI High-Tech Agriculture Company Limited: VND 860.02 million.
- Seeking strategic partners and joint venture opportunities for the development of a rubber wood processing factory and biomass pellet production plant.

## II. Key Tasks and Implementation Measures

### 1. Organizational Structure and Human Resources

**Key Task:** To build a competent workforce capable of rapidly adapting to changes in the business environment.

**Implementation Measures:** Focus on recruitment, training and effective personnel arrangement to maximize operational efficiency; Implement succession planning for management personnel with appropriate training and development programs, particularly for Lao employees, thereby ensuring a stable and sustainable workforce; Continue reviewing and improving HR policies, including salary schemes, bonus mechanisms and employee welfare policies.

### 2. Science, Technology and Production Organization

**Key Task:** Transition from traditional agricultural production to green and sustainable agriculture.

**Implementation Measures:** Effectively and synchronously implement technical solutions in rubber tapping and processing operations; Organize latex harvesting efficiently, recruit and allocate labor appropriately, and ensure adequate supply of tapping materials from the beginning of the tapping season; Apply balanced fertilization programs with gradual transition from inorganic to organic fertilizers; Adjust production activities flexibly in response to weather developments; Ensure all plantation maintenance activities are implemented in compliance with technical procedures to support healthy plantation growth and development; Improve the quality of processed rubber products; Strengthen plantation, product and material protection measures; Promote efficient utilization of materials, equipment and fuel in the context of rising input costs.

The Company will continue maintaining: FSC-FM/CoC certification for rubber plantations in Laos; FSC-CoC certification for rubber processing factories and commercial operations at DRI; “Vietnam Rubber” trademark certification; ISO management systems. The Company will also continue

improving plantation management and traceability software systems to ensure readiness for compliance with EUDR requirements applicable to exports into the European Union.

Daklaoruco will continue implementing: new durian planting projects and rubber replanting programs in accordance with Board resolutions; initiatives to seek partners for liquidation rubber wood sales or cooperation in developing rubber wood refining factories and solar power systems serving production and wastewater treatment operations.

The Company will further: study and apply scientific and technological advancements to management and production activities; gradually mechanize and automate production processes; continue deploying information technology applications and integrated management systems across the parent company and subsidiaries. In 2026, the Company plans to upgrade the by-product rubber processing line capacity from 1.7 tons/hour to 2.2 tons/hour, including automation of the drying process.

DRI High-Tech Agriculture Company Limited will focus on: intensive cultivation and maintenance of durian plantations; pest and disease control; flower induction and fruit-setting management adapted to weather conditions to improve productivity and harvest efficiency.

Production and business operations will continue to be managed flexibly in response to climate variability to ensure fulfillment of assigned targets.

### **3. Finance and Payroll**

**Key Task:** Optimize capital utilization and strengthen financial risk management amid macroeconomic volatility while ensuring stable employee income.

**Implementation Measures:** Strengthen cost and production cost control to ensure business efficiency in accordance with Board resolutions; Restructure capital sources and implement financial solutions to minimize financing costs and mitigate foreign exchange risks; Improve investment capital efficiency and optimize expenditure management; Proactively access investment financing sources to avoid capital shortages; Ensure timely and appropriate salary payments and employee support policies to encourage higher productivity and long-term employee commitment.

The Executive Management will also propose to the Board of Directors and General Meeting of Shareholders: increasing the allocation ratio to the development investment fund for Daklaoruco to support rubber replanting, durian expansion and other investment projects. Investment, procurement of materials, equipment and fertilizers will be implemented flexibly in accordance with market developments, including postponement or scaling down of non-urgent projects during periods of high market prices.

### **4. Import-Export and Commercial Activities**

**Key Task:** Diversify supply chains, expand markets and strengthen brand value.

**Implementation Measures:** Maintain relationships with traditional customers while actively promoting trade and marketing activities to expand into new markets, particularly for FSC-FM/CoC certified rubber products; Closely monitor market price fluctuations and implement appropriate sales strategies to optimize business efficiency and fulfill sales and export targets approved by the Board of Directors.

Daklaoruco plans to: purchase approximately 2,000 tons of raw latex from smallholders in 2026 for processing into SVR10 and SVR20 products, thereby gradually offsetting declining plantation output during the liquidation cycle; complete legal procedures for operating additional business services such as fuel stations and convenience stores.

The Company will also: proactively strengthen logistics cooperation with multimodal transport providers to ensure alternative transportation solutions when routes are disrupted.

Continue effectively utilizing the product traceability system.

The above is the report on the implementation of the 2025 business and investment plan and the key tasks and directions for 2026. The Executive Management respectfully submits this report to the General Meeting of Shareholders for consideration and comments to facilitate the successful fulfillment of assigned objectives.

Respectfully submitted.

***Recipients:***

- *Annual General Meeting of Shareholders 2026;*
- *Members of the Board of Directors, Supervisory Board;*
- *Archives.*

**GENERAL DIRECTOR**

**Nguyen Do**



## Appendix 1: Comparison of Rubber Latex Production Output in 2025 and 2024

**Unit: Tons**

No.	Plantation	2024			2025			Increase/ (Decrease) Volume (+/-)	Increase/ (Decrease) (%)
		Plan	Actual	Achievement (%)	Plan	Actual	Achievement (%)		
1	Plantation No. 1	3,750	2,942	78.45%	3,550	3,708	104.46%	+766	+26.03%
2	Plantation No. 2	3,300	2,764	83.76%	3,300	4,220	127.88%	+1,104	+34.68%
3	Plantation No. 3	4,200	3,183	75.79%	4,050	4,287	105.85%	+1,456	+52.67%
4	Plantation No. 4	2,750	2,227	80.98%	2,600	2,937	112.97%	+1,104	+34.68%
	<b>Total</b>	<b>14,000</b>	<b>11,116</b>	<b>79.40%</b>	<b>13,500</b>	<b>15,153</b>	<b>112.24%</b>	<b>+4,036</b>	<b>+36.30%</b>

## Appendix 2: Summary of Rubber Processing Output in 2025

**Unit: Tons**

No.	Processed Rubber Products	2024	2025
1	SVR3L Rubber	7.465,58	8.702,95
1.1	SVR3L – Company Produced	7.157,25	8.296,41
1.2	SVR3L – Purchased from External Sources	308,33	444,33
2	SVR5 Rubber	461,90	485,00
2.1	SVR5 – Company Produced	461,90	483,80
2.2	SVR5 – Purchased from External Sources	-	1,20
3	SVR10 Rubber	1.863,05	5.114,37
3.1	SVR10 – Company Produced	1.667,61	4.664,62
3.2	SVR10 – Purchased from External Sources	195,44	522,93
4	SVR20 Rubber	-	20,16
5	CV50 Rubber	176,93	162,58
6	CV60 Rubber	1.196,55	1.222,90
7	Off-Grade Rubber	51,28	102,96
8	Recovered Rubber – Processing Factory	12,22	18,17
9	Off-Grade Rubber from Sample Latex	22,47	21,74
10	Recovered Rubber – Coagulated Latex	207,77	316,92
10.1	Recovered Rubber – Coagulated Latex (Non-Dry Basis)	207,77	174,17
10.2	Recovered Rubber – Coagulated Latex (Dry Basis)	-	142,75
	<b>Processed Rubber Products</b>	<b>11.457,73</b>	<b>16.237,7</b>

### Appendix 3: Summary of Rubber Sales in 2025

Product Type	Quantity (Tons)	Ratio	Actual Selling Price (USD/Ton) Excluding Export Tax Refund	Quarterly Benchmark Price	Variance	Actual Revenue (USD)	2024 Quantity (Tons)	2024 Actual Selling Price (USD/Ton) Excluding Export Tax Refund	2024 Revenue (USD)	Quantity Comparison vs. 2024	Selling Price Comparison vs. 2024	Revenue Comparison vs. 2024
CV60	1,184.40	8.5%	2,051.36	1,919.24	132.12	2,429,632.80	744.66	1,916.82	1,427,378.40	159.05%	107.02%	170.22%
CV50	75.81	0.5%	2,098.12	1,952.30	145.81	159,058.20	171.36	2,277.02	390,190.50	44.24%	92.14%	40.76%
SVR3L	8,195.52	58.5%	1,941.90	1,836.24	105.66	15,914,872.00	7,223.34	1,769.05	12,778,470.11	113.46%	109.77%	124.54%
SVR10	3,598.04	25.7%	1,736.98	1,632.38	104.60	6,249,711.15	1,279.81	1,746.86	2,235,647.40	281.14%	99.43%	279.55%
Off-Grade Rubber	496.97	3.5%	884.66	884.66	-	439,646.83	227.97	1,335.42	304,436.00	218.00%	66.25%	144.41%
SVR5	436.87	3.1%	1,788.52	1,664.25	124.27	781,346.67	461.10	1,813.35	836,133.84	94.74%	98.63%	93.45%
SVR20	20.16	0.1%	1,900.00	1,840.43	59.57	38,304.00	-	-	-	0.00%	0.00%	0.00%
<b>Total</b>	<b>14,007.76</b>	<b>100%</b>	<b>1,892.78</b>	<b>1,784.32</b>	<b>108.46</b>	<b>26,012,572.15</b>	<b>10,108.24</b>	<b>1,788.19</b>	<b>17,972,256.25</b>	<b>138.58%</b>	<b>105.85%</b>	<b>144.74%</b>

### Domestic Sales Details

Product Type	Volume (Tons)	Ratio	Actual Selling Price (USD/Ton)	Planned Price (USD/Ton)	Variance	Revenue (USD)	2024 Volume (Tons)	2024 Avg. Price (USD/Ton)	2024 Revenue (USD)	Volume YoY	Price YoY	Revenue YoY
CV60	161.28	2.3%	1,860.00	1,822.45	37.55	299,980.80	-	-	-	0.00%	0.00%	0.00%
CV50	-	0.0%	-	-	-	-	-	-	-	0.00%	0.00%	0.00%
SVR3L	3,508.80	49.2%	1,851.89	1,771.40	80.49	6,497,900.00	2,073.60	1,753.71	3,636,491.31	169.21%	105.60%	178.69%
SVR10	2,501.84	35.1%	1,707.59	1,585.26	122.32	4,272,103.85	465.01	1,780.28	827,849.40	538.02%	95.92%	516.05%
Off-grade Rubber	496.97	7.0%	884.66	884.66	-	439,646.83	227.97	1,335.42	304,436.00	218.00%	66.25%	144.41%
SVR5	436.87	6.1%	1,788.52	1,664.25	124.27	781,346.67	461.10	1,813.35	836,133.84	94.74%	98.63%	93.45%
SVR20	20.16	0.3%	1,900.00	1,840.43	59.57	38,304.00	-	-	-	0.00%	0.00%	0.00%
<b>Total</b>	<b>7,125.91</b>	<b>100%</b>	<b>1,793.59</b>	<b>1,695.54</b>	<b>98.06</b>	<b>12,329,282.15</b>	<b>3,227.68</b>	<b>1,767.00</b>	<b>5,604,910.55</b>	<b>220.77%</b>	<b>101.51%</b>	<b>219.97%</b>

### Export Sales Details

Product Type	Volume (Tons)	Ratio	Actual Selling Price (USD/Ton)	Planned Price (USD/Ton)	Variance	Revenue (USD)	2024 Volume (Tons)	2024 Avg. Price (USD/Ton)	2024 Revenue (USD)	Volume YoY	Price YoY	Revenue YoY
CV60	1,023.12	14.9%	2,081.53	1,934.50	147.03	2,129,652.00	744.66	1,916.82	1,427,378.40	137.39%	108.59%	149.20%
CV50	75.81	1.1%	2,098.12	1,952.30	145.81	159,058.20	171.36	2,277.02	390,190.50	44.24%	92.14%	40.76%
SVR3L	4,686.72	68.1%	2,009.29	1,884.79	124.50	9,416,972.00	5,149.74	1,775.23	9,141,978.80	91.01%	113.18%	103.01%
SVR10	1,096.20	15.9%	1,804.06	1,739.90	64.16	1,977,607.80	814.80	1,727.78	1,407,798.00	134.54%	104.41%	140.48%
Off-grade Rubber	-	-	-	-	-	-	-	-	-	0.00%	0.00%	0.00%
SVR5	-	-	-	-	-	-	-	-	-	0.00%	0.00%	0.00%
SVR20	-	-	-	-	-	-	-	-	-	0.00%	0.00%	0.00%
<b>Total</b>	<b>6,881.85</b>	<b>100%</b>	<b>1,988.32</b>	<b>1,869.84</b>	<b>118.47</b>	<b>13,683,290.00</b>	<b>6,880.56</b>	<b>1,797.43</b>	<b>12,367,345.70</b>	<b>100.02%</b>	<b>110.62%</b>	<b>110.64%</b>

**Summary Report on the Audit Results of the 2025 Financial Statements – AFC Vietnam Auditing Company Limited** *(This report only provides a preliminary summary of the consolidated business results; detailed financial statements have been published on the Company's website.)*

**1. Consolidated Business Results for 2025**

*(According to Audit Report No. 158A/2026/BCKTHN-HCM.00895 dated March 16, 2025 of AFC Vietnam Auditing Co., Ltd.)*

No.	Contents	2025 (VND)	Notes
<b>1</b>	<b>Revenue</b>	<b>707.124.548.956</b>	
1.1	Net revenue from sales & services	684.334.907.235	
1.2	Financial income	21.954.909.543	
1.3	Other income	834.732.178	
<b>2</b>	<b>Total expenses</b>	<b>517.111.312.936</b>	
2.1	Cost of goods sold	422.038.619.177	
2.2	Selling expenses	30.626.172.374	
2.3	General and administrative expenses	53.213.732.871	
2.4	Financial expenses	8.688.717.908	
2.5	Other expenses	2.544.070.606	
<b>3</b>	<b>Profit before tax</b>	<b>190.013.236.020</b>	
<b>4</b>	<b>Current corporate income tax expense</b>	<b>33.126.804.965</b>	
<b>5</b>	<b>Profit after tax</b>	<b>158.164.223.949</b>	
<b>6</b>	<b>Basic earnings per share (EPS)</b>	<b>2.150</b>	

**2. Auditor's Opinion:**

In our opinion, the consolidated financial statements fairly and accurately reflect, in all material respects, the Group's consolidated financial position as of December 31, 2025, as well as its consolidated business results and cash flows for the financial year then ended. These financial statements comply with Vietnamese Accounting Standards, the Vietnamese Corporate Accounting System, and relevant legal regulations regarding the preparation and presentation of consolidated financial statements.

**“DRAFT”**

**REPORT**  
**Results of Supervisory Activities in 2025**  
**Submitted to the 2026 Annual General Meeting of Shareholders**  
\*\*\*\*\*

Pursuant to the functions, duties and authority of the Supervisory Board as stipulated in the Charter of DakLak Rubber Investment Joint Stock Company (DRI);

Pursuant to the Operating Regulations of the Supervisory Board approved by the General Meeting of Shareholders;

Pursuant to the Company’s management regulations and the results of supervision over the Company’s operations in 2025;

The Supervisory Board (“SB”) respectfully submits to the Annual General Meeting of Shareholders the report on supervisory activities in 2025 and the key orientations and tasks for 2026 as follows:

**A. RESULTS OF SUPERVISORY ACTIVITIES IN 2025**

**I. Activities of the Supervisory Board in 2025**

The Supervisory Board consisted of three (03) members, including two (02) full-time members and one (01) part-time member who is a technical officer of the Company.

During 2025, the Supervisory Board conducted four (04) periodic inspections and supervisory reviews at the parent company and its two subsidiaries, namely DakLak Rubber Company Limited (Daklaoruco) and DRI High-Tech Agriculture Company Limited (DRI High-Tech Agriculture Co., Ltd.).

Each inspection and supervisory review was implemented under a specific program, schedule and scope of work. The main contents focused on monitoring and evaluating: Management and executive operations; Financial and accounting management and the utilization of financial resources supporting production activities; Relations with local authorities and product protection activities; Trading activities, procurement of goods and rubber raw material purchasing; Labor and payroll management; Implementation progress of production, investment and technical procedures, etc. The Supervisory Board also monitored the Company’s activities through reports, meetings of the Board of Directors and related documents. The key supervisory contents included: The implementation of resolutions of the General Meeting of Shareholders and resolutions of the Board of Directors from the parent company to domestic and overseas subsidiaries; Compliance with tax regulations; Implementation of corrective actions regarding recommendations from inspections by state authorities and independent auditors; Compliance with legal regulations and the Company Charter, as well as coordination among relevant parties.

With a high sense of responsibility, all Supervisory Board members fully participated in all inspections and supervisory reviews conducted during the year. The Supervisory Board identified shortcomings and deficiencies, made recommendations, provided guidance and issued warnings to the Management Boards of the Company and subsidiaries for timely handling, rectification and improvement.

The Supervisory Board also attended Board of Directors' meetings fully and responsibly, actively conducting objective and independent reviews and consultations regarding agenda items, strategic policies and internal regulations, thereby supporting the Board of Directors and the Executive Management in making appropriate decisions.

Throughout its operations, the Supervisory Board received favorable support and cooperation from the leadership of the Company and its subsidiaries. The Supervisory Board was granted access to documents, records and assets, and was provided with sufficient time and personnel resources necessary for the performance of its duties.

## **II/ RESULTS OF THE SUPERVISION OF THE COMPANY'S OPERATIONS**

### **1. Regarding the activities of the Board of Directors ("BOD") in 2025:**

During the year, the BOD held regular direct meetings and conducted written consultations when necessary, issuing 13 resolutions as the basis for the Management Board to implement important matters within its authority in accordance with the Company Charter and internal regulations. Documents for meetings and written consultations were distributed fully and promptly to all members for review, discussion, and voting. All resolutions were unanimously approved with 100% consensus and without dissenting opinions, demonstrating the responsibility and commitment of the BOD members toward the Company's operations.

The BOD issued a number of major decisions, including the replacement and appointment of two key personnel positions, namely the Directors of the parent company and Daklaoruco subsidiary, as well as one Deputy Director of Daklaoruco, from among experienced and capable personnel of the parent company Dakruco (under Resolutions No. 01, 02 and 04 of the BOD). These appointments were made to strengthen the management apparatus at the subsidiary following signs of loosened management, which had resulted in loss of control, latex leakage and theft, and repeated failures over many years to achieve assigned rubber output targets.

The BOD also issued resolutions regarding production and harvesting plans, durian and rubber replanting programs, investment loans, rubber purchasing and sales activities, asset liquidation, approval for the preparation of a new office building project, reward policies linked to year-end output progress, and several other matters within the authority of the BOD.

The BOD regularly conducted on-site inspections at Daklaoruco and DRI High-Tech Agriculture Co., Ltd. to promptly grasp operational situations, stabilize the organizational structure, and effectively direct production and investment activities. It also strengthened relationships with local authorities to gradually eliminate latex theft and illegal latex trading involving both Company employees and external parties. In addition, the BOD directed recruitment and professional training activities and the hiring of rubber tapping workers to address the labor shortages that had persisted in previous years.

### **Results of the implementation of the resolutions adopted by the General Meeting of Shareholders:**

- Production results:
  - + Rubber latex harvesting: 15,153/13,500 tons of dry rubber latex, achieving 112.24% of the annual plan.
  - + Durian harvest: 575.25/640 tons, achieving 89.88% of the annual plan.
- Total revenue and income: VND 684.3 billion / VND 612.96 billion, equivalent to 111.6% of the plan.
- Consolidated profit after tax: VND 158.16 billion / VND 110.38 billion, equivalent to 143% of the plan.
- Average employee income increased by more than 10% compared to the planned target.

- New durian planting area: 30.48 ha together with supporting infrastructure works.
- Rubber replanting area: 56.79 ha / 94.56 ha, achieving 60% of the plan.
- Quality of immature rubber plantations continued to develop well.
- Dividend payment: expected at 10% compared to the planned target of 9%.

Overall, rubber latex and cashew output exceeded planned targets, while revenue and profit increased significantly thanks to higher output and selling prices. However, several targets related to output, revenue and profit at DRI High-Tech Agriculture Co., Ltd. were not achieved, mainly due to China's temporary suspension of imports on two occasions, forcing the Company to delay or suspend harvesting. As a result, durian fruit became overripe, affected by fungal diseases, downgraded in quality, and sold at lower prices. These were force majeure events beyond the Company's control.

## **2/ Regarding the Management Board**

Following the replacement of key leaders at the parent company and subsidiaries, the Management Board quickly stabilized operations and ensured smooth continuity of activities. Considerable attention was paid to strengthening the management apparatus at Daklaoruco by reassessing personnel, identifying causes of weak performance, lack of motivation, and insufficient coordination, thereby implementing appropriate corrective measures and organizational restructuring.

The parent company also strengthened personnel support to complete FSC certification, traceability systems, and EUDR-related procedures for exports to Europe. Recommendations and proposals from subsidiaries were reviewed and resolved in a timely manner within delegated authority, while matters beyond management authority were submitted to the BOD for approval.

The Company coordinated export sales activities, issued pricing guidelines in accordance with Company regulations for Daklaoruco's domestic sales operations, and regularly monitored and handled changes related to customs procedures, taxes, logistics, and other regulations. Additional costs arising from policy changes compared to previous regulations were reported to the BOD for consideration and approval.

At Daklaoruco, following changes in key management personnel, the Director initiated a comprehensive reform of the Company's management team. Responsibilities and authority were clearly delegated among Board of Management members according to their respective functional areas, including approval authority over related expenditures. Farm directors were granted both authority and financial resources to proactively perform their duties and maintain relationships with local authorities.

Daklaoruco also implemented salary and bonus reforms to motivate indirect employees; promoted anti-theft awareness campaigns; introduced welfare programs including essential goods, books, and milk for employees' children; publicly announced salary rates from the beginning of the year; and changed payroll frequency to weekly payments. Significant financial support was provided to local communities to create positive impacts in local economic development while simultaneously generating employment and improving corporate profitability.

The Company signed cooperation agreements with provincial police authorities where the Company operates, enabling stronger legal and manpower support in combating latex theft and eliminating illegal latex trading points. Strict measures were taken against thieves, including Company employees involved in theft. Within only half a year, the longstanding issue of latex theft and illegal trading was largely resolved — a problem that Daklaoruco had failed to address effectively for many years.

In addition, Daklaoruco successfully implemented labor attraction policies. During the year, indirect labor staffing met required norms, while direct labor shortages — a major issue in previous years — were substantially resolved, with rubber tapping workforce mobilization exceeding 95%.

Professional training was conducted for 288 managerial and technical staff members. Year-end bonuses totaling more than LAK 6.4 billion (equivalent to approximately VND 7.68 billion) were paid to 1,561 employees.

The parent company also directed, supervised, and provided technical support to DRI High-Tech Agriculture Co., Ltd. in relation to durian plantation investment and business operations.

At DRI High-Tech Agriculture Co., Ltd., durian farming operations remained highly complex and heavily dependent on weather conditions and technical expertise during flowering, fruit setting, disease prevention, and crop management stages. In 2025, flowering coincided with early-season rains, which is highly unfavorable for durian trees because rainfall during flowering can cause thermal shock, excess moisture, fruit stem drop, and severe yield loss.

The Management Board of DRI High-Tech Agriculture Co., Ltd., together with experienced consultants, implemented numerous technical measures involving fertilizers, plant protection chemicals, and moisture drainage solutions to minimize fruit drop. In addition to weather-related risks, the Company also suffered losses when China temporarily closed border gates twice during the harvest period, causing fungal infections, spoilage, product downgrading, and losses in both output and revenue.

#### **Achievements:**

Overall, the Company successfully completed its rubber harvesting and sales targets. Specifically, rubber output reached 15,153 tons, achieving 112.24% of the annual plan, exceeding the target by 1,653 tons of dry rubber latex and increasing by 4,036 tons compared to 2024.

Total revenue and income reached VND 684.3 billion against the planned VND 612.96 billion, equivalent to 111.6% of the plan. Effective cost control and production cost reductions contributed to profit after tax reaching VND 158.16 billion compared to the planned VND 110.38 billion, equivalent to 143% of the target.

Employee income at Daklaoruco improved significantly thanks to output overachievement and incentive bonus policies. The planned dividend payout ratio was expected to increase beyond the original resolution target due to higher-than-planned profits. The quality of immature rubber plantations, newly planted areas, and durian plantations continued to develop positively.

Average monthly income of workers at Daklaoruco exceeded LAK 10 million per person, equivalent to approximately VND 12 million.

Detailed evaluations for each subsidiary have been separately reported by the Management Board.

Targets not achieved: Targets related to output, revenue, and profit at DRI High-Tech Agriculture Co., Ltd. were not achieved due to objective factors such as border congestion, fungal diseases, overripe and damaged fruit, and related issues.

Overall, the Management Board of the parent company and subsidiaries proactively fulfilled their duties and responsibilities, complied with the resolutions of the BOD, the Company Charter, and internal regulations. Business activities improved positively, the Company's financial situation remained stable with good accumulation capacity, employee income increased, and shareholders' dividends were paid in a timely manner. In particular, Daklaoruco's production and business operations have now stabilized and are developing in line with the Company's strategic orientation for the current year and the years ahead.

### **3/ Supervision of internal transactions and contracts:**

In 2025, the Company did not engage in any transactions involving purchases, sales, or service provision between the Company and insiders in violation of legal regulations.

Regarding internal financial relationships, DRI continued to record an outstanding medium-term loan of VND 80 billion granted to its parent company Dakruco. The agreed interest rate and repayment terms were stipulated in the loan agreement and complied with legal regulations. As of the date of this report, Dakruco's financial condition has improved significantly. Dakruco successfully sold DRI shares at favorable prices and also secured bank financing for rubber replanting and project development investments. Therefore, Dakruco's repayment capability toward DRI is considered highly reliable in the near future.

#### **4/ Company financial situation:**

The Supervisory Board agrees with the financial statements audited and reviewed by AFC Vietnam for fiscal year 2025. Detailed financial information has been presented at the General Meeting of Shareholders and publicly disclosed in accordance with regulations applicable to public companies under the State Securities Commission. Key financial indicators include:

- Total assets at year-end compared with beginning of year: VND 952.6 billion / VND 729 billion, an increase of VND 223.6 billion.
- Total equity at year-end compared with beginning of year: VND 706.8 billion / VND 590.6 billion, an increase of VND 116.2 billion.
- Total liabilities: VND 245.7 billion / VND 138.5 billion, an increase of VND 107.2 billion.
- Cash and cash equivalents: VND 93 billion / VND 81.1 billion, an increase of VND 11.9 billion.
- Current ratio: VND 408.2 billion / VND 224.7 billion = 1.82 times, including finished rubber inventory (Account 155) of 5,453 tons valued at LAK 21.75 million/ton, equivalent to approximately VND 26.1 million/ton. With current selling prices exceeding VND 46 million/ton, the Company has generated a surplus of more than VND 100 billion.

With rubber prices remaining stable above USD 1,800/ton, a stable management apparatus, healthy rubber plantations ready for the new tapping season, and increasing employee morale and loyalty, together with a strong financial foundation, the Company is well positioned for further growth. Durian plantation projects are becoming model projects attracting attention from local authorities and enterprises. At DRI High-Tech Agriculture Co., Ltd., durian trees are currently flowering with an effective flowering rate exceeding 80%, allowing optimism that DRI will achieve even greater success in 2026 compared to 2025.

#### **B/ SUPERVISION PLAN FOR 2026**

Based on the provisions of the Company Charter and the Operational Regulations, the Supervisory Board has established the following key objectives and tasks:

1/ Supervise the activities of the Board of Directors ("BOD") and the Management Board in accordance with the Company Charter; inspect and supervise production, business, and investment activities at the parent company and subsidiaries. Supervise accounting and financial management, procurement and sales activities; monitor internal contracts and transactions; oversee information confidentiality and disclosure, implementation of employee policies and compliance with applicable laws and regulations.

2/ Implement periodic supervision programs at Daklaoruco and DRI High-Tech Agriculture Co., Ltd. on a quarterly basis (once every quarter).

3/ Monitor and provide warnings regarding risks arising from changes in laws and regulations, employee policies, environmental issues, technical procedures, and plantation assets.



4/ Conduct inspections and supervision at the request of the BOD, shareholders, or groups of major shareholders of the Company. Carry out extraordinary inspections and supervision when signs of violations of procedures, regulations, or laws are detected.

5/ Report to the BOD and the Management Board on deficiencies identified during inspections and supervision activities, and propose corrective measures where necessary.

6/ Participate in meetings of the BOD, actively study and provide advisory opinions on programs, proposals, and related matters for the BOD's consideration and decision-making.

7/ Perform other duties in accordance with the Operational Regulations of the Supervisory Board, the Internal Corporate Governance Regulations, and the Company Charter.

*The above is the Report on the supervision results for 2025 and the orientation and supervision plan for 2026, respectfully presented by the Supervisory Board to the 2026 Annual General Meeting of Shareholders.*

***Recipients:***

- *Annual General Meeting of Shareholders 2026;*
- *Members of the Board of Directors, Supervisory Board;*
- *Archives.*

**CONTROL BOARD**

**Nguyen Thac Hoanh**

No:

*Daklak, May , 2026*

## **PROPOSAL**

### **Re: Approval of Production, Business, and Investment Targets for 2026**

**Dear Shareholders,**

- Based on the Law on Enterprises No. 59/2020/QH14 dated June 17<sup>th</sup>, 2020, and the Laws amending and supplementing a number of articles of the Law on Enterprises;

- Based on the Business Registration Certificate of Dak Lak Rubber Investment Joint Stock Company issued by the Department of Planning and Investment of Dak Lak Province on February 24, 2012;

- Based on the Company's Charter approved at the 2023 Annual General Meeting of Shareholders;

- Pursuant to Resolution No. 01/NQ-HĐQT dated January 7<sup>th</sup>, 2026; Resolution No 07/NQ-BOD dated April 25<sup>th</sup>, 2026 of the Board of Directors.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval of the production, business and investment targets for 2026:

#### **I. Business Targets for 2026**

##### **1. Production Targets**

###### **1.1. Total Planted Area: 9,418.24 ha**

- Total area of rubber trees: 8,484.54 ha, including:

+ The area of immature rubber trees: 337.88 ha;

+ The area of rubber trees under exploitation: 8,146.66 ha

- The area of cashew trees: 465.67 ha.

- The area of high-Tech Agricultural Plantation (DRI): 142.17 ha

- The area of durian plantation at Daklaoruco: 91.14 ha

- The area of other plantations (Acacia trees + Streamside buffer zone): 234.72

ha

###### **1.2. Production Output in 2026:**

- Rubber latex: 13,800 tons (dry latex), with an average yield of 1.69 tons/ha.

- Externally purchased rubber: 2,000 tons of dry rubber

- Durian: 760 tons, with an average yield of 64.29 kg/tree

##### **2. Revenue, Expenses, Profit, and Dividend Targets:**

###### **2.1. Total Revenue and Other Income: VND 820.137 billion, including:**

+ Revenue from sales of self-produced rubber: VND 689.249 billion (average price: USD 1,759/ton), of which 65% of the total sales volume (14,900 tons) is for export.

+ Revenue from purchased rubber: VND 87.599 billion.

+ Revenue from durian sales: VND 30.40 billion (average price: VND 40.00 million/ton).

+ Financial revenue & other income: VND 12.887 billion.

**2.2. Total Expenses: VND 670.735 billion, including:**

+ Rubber production and business operations: VND 560.257 billion (cost price: USD 1,430/ton).

+ Purchased rubber business operations: VND 86.599 billion.

+ Durian business operations: VND 23.878 billion (cost price: VND 31.419 million/ton).

**2.3. Profit Before Tax: VND 149.401 billion**

**2.4. Expected Dividend Payout Ratio for 2026: 10% of charter capital**

**II. Investment Targets for 2026:**

**1. Investment in Immature Plantations: VND 33.789 billion, including:**

- Investment in new planting and maintenance of rubber plantations at Daklaoruco: VND 11.77 billion, covering an area of 337.88 hectares, with an average investment cost of VND 34.83 million per hectare.

- New durian planting and first-year basic establishment care at Daklaoruco: VND 16.539 billion, covering 91.14 hectares, with an average investment cost of VND 181.74 million per hectare.

- Investment in durian cultivation and maintenance at CNC DRI: VND 5.479 billion, corresponding to an area of 62.25 hectares, with an average investment cost of VND 85.616 million per hectare. In addition, 1.08 hectares of areca trees were intercropped along embankments, with a total cost of VND 150.215 million.

**2. Capital Construction Investment:**

Total investment in 2026: VND 87.39 billion, including: VND 0.86 billion for DRI High-Tech Company Limited; Daklaoruco accounts for VND 85.02 billion and at the parent company DRI, it is 1.507 billion VND.

This is the Board of Directors' report on the company's production, business, and investment plan for 2026. We respectfully submit to the General Meeting of Shareholders for consideration and approval.

**Recipients:**

- As above;
- Board of Supervisors;
- Archive.

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

**Nguyen Viet Tuong**

**DAK LAK RUBBER  
INVESTMENT JOINT STOCK  
COMPANY  
(DRI)**

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

*Daklak, May , 2026*

No:

**PROPOSAL**

**Re: Profit Distribution and Allocation to Funds for the Year 2025**

*Dear Mr/Mrs Shareholders,*

Based on the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and the Laws amending and supplementing a number of articles of the Law on Enterprises;

Based on the Charter of Daklak Rubber Investment Joint Stock Company as approved by the 2023 Annual General Meeting of Shareholders;

Based on the 2025 Consolidated Financial Statements of Daklak Rubber Investment Joint Stock Company audited by AFC Vietnam Auditing Co., Ltd.;

Based on the Resolution No. 07/NQ-BOD dated *April 25<sup>th</sup>*, 2026 of the Company's Board of Directors.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the plan for profit distribution and fund allocation for the year 2025 of Daklak Rubber Investment Joint Stock Company with the details below:

<b>Target</b>	<b>Amount (VND)</b>	<b>Note</b>
<b>1. Profit of the year 2024 carried forward</b>	<b>0</b>	<i>As approved in the 2025 General Meeting of Shareholders' Resolution</i>
<b>2. Profit after tax for the year 2025</b>	<b>158.164.223.949</b>	<i>According to the audited 2024 financial statements</i>
<b>3. Retained profit</b>	<b>2.161.279.454</b>	<i>Profits of subsidiaries are used to pay dividends to non-controlling shareholders and to appropriate funds at the subsidiary level.</i>
<b>4. Consolidated undistributed profit as of December 31<sup>st</sup>, 2025: 4 = (1+2-3)</b>	<b>156.002.944.495</b>	
<b>5. Appropriation to funds: 5 = (5.1+5.2+5.3+5.4)</b>	<b>65.421.631.076</b>	
5.1 Appropriation to the financial reserve fund in Laos at 10%	12.304.334.157	<i>10% of Daklaoruco's after-tax profit</i>
5.2 Appropriation to investment and development fund in Laos	36.913.002.470	<i>30% of Daklaoruco's profit allocated for project investment</i>
5.3 Appropriation to bonus and welfare fund: 10%	15.340.294.450	<i>10% of the profits of Daklaoruco and DRI.</i>
5.4 Appropriation to the Bonus Fund for	864.000.000	<i>Applied in accordance with Circular No.</i>

Managers		<i>03/2025/TT-BNV: equivalent to 02 months of average salary.</i>
<b>6. Dividend tax payable to the owner.</b>	<b>11.073.900.741</b>	<i>10% of (Daklaoruco's after-tax profit – financial reserve fund). Original currency amount: 9,461,540,793 kip.</i>
<b>7. Remaining profit after fund appropriation 7= (4-5-6)</b>	<b>79.507.412.678</b>	
<b>8. Expected dividend in 2025: 10% of charter capital</b>	<b>73.200.000.000</b>	<i>10% of charter capital</i>
<b>9. Remaining profit after tax: 9= (6-7-8)</b>	<b>6.307.412.678</b>	<i>This amount will be distributed to shareholders in 2026</i>

*(Figures based on the 2025 consolidated financial statements)*

The proposed dividend rate increased from 9% of the plan to 10% due to the company's profit meeting expectations.

- Interim dividend for 2025 already paid: 0%
- Remaining dividend: 10%, equivalent to VND 1.000/share
- Dividend payment period: Expected period from October 1, 2026 to October 30, 2026.

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

**Recipients:**

- 2026 Annual General Meeting of Shareholders;
- Board of Directors;
- Supervisory Board;
- For archive

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

**Nguyen Viet Tuong**

**(DRI)**

No:

*DakLak, May , 2026*

**PROPOSAL**

**Re: Remuneration of the Board of Directors and the Supervisory Board in 2026**

Dear Shareholders,

Based on the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and the Laws amending and supplementing a number of articles of the Law on Enterprises;

Based on the Securities Law No. 54/2019/QH14 dated November 26, 2019;

Decree 44/2025/ND-CP dated February 28<sup>th</sup>, 2025 of the Government stipulating the Management of Labor, Wages, Remuneration, and Bonuses in State-Owned Enterprises;

Pursuant to the Charter of Dak Lak Rubber Investment Joint Stock Company approved by the 2023 Annual General Meeting of Shareholders;

Based on Resolution No. 07/NQ-BOD dated April 25<sup>th</sup>, 2026 of the Company's Board of Directors;

The Board of Directors reports to the General Meeting of Shareholders on the implementation of remuneration expenses for the Board of Directors and the Supervisory Board in 2025 as well as the proposed remuneration levels for the Board of Directors and the Supervisory Board in 2026 as below:

**1. Performance Results in 2025 according to the Resolution of the 2025 Annual General Meeting of Shareholders:**

- The total Planned Remuneration Fund : 864.0 million VND;
- Actual Payment : 864.0 million VND;
- % Actual/Planned : 100.0%

The above remuneration level applies to non-executive managers (6 non-executive members of the Board of Directors and 3 members of the Supervisory Board).

**2. Proposed Remuneration for the Board of Directors and Supervisory Board in 2026:**

Pursuant to Decree No. 44/2025/ND-CP dated February 28, 2025, in 2026, the remuneration for 12 part-time (non-executive) managers (including 7 members of the Board of Directors, 3 members of the Supervisory Board, the Secretary of the Board of Directors, and the person in charge of the company) is determined at 20% of the planned average salary of full-time (executive) managers.

Accordingly, the total remuneration fund for part-time managers amounts to VND 1,111.97 million, which is higher than the 2025 actual figure due to the planned profit for 2026 exceeding VND 149 billion. This remuneration is accounted for as production cost in 2026.

Therefore, it is proposed that the General Meeting of Shareholders approve the remuneration for the Board of Directors and the Supervisory Board in 2026 at 1,112 million VND.

Respectfully submitted to the General Meeting of Shareholders!

**Recipients:**

- *2026 Annual GMS;*
- *Board of Directors;*
- *Supervisory Board;*
- *For archive.*

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

**Nguyen Viet Tuong**

No:

*Daklak, May , 2026*

**PROPOSAL**

**Re: Selection of the Audit Firm for the 2026 Financial Statements**

***Dear Mr/Mrs Shareholders,***

Based on the Law on Enterprises No. 59/2020/QH14 dated June 17<sup>th</sup>, 2020, and the Laws amending and supplementing a number of articles of the Law on Enterprises;

Based on the Law on Securities No. 54/2019/QH14 passed on November 26<sup>th</sup>, 2019;

Based on the list announcement from auditing firms and auditors approved to audit issuing organizations, listed organizations, and securities business organizations by the State Securities Commission;

Based on the Company Charter approved by the General Meeting of Shareholders on April 19<sup>th</sup>, 2023;

Based on Resolution No. 07/NQ-BOD dated April 25<sup>th</sup>, 2026 of the Company's Board of Directors;

The Board of Directors has reviewed the audit firms below:

1. A&C Auditing and Consulting Co., Ltd.
2. AFC Vietnam Auditing Co., Ltd.
3. KPMG Vietnam Co., Ltd.

They have enough capability and experience to audit the Company's 2026 financial statements; both A&C Auditing and Consulting Co., Ltd. and AFC Vietnam company used to audit the company in previous years, so they understand the specificity of business lines of the company. KPMG Vietnam Co., Ltd has expressed a desire to cooperate and provide consultancy on converting the financial statements to FIRS for the following year.

The Board of Directors suggests that the General Meeting of Shareholders should authorize the Board of Directors and the Supervisory Board to select one of the above-mentioned audit firms to audit the Company's 2026 financial statements.

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

**Recipients:**

- 2026 Annual GMS;
- Board of Directors;
- Supervisory Board;
- For archive.

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

**Nguyen Viet Tuong**



**(DRI)**

No:

*Daklak, May , 2026*

**PROPOSAL**

**Re: Approval of contracts and transactions with related parties of the Company**

**To: The 2026 Annual General Meeting of Shareholders**

Based on the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17<sup>th</sup>, 2020, and the Laws amending and supplementing a number of articles of the Law on Enterprises;

Based on the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;

Based on Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government, detailing the implementation of a number of articles of the Law on Securities, and Decree No. 245/2025/ND-CP dated September 11, 2025 of the Government amending and supplementing a number of articles of Decree No. 155/2020/ND-CP dated December 31, 2020;

Based on Point r, Clause 2, Article 15 and Clause 3, Article 49 of the Charter of Daklak Rubber Investment Joint Stock Company as approved by the General Meeting of Shareholders on April 19<sup>th</sup>, 2023;

Based on Resolution No. 07/NQ-BOD dated 25 April 2026 of the Board of Directors of the Company;

The Board of Directors of Daklak Rubber Investment Joint Stock Company (DRI) respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval with the execution of contracts and transactions between the Company and related parties that fall under approval of the General Meeting of Shareholders, specifically as follows:

**1.** Through the policy of signing contracts and transactions from DRI company with a value equal to or greater than 10% of the Company's total asset value of the Company listed in the financial statements which were published at the most recent time.

- Parties to the contracts/transactions: Daklak Rubber Co., Ltd. (a wholly-owned subsidiary of DRI); Daklak Rubber Joint Stock Company (a major shareholder of DRI); DRI High-Tech Agriculture Co., Ltd. (a subsidiary with 83.87% capital contributed by DRI).

- The content of signing the contracts/transactions: contracts for the purchase and sale of materials, equipment, finished products, loans, lending, guarantees, etc., based on the value at each point of time and each specific contract, ensuring the interests of the Company and compliance with the Company's regulations and the law.

**2.** The execution period of the contracts/transactions: taken effect from the date of the Resolution of the 2026 Annual General Meeting of Shareholders approving the above-

mentioned contents to a new resolution is issued by the General Meeting of Shareholders to replace it.

**3.** The General Meeting of Shareholders authorizes the Board of Directors and the General Director of the Company to approve or sign and implement each specific contract/transaction based on the current situation of the company. This authorization will be effective from the date of Resolution adopted by the 2026 Annual General Meeting of Shareholders until it is replaced by a new resolution of the General Meeting of Shareholders and is not limited to a one-year term.

Based on the above contents, the Board of Directors respectfully proposes that the 2026 Annual General Meeting of Shareholders consider and approve it.

Respectfully submitted!

**Recipients:**

- As above;
- Supervisory Board;
- For archive.

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

**Nguyen Viet Tuong**

No:

*Daklak, May , 2026*

**PROPOSAL**

**Re: Registration for Listing of Shares on the Ho Chi Minh City  
Stock Exchange (HOSE) in 2026**

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

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and the Laws amending and supplementing a number of articles of the Law on Enterprises;

Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019 and the Laws amending and supplementing a number of articles of the Law on Securities;

Pursuant to Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities and Decree No. 245/2025/NĐ-CP dated September 11, 2025 amending and supplementing a number of articles of Decree No. 155/2020/NĐ-CP dated December 31, 2020;

Pursuant to Circular No. 120/2020/TT-BTC dated December 31, 2020 regulating the trading of listed shares, registration for trading of shares, fund certificates, corporate bonds and covered warrants on the stock exchange trading system;

Pursuant to Circular No. 202/2015/TT-BTC guiding the listing of securities on stock exchanges;

Pursuant to Circular No. 29/2017/TT-BTC dated April 12, 2017 amending and supplementing a number of articles of Circular No. 202/2015/TT-BTC guiding the listing of securities on stock exchanges;

Pursuant to the Charter of Dak Lak Rubber Investment Joint Stock Company;

Pursuant to Resolution No. 07/NQ-BOD dated April 25, 2026 of the Board of Directors of the Company.

The Board of Directors (“BOD”) respectfully submits to the 2026 Annual General Meeting of Shareholders (“GMS”) for consideration and approval the matters relating to the listing of the Company’s shares in 2026 as follows:

1. The BOD respectfully proposes that the GMS approve the policy for listing the Company’s shares on the Ho Chi Minh City Stock Exchange when the following conditions are fully satisfied:
  - Profit after tax for the first six months of 2026 records a profit (based on the reviewed financial statements for 2026);
  - Accumulated profit (undistributed after-tax profit) after offsetting all accumulated losses must be greater than or equal to zero ( $\geq 0$ ).

Upon satisfaction of the above two conditions, the GMS authorizes the BOD to submit the listing application dossier for transfer of listing.

2. Approval of the authorization and assignment to the BOD to:

(i) Proactively prepare and complete all necessary dossiers and procedures relating to the listing of the Company's shares on HOSE;

(ii) Proactively carry out the listing of the Company's shares on HOSE upon satisfaction of all required conditions;

(iii) Be fully authorized to decide on and handle all arising matters relating to the procedures, dossiers and processes for registration of the Company's share listing on HOSE, including matters falling under the authority of the GMS (if any) during the implementation process;

(iv) Report to the GMS on the progress and results of the Company's share listing registration until completion.

The Board of Directors respectfully submits this Proposal to the General Meeting of Shareholders for consideration and approval./.

**Recipients:**

- As above;
- Supervisory Board;
- For archive.

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

**Nguyen Viet Tuong**

**DAKLAK RUBBER  
INVESTMENT  
JOINT STOCK COMPANY**

**SOCIALIST REPUBLIC OF VIET NAM**

Independence – Freedom – Happiness

-----\*\*\*-----

*Dak Lak, Day month year 2026*

No:

**PROPOSAL**

***Re: Addition of Business Activities for DRI***

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

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and the Laws amending and supplementing a number of articles of the Law on Enterprises;

Pursuant to Decision No. 36/2025/QĐ-TTg of the Prime Minister promulgating the Vietnam Standard Industrial Classification System;

Pursuant to the Charter of Dak Lak Rubber Investment Joint Stock Company;

Pursuant to the Enterprise Registration Certificate No. 6001271719, initially registered on February 24, 2012, and amended for the 9th time on June 9, 2022;

The Board of Directors (BOD) respectfully submits to the 2026 Annual General Meeting of Shareholders (AGM) for approval the supplementation of business lines in the Operating License and the Charter of DRI as follows:

**1. Proposed additional business lines:**

- a. Exploitation and processing of rubberwood, plantation timber, biomass pellets, and products derived from agricultural by-products; specifically:
  - Exploitation of liquidated rubberwood and plantation timber **(0220)**.
  - Processing of wood and other wood products, including:
    - + Sawing, planing, and preservation of wood **(1610)**;
    - + Manufacture of veneer sheets, plywood, and laminated wood boards **(1621)**
    - + Manufacture of other products made from wood, bamboo, and rattan...**(1629)**
- b. Provision of consumer goods supply services.
  - Retail sale of food products in specialized stores **(4722)**
- c. Coffee cultivation ( **0126**)
- d. Fruit tree cultivation **(0121)**
  - *Details: Cultivation of other fruit-bearing trees (01219)*
- e. Wholesale of food products **(4632)**.
  - *Detail: Wholesale of coffee (46324).*
- f. Other specialized wholesale not elsewhere classified **(4679)**.
  - *Additional detail: Wholesale of rubber products (finished products) (46794).*

- i. Freight transportation intermediary service activities (**5231**);
- j. Intermediary service activities for business support services not elsewhere classified (excluding financial intermediation) (**8240**);
- k. Packaging services ( **8292**).

Reason: To supplement and align with the actual business operations of DRI, and to add additional business lines for DRI's operations in Vietnam so that the Company will not need to apply for further amendments when conducting business activities in the above-mentioned sectors.

2. Authorize the Board of Directors to determine the appropriate time for implementing the above-mentioned business lines in accordance with applicable laws, the financial conditions of DRI.

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

**Recipients:**

- *As above;*
- *For filing: Admin., BOD, SB.*

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

**Nguyen Viet Tuong**

No:

*Daklak, May , 2026*

**PROPOSAL**

**Re: Amendment and Supplementation of Certain Articles of the Charter and the Internal Regulations on Corporate Governance of DRI**

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

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and the Laws amending and supplementing a number of articles of the Law on Enterprises;

Pursuant to the 2026 Corporate Governance Code issued by the State Securities Commission of Vietnam recommending enterprises, especially listed companies and large-scale public companies, to adopt good corporate governance practices in accordance with international standards;

Pursuant to Law No. 03/2022/QH15 dated January 11, 2022 of the National Assembly amending and supplementing a number of articles of the Law on Public Investment, the Law on Investment in the Form of Public-Private Partnership, the Law on Investment, the Law on Housing, the Law on Bidding, the Law on Electricity, the Law on Enterprises, the Law on Special Consumption Tax, and the Law on Civil Judgment Enforcement; Law No. 76/2025/QH15 dated June 17, 2025 of the National Assembly amending and supplementing a number of articles of the Law on Enterprises; and Decree No. 245/2025/ND-CP dated September 11, 2025 of the Government amending and supplementing a number of articles of Decree No. 155/2020/ND-CP dated December 31, 2020 detailing a number of articles of the Law on Securities;

Pursuant to the Charter and the Internal Regulations on Corporate Governance approved by the General Meeting of Shareholders;

Pursuant to Resolution No. 07/NQ-BOD dated April 25, 2026 of the Board of Directors of the Company.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the amendment and supplementation of certain articles of the Company Charter and the Internal Regulations on Corporate Governance as follows:

**1. Amendments to Certain Articles and Clauses of the Company Charter:**

Compared with the current Charter, the amended and supplemented Charter revises the following articles and clauses: Article 1; Clause 5 - Article 3; Article 4; Clause 5 - Article 6; Clause 3.c - Article 12; Clause 1.d - Article 15; Clause 1 - Article 19; Clauses 1, 2, 7 - Article 20; Clauses 1, 2 - Article 21; Clause 4 - Article 23; Clause 2 - Article 27; Clauses 2, 11 - Article 30; Clause 4.a - Article 42; Clause 3.d - Article

44; Clauses 4.a, b - Article 49; Clause 1 - Article 53; Clause 1 - Article 58; Clause 2 - Article 60.

## **2. Internal Regulations on Corporate Governance:**

Compared with the current Internal Regulations on Corporate Governance, the amended and supplemented Regulations revise the following articles and clauses: Clauses 1.e, f - Article 2; Clause 3 - Article 5; Article 6; Clause 1 - Article 8; Article 9; Clause 1 - Article 10.

Details of the amendments and the reasons therefor are specified in the Appendix attached to this Proposal.

## **3. Effective Date:**

The amended and supplemented Charter and Internal Regulations on Corporate Governance shall take effect upon approval by the General Meeting of Shareholders.

The above are the contents relating to the amendment and supplementation of certain articles and clauses of the Company Charter and the Internal Regulations on Corporate Governance. The Board of Directors respectfully submits them to the 2026 Annual General Meeting of Shareholders for consideration and approval.

Attached to this Proposal is the Appendix detailing the amendments and supplementations to certain articles of the Charter and the Internal Regulations on Corporate Governance.

Respectfully submitted.

### **Recipients:**

- As above;
- Supervisory Board;
- For archive.

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

**Nguyen Viet Tuong**



No:

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DakLak, May , 2026

APPENDIX

(Attached to Proposal No. /TTr-BOD dated May , 2026)

**I. Amendments to certain articles of the Company's Charter** (compared to the previous Charter):

***1- Article 1 – Interpretation of Terms:***

- **Revising the italicized and bolded phrases for consistency with other provisions of the Charter.**

- *Executives of the Company* include the General Director, Deputy General Directors, Chief Accountant **and other executives appointed by the Board of Directors**;

- *Managers of the Company* include the Chairman of the Board of Directors, members of the Board of Directors, the General Director, **and other individuals holding managerial positions appointed by the Board of Directors**;

- *A non-executive member of the Board of Directors* (hereinafter referred to as a “non-executive member”) is a member of the Board of Directors who is not the General Director, Deputy General Director, Chief Accountant **and other executives appointed by the Board of Directors**;

**\* The following definition is added:**

- *Trade secrets and confidential business information*: Information that is not publicly disclosed by the Company as it provides competitive advantages over competitors. Trade secrets/confidential business information include formulas, production processes, customer lists, technical know-how, or business plans, etc.

- *The beneficial owner of a corporate legal entity* (hereinafter referred to as the “beneficial owner of the enterprise”) means an individual who ultimately owns the charter capital or exercises control over such enterprise, excluding representatives of direct ownership in enterprises wholly owned by the State and representatives of State capital contributions in joint stock companies or multi-member limited liability companies in accordance with laws on management and investment of State capital in enterprises.

- Reason:

To ensure consistency with Point b, Clause 3, Article 12 of the Company's Charter and other relevant provisions relating to the term “trade secrets and confidential business information.”

To supplement the definition in accordance with Point d, Article 1 of Law No. 76/2025/QH15 (new regulation where a **beneficial owner of the enterprise** arises, the enterprise is required to collect, retain, and report relevant information).

***2- Clause 5, Article 3: Legal Representative.***

**Amending and supplementing the italicized wording in accordance with Clause 4, Article 1 of Law No. 76/2025/QH15.**

5. The legal representative of the enterprise shall bear personal *liability in accordance with law* for damages caused to the enterprise due to violations of *the responsibilities prescribed in Clause 4 of this Article*.

### **3- Article 4: Objectives and Business Lines of the Company.**

To supplement the following business lines so that, in the event DRI conducts business activities in these sectors in Vietnam, the Company will not be required to further amend or register additional business lines:

a. Exploitation and processing of rubber wood, plantation timber, biomass pellets, and products derived from agricultural by-products; specifically:

- Exploitation of liquidated rubber wood and plantation timber (**Code 0220**);
- Processing of wood and other wood products, including:
  - o Sawmilling, planing, and preservation of wood (**Code 1610**);
  - o Manufacture of veneer sheets, plywood, laminated wood, and other wood panels (**Code 1621**);
  - o Manufacture of other products from wood, bamboo, rattan, straw, and plaiting materials (**Code 1629**).

b. Consumer goods supply services

- Retail sale of food products (**Code 4722**).

d. Growing of coffee plants (**Code 0126**).

e. Growing of fruit trees (**Code 0121**)

- *Details: Growing of other fruit trees (Code 01219).*

f. Wholesale of food products (**Code 4632**)

- *Details: Wholesale of coffee (Code 46324).*

i. Other specialized wholesale activities not elsewhere classified (**Code 4679**)

- *Additional detail: Wholesale of rubber products (finished products) (Code 46794).*

To supplement the following business lines in order to align with DRI's current business operations:

j. Freight transport brokerage/intermediary service activities (**Code 5231**);

k. Intermediary service activities for business support services not elsewhere classified (excluding financial intermediation) (**Code 8240**);

l. Packaging services (**Code 8292**).

### **4- Clause 5, Article 6: Charter Capital, Shares, and Founding Shareholders.**

Revising the provisions on founding shareholders as follows:

5. The list of founding shareholders is provided in Appendix 01 attached hereto. The restrictions on the shares of founding shareholders have now expired.

### **5- Clause 3.c, Article 12: Rights of Shareholders.**

Amending and supplementing the italicized wording in accordance with Point c, Article 1 of Law No. 76/2025/QH15 amending and supplementing a number of provisions of the 2020 Law on Enterprises.

To request the Supervisory Board to examine specific issues related to the management and operation of the Company when deemed necessary. Such request must be made in writing and shall include the full name, contact address, nationality, *citizen identity card number/citizen identification number/passport or other lawful personal identification documents* for individual shareholders; the name, enterprise registration number or establishment decision number, and head office address for organizational shareholders; the number of shares and registration date of shares held by each shareholder; the total number of shares held by the group of shareholders and their ownership ratio in the Company's total shares; as well as the issues to be examined and the purpose of such examination;

**6- Clause 1.d, Article 15: Rights and Obligations of the General Meeting of Shareholders.**

Amending the italicized wording in accordance with Clause 1(d), Article 1 of Decree No. 245/2025/ND-CP amending and supplementing a number of provisions of Decree No. 155/2020/ND-CP

d) To decide on investments or the sale of assets with a value equal to or greater than 30% *of the total asset value, based on the separate financial statements of the parent company or the most recent audited consolidated financial statements, whichever is lower*;

Similarly, for sub-clauses p and r of Clause 2, Article 15, amend the phrase “*of the total asset value, based on the separate financial statements of the parent company or the most recent audited consolidated financial statements, whichever is lower*”.

**7- Clause 1, Article 19: Conditions for Conducting the General Meeting of Shareholders.**

To supplement the italicized wording in accordance with the 2026 Corporate Governance Code, which recommends holding the General Meeting of Shareholders in a hybrid format, combining both in-person and online participation.

1. The General Meeting of Shareholders (*including in-person, online, or hybrid meetings combining both in-person and online participation*) shall be conducted when attending shareholders represent more than 50% of the total voting shares.

**8- Clauses 1, 2, and 7, Article 20: Procedures for Conducting Meetings and Voting at the General Meeting of Shareholders.**

To supplement the italicized wording in accordance with the 2026 Corporate Governance Code, which recommends that the General Meeting of Shareholders be organized in a hybrid format combining both in-person and online participation.

**1. Depending on actual conditions, the Company may hold the General Meeting of Shareholders in the form of in-person meetings, online meetings, or a hybrid format combining both in-person and online participation.**

2. Prior to the opening of the meeting, *depending on the format of the General Meeting of Shareholders*, the Company shall conduct shareholder registration procedures and continue the registration until all eligible attending shareholders have registered, in the following order:

a) Upon shareholder registration, the Company shall issue each shareholder or authorized representative with voting rights a voting card, indicating the registration number, full name of the shareholder, full name of the authorized representative, and the number of votes of such shareholder. The General Meeting of Shareholders shall discuss and vote on each item in the meeting agenda. Voting contents shall be presented in a Voting

Ballot with options for approval, disapproval, or abstention for each item, enabling shareholders to exercise their rights. Vote counting shall be conducted using vote-counting software **or an electronic voting system**, and the results shall be announced at the General Meeting of Shareholders after completion of counting and before the meeting is adjourned. The General Meeting of Shareholders shall elect persons responsible for vote counting or supervising the vote-counting process upon nomination by the Chairperson. The number of members of the vote-counting committee shall be decided by the General Meeting of Shareholders based on the Chairperson's proposal.

b) Shareholders, or authorized representatives of organizational shareholders, who arrive/ **log in to the participation link after** the meeting has commenced shall be entitled to register immediately and subsequently participate in and vote/elect at the General Meeting of Shareholders, **or cast votes via the electronic voting system immediately** after registration. The Chairperson shall not be obliged to suspend the meeting to allow late-arriving shareholders to register, and the validity of matters that have been voted on prior to such registration shall remain unchanged.

7. Shareholders or their authorized representatives who arrive/**log in to the participation link after** the meeting has commenced shall still be entitled to register and participate in voting immediately upon registration; in such cases, the validity of matters that have been voted on prior to such registration shall remain unchanged.

**9- Clauses 1 and 2, Article 21: Conditions for Adoption of Resolutions of the General Meeting of Shareholders.**

[Amending and supplementing the italicized wording in accordance with Clause 5, Article 7 of Law No. 03/2022/QH15.](#)

1. A resolution on the following matters shall be adopted if it is approved by shareholders representing at least 65% of the total voting shares of all **attending and voting shareholders at the meeting**, except in cases specified in Clauses 3, 4, and 6, Article 148 of the Law on Enterprises:

2. Resolutions shall be adopted when approved by shareholders representing more than 50% of the total voting shares of all **attending and voting shareholders at the meeting**, except for the cases specified in Clause 1 of this Article and Clauses 4 and 6, Article 148 of the Law on Enterprises.

**10- Clause 4, Article 23: Resolutions and Minutes of the General Meeting of Shareholders.**

[To be amended and supplemented in line with actual practices while ensuring compliance with applicable laws.](#)

4. *Resolutions, minutes of the General Meeting of Shareholders, the appendix of the list of shareholders registered to attend the meeting bearing shareholders' signatures, powers of attorney for attendance, all documents attached to the minutes (if any), and other relevant documents accompanying the meeting invitation notice shall be retained at the Company's head office;*

*Resolutions, minutes of the General Meeting of Shareholders, and documents attached to the minutes and resolutions shall be disclosed in accordance with the regulations on information disclosure in the securities market.*

**11- Clause 2, Article 27: Rights and Obligations of the Board of Directors.**

To amend and supplement the italicized wording to ensure consistency with DRI's financial and operational regulations.

i) Elect, dismiss and remove the Chairman of the Board of Directors; appoint, dismiss, sign and terminate contracts with *the General Director, Deputy General Directors, Chief Accountant, Person in charge of corporate governance, representatives of DRI's capital contribution in other enterprises, members of the Board of Directors/ Members' Council/ Supervisory Board in other enterprises, and the Chairman of subsidiaries wholly owned (100%) by DRI. Approve the policy for the General Director to plan, issue decisions on appointment, dismissal, reward and discipline, secondment and rotation of heads and deputy heads of departments within the Company, as well as Directors, Deputy Directors and Chief Accountants of subsidiaries wholly owned (100%) by DRI. Decide on salaries, bonuses, remuneration and other benefits of the General Director, Deputy General Directors, Chief Accountant of the Company, Person in charge of corporate governance, representatives of DRI's capital contribution in other enterprises, members of the Board of Directors/ Members' Council/ Supervisory Board in other enterprises, and the Chairman of subsidiaries wholly owned (100%) by DRI;*

**12- Clauses 2 and 11, Article 30: Meetings of the Board of Directors.**

To supplement the italicized wording in accordance with DRI's actual operational practices:

2. The Board of Directors shall meet at least once every quarter and may hold extraordinary meetings *or obtain written opinions from its members when necessary.*

11. Members shall attend all meetings of the Board of Directors and *participate in voting when opinions are collected in writing.* A member may authorize another person to attend meetings and vote on their behalf upon approval of a majority of the Board of Directors' members.

**13- Clause 4(a), Article 42: Relationship between the Company and its wholly owned subsidiaries.**

To supplement the italicized wording "**organizational structure**": The organizational structure related to business orientation, staffing levels, and costs shall fall under the decision-making authority of the Board of Directors.

In 2015, when drafting the Charter of Daklaoruco, it was stipulated that the Board of Directors of DRI shall decide on the organizational structure of Daklaoruco; however, this provision was omitted in the 2021 DRI Charter and is now reinstated as an amendment and supplementation:

a) Decide on the establishment, objectives, tasks, and business lines; **organizational structure**, reorganization, ownership transformation, dissolution and bankruptcy filing;

**14- Amending Clause 3(d), Article 44 and Clauses 4(a) and 4(b), Article 49 in accordance with Clause 1(d), Article 1 of Decree No. 245/2025/ND-CP.**

**Clause 3(d), Article 44 (amending the italicized wording)**

- Policies on investment, purchase, sale of assets and loan agreements, lending, pledging, mortgaging assets, or plans for liquidation or disposal of assets with a value equal to or greater than 50% of *the total asset value, based on the separate financial statements of the parent company and the most recent audited consolidated financial statements, whichever is lower, or a lower threshold as specified in the Company's Charter;*

**Clauses 4(a) and 4(b), Article 49 (amending the italicized wording).**



a) For transactions with a value less than or equal to 10% of *the total asset value, based on the separate financial statements of the parent company or the most recent audited consolidated financial statements*, whichever is lower, the key terms of the contract or transaction, as well as the relationships and interests of members of the Board of Directors, members of the Supervisory Board, the General Director, and other executives, shall have been reported to the Board of Directors and approved by a majority vote of the members of the Board of Directors who do not have related interests;

b) For transactions with a value greater than 10% of *the total asset value, based on the separate financial statements of the parent company or the most recent audited consolidated financial statements*, whichever is lower, the key terms of such transaction, as well as the relationships and interests of members of the Board of Directors, members of the Supervisory Board, the General Director, and other executives, shall have been disclosed to the shareholders and approved by the General Meeting of Shareholders through voting by shareholders who do not have related interests.

#### **15- Clause 1, Article 53: Profit Distribution**

*Amending and supplementing the italicized wording in accordance with Clause 1(a), Article 1 of Law No. 76/2025/QH15.*

1. The General Meeting of Shareholders shall decide on the dividend payment level and form of dividend distribution on an annual basis from the Company's after-tax profit. *Dividends may be paid in cash, in shares, or in other assets as decided by the General Meeting of Shareholders.*

#### **16- Clause 1, Article 58: Annual, Semi-Annual, and Quarterly Financial Statements.**

*Remove the italicized wording as, under current regulations, financial statements are no longer required to be submitted to tax authorities or business registration authorities.*

1. The Company shall prepare annual financial statements, and such annual financial statements shall be audited in accordance with the law, within ninety (90) days from the end of each fiscal year. ~~The Company shall submit the annual financial statements approved by the General Meeting of Shareholders to the competent tax authority, the State Securities Commission, the Stock Exchange, and the business registration authority.~~

#### **17- Clause 2, Article 60: Audit.**

*To supplement Clause 2 in accordance with the recommendations of the 2026 Corporate Governance Code.*

2. *To ensure audit independence, the Company shall consider rotating the audit firm or requesting the replacement of the engagement audit partner after a certain number of years, and shall restrict the provision of consulting services by the audit firm that may affect its independence.*

## **II. Quy chế nội bộ về quản trị công ty (so với Quy chế cũ):**

### **Internal Corporate Governance Regulations (compared to the previous Regulations):**

**1- Amending and supplementing sub-clauses (e) and (f), Clause 1, Article 2 to ensure consistency with the Company's Charter and Point (d), Article 1 of Law No. 76/2025/QH15, specifically as follows:**

- Adjusting the definition of Managers of the enterprise to ensure consistency with the definition in Clause 1, Article 1 of the Company's Charter, as follows:

*Managers of the enterprise*: as provided in Clause 1, Article 1 of the Company's Charter, include the Chairman of the Board of Directors, members of the Board of Directors, the General Director, and other managerial positions appointed by the Board of Directors.

- Supplementing the definition of *Beneficial owner of a corporate legal entity* in accordance with Point (d), Article 1 of Law No. 76/2025/QH15

*Beneficial owner of a corporate legal entity* (hereinafter referred to as the beneficial owner of the enterprise) means an individual who ultimately owns the charter capital or has the right to control such enterprise, except for cases of representatives of direct ownership in enterprises wholly owned by the State and representatives of State capital contributions in joint stock companies or multi-member limited liability companies in accordance with the law on management and investment of State capital in enterprises.

## **2- Clause 3, Article 5: Order and Procedures for Meetings and Adoption of Resolutions of the General Meeting of Shareholders.**

- To supplement the forms of organizing the General Meeting of Shareholders (italicized wording) – detailed provisions for Article 20 of the Company's Charter.

### **3. Organization of the General Meeting of Shareholders:**

#### **3.1 Organization of the General Meeting of Shareholders in person or in a hybrid format combining in-person and online participation:**

a. Methods of registration for attendance at the General Meeting of Shareholders, authorization for attendance, and conditions for conducting the meeting;

- *Shareholders attending online shall log in to the link provided in the meeting invitation notice, enter their username, access password, and other identification factors (if any) and follow the instructions to access the electronic meeting and voting system.*

- To supplement and amend the italicized wording in accordance with Point (c), Clause 1, Article 1 of Law No. 76/2025/QH15 amending and supplementing the Law on Enterprises.

- The verification of delegate eligibility to determine whether the General Meeting of Shareholders is qualified to proceed shall be carried out in accordance with Clause 1, Article 19 of the Company's Charter. The documents required to be brought to the meeting, presented, and verified upon registration for attendance at the General Meeting of Shareholders shall be specified in the meeting invitation notice, including: ***citizen identity card, citizen identification card, passport, or other lawful personal identification documents***, invitation letter, and power of attorney (in case of authorized representation). Registration shall be conducted at the venue of the General Meeting of Shareholders.

- To supplement the italicized wording to ensure consistency with the form of conducting the General Meeting of Shareholders in accordance with applicable laws.

- The verification and announcement of the minimum shareholder attendance ratio shall be conducted in accordance with Clause 1, Article 20 of the Company's Charter. Specifically, the Shareholder Eligibility Verification Committee appointed by the Board of Directors shall be responsible for verifying and announcing the number of attending shareholders, ***including both in-person and online participants***, meeting the minimum attendance ratio as prescribed. This ratio must be announced by the Shareholder Eligibility

Verification Committee immediately after the completion of shareholder registration and before shareholders proceed with voting.

- To supplement the italicized wording regarding voting methods in the form of an online General Meeting of Shareholders.

b. Voting method;

- *Shareholders / authorized representatives attending the General Meeting of Shareholders online:*

+ *Shareholders/authorized representatives shall be provided with access information to the electronic voting system, including username, login password, and other identification factors (if any), as stated in the meeting invitation notice (or in such other form of notification of login information as prescribed by the Board of Directors). Shareholders/authorized representatives are responsible for keeping confidential their username, password, and other assigned identification factors to ensure that only duly authorized delegates may cast votes on the electronic voting system, and shall bear full responsibility for all registered information.*

+ *Shareholders/authorized representatives shall use their username, login password, or other identification factors (if any) to access the electronic voting system and cast votes electronically in accordance with the agenda of the online General Meeting of Shareholders.*

+ *The method of online voting shall comply with Article 9 of Appendix 01 attached to this Regulation.*

- *Shareholders/authorized representatives attending the General Meeting of Shareholders in person:*

- To supplement the method of online voting under point (c).

c. Vote counting method;

- *Online voting:*

*When shareholders/authorized representatives cast votes/elections, the voting results shall be recorded on the system based on the number of approval votes, disapproval votes, and abstention votes. Election ballots shall be recorded using the cumulative voting method. The vote counting minutes shall record the voting results of all delegates attending the online General Meeting of Shareholders via the electronic voting system as well as those attending the meeting in person.*

- To supplement the italicized wording regarding the announcement of vote counting results.

d. Announcement of voting results;

- The Head of the Vote Counting Committee shall announce the voting results after completion of the vote counting process, including both ***in-person and online voting*** results;

- To supplement and amend Clause 5(i) in accordance with Clause 6, Article 7 of Law No. 03/2022/QH15.

i. Full name and signature of the Chairperson and the Secretary.

- In case the Chairperson and/or the person recording the minutes refuse to sign the meeting minutes, but the minutes are signed and unanimously approved by all other attending members of the Board of Directors and contain all required contents as prescribed in Points a, b, c, d, dd, e, g, and h, Clause 1, Article 158 of the Law on Enterprises, such



minutes shall remain valid. *The meeting minutes shall clearly state the refusal of the Chairperson and/or the person recording the minutes to sign. The persons signing the meeting minutes shall be jointly responsible for the accuracy and truthfulness of the contents of the Board of Directors meeting minutes. The Chairperson and/or the person recording the minutes shall bear personal responsibility for any damage caused to the Company due to their refusal to sign the meeting minutes in accordance with the Law, the Company's Charter, and relevant laws;*

- Clause 7 is hereby amended to ensure consistency with Clause 1, Article 22 of the DRI Charter and Article 147 of the Law on Enterprises.

- Cases where written opinion collection is not permitted: *include matters specified under Article 147 of the Law on Enterprises, except for those matters provided in Clause 1, Article 22 of the Company's Charter, specifically:*

+ *Decisions on investment or disposal of assets with a value equal to or greater than 30% of the total asset value, based on the separate financial statements of the parent company or the most recent audited consolidated financial statements, whichever is lower;*

+ *Reorganization or dissolution of the Company.*

### **3- Article 6: Roles, Powers, and Obligations of the Board of Directors.**

To replace the italicized wording with the term “managers of the enterprise”.

- The rights and obligations of the Board of Directors are stipulated in Article 27 of the Company's Charter.
- Members of the Board of Directors are entitled to request the General Director, Deputy General Directors, *heads of Company departments* to provide information and documents regarding the financial condition and business operations of the Company and its subsidiaries.

### **4- Clause 1, Article 8: Nomination, self-nomination, election, dismissal, and removal of members of the Board of Directors shall include the following key contents:**

- To supplement and amend the italicized wording in accordance with the recommendations of the 2026 Corporate Governance Code.

1. Term of office, number, structure, standards, and conditions for serving as a member of the Board of Directors:

- The Board of Directors consists of 07 members. The term of office of the Board of Directors is 05 years and members may be re-elected for an unlimited number of terms.

- The structure of the Board of Directors of a public company shall ensure that at least one-third (1/3) of the total number of Board members are non-executive members. The Company shall minimize the number of Board members concurrently holding executive positions within the Company in order to ensure the independence of the Board of Directors.

- Standards and conditions for serving as a member of the Board of Directors shall comply with Article 155 of the Law on Enterprises. In addition, the following criteria shall be met:

#### ***Competency and experience criteria.***

- Possess professional knowledge and an educational background appropriate to the Company's business activities.

- Have **management or corporate governance experience** and the ability to translate knowledge and experience into practical solutions.
- Sound and accurate judgment.
- Ability and willingness to face challenges and seek new solutions and innovations.

***Ethical standards and reputation criteria.***

- Possess leadership qualities, integrity, responsibility, maturity, and professional ethics, and be trusted by shareholders, other members of the Board of Directors, management personnel, and employees of the Company.
- Be capable of balancing the interests of all stakeholders and making reasonable decisions;
- Have no ***conflict of interest*** with the Company.

***Criteria on the diversity of the Board of Directors (in accordance with the recommendations of the 2026 Corporate Governance Code).***

- ***Diversity in professional expertise and experience.***
- A balanced mix of ***governance, financial, legal, and industry-related skills.***
- Encourage ***diversity in gender, age, and international experience.***

***Independence criteria (applicable to independent members of the Board of Directors).***

In addition to meeting the independence standards prescribed by law, ***independent members of the Board of Directors*** must also satisfy the following additional requirements:

- *Have no significant interest relationship with the Company or major shareholders.*
- *Be capable of **providing objective opinions in the Board of Directors' decision-making.***

***Other criteria:***

- A member of the Board of Directors of the Company shall not concurrently serve as a member of the Board of Directors, ***Member of the Members' Council, Chairman*** of more than five (05) other companies **including companies within the same corporate ecosystem.**

***- To supplement the case of **Resignation** under Clause 4.***

4. Cases of *resignation*, dismissal, removal, and appointment/addition of members of the Board of Directors;

*4.1 Resignation: A member of the Board of Directors who still meets the standards and conditions for serving as a Board member under Article 155 of the Law on Enterprises, but has submitted a written request for resignation.*

***- To supplement Clause 5 stipulating the rights and obligations of members of the Board of Directors in cases of resignation, dismissal, or removal where approval of the General Meeting of Shareholders has not yet been obtained.***

*5. Rights and obligations of a member of the Board of Directors in cases of resignation, dismissal, or removal where approval of the General Meeting of Shareholders has not yet been obtained.*

*5.1 Resignation:*

- + *Rights:*
  - *Entitled to attend and vote at meetings of the Board of Directors.*
  - *Entitled to remuneration, allowances, and access to information on the same basis as other members.*
  - *Entitled to withdraw the resignation request before it is approved by the General Meeting of Shareholders.*
- + *Obligations:*
  - *Fully perform the duties of a member of the Board of Directors, including governance, supervision, loyalty, due care, avoidance of conflicts of interest, disclosure of share transactions, etc., until an official decision is issued;*
  - *Be legally responsible for the resolutions and decisions of the Board of Directors during this period.*

#### *5.2 Dismissal, Removal:*

- *When it is considered in the best interest of the Company, the Company may convene an extraordinary General Meeting of Shareholders or collect shareholders' written opinions to dismiss or remove a member of the Board of Directors;*
- *As the member no longer meets the standards and conditions for serving as a member of the Board of Directors, they shall not participate in or vote at meetings of the Board of Directors;*
- *Continue to fully perform the obligations of a member of the Board of Directors, including loyalty, due care, avoidance of conflicts of interest, disclosure of share transactions, etc., until an official decision is issued.*

#### *5.3 Termination of rights and obligations:*

- *When the General Meeting of Shareholders (or the Board of Directors if authorized) approves the resignation or dismissal, and the resolution of the General Meeting of Shareholders/Board of Directors takes effect.*
- *Or upon the expiry of the term of office if the General Meeting of Shareholders has not been convened or has not approved the relevant matter.*

### **5- Article 9: Remuneration and Other Benefits of Members of the Board of Directors.**

- *To italicized text in accordance with the recommendations of the Corporate Governance Code 2026*

### **Article 9: Remuneration and Other Benefits of Members of the Board of Directors.**

The remuneration of the Board of Directors approved by the General Meeting of Shareholders shall be allocated among the members of the Board of Directors in accordance with the following principles:

1. *Basis for establishing the general remuneration fund: based on the following:*
  - *The scale of the enterprise.*
  - *Business performance and operational efficiency.*
  - *Market remuneration levels of comparable enterprises.*
2. Principles for payment of remuneration and other benefits:

The level of remuneration payable to members of the Board of Directors shall be determined in accordance with unified principles within the Board of Directors, whereby:

- + All members of the Board of Directors shall receive equal remuneration;
- + The Chairperson of the Board of Directors shall receive additional remuneration for responsibilities and workload related to the management and organization of Board meetings;
- + Members of the Board of Directors who concurrently undertake additional duties assigned by the Board of Directors, *independent members of the Board of Directors working on a full-time basis at the Company, and Board members concurrently serving as heads of Board Committees* shall be entitled to additional allowances as determined by the Board of Directors;
- + In addition to the general remuneration provisions, members of the Board of Directors shall be entitled to meeting attendance fees for participation in meetings of the Board of Directors;
- + Members of the Board of Directors who are assigned to attend training or professional development programs to enhance governance knowledge, skills, etc., as required by the State Securities Commission and/or the Company.
- + *Members of the Board of Directors residing at a distance shall be reimbursed for travel, accommodation, and subsistence expenses incurred when participating in Board activities, in accordance with the Company's internal spending regulations.*

- The Board of Directors shall assign one member to be responsible for remuneration and incentives to develop the total general remuneration fund of the Board of Directors for submission to the General Meeting of Shareholders for approval, and to develop a work coefficient framework for members of the Board of Directors as a basis for remuneration payment to Board members.

- The remuneration of the Board of Directors shall be recorded as an expense of the Company;

**6- Clause 1, Article 10: Order and procedures for convening and conducting meetings of the Board of Directors:**

- To supplement the italicized wording in Clause 1 and Point (e), Clause 3 to ensure consistency with the Company's Charter.

1. Meetings of the Board of Directors:

- The Board of Directors shall meet at least once every quarter and may convene extraordinary meetings as necessary;

- *When necessary, the Chairperson of the Board of Directors may seek the Board's opinions through written ballots to approve matters within the Board's decision-making authority, and the collection of written opinions shall also be deemed a meeting of the Board of Directors;*

2. Conditions for convening a meeting of the Board of Directors.

a) *Cast votes by completing the written ballot for the form of collecting written opinions of the Board of Directors and submitting it to the Company Secretary of the Board of Directors.*

- Clause 6 is hereby amended in accordance with Point 6, Article 7 of Law No. 03/2022/QH15, similar to Item (i), Point 3.1, Clause 3, Article 5 of the Corporate Governance Regulation.

- In case the Chairperson and/or the person recording the minutes refuse to sign the meeting minutes, but the minutes are signed by all other attending members of the Board of Directors and fully contain the contents as prescribed in Points a, b, c, d, dd, e, g, and h, Clause 1, Article 158 of the Law on Enterprises, such minutes shall remain valid. *The meeting minutes shall clearly state the refusal of the Chairperson and/or the person recording the minutes to sign the minutes. The persons signing the minutes shall be jointly responsible for the accuracy and truthfulness of the contents of the Board of Directors meeting minutes. The Chairperson and/or the person recording the minutes shall bear personal responsibility for any damage caused to the Company due to their refusal to sign the meeting minutes in accordance with this Law, the Company's Charter, and relevant laws.*

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

**Recipients:**

- Attached to the Proposal;;
- Filed at the Archives Office.

**NGUYEN VIET TUONG**

**DAK LAK RUBBER  
INVESTMENT JOINT STOCK  
COMPANY  
(DRI)**

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom – Happiness**  
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No:

*Daklak, May , 2026*

**PROPOSAL**

**Re: Dismissal of a Member of the Board of Directors for Term III (2022 – 2027)**

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

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020 and the Laws amending and supplementing a number of articles of the Law on Enterprises;

Pursuant to the amended and supplemented Charter on organization and operation of Dak Lak Rubber Investment Joint Stock Company approved by the General Meeting of Shareholders on April 19, 2023;

Pursuant to the resignation letter from the position of Member of the Board of Directors submitted by Mr. Nguyen Viet Tuong dated April 23, 2026;

Pursuant to Resolution No. 07/NQ-BOD dated April 25, 2026 of the Board of Directors of the Company;

**The Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval the dismissal of a member of the Board of Directors for Term III (2022 – 2027), specifically as follows:**

- To dismiss Mr. Nguyen Viet Tuong from the position of Member and Chairman of the Board of Directors.
- Reason: Submission of resignation for retirement in accordance with the retirement regime.
- Effective date of dismissal: From the effective date of the Resolution of the 2026 Annual General Meeting of Shareholders.

Respectfully submitted to the 2026 Annual General Meeting of Shareholders for consideration and approval.

**Recipients:**

- As above;
- Board of Directors;
- Supervisory Board;
- For archive.

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

**Nguyen Viet Tuong**

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**



**DAKLAK RUBBER INVESTMENT JOINT STOCK COMPANY**

Address: 59 Cao Thang – Tan An Ward - Dak Lak Province

Tel: (84) 262-3867676 - Fax: (84) 262-3865303

Website: www.dri.com.vn - Email: dri@dri.com.vn

**VOTING FORM**  
**AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

*(Date: June 16, 2026)*

Shareholder:	Number of Shares:		
ID/Business Registration Number:	Total Voting Shares:		
Voting Content	Agree	Disagree	No Opinion
1. Voting for approval of reports presented at the 2026 Annual General Meeting of Shareholders:			
1.1. Report of the Board of Directors on activities in 2025 and plans for 2026;			
1.2. Report of the Management Board on production and business performance in 2025 and objectives and tasks for 2026;			
1.3. 2025 Financial Statements audited by AFC Auditing Company Limited;			
1.4. Report of the Supervisory Board on activities in 2025 and orientations for 2026.			
2. Voting for approval of certain production, business and investment targets for 2026 in accordance with Proposal No. 12/TTr-HĐQT dated May 12, 2026.			
3. Voting for approval of the profit distribution plan and appropriation of funds for 2025 in accordance with Proposal No. 13/TTr-HĐQT dated May 12, 2026.			
4. Voting for approval of remuneration for the Board of Directors and the Supervisory Board in 2026 in accordance with Proposal No. 14/TTr-HĐQT dated May 12, 2026.			
5. Voting for approval of the authorization to the Board of Directors and the Supervisory Board to select the auditing firm for the 2026 Financial Statements in accordance with Proposal No. 15/TTr-HĐQT dated May 12, 2026.			
6. Voting for approval of contracts and transactions with related parties of the Company in accordance with Proposal No. 16/TTr-HĐQT dated May 12, 2026:			
6.1. Voting for approval of contracts and transactions with Dak Lak Rubber Company Limited (a subsidiary wholly owned by DRI) and DRI High-Tech Agriculture Company Limited (a subsidiary in which DRI owns 83.87% of charter capital).			

6.2. Voting for approval of contracts and transactions with Dak Lak Rubber Joint Stock Company (a major shareholder having significant influence over the Company).			
7. Voting for approval of the transfer of the Company's stock trading registration from the UpCOM market to listing on the Ho Chi Minh City Stock Exchange (HOSE), in accordance with Proposal No. 17/TTr-HĐQT dated May 12, 2026.			
8. Voting for approval of the supplementation of business lines in the Enterprise Registration Certificate and the Company Charter of DRI in accordance with Proposal No. 20/TTr-HĐQT dated May 22, 2026.			
9. Voting for approval of amendments to certain provisions of the Company Charter and the Internal Regulations on Corporate Governance of DRI in accordance with Proposal No. 21/TTr-HĐQT dated May 22, 2026.			

Dak Lak, dated \_\_\_\_ 2026  
*(Signed, full name, stamp if shareholder is an organization)*

**Note:**

- Shareholders mark (x) in one of the columns: Agree, Disagree, No Opinion.
- An invalid ballot is one that has no opinion or more than one opinion for a single voting item.

**DAKLAK RUBBER INVESTMENT JOINT STOCK COMPANY**

Address: 59 Cao Thang – Tan An Ward - Dak Lak Province

Tel: (84) 262-3867676 - Fax: (84) 262-3865303

Website: www.dri.com.vn - Email: dri@dri.com.vn

**SUPPLEMENTARY ELECTION BALLOT FOR MEMBERS OF THE BOARD OF DIRECTORS**  
**Term III (2022–2027)**  
**(at the 2026 Annual General Meeting of Shareholders)**

**1. Shareholder Information**

- Shareholder code : .....
- Shareholder name : Nguyen Van A
- Number of owned and represented shares : **1.000** shares
- Total voting rights entitled for election : **2.000** votes

**2. Bầu bổ sung 02 thành viên Hội đồng quản trị**

No.	List of candidates	Unequal cumulative voting	Equal cumulative voting
1	A		<input type="checkbox"/>
2	B		<input type="checkbox"/>
	<b>Total</b>	<b>2.000</b>	<b>2.000</b>

**3. Instructions:**

- Shareholders may allocate all or part of their total voting rights to one candidate, several candidates, or all candidates; any remaining votes may be left unallocated. The total votes cast for candidates must not exceed the total voting rights stated in the shareholder information section.
- **Unequal cumulative voting:** Shareholders shall directly enter the number of votes allocated to each candidate in the column “Unequal cumulative voting”. The number of votes assigned to each candidate may vary depending on the shareholder’s level of confidence in such candidates; however, the total votes allocated to selected candidates must not exceed the total voting rights indicated in the shareholder information section.
- **Equal cumulative voting:** Shareholders only need to mark an “X” in the box corresponding to the candidate(s) they support in the column “Equal cumulative voting”.

Date ..... month ..... year .....

*Shareholder's signature and full name*

*Daklak, June ..., 2026*

No: ...../NQ-DHDCCD

**(DRAFT)**  
**RESOLUTION**  
**THE ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**DAK LAK RUBBER INVESTMENT JOINT STOCK COMPANY - 2026**

The 2026 Annual General Meeting of Shareholders of Daklak Rubber Investment Joint Stock Company commenced at 8:00 AM on June 16, 2026, at the 3rd Floor Conference Hall – Dakruco Hotel, No. 30 Nguyen Chi Thanh Street, Tan An Ward, Dak Lak Province, with the attendance of ... shareholders and authorized representatives, representing ..... voting shares, equivalent to .....% of the total shares of DRI, satisfying the quorum requirements for conducting the Meeting.

Pursuant to the Law on Enterprises No. 59/2020/QH14 promulgated by the National Assembly of the Socialist Republic of Vietnam and the Laws amending and supplementing a number of articles of the Law on Enterprises;

Pursuant to the Charter of Daklak Rubber Investment Joint Stock Company;

Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of Daklak Rubber Investment Joint Stock Company dated June 16, 2026

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**RESOLUTION**

**Article 1.** Approval of the following reports:

1. Report of the Board of Directors on activities in 2025 and plans for 2026;
2. Report of the Executive Board on production and business performance in 2025 and objectives and tasks for 2026 of Daklak Rubber Investment Joint Stock Company;
3. Audited Financial Statements for 2025 of the Company, audited by AFC Vietnam Auditing Company;
4. Report of the Supervisory Board on activities in 2025 and orientations for 2026.

**Article 2.** Approval of certain production, business and investment targets for 2026 in accordance with Proposal No. 12/TTr-HĐQT dated May 12, 2026.

**Article 3.** Approval of the profit distribution plan and appropriation of funds for 2025 in accordance with Proposal No. 13/TTr-HĐQT dated May 12, 2026.

**Article 4.** Approval of remuneration for the Board of Directors and the Supervisory Board in 2026 in accordance with Proposal No. 14/TTr-HĐQT dated May 12, 2026.

**Article 5.** Approval of the authorization granted to the Board of Directors and the Supervisory Board to select the auditing firm for the 2026 Financial Statements in accordance with Proposal No. 15/TTr-HĐQT dated May 12, 2026.

**Article 6.** Approval of contracts and transactions with related parties of the Company in accordance with Proposal No. 16/TTr-HĐQT dated May 12, 2026.

**Article 7.** Approval of the transfer of the Company's stock trading registration from the UpCOM market to listing on the Ho Chi Minh City Stock Exchange (HOSE), in accordance with Proposal No. 17/TTr-HĐQT dated May 12, 2026.

**Article 8.** Approval of the supplementation of business lines in the Enterprise Registration Certificate and the Company Charter of DRI in accordance with Proposal No. 20/TTr-HĐQT dated May 22, 2026.

**Article 9.** Approval of amendments to certain provisions of the Company Charter and the Internal Regulations on Corporate Governance of DRI in accordance with Proposal No. 21/TTr-HĐQT dated May 22, 2026.

**Article 10.** The General Meeting of Shareholders approves the dismissal of Mr. Nguyen Viet Tuong from the position of member of the Board of Directors in accordance with Proposal No. 18/TTr-HĐQT dated May 12, 2026.

**Article 11.** The General Meeting of Shareholders elected additional members to the Board of Directors for the third term (2022-2027) as follows:

- Mr./Ms. ...., born on: ...., professional qualifications: .....
- Mr./Ms. ...., born on: ...., professional qualifications: .....

**Article 12.** The 2026 Annual General Meeting of Shareholders of Daklak Rubber Investment Joint Stock Company authorizes the Board of Directors to direct and organize the implementation of all matters approved at this Annual General Meeting of Shareholders in compliance with applicable laws and the Company Charter.

Attached to this Resolution are all documents submitted to the 2026 Annual General Meeting of Shareholders.

This Resolution was approved by the 2026 Annual General Meeting of Shareholders of Daklak Rubber Investment Joint Stock Company with 100% affirmative votes of the total voting shares represented at the Meeting and shall take effect from the date of signing and issuance.

**Recipients:**

- BOD, SB, Executive Board;
- Information Disclosure: State Securities Commission, HNX, Company Website;
- File Archive.

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

**NGUYEN VIET TUONG**