

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

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.:

Dak Lak, date month year 2026

CHANGE IN PERSONNEL

To: Hanoi Stock Exchange

Based on Board Resolution No. /NQ-BOD dated of Dak Lak Rubber Investment Joint Stock Company, we would like to announce the change in personnel of Dak Lak Rubber Investment Joint Stock Company) as follows:

Appointment Information

- Full name: Mr. Nguyen Minh
- Former position: Member of the Board of Directors
- New position: Chairman of the Board of Directors
- Term of office: For the remaining period of the III Board of Directors' term (2022–2027) of Dak Lak Rubber Investment Joint Stock Company
- Effective date: June 19, 2026.

This information was disclosed on the Company's website on June , 2026 at <https://dri.com.vn/> under the "Media/Announcements" section.

Attached documents:

- Resolution No.
- Information Disclosure Form in accordance with Appendix III issued together with Circular No. 96/2020/TT-BTC.

**PERSON AUTHORIZED TO DISCLOSE
INFORMATION**

Nguyen Thi Hai

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

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

No:

Dak Lak, date month year 2026

**RESOLUTION
BOARD OF DIRECTORS
DAK LAK RUBBER INVESTMENT JOINT STOCK COMPANY**

The Board of Directors of Dak Lak Rubber Investment Joint Stock Company based on:

- The Law on Enterprises No. 59/2020/QH14 of the National Assembly of the Socialist Republic of Vietnam and the Laws amending and supplementing a number of articles of the Law on Enterprises;
- The Charter of Organization and Operation of Dak Lak Rubber Investment Joint Stock Company;
- The Minutes of the Company's Board of Directors Meeting held on June 19, 2026.

RESOLVED

Article 1. To approve the election of Mr. Nguyen Minh as Chairman of the Board of Directors of Dak Lak Rubber Investment Joint Stock Company (DRI) for the third term (2022–2027) and as the Legal Representative of the Company.

The term of office shall be for the remaining duration of the third-term Board of Directors (2022–2027), effective from June 19, 2026.

Article 2. The Board of Directors approves the assignment of duties to the members of the Board of Directors for the third term (2022–2027) as follows:

1. Mr. Nguyen Minh – Chairman of the Board of Directors – Non-Executive Member of the Board of Directors:

To oversee and direct the overall activities of the Board of Directors in accordance with the Law on Enterprises and the Company's Charter; concurrently serving as DRI's capital representative at Dak Lak Rubber Company Limited in Laos (Daklaoruco) and performing duties in accordance with the Regulations on Operation of Authorized Representatives of the Company's contributed capital invested in other enterprises.

2. Mr. Nguyen Do – Executive Member of the Board of Directors and General Director of DRI:

To perform duties and responsibilities in accordance with the Company's Charter, Regulations on Organization and Operation, and Internal Corporate Governance Regulations; concurrently serving as DRI's capital representative at DRI High-Tech

Agriculture Company Limited and performing duties in accordance with the Regulations on Operation of Authorized Representatives of the Company's contributed capital invested in other enterprises.

3. Mr. Nguyen Tran Giang – Non-Executive Member of the Board of Directors:

To monitor and advise the Board of Directors on matters relating to finance, investment, and labor and remuneration policies.

4. Mr. Do Thien Nghia – Non-Executive Member of the Board of Directors and Director of Dak Lak Rubber Company Limited (Daklaoruco):

To monitor and advise the Board of Directors on digital transformation, product trading, and investment matters; directly performing duties and responsibilities in accordance with the Charter, Regulations on Organization and Operation, and Internal Governance Regulations of DRI and Daklaoruco.

5. Mr. Ta Quang Tong – Non-Executive Member of the Board of Directors:

To monitor and advise the Board of Directors on legal matters.

6. Mr. Le Dinh Huyen and Mr. Dang Thanh Nhan – Independent Members of the Board of Directors:

To perform the functions and duties of independent members of the Board of Directors in accordance with applicable laws, the Company's Charter, and Internal Corporate Governance Regulations; to provide opinions, recommendations, and supervision regarding matters related to agriculture, production technology, and processing activities.

Article 3. To approve the appointment of Mr. Nguyen Minh, Chairman of the Board of Directors of Dak Lak Rubber Investment Joint Stock Company (DRI), as the representative of DRI for its 100% contributed capital in Daklaoruco; concurrently appointing him as Chairman of Daklaoruco and the Legal Representative of Daklaoruco, replacing Mr. Nguyen Viet Tuong upon his retirement.

The term of appointment shall be for the remaining duration of the Board of Directors of DRI for the 2022–2027 term, effective from July 1, 2026.

Article 4. To approve the appointment of AFC Vietnam Auditing Company Limited to provide audit services for Dak Lak Rubber Investment Joint Stock Company (DRI) and its subsidiaries, including Dak Lak Rubber Company Limited (Daklaoruco) and DRI High-Tech Agriculture Company Limited, with the following scope of services:

- Review of the separate financial statements of the three companies and the consolidated financial statements prepared in accordance with Vietnamese Accounting Standards (VAS) for the six-month financial period ending June 30, 2026.
- Audit of the separate financial statements of the three companies and the consolidated financial statements prepared in accordance with Vietnamese Accounting Standards (VAS) for the fiscal year ending December 31, 2026.
- Conversion of financial statements from Vietnamese Accounting Standards (VAS) to International Financial Reporting Standards (IFRS) for the parent company's

separate financial statements and the consolidated financial statements for the six-month financial period ending June 30, 2026 and the fiscal year ending December 31, 2026.

- Audit timetable:
 - o Review of the 2026 semi-annual financial statements: during July 2026;
 - o Audit of the 2026 annual financial statements: during January–February 2027.
- The General Director of DRI is authorized to negotiate a reasonable audit fee in line with the approved 2026 financial plan and to execute the audit service contract with the auditing firm.

Article 5. This Resolution shall take effect from the date of signing. Members of the Board of Directors, the General Director of DRI, the Director of Daklaoruco, and the Person in Charge of Corporate Governance shall be responsible for organizing and implementing this Resolution.

Recipients:

- *As per Article 5;*
- *Company Board of Supervisors;*
- *Archived at Clerical Dept.*

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

Nguyen Minh

Appendix III
INFORMATION DISCLOSURE FORM
(Issued enclosed with Circular No. 96/2020/TT-BTC dated November 16, 2020 of the Minister of Finance)
SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Dak Lak, June 19, 2026

INFORMATION DISCLOSURE FORM

To: _____

- The State Securities Commission;
- The Stock Exchange.

- 1/ Full name: NGUYEN MINH
- 2/ Gender: Male
- 3/ Date of birth: January 25, 1970
- 4/ Place of birth: Quang Nam Province
- 5/ ID Card No. (or Passport No.): _____ ; Date of issue:; Place of issue: Police Department for Administrative Management of Social Order
- 6/ Nationality: Vietnamese
- 7/ Ethnic group: Kinh
- 8/ Permanent address: _____
- 9/ Phone number: _____
- 10/ Email address: _____
- 11/ Name of the organization subject to information disclosure: Dak Lak Rubber Investment Joint Stock Company
- 12/ Current position held at the organization subject to information disclosure: Chairman of the BOD
- 13/ Positions currently held at other organizations: General Director of Daklak Rubber Joint Stock Company (Dakruco), Chairman of the Board of Directors of Daknoruco Rubber Joint Stock Company
- 14/ Number of shares held: 32,940,000 shares, accounting for 45% of charter capital, of which:
- + Representative of (name of organization: State/strategic shareholder/other organization) holding shares: Dak Lak Rubber Joint Stock Company (Dakruco), holding 32,940,000 shares, representing 45% of the charter capital.
- + Personally owned shares: 0 shares
- 15/ Holding commitments (if any): None
- 16/ List of affiliated persons of the declarant*:

* Affiliated persons are defined in accordance with Clause 46, Article 4 of the Law on Securities dated November 26, 2019.

No.	Stock code	Full name	Securities trading account (if any)	Position at the company (if any)	Relationship with the company/internal person	Type of Personal Identification Document (* (ID Card/Passport/Business Registration Certificate)	Document No. (*)	Date of issue	Place of issue	Head office address/Contact address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Time of becoming an affiliated person	Time of ceasing to be an affiliated person	Reason for change	Notes
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1		Nguyen Minh		Chairman of the BOD		Citizen ID Card							15/04/2017 (BOD Member) 19/06/2026 (Chairman of the BOD)		Appointment	
2		Nguyen Minh		Chairman of the BOD		ID Card							15/04/2017 (BOD Member) 19/06/2026 (Chairman of the BOD)		Appointment	
3		Nguyen Binh			Biological father								15/04/2017			Deceased
4		Nguyen Thi Nguu			Biological mother	Citizen ID Card							15/04/2017			
5		Nguyen Thi Nguu			Biological mother	ID Card							15/04/2017			
6		Nguyen Nhu Nghia			Father-in-law	Citizen ID Card							15/04/2017			
7		Nguyen Nhu Nghia			Father-in-law	ID Card							15/04/2017			
8		Hoang Thi Huong			Mother-in-law	Citizen ID Card							15/04/2017			
9		Hoang Thi			Mother-in-law	ID Card							15/04/2017			

		Huong													
10		Nguyen Thi Bich Lien			Wife	Citizen ID Card						15/04/2017			
11		Nguyen Thi Bich Lien			Wife	ID Card						15/04/2017			
12		Nguyen Phuc Nguyen Bao			Child	Citizen ID Card						15/04/2017			
13		Nguyen Phuc Nguyen Bao			Child	ID Card						15/04/2017			
14		Nguyen Minh Thu			Child	Citizen ID Card						15/04/2017			
15		Nguyen Thi Duong			Biological sister	ID Card						15/04/2017			
16		Nguyen Thi Hai			Biological sister	Citizen ID Card						15/04/2017			
17		Nguyen Thi Hai			Biological sister	ID Card						15/04/2017			
18		Nguyen Thi Lan			Biological sister	Citizen ID Card						15/04/2017			
19		Nguyen Thi Lan			Biological sister	ID Card						15/04/2017			
20		Nguyen Quang			Biological brother	Citizen ID Card						15/04/2017			
21		Nguyen Quang			Biological brother	ID Card						15/04/2017			
22		Le Van Tao			Brother-in-law	Citizen ID Card						15/04/2017			
23		Le Van Tao			Brother-in-law	ID Card						15/04/2017			

24		Tran Tuong			Brother-in-law	Citizen ID Card							15/04/2017			
25		Tran Tuong			Brother-in-law	ID Card							15/04/2017			
26		Nguyen Thi Dung			Sister-in-law	Citizen ID Card							15/04/2017			
27		Nguyen Thi Dung			Sister-in-law	ID Card							15/04/2017			
28		Daklak Rubber JSC (DAKR UCO)			Mr. Nguyen Minh acts as General Director	Business Registration	6000175829	01/10/2018					15/08/2024			
29		Daknor uco Rubber JSC			Mr. Nguyen Minh acts as Chairman of the BOD	Business Registration	6400128534	13/06/2023					23/04/2024			

* Note: "Police Dept. (*)" stands for Police Department for Administrative Management of Social Order

17/ Related interests with the public company or public fund (if any): None

18/ Conflicts of interest with the public company or public fund (if any): None

I hereby certify that the above statements are true and accurate, and I fully accept legal responsibility for any misrepresentation.

DECLARANT
(Signed and stated full name)

Nguyen Minh