

**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

Pursuant to Resolution No. 01/NQ-GMS dated June 16, 2026 of Dak Lak Rubber Investment Joint Stock Company, we hereby respectfully announce the personnel changes of Dak Lak Rubber Investment Joint Stock Company as follows:

Appointment Information

1. Mr. Do Thien Nghia

- Position held prior to appointment: Director of Dak Lak Rubber Company Limited (Daklaoruco), a subsidiary of Dak Lak Rubber Investment Joint Stock Company.
- Appointed position: Member of the Board of Directors.
- Term of appointment: For the remaining term of the 3rd Board of Directors (2022–2027) of Dak Lak Rubber Investment Joint Stock Company.
- Effective date: June 16, 2026.

2. Mr. Dang Thanh Nhan

- Position held prior to appointment: Lecturer at Tay Nguyen University.
- Appointed position: Member of the Board of Directors.
- Term of appointment: For the remaining term of the 3rd Board of Directors (2022–2027) of Dak Lak Rubber Investment Joint Stock Company.
- Effective date: June 16, 2026.

Case of Dismissal

1. Mr. Nguyen Viet Tuong

- Position held prior to dismissal: Chairman of the Board of Directors.
- Position no longer held: Chairman of the Board of Directors.
- Following the dismissal, Mr. Nguyen Viet Tuong is no longer an internal person of the Company.
- Reason for dismissal (if any): Retirement.
- Effective date: June 16, 2026.

2. Mr. Tran Ngoc Duyen

- Position held prior to dismissal: Member of the Board of Directors.
- Position no longer held: Member of the Board of Directors.
- Following the dismissal, Mr. Tran Ngoc Duyen is no longer an internal person of the Company.
- Reason for dismissal (if any): Deceased.
- Effective date: June 16, 2026.

This information was disclosed on the Company's website on June 17, 2026 at <https://dri.com.vn/> under the "Media/Announcements" section.

Attached documents:

- Resolution No. 01/NQ-AGM of the 2026 Annual General Meeting of Shareholders dated June 16, 2026;
- 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

Daklak, June 16, 2026

No:

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 30 shareholders and authorized representatives, representing 41,750,806 voting shares, equivalent to 56.79% 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.

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. 27/TTr-HĐQT dated June 09, 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 Do Thien Nghia, born on: 02/07/1977, professional qualifications: Master's Degree in Agricultural Economics; Bachelor's Degree in Law
- Mr Dang Thanh Nhan, born on: 10/03/1965, professional qualifications: Doctor of Silviculture

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

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 16, 2026

INFORMATION DISCLOSURE FORM

To:

- The State Securities Commission;
- The Stock Exchange.

- 1/ Full name: Do Thien Nghia
- 2/ Gender: Male
- 3/ Date of birth: July 02, 1977
- 4/ Place of birth: Gia Lai Province
- 5/ ID Card No. (or Passport No.): 052077018159; Date of issue: December 27, 2021; Place of issue: Police Department for Administrative Management of Social Order
- 6/ Nationality: Vietnamese
- 7/ Ethnic group: Kinh
- 8/ Permanent address: 04 Y Wang, Ea Kao Ward, Dak Lak Province
- 9/ Phone number: 0984602345
- 10/ Email address: dothiennghia47@gmail.com
- 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: None
- 13/ Positions currently held at other organizations: Director of Dak Lak Rubber Co., Ltd
- 14/ Number of shares held: 0.00 shares, accounting for 0.00% of charter capital, of which:
 - + As state/strategic partner/other organization representative: None
 - + As individual owner: 0.00 shares, accounting for 0.00% of charter capital
- 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	DRI	Do Thien Nghia				Citizen ID	052077018159	27/12/2021	Police Dept. (*)	04 Y Wang, Ea Kao Ward, Dak Lak					Appointment	
2	DRI	Do Thien Bien	None		Biological Father											Deceased
3	DRI	Nguyen Thi Dao	None		Biological Mother	Citizen ID	052136007038	24/10/2025	Ministry of Public Security	04 Y Wang, Ea Kao Ward, Dak Lak			04/05/2018			
4	DRI	Nguyen Dinh Thu	None		Father-in-law	Citizen ID	034054010561	25/08/2021	Police Dept. (*)	Residential Cluster 4, Ea Kao Ward, Dak Lak						
5	DRI	Nguyen Thi Van Anh	None		Mother-in-law	Citizen ID	034155018546	15/08/2021	Police Dept. (*)	Residential Cluster 4, Ea Kao Ward, Dak Lak						
6	DRI	Nguyen Thi Van Phuong	002C037064		Wife	Citizen ID	066180009752	07/04/2023	Police Dept. (*)	04 Y Wang, Ea Kao Ward, Dak Lak	75.203	0,001%				
7	DRI	Do Thi Dinh Nguyen	None		Biological Child	Citizen ID	066304000196	17/02/2021	Police Dept. (*)	04 Y Wang, Ea Kao Ward, Dak Lak						
8	DRI	Do Thien Nguyen Bao	None		Biological Child	Citizen ID	066213004559	09/12/2024	Ministry of Public Security	04 Y Wang, Ea Kao Ward, Dak Lak						

9	DRI	Do Thi Nguyen Thao	None			Citizen ID	066315003730	09/12/2024	Ministr y of Public Security	04 Y Wang, Ea Kao Ward, Dak Lak						
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* 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)

Do Thien Nghia

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 16, 2026

INFORMATION DISCLOSURE FORM

To:

- The State Securities Commission;
- The Stock Exchange.

- 1/ Full name: Dang Thanh Nhan
- 2/ Gender: Male
- 3/ Date of birth: March 10, 1965
- 4/ Place of birth: Phong Phu Ward, Hue City
- 5/ ID Card No. (or Passport No.): 046065008313; Date of issue: December 19, 2023; Place of issue: Police Department for Administrative Management of Social Order
- 6/ Nationality: Vietnamese
- 7/ Ethnic group: Kinh
- 8/ Permanent address: 112/13A Y Wang, Ea Kao Ward, Dak Lak Province
- 9/ Phone number: 0914142319
- 10/ Email address: dangthanhnhan@23219gmail.com
- 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: None
- 13/ Positions currently held at other organizations: None
- 14/ Number of shares held: 0 shares, accounting for 0% of charter capital, of which:
 - + As state/strategic partner/other organization representative: None
 - As individual owner: shares, accounting for % of charter capital
- 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		Dang Thanh Nhan		BOD Member		Citizen ID	046065008313	19/12/2023	Police Dept. (*)	112/13A Y Wang, Ea Kao Ward, Dak Lak			16/06/2026		Appointment	
2		Dang Tuan			Biological Father								16/06/2026			Deceased
3		Nguyen Thi Huong			Biological Mother	Citizen ID	046138002348	12/08/2021	Police Dept. (*)	Quang Phu Commune, Lam Dong			16/06/2026			
4		Nguyen Duy Gioi			Father-in-law								16/06/2026			Deceased
5		Nguyen Thi Ngoc Diep			Mother-in-law	Citizen ID	049141004005	11/07/2022	Police Dept. (*)	Huong Tra Ward, Da Nang City			16/06/2026			
6		Nguyen Thi Ngoc Uyen			Wife	Citizen ID	049172016461	09/05/2022	Police Dept. (*)	112/13A Y Wang, Ea Kao Ward, Dak Lak			16/06/2026			
7		Dang Thanh Tri			Biological Child	Citizen ID	049096013372	04/04/2023	Police Dept. (*)	112/13A Y Wang, Ea Kao Ward, Dak Lak			16/06/2026			
8		Le Thi Thu Hoai			Daughter-in-law	Citizen ID	066199004395	22/12/2024	Ministry of Public Security	112/13A Y Wang, Ea Kao Ward, Dak Lak			16/06/2026			
9		Dang Thi Ngoc Tin			Biological Child	Citizen ID	066301006172	06/05/2026	Ministry of Public Security	112/13A Y Wang, Ea Kao Ward, Dak Lak			16/06/2026			
10		Dang Nhu Y			Elder Brother	Citizen ID	046062005881	12/08/2021	Police Dept. (*)	Quang Phu Commune, Lam Dong			16/06/2026			

11		Nguyen Thi Xuan		Sister-in-law	Citizen ID	046167008243	12/08/2021	Police Dept. (*)	Quang Phu Commune, Lam Dong			16/06/2026			
12		Dang Nhu Buu		Elder Brother	Citizen ID	046064013005	20/03/2024	Police Dept. (*)	Duc Lap Commune, Lam Dong			16/06/2026			
13		Nguyen Thi Tinh		Sister-in-law	Citizen ID	040162023848	12/08/2021	Police Dept. (*)	Duc Lap Commune, Lam Dong			16/06/2026			
14		Dang Thi Phuong Nhi		Younger Sister	Citizen ID	046167006331	09/08/2021	Police Dept. (*)	Tan An Ward, Dak Lak			16/06/2026			
15		Nguyen Ngoc Ha		Brother-in-law	Citizen ID	066063000369	05/07/2023	Police Dept. (*)	Tan An Ward, Dak Lak			16/06/2026			
16		Dang Thi Phuong Thao		Younger Sister	Citizen ID	046169005739	12/08/2021	Police Dept. (*)	Quang Phu Commune, Lam Dong			16/06/2026			
17		Dinh Quang De		Brother-in-law	Citizen ID	044066008958	27/12/2021	Police Dept. (*)	Quang Phu Commune, Lam Dong			16/06/2026			
18		Dang Nhu Quang		Younger Brother	Citizen ID	046072000764	09/02/2021	Police Dept. (*)	Phu Xuan Ward, Hue City			16/06/2026			
19		Nguyen Thi Thanh		Sister-in-law	Citizen ID	044181003977	05/06/2022	Police Dept. (*)	Phu Xuan Ward, Hue City			16/06/2026			
20		Dang Thi Phuong Uyen		Younger Sister	Citizen ID	046173010044	12/08/2021	Police Dept. (*)	Quang Phu Commune, Lam Dong			16/06/2026			
21		Tran Ba Hien		Brother-in-law	Citizen ID	046068013449	27/12/2021	Police Dept. (*)	Quang Phu Commune, Lam Dong			16/06/2026			
22		Dang Nhu Da Thanh		Younger Brother	Citizen ID	046075001410	14/04/2021	Police Dept. (*)	Hai Chau Ward, Da Nang City			16/06/2026			
23		Nguyen Thi Anh Hong		Sister-in-law	Citizen ID	049182001027	07/04/2021	Police Dept. (*)	Hai Chau Ward, Da Nang City			16/06/2026			

24		Dang Nhu Phu Tan			Younger Brother	Citizen ID	067079001731	07/03/2022	Police Dept. (*)	Tan Lập Ward, Dak Lak			16/06/2026			
25		Tran Thi Ngoc Uyen			Sister-in-law	Citizen ID	049182000555	13/04/2021	Police Dept. (*)	Tan Lập Ward, Dak Lak			16/06/2026			
26		Dang Nhu Phu Tien			Younger Brother	Citizen ID	067068002919	08/01/2026	Ministry of Public Security	Thanh Nhat Ward, Dak Lak			16/06/2026			
27		Nguyen Thi Minh Chau			Sister-in-law	Citizen ID	046184006152	20/04/2023	Police Dept. (*)	Thanh Nhat Ward, Dak Lak			16/06/2026			

* 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)

A handwritten signature in blue ink, appearing to read 'nhanhan', is written above a horizontal line.

Dang Thanh Nhan