

No.:

*Re: Information Disclosure regarding the Internal
Regulations on Corporate Governance of Daklak
Rubber Investment Joint Stock Company*

DakLak, July 02, 2026

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

**To: - The State Securities Commission of Viet Nam
- Hanoi Stock Exchange**

Name of company: **DAKLAK RUBBER INVESTMENT JOINT STOCK COMPANY (DRI)**

Address: 59 Cao Thang str, Tan An Ward, Dak Lak Province

Telephone: 0084-262-3867676 Fax: 0084-262-3865303

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

Stock symbol at Ha Noi stock exchange: DRI

Submitted by: **Mrs Nguyen Thi Hai**

Position: Corporate governance officer – Authorized person for information disclosure

Telephone: 0084-262-3867676

Information disclosure type:

24 hours 72 hours Upon request Extraordinary Periodical

Contents of information disclosure:

Daklak Rubber Investment Joint Stock Company hereby discloses Board Resolution No. 60/QĐ-HĐQT dated July 01, 2026 on the issuance of the full text of the Internal Regulations on Corporate Governance of Daklak Rubber Investment Joint Stock Company.

This information was also published on the website of Daklak Rubber Investment Joint Stock Company on July 02, 2026, and is available at: <http://www.dri.com.vn> under the Investor Relations / Internal Documents section.

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

Respectfully announced./.

Attachments:

- Decision No. 60/QĐ-BOD;

- Internal Regulations on Corporate Governance.

**AUTHORIZED PERSON FOR
INFORMATION DISCLOSURE**

Nguyen Thi Hai

No.: _____
Dak Lak, day month year 2026

DECISION

“Regarding the issuance of the full text of the Internal Regulations on Corporate Governance of Dak Lak Rubber Investment Joint Stock Company”

BOARD OF DIRECTORS

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, and the amended and supplemented laws regarding Enterprise Law No. 59/2020/QH14;
- Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019, and the amended and supplemented laws regarding Securities Law No. 54/2019/QH14;
- Pursuant to Decree No. 155/2020/NĐ-CP dated December 31, 2020, detailing the implementation of certain provisions of the Securities Law;
- Pursuant to the Charter of Dak Lak Rubber Investment Joint Stock Company;
- Pursuant to Resolution No. 01/NQ-CT dated June 16, 2026, of the General Meeting of Shareholders regarding the approval of several issues within the authority of the General Meeting of Shareholders.

DECISION

Article 1: Attached to this Decision is the internal regulation on the company's governance.

Article 2: The members of the Board of Directors, the Supervisory Board, the General Director of DRI, the departments of the company, the subsidiaries, and the capital representatives of DRI in other enterprises are responsible for implementing this Decision.

Article 3: This Decision takes effect from the date of signing and replaces Decision No. 27/QĐ-HĐQT dated April 29, 2022, regarding the issuance of the internal regulation on company governance and decisions on the amendment of certain provisions of the internal regulation on company governance.

Recipient:

- *As in Article 2;*
- *Information Disclosure;*
- *Save VT.*

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

NGUYEN MINH

Dak Lak, day month year 2026.

INTERNAL REGULATION ON CORPORATE GOVERNANCE

Based on the Securities Law dated November 26, 2019;

Based on the Enterprise Law dated June 17, 2020, and the amendments and supplements to the Enterprise Law 2020;

Based on Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of several provisions of the Securities Law;

Based on Circular No. 116/2020/TT-BTC dated December 31, 2020, of the Minister of Finance guiding certain aspects of corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of several provisions of the Securities Law;

Based on the Charter of Dak Lak Rubber Investment Joint Stock Company;

Based on the Resolution of the General Meeting of Shareholders No. 01/NQ-DHDCD, dated 16 month 6 year 2026;

The Board of Directors issues the Internal Regulation on corporate governance of Dak Lak Rubber Investment Joint Stock Company, including the following contents:

CHAPTER I GENERAL PROVISIONS

Article 1. Scope of adjustment and subjects of application

1. Scope of adjustment: The internal regulation on corporate governance stipulates the contents regarding the roles, rights, and obligations of the General Meeting of Shareholders, the Board of Directors, the General Director, and the representative of DRI's capital in other enterprises; the order and procedures for convening the General Meeting of Shareholders; the nomination, candidacy, election, dismissal, and removal of members of the Board of Directors, the Supervisory Board, the General Director, and other activities as stipulated in the Company's Charter and

other current legal regulations.

2. This regulation sets forth the fundamental principles of corporate governance to protect the legal rights and interests of shareholders, establish standards for the behavior and professional ethics of members of the Board of Directors, the General Management Board, the Supervisory Board, and company management personnel. At the same time, this regulation serves as a basis for evaluating the implementation of governance at the Company.

3. Subjects of application: This regulation is applied to members of the Board of Directors, the Supervisory Board, the General Director, and the representative of DRI's capital in other enterprises.

Article 2: Interpretation of terms and abbreviations

1. Terms defined in the Company's Charter shall be understood and applied similarly in this Regulation. The defined terms and abbreviations below shall have the following meanings:

- a) *Corporate governance*: refers to the system of principles and rules to ensure that the Company is effectively directed and controlled for the benefit of shareholders and stakeholders related to the Company.
- b) *The charter*: is the charter of Dak Lak Rubber Investment Joint Stock Company, including all amendments and supplements at each point in time after being duly approved by the General Meeting of Shareholders.
- e) *Business manager*: according to the provisions of Clause 1, Article 1 of the Charter, includes: Chairman of the Board of Directors, members of the Board of Directors, General Director, and other managerial positions appointed by the Board of Directors.
- d) *Major shareholder*: is a shareholder or a group of shareholders holding directly or indirectly five percent (5%) or more of the voting shares of the Company.
- e) *Related person*: according to the provisions of Clause 46, Article 4 of the Securities Law.
- f) *The beneficial owner of a corporate entity* (hereinafter referred to as the beneficial owner of the enterprise) is an individual who has actual ownership rights over the charter capital or has controlling rights over that enterprise, except for cases where the representative of the owner directly at the enterprise is the State holding 100% of the charter capital and the representative of the state capital in joint-stock companies or limited liability companies with two or more members as stipulated by law on the management and investment of state capital in enterprises.
- g) *The representative of DRI's capital in other enterprises* is the person appointed by the Board of Directors to represent DRI's capital contribution, who has the rights and obligations set forth in Article 21 of this Regulation. The

representative of DRI's capital in other enterprises may participate as a member of the Board of Directors or as an executive as nominated by the Company's Board of Directors.

h) *Company*: Dak Lak Rubber Investment Joint Stock Company (DRI).

i) *Insider information*: refers to information related to the company that has not been disclosed, and if disclosed, could affect the share price of the Company.

2. In this Regulation, references to one or more provisions of the Charter or legal documents will include any amendments, supplements, or replacement documents of those texts.

Article 3: Principles of Corporate Governance

1. Definition:

Corporate governance refers to the internal measures for managing and controlling a company, related to the relationships between the management structure, the Board of Directors, and the shareholders of a company with interested parties.

2. Principles of Corporate Governance

The principles of corporate governance include:

- ✓ Compliance with current legal regulations;
- ✓ Respect for business ethics and responsibility to society;
- ✓ Ensuring an effective governance structure;
- ✓ Protecting shareholders' rights;
- ✓ Fair treatment among shareholders;
- ✓ Ensuring the role of interested parties related to the Company;
- ✓ Transparency in the Company's operations;
- ✓ The Board of Directors provides guidance and oversight. The Supervisory Board effectively controls the Company.

The principles of corporate governance aim to ensure that the company's governance structure is transparent and demonstrates the commitment of the Board of Directors (BOD) to effective corporate governance, which involves establishing and promoting:

- A responsible management model based on ethical business values.
- A Board of Directors and management apparatus that serve the highest interests of the company and its shareholders, including minority shareholders, and seek to sustainably increase shareholder value.
- Public disclosure of information appropriately and ensuring transparency, as well as an effective risk management and internal control system.

CHAPTER II

GENERAL ASSEMBLY OF SHAREHOLDERS

Article 4. The role, rights, and obligations of the General Assembly of Shareholders.

The General Assembly of Shareholders has full rights and obligations as prescribed by the Corporate Law and other relevant legal regulations of Vietnam. The rights and obligations of the General Assembly of Shareholders are stipulated in the Corporate Law and Article 15 of the Company's Charter.

Article 5. Order, procedures for convening meetings and adopting resolutions of the General Assembly of Shareholders.

1. The authority to convene the General Assembly of Shareholders, and to notify the closure of the list of shareholders entitled to participate in the General Assembly of Shareholders.

- The Board of Directors convenes the annual and extraordinary general meetings of shareholders as stipulated in clauses 2 and 3 of Article 14 of the Company's Charter. In the event that the Board of Directors does not convene an extraordinary general meeting of shareholders as per clause 3 of Article 14 of the Charter, the Supervisory Board and shareholders or groups of shareholders shall convene an extraordinary general meeting of shareholders according to clause 4 of Article 14 of the Company's Charter.

- The notification for the general meeting of shareholders is sent to all shareholders and is simultaneously announced through the information channels of the State Securities Commission, the Stock Exchange, and on the Company's website.

- The Company shall establish (close) the list of shareholders entitled to attend the general meeting of shareholders at least ten (10) days before the date of sending the invitation to the general meeting.

- The Company must disclose information about the establishment of the list of shareholders entitled to attend the general meeting at least twenty (20) days prior to the final registration date.

2. Notification of the convocation, agenda, and content of the general meeting of shareholders;

- The notification of the general meeting must be sent to all shareholders in the list of shareholders entitled to attend the meeting at least twenty-one (21) days before the opening date, calculated from the date the notification is sent or validly dispatched, is paid for, or placed in the mailbox.

- The agenda for the general meeting, along with related documents regarding

the issues to be voted on at the meeting, shall be sent to the shareholders and/or posted on the Company's website.

- Shareholders or groups of shareholders mentioned in Clause 3 of Article 12 of the Charter may propose issues to be included in the agenda of the General meeting, and must send a written proposal along with supporting documents evidencing the number of shares held, and a minutes of agreement on the proposed content from the group of shareholders. Proposals for issues to be included in the agenda must be made in writing and sent to the Company at least three (03) working days before the start of the opening. Proposals must include: shareholder's name, number and type of shares held, and the content of the issue to be included in the meeting agenda.

3. Organizing the general shareholders' meeting:

3.1 Organizing the general shareholders' meeting directly or a combination of direct and online attendance:

a. The method of registering to attend the general meeting of shareholders, authorizing attendance, and the conditions for holding the meeting;

- Shareholders participating online log in via the link in the meeting invitation, enter their username, password, and any other identifying factors (if applicable), and follow the instructions to access the meeting and electronic voting system.

- Shareholders attending in person will be registered by a department designated by the Board of Directors (BOD) responsible for conducting the registration for the General Shareholders' Meeting at the meeting location.

- Registration for the General Shareholders' Meeting includes the registration of shareholders and authorized representatives of shareholders attending before the meeting opens. Shareholders need to be registered to verify the minimum ratio of shareholders or authorized representatives required to properly commence the General Shareholders' Meeting.

- In cases where a shareholder appoints more than one authorized representative, the number of shares and voting rights assigned to each representative must be specified.

- Shareholders and authorized representatives attending the meeting can register via email, but must still bring and present the invitation letter, identification documents, authorization letter, and any other necessary paperwork to the organizing committee at the meeting venue.

- The authorization procedure and the preparation of authorization letters for shareholders: Shareholders will grant authorization in writing to the authorized representative attending the meeting using the template provided by the Company. Shareholders may send information about the authorization document to the organizing committee prior to the meeting commencement date.

- In cases where the notice is accompanied by a voting ballot, shareholders are considered to have attended the meeting if they have sent the voting ballot by guaranteed mail to the Board of Directors no later than one day before the meeting opens.

- The verification of delegate status to determine whether the General Shareholders' Meeting meets the required qualifications is specified in Clause 1, Article 19 of the Company's Charter. The documents that need to be brought to the meeting, presented, and verified upon registration for attending the General Shareholders' Meeting will be clearly stated in the meeting invitation, including: ID card, citizen ID card, passport, other legal identification documents, invitation letter, and authorization letter (if authorized). Registration will take place at the meeting venue.

- The verification and announcement of the minimum attendance ratio of shareholders is conducted according to the provisions of Clause 1, Article 20 of the Company's Charter. Specifically, the verification committee for shareholder status appointed by the BOD is responsible for verifying and announcing the number of delegates attending the meeting, including both in-person and online participants, that satisfy the minimum attendance ratio required. This ratio must be announced by the shareholder status verification committee immediately after the registration of shareholders attending the meeting concludes and before shareholders conduct voting.

b. Voting method;

- Shareholders/delegates authorized to attend the online General Meeting of Shareholders:

+ Shareholders/delegates authorized to attend will be provided with access information to the electronic voting system, including username, password, and other identifying factors (if any) in the meeting invitation (or in the login information notice as stipulated by the Board of Directors). Shareholders/delegates must take responsibility for keeping the username, password, and other identifying factors confidential to ensure that only authorized representatives can vote in the electronic voting system and are fully responsible for the registered information.

+ Shareholders/delegates authorized to attend will use the username, password, or other identifying factors (if any) to access the electronic voting system and vote electronically according to the agenda of the online General Meeting of Shareholders.

+ The method for online voting is according to Article 9, Appendix 01 attached to these regulations.

- Shareholders/delegates authorized to attend the in-person General Meeting of Shareholders:

+ Unless otherwise specified, during the registration of Shareholders, the Company will provide each Shareholder or Delegate Authorized to Attend with a

voting card, a ballot that contains the registration number/code, the name of the Shareholder, the name of the Delegate Authorized to Attend (if applicable), and the number of votes of that Shareholder.

+ The content of the voting card depends on the agenda of the General Meeting of Shareholders. The form and content of the ballot are regulated in the Voting & Election Regulations.

+ During the voting process at the General Meeting of Shareholders, Shareholders will vote using the voting card according to the instructions of the Election Committee.

+ Usually, Shareholders place the voting cards or ballots into a sealed ballot box for the Election Committee to conduct the counting.

- The company will make efforts to record the opinions expressed and the votes of shareholders through electronic means and/or direct voting at the meeting.

- The electronic voting ballot is equivalent to the direct voting method at the meeting. In this case, shareholders must send the voting ballot to the organizing committee before the voting time.

- For the voting/election contents decided by the General Meeting to vote/elect publicly: The Organizing Committee will issue separate voting/election ballots for these matters so that Shareholders/Representatives can conduct the public voting/election according to the instructions of the Vote Counting Committee.

c. Voting method;

- Online voting:

When shareholders/authorized persons participate in voting/election, the number of votes will be recorded in the system based on the principles of approval cards, disapproval cards, and neutral cards. The voting results are recorded using the cumulative voting method. The vote counting minutes are records of the voting results of all delegates attending the Online General Meeting through the electronic voting system and participating directly in the General Meeting.

- In-person voting:

+ The meeting will elect persons responsible for vote counting and monitoring (if needed) at the proposal of the Chairperson. The Organizing Committee will nominate personnel for the Vote Counting Assistance Team, and the Vote Counting Committee may decide on its own personnel for the assistance team.

+ In the case of remote voting, the verification of these Voting Cards will include checking the status of seals, the completeness of accompanying documents, and will be checked and compiled along with the Voting Cards distributed directly at the General Meeting.

+ The statuses of "agree/approve," "disagree/opposed," "different opinions," and invalid votes will be compiled separately. The total results of each status will be divided by the total number of voting rights issued during registration to determine the percentage of each status.

+ The company is making efforts to apply electronic voting software with a barcode identification system to prevent errors.

+ With the approval of the General Shareholders' Meeting, the Vote Counting Committee will have personnel to supervise the voting process and results. All members of the vote counting committee will sign to confirm the results.

d. Announcement of vote counting results;

- The chairperson of the vote counting committee will read the results after completing the counting, including both direct and online voting results;

- The vote counting minutes or resolution (in case the opinions of shareholders are collected in writing) must be published on the DRI's electronic information page and the electronic portal of the State Securities Commission and the stock exchange within twenty-four (24) working hours from the time the resolution is passed by the General Meeting of Shareholders.

3.2. Organizing the General Meeting of Shareholders online: Appendix 01 attached to this Regulation

4. Procedure for opposing the decision of the General Meeting of Shareholders according to Article 132 of the Enterprise Law:

- In case a shareholder opposes the decision of the General Meeting of Shareholders, that shareholder must express their opposition in writing, clearly stating their name, the registration number for the General Meeting, and the content and reason for the opposition.

- The document will be submitted to the secretary of the meeting for recording.

- Shareholders voting against the resolution regarding the restructuring of the company or changing the rights and obligations of shareholders as stipulated in the company's charter have the right to request the company to buy back their shares. The request must be in writing, specifying the name, address of the shareholder, the number of shares of each type, the intended selling price, and the reason for requesting the company to buy back the shares. The request must be submitted to the company within ten (10) days from the date the General Meeting of Shareholders approves the resolution on restructuring the company or changing the rights and obligations of shareholders as stipulated in the company's charter.

5. Prepare the minutes of the General Meeting of Shareholders;

- The meeting of the General Meeting of Shareholders must be minuted and can

be recorded or preserved in other electronic forms. The minutes must be written in Vietnamese and may also be prepared in English, with the main contents as follows:

- a. Name, address of the head office, business registration number;
- b. Time and location of the shareholders' general meeting;
- c. Meeting agenda and meeting content;
- d. Names of the chairperson and the secretary;
- e. Summary of the meeting proceedings and the opinions expressed at the shareholders' general meeting on each issue in the meeting agenda;
- f. Number of shareholders and total number of votes cast/voting by the attending shareholders, along with an appendix listing registered shareholders, representatives of attending shareholders with corresponding shares and votes;
- g. Total votes on each voting issue, specifying the voting method, total valid and invalid votes, in favor, against, and abstaining; the corresponding ratios of the total votes cast by attending shareholders;
- h. Issues that have been passed and the corresponding voting ratios;
- i. Names and signatures of the chairperson and the secretary.

- In the case where the chairperson or the minute-taker refuses to sign the minutes, if all other members of the Board of Directors present agree to the minutes, which contain all content as stipulated in points a, b, c, d, e, g, and h of Clause 1, Article 158 of the Enterprise Law, then the minutes shall be valid. The minutes shall clearly state the refusal of the chairperson and the minute-taker to sign. The signer of 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 the minute-taker shall be personally liable for any damages incurred to the enterprise due to the refusal to sign the minutes in accordance with the provisions of this Law, the company's charter, and relevant laws;

- The minutes are prepared in both Vietnamese and English and have the same legal validity. In the event of any discrepancy between the Vietnamese and English versions of the minutes, the content in the Vietnamese version shall take precedence.

- The minutes of the General Meeting of Shareholders must be completed and approved before the meeting concludes. The chairperson and the secretary of the meeting are jointly responsible for the truthfulness and accuracy of the contents of the minutes.

- The minutes of the General Meeting of Shareholders, resolutions, and attached documents must be published on DRI's electronic information page and the electronic portal of the State Securities Commission and the Stock Exchange within twenty-four (24) hours from the time the decision of the General Meeting of Shareholders is passed.

- The minutes of the General Meeting of Shareholders are considered authentic evidence of the proceedings at the General Meeting unless there is an objection to the contents of the minutes raised in accordance with the prescribed procedure within ten (10) days from the time the minutes are sent.

- The minutes of the General Meeting of Shareholders, the annex of the list of shareholders registering to attend the meeting with the signatures of the shareholders, the power of attorney for attending the meeting, and related documents must be kept at the Company's headquarters.

6. Publication of the Resolution of the General Meeting of Shareholders

The resolutions of the General Meeting of Shareholders and the accompanying documents must be posted on the company's electronic information page, the electronic portal of the State Securities Commission, and the Stock Exchange within twenty-four (24) hours from the time they are issued.

7. The General Meeting of Shareholders passing the resolution by written opinion gathering:

- The procedure for gathering opinions from shareholders in writing shall be carried out in accordance with Article 22 of the Charter after the Board of Directors' resolution on applying the written opinion gathering method.

- In this case, the Board of Directors will establish a Voting Committee. The Voting Committee must consist of at least: the Chairman of the Board of Directors, one member of the Supervisory Board, and the Secretary of the Board of Directors/person responsible for corporate governance. In which, the Chairman of the Board of Directors is the head of the Voting Committee.

- Cases where written opinions cannot be gathered: Include the contents according to Article 147 of the Enterprise Law, except for the contents specified in Clause 1, Article 22, Company Charter, specifically

+ Decisions on investments or the disposal of assets with a value equal to or exceeding 30% of the total assets as stated in the parent company's individual financial statements or the most recently audited consolidated financial statements, whichever is lower.

+ Reorganize or dissolve the company.

CHAPTER III

BOARD OF DIRECTORS

Article 6. Role, rights, and obligations of the Board of Directors

- The rights and obligations of the Board of Directors are specified in Article 27 of the Company's Charter.
- Members of the Board of Directors have the right to request the General Director, Deputy General Director, and heads of the Company's departments to provide information and documents regarding the financial situation and business activities of the Company and its subsidiaries;
- The person requested must provide information promptly, completely, and accurately as required by the member of the Board of Directors.
- The order and procedures for requesting information are as follows:
 - Members of the Board of Directors submit a request for information, including the content of the information needed, the deadline for sending the information, and may request it in writing or by phone;
 - The person receiving the information request from the member of the Board of Directors must report to the direct management level to report to the Company's General Director;
 - The CEO directs the provision of information to members of the Board of Directors;
 - Any information sent to members of the Board of Directors must be reviewed and approved by the direct management and reported to the CEO of the company.

Article 7. Responsibilities of the Board of Directors

Members of the Board of Directors must fulfill their responsibilities as stipulated in Articles 48, 49, and 50 of the Company's Charter.

Article 8. Nomination, election, removal, and dismissal of members of the Board of Directors include the following main contents:

1. Term, number, structure, and criteria for membership of the Board of Directors:

- The number of members of the Board of Directors is 07, the term of the Board of Directors is 05 years, and they can be re-elected for an unlimited number of terms;

- The structure of the Board of Directors of a public company must ensure that at least 1/3 of the total number of Board members are non-executive members. The

company limits the maximum number of Board members concurrently holding executive positions in order to ensure the independence of the Board of Directors.

- The standards and conditions for membership in the Board of Directors are defined in Article 155 of the Enterprise Law. Additionally, the following criteria must be met:

Criteria regarding capacity and experience

- Has specialized knowledge and educational qualifications appropriate to the field of operation of the Enterprise;
- Has experience in business management or administration. Able to transform knowledge and experience into practical solutions;
- Accurate judgment;
- Ability and willingness to face challenges and explore the new;

Criteria regarding ethics and reputation

- Possesses leadership qualities, integrity, responsibility, maturity, morality, and earns the trust of shareholders, other members of the Board of Directors, management personnel, and staff of the Company;
- Ability to balance the interests of all stakeholders and make reasonable decisions;
- No conflict of interest with the business.

Criteria regarding the diversity of the Board of Directors (According to the recommendations of the Ministry of Planning and Investment 2026)

- Diversity in expertise and experience.
- Balance in management skills, finance, legal, and industry.
- Encouraging diversity in gender, age, and international experience.

Criteria for independence (applied to independent members of the Board of Directors).

For independent members of the Board of Directors, in addition to meeting the independence standards as prescribed by law:

- Do not have significant interests with the company or major shareholders.
- Have the ability to provide objective opinions in the decisions of the Board of Directors.

Other criteria:

- Members of the Company's Board of Directors must not simultaneously serve as members of the Board of Directors, members of the Executive Board, or as

the chairman of the company at more than 5 other companies, including companies within the same business ecosystem.

2. Nomination and Self-nomination of Members of the Board of Directors

- The method for shareholders or groups of shareholders to nominate candidates for the position of a member of the Board of Directors in accordance with legal regulations and Article 25 of the Company's Charter;

- For shareholders/groups of shareholders: Nominations must be carried out according to Appendix No. 4 & 6 of the Voting and Election Regulations of DRI.

- Candidates for the Board of Directors will send their Curriculum Vitae and a commitment (*Appendix No. 7 of the DRI Voting and Election Regulations*) regarding the honesty, accuracy, and reasonableness of the personal information provided, and must commit to performing their duties honestly if elected as a member of the Board of Directors.

- Nomination and self-nomination documents for candidates for the Board of Directors, in accordance with the Company's Charter and the Voting and Election Regulations, shall be submitted to the Secretary of the Board of Directors at the Company's head office.

3. Voting method for members of the Board of Directors;

- The election of Board members is conducted by cumulative voting, whereby each shareholder has 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. Shareholders have the right to allocate their total votes to one or several candidates.

- Shareholders may distribute votes among candidates according to their level of trust in each candidate, but the total votes cast for the chosen candidates must not exceed the total number of votes entitled to be cast. In case of equal distribution, shareholders are not required to fill in the number of votes, but need only select candidates as stipulated in the voting and election procedures of DRI.

- Based on the number of Board members approved, the General Meeting will calculate vote percentages from high to low, beginning with the candidate who received the highest number of votes until the required number of members is filled.

- In the case of a tie among candidates achieving the same number of votes:

- The candidate elected as an independent member of the Board will be given priority based on the criteria for independent Board members (who may not be shareholders and have not previously served as Board members).
- If the candidate is a shareholder, the one holding more shares will have priority for selection.

- If the candidate is not a shareholder, the one with a longer tenure as a Board member will have priority for selection. In cases of equal tenure, the number of years served will be considered.

- If there are not enough members of the Board, the General Meeting of Shareholders will hold a re-election until the required number is met.

4. Cases of resignation, dismissal, termination, and supplementary appointment of members of the Board of Directors;

4.1 Resignation: Still meeting the qualifications and conditions to be a member of the Board of Directors as stipulated in Article 155 of the Enterprise Law, but has submitted a resignation request.

4.2 Dismissal

- Not meeting the qualifications and conditions as stipulated in Article 155 of the Enterprise Law and the provisions of the company's charter and internal regulations on corporate governance;

- When deemed necessary for the interests of the Company;

4.3 Termination

- Not participating in Board meetings for 6 continuous months except in cases of force majeure;

- When deemed necessary for the interests of the Company;

- Other cases stipulated in the company's charter and internal regulations on corporate governance;

4.4 Election of supplementary members of the Board of Directors

- a) When the number of members of the Board of Directors decreases by more than one-third compared to the number specified in the Company's Charter, the Board of Directors must convene an Extraordinary General Meeting within 60 days from the date the number of members has decreased by more than one-third, to elect additional members;
- b) The number of independent members of the Board of Directors decreases below the ratio as specified in point b, clause 1, Article 137 of the Enterprise Law;
- c) Except for the cases specified in points a and b of this clause. The General Meeting of Shareholders elects new members to replace the members of the Board of Directors who have been dismissed or removed at the nearest General Meeting of Shareholders.
- d) The term of the additional elected member of the Board of Directors is the remaining time of the term from the date of the resolution as a member of the Board of Directors of the General Meeting of Shareholders.

5. The rights and obligations of the members of the Board of Directors when resigning, being dismissed, or removed without the approval of the General Meeting of Shareholders.

5.1 Resignation:

+ Rights:

- Have the right to attend and vote at Board of Directors meetings.
- Entitled to remuneration, allowances, and access to information like other members.
- Have the right to withdraw the resignation request before it is approved by the General Meeting of Shareholders.

+ Obligations:

- Completely fulfill the obligations of a member of the Board of Directors (BOD): governance, supervision, loyalty, prudence, avoiding conflicts of interest, reporting stock transactions,... until an official decision is made;
- Bear legal responsibility for the BOD's decisions during this period;

5.2 Dismissal, Removal:

- When deemed in the interest of the Company, the Company may organize an extraordinary General Meeting of Shareholders (GMS) or solicit shareholder opinions in writing to dismiss or remove a BOD member;
- Due to not meeting the conditions and standards for being a BOD member, they will not participate or vote in BOD meetings;
- Continue to fulfill the obligations of a BOD member: loyalty, prudence, avoiding conflicts of interest, reporting stock transactions,... until an official decision is made.

5.3 Time of termination of rights and obligations:

- When the GMS (or the BOD if authorized) approves the dismissal/resignation and the resolution of the GMS/BOD becomes effective.
- Or until the term ends if the GMS has not convened/does not approve.

6. Notification of the election, dismissal, and removal of members of the Board of Directors

All cases of changes in members of the Board of Directors related to elections, dismissals, and removals will be processed. The Board of Directors will carry out the procedures to report changes in the information of business managers in accordance with corporate law and disclose information in accordance with securities law.

7. Methods for introducing candidates for the Board of Directors.

- Shareholders, groups of shareholders will nominate, candidates for the Board of Directors according to the criteria, conditions mentioned in section 2 of this article. All necessary documents and information will be sent to the Company for the Secretary of the Board of Directors.

- The Board of Directors will publicize information about the candidates in accordance with legal regulations.

- In the event that the number of candidates for the Board of Directors through nominations and self-nominations is still insufficient, the number of missing candidates will be nominated by the current Board of Directors.

8. Election, dismissal, and Dismissal of the Chairman of the Board of Directors.

The election, dismissal, and dismissal of the Chairman of the Board of Directors shall be carried out according to clauses 1 and 4 of Article 29 of the Company Charter;

Article 9. Remuneration and other benefits of Board Members.

The remuneration for the Board of Directors approved by the General Shareholders' Meeting will be distributed to the members of the Board of Directors according to the following principles:

1. Basis for establishing the general remuneration fund:

- Size of the enterprise.
- Business results and operational efficiency.
- Market compensation levels of comparable enterprises.

2. Compensation principles and other benefits

The compensation level for Board of Directors members is based on a unified principle within the Board, according to which

+ Board members have equal compensation;

+ The Chairman of the Board receives an additional compensation for responsibilities and workload related to management duties and organizing Board meetings;

+ Board members with additional assignments assigned by the Board, independent Board members working full-time at the company, and Board members also in charge of subcommittees will receive an additional allowance decided by the Board;

+ In addition to the general compensation, Board members will receive compensation for attending Board meetings;

+ Board members who are sent for training and workshops to enhance knowledge in management, skills, etc., as required by the State Securities Commission

and the Company.

+ Distant Board members will be reimbursed for travel and accommodation expenses incurred while participating in Board activities, with the expense amount according to the company's internal spending regulations.

- The Board of Directors assigns one member responsible for salary and bonus issues to build the total remuneration fund for the Board of Directors, to present to the General Meeting of Shareholders for decision and to create a work coefficient table for the members of the Board of Directors as a basis for compensating the members of the Board of Directors.

- The remuneration for the Board of Directors is to be accounted for as an expense of the Company;

Article 10. The process and procedures for organizing Board of Directors meetings:

1. The Board of Directors meeting:

- The Board of Directors must meet at least once a quarter and may hold extraordinary meetings;
- When necessary, the Chairman of the Board of Directors will solicit opinions from the Board by ballot to approve matters within the authority of the Board, and soliciting opinions from the Board in writing is also considered a meeting of the Board;
- The Chairman of the Board of Directors convenes an extraordinary meeting in the following cases:
 - a) At the request of the Supervisory Board or an independent member of the Board of Directors;
 - b) At the request of the General Director or at least 05 other managers;
 - c) At the request of at least 02 members of the Board of Directors;
- The request for an extraordinary Board meeting must be made in writing, specifying the purpose, issues to be discussed, and decisions within the authority of the Board of Directors.
- The Chairman of the Board must convene a Board meeting within seven (07) working days from the date of receiving the request specified in Clause 1 of this Article. If the Chairman fails to convene the Board meeting as requested, he/she shall be liable for any damages incurred by the Company; the person making the request has the right to replace the Chairman to convene the Board meeting.

2. Notice of the Board Meeting

- The Chairman of the Board or the person convening the Board meeting must send a notice inviting members to the meeting no later than three (03) working days

before the meeting date. In case of an emergency, at least 24 hours' notice must be given. The notice must specify the exact time and location of the meeting, the agenda, and the issues for discussion and decision. The notice must be accompanied by the materials to be used at the meeting and the voting ballot for members (if any).

- The notice inviting the Board meeting may be sent by invitation letter, telephone, fax, electronic means, or other methods, ensuring it reaches the contact address of each member of the Board registered with the Company.

- Issues that must be discussed and decided by the Board of Directors are specified in Clause 2, Article 27 of the Company's Charter.

- Members of the Supervisory Board have the right to attend Board meetings; they can discuss but do not have voting rights.

- Members of the Board can refuse to receive the notice of the meeting or part of the meeting agenda by sending an email or written letter to the Board.

3. Conditions for Organizing Board Meetings

- A Board meeting is held when at least 3/4 of the total number of members are present.

- Unless otherwise agreed, if the required number of members is not present, the meeting must be convened a second time within seven (07) days from the date initially planned for the first meeting. The second convened meeting can proceed if more than half (1/2) of the members of the Board are present.

- Members of the Board of Directors are considered to be present and voting at the meeting in the following cases:

- a) Attend and vote directly at the meeting;
- b) Delegate another person to attend the meeting and vote as stipulated in Clause 11, Article 30 of the Company Charter;
- c) Attend and vote through online conferences, electronic voting, or other electronic forms;
- d) Send the voting ballot to the meeting via mail, fax, or email;
- e) Vote by ballot for the method of collecting the opinions of the Board of Directors in writing and send it to the Company's Board Secretary.

- Board members may delegate another person to attend the meeting and vote if approved by the majority of the Board of Directors.

4. Voting methods;

- In addition to the provisions in Clause 9, Article 30 of the Charter, Board members can send voting ballots to the meeting via mail, fax, or email. The voting ballot must be enclosed in a sealed envelope and must be delivered to the Chairman of

the Board at least 1 hour before the meeting begins. The voting ballots may only be opened in the presence of all attendees.

- In in-person or telephone meetings, Board members will vote verbally or by raising their hands on each issue after the Chairman presents the issue and concludes the discussion. The voting options can be in favor, against, or no opinion.

5. Procedures for passing resolutions of the Board of Directors

- The Board of Directors makes decisions and issues resolutions based on the majority of the attending members (>50%). In the event of a tie between votes in favor and against, the final decision will rest with the opinion of the Chairman of the Board.

Resolutions adopted through written consultation are based on the approval of the majority of members of the Board of Directors who have the right to vote. This resolution has the same effect and validity as a resolution passed at a meeting.

- The authorization for another person to attend Board meetings and vote is only effective when approved by the majority of Board members.

6. Prepare the minutes of the Board meeting;

- The secretary of the Board will ensure that the minutes of the Board meeting are recorded fully, in detail, and clearly. The secretary may record the meeting to ensure accuracy.

- The official minutes of the meeting will be completed within seven (7) working days from the end date of the meeting. The minutes must be signed by the chairman, the minute taker, and all the members of the Board who attended the meeting.

- In the case where the chairman and the minute taker refuse to sign the minutes but all other attending Board members sign and the content complies with the regulations stated in points a, b, c, d, đ, e, g, and h of clause 1, Article 158 of the Enterprise Law, the minutes will be valid. The minutes will note the refusal of the chairman and the minute taker to sign. The signatory of the minutes will be jointly responsible for the accuracy and truthfulness of the content of the Board meeting minutes. The chairman and the minute taker are personally responsible for any damage caused to the enterprise due to their refusal to sign the minutes as stipulated by this Law, the Company's Charter, and relevant laws.

- The minutes of the Board meeting will be archived for a period of 10 years.

7. Notify the resolutions of the Board of Directors.

- Based on the content and decisions approved in the Board meeting, the Chairman will sign and issue documents and resolutions of the Board on behalf of the Board.

- These resolutions will be communicated to all members of the Board of Directors.

- The contents of the resolutions that must be disclosed will be published in accordance with the law.

Article 11. Person in charge of Company governance (applicable to listed Companies)

When necessary, the Company's Board of Directors appoints the Person in charge of Company governance to assist the Board in fulfilling its governance tasks.

The regulations on standards, appointment, dismissal, rights, and obligations of the Company's governance personnel are stipulated in Article 32 of the Company Charter.

CHAPTER IV SUPERVISORY BOARD

Article 12. Roles, rights, and obligations of the Supervisory Board, responsibilities of its members

- The rights and obligations of the Supervisory Board are defined in Article 39 of the Company Charter.
- The responsibilities of the Supervisory Board are outlined in Articles 48, 49, and 50 of the Company Charter.

Article 13. Term, quantity, and structure of the Supervisory Board members.

1. Structure and Composition of the Supervisory Board:

- The number of members on the Company's Supervisory Board is 03. The term of office for members of the Supervisory Board shall not exceed 05 years and they may be re-elected for an unlimited number of terms.
- Members of the Supervisory Board must meet the standards and conditions as stipulated in Article 169 of the Enterprise Law and must not belong to the following cases:
 - a) Working in the accounting or finance department of the Company;
 - b) Being a member or employee of an independent auditing firm that has audited the Company's financial statements for the preceding 03 consecutive years.

2. Nominations for Members of the Supervisory Board

- The nomination of Supervisors shall be carried out similarly to the nomination of members of the Board of Directors as prescribed in Clauses 2 and 3 of Article 25 of the Company's Charter.

- In the event that the number of candidates for the Supervisory Board through nomination is insufficient, the current Supervisory Board may propose additional candidates or organize nominations according to the mechanism stipulated in the Company's Charter and internal governance regulations. The mechanism for the current Supervisory Board to nominate candidates must be clearly disclosed and must be approved by the General Meeting of Shareholders before proceeding with the nominations.
3. Methods for Electing Members of the Supervisory Board
- The election of members of the Supervisory Board shall be conducted in a manner similar to the election of members of the Board of Directors.
 - In case there are not enough members of the Board of Supervisors, the General Assembly will proceed to re-elect until the required number is reached.
4. Dismissal and termination cases of the Supervisory Board
- Members of the Supervisory Board may be dismissed in the following cases:*
- a) No longer meeting the qualifications and conditions to be a member of the Supervisory Board as stipulated in Clause 2, Article 37 of the Company Charter;
 - b) Submitting a resignation letter that is accepted;
 - c) Other cases as provided in the Company Charter.
- Members of the Supervisory Board may be terminated in the following cases:*
- a) Failing to complete assigned tasks and responsibilities;
 - b) Not exercising their rights and obligations for 06 consecutive months, except in cases of force majeure;
 - c) Repeatedly violating or severely breaching the obligations of Supervisory Board members as stipulated by the Enterprise Law and the Company Charter;
 - d) Other cases as resolved by the General Meeting of Shareholders.
5. Notification about the election, dismissal, and removal of the Supervisory Board
- All cases of changes in members of the Supervisory Board related to election, dismissal, or removal shall follow the procedures for reporting changes in the information of business managers according to corporate law and disclose information as per securities law.
6. Salary and other benefits of the Supervisory Board: shall be implemented in accordance with Article 41 of the Company Charter.

CHAPTER V

GENERAL DIRECTOR

Article 14. Role, responsibilities, rights, and obligations of the General Director;

- The General Director is responsible for managing the daily business operations of the Company; is under the supervision of the Board of Directors; is accountable to the Board of Directors and to the law for the execution of assigned rights and obligations;
- The responsibilities of the General Director are specified in Articles 48, 49, and 50 of the Company Charter;
- The rights and obligations of the General Director are specified in Clause 4, Article 35 of the Company Charter;

Article 15. Appointment, dismissal, signing, and termination of the contract with the General Director

1. Appointment, dismissal, term, standards and conditions of the CEO

- The Board of Directors appoints 01 member of the Board of Directors or hires someone else as the General Director. The term of the General Director is no more than 05 years and can be reappointed for an unlimited number of terms;
- The Board of Directors may dismiss the General Director when the majority of members of the Board of Directors with voting rights at the meeting agree and appoint a new General Director to replace them.
- Criteria and conditions for appointing the General Director
 - a) Must not be among persons prohibited from managing the Enterprise as stipulated in Clause 2 of Article 17 of the Enterprise Law and its amended regulations;
 - b) Must not be a relative of the enterprise manager, supervisor of the company and the parent company; representative of the enterprise's capital at the company and the parent company;
 - c) Must not concurrently hold any management or executive position at other economic organizations unless authorized by the Company's Board of Directors to participate in management at enterprises with the Company's capital contributions;
 - d) Must possess professional qualifications, experience, and skills in enterprise management as follows:

- Must have at least a university degree, suitable professional qualifications and organizational skills, the ability to align the interests of all stakeholders, and make reasonable decisions;
 - Must have business competency and management organization capabilities, as well as legal knowledge;
 - Must have the ability to transform knowledge and experience into practical solutions applied to the company's production and business activities.
 - Has the qualities of honesty, enthusiasm, and credibility;
2. Sign an employment contract with the CEO
- The Chairman of the Board of Directors will sign the employment contract with the CEO on behalf of the Board of Directors.
 - If a Board member is assigned to be the CEO, the Chairman of the Board will sign the appointment decision on behalf of the Board.
3. Dismissal, removal, termination of the employment contract with the CEO
- Dismissal:
 - Due to work needs, transfer, or personnel rotation of the Company;
 - Expiration of the employment contract;
 - Retirement and no desire to extend/renew the contract;
 - Due to health reasons not allowing continued work.
 - Revocation:
 - Failure to complete tasks or violation of the Company's regulations and rules;
 - Violating the law to the extent of being subject to criminal prosecution or being forced to terminate the employment contract.
 - The Board of Directors will hold a meeting to vote on the dismissal or removal of the General Director.
 - The dismissal or removal will be documented in a written resolution of the Board of Directors.
4. Notice of appointment, dismissal, contract signing, termination of contract with the General Director
- The notification of appointment or dismissal will be carried out in accordance with legal regulations on information disclosure.
5. Salary and other benefits of the General Director.
- Compensation, salary, benefits, and other terms for the General Director are determined by the Board of Directors and will be reflected in the employment contract

and the decision to appoint the General Director.

CHAPTER VI OTHER ACTIVITIES

Article 16. Coordination of activities between the Board of Directors, Supervisory Board, and General Director

1. The procedures and sequence for convening, notifying meeting invitations, recording minutes, and announcing meeting results among the Board of Directors, Supervisory Board, and General Director;

- The General Director is a member of the Board of Directors; the procedures and sequence for convocation have been mentioned in the section on convening Board meetings.
- The content of the meetings between the Board of Directors and the General Director, Supervisory Board is integrated into the agenda of the Board meetings.
- The procedures and sequence for inviting the Supervisory Board to meetings are similar to those for convening Board meetings.
- Documents related to Board meetings, the resolutions, and decisions of the Board shall also be sent to the members of the Board and simultaneously sent to the Supervisory Board and General Director in the same manner and at the same time.
- The General Director, who is not a member of the Board, may attend meetings, speak, question, and make recommendations for the Board's consideration but does not participate in voting.
- The minutes will be recorded by the secretary of the Board and signed by the participating parties.

2. Implementation of the resolutions and decisions of the Board:

- The General Director is responsible for implementing the resolutions of the Board;
- The General Director has the authority to decide on measures beyond their jurisdiction in emergency cases such as natural disasters, enemy threats, fires, unexpected incidents, or matters within the scope of crisis management... but must report in writing to the Board of Directors as soon as possible and be accountable to the Board of Directors for those decisions.
- The General Director has the right to refuse to execute and reserve his opinions regarding the decisions of the Board of Directors if he deems that the decision

is illegal or harms the interests of the shareholders. In this case, the General Director must provide a written report to the Board of Directors and the Control Committee immediately.

- When performing tasks that require the approval of the Board of Directors, the General Director must send a proposal to the Board of Directors at least seven (7) days in advance.

3. Cases where the General Director and the Control Committee propose convening a meeting of the Board of Directors and the issues that need to seek the Board of Directors' opinions

- Conflict of rights and obligations between the Board of Directors and the General Director;

- Crisis and crisis management that exceeds the authority of the General Director;

- Transactions in which the General Director is a related party;

- Significant developments during the implementation of the Board of Directors' Resolutions;

- Matters that exceed the authority delegated by the Board of Directors to the General Director.

4. Report of the General Director to the Board of Directors on the implementation of assigned tasks and powers

- The contents of the report of the General Director to the Board of Directors regarding the implementation of assigned tasks and powers are always integrated into one item in the agenda of the Board of Directors' meeting.

- The report contents include:

- + Evaluation of the results achieved during the period and directions for the next period;

- + Implementation of the Company's business strategy and sustainable development strategy;

- + Execution of the targets set by the General Meeting of Shareholders and the Board of Directors;

- + The Company's short-term, medium-term, and long-term financial situation, forecasts, and proposals;

- + Compliance of the management apparatus with laws and the Company's internal procedures;

- + Achievements and existing issues, shortcomings;

- + Personnel organization work and the apparatus within the authority of the Board

of Directors;

+ Policies and targets assigned to the representative of DRI's capital at other enterprises where DRI holds more than 50% of the charter capital, as stipulated in the Operational Regulations of the authorized representative regarding DRI's capital contributions to other enterprises.

5. Reviewing the implementation of resolutions and other delegated issues of the Board of Directors regarding the General Director;

The contents of monitoring the implementation of resolutions and other delegated issues of the Board of Directors regarding the General Director are always integrated into one item in the Board of Directors' meeting agenda.

6. Issues that the CEO must report, provide information on, and the methods for notifying the Board of Directors and the Supervisory Board

The CEO will provide information in an appropriate manner when:

- Members of the Board of Directors and the Supervisory Board request information and documents regarding the financial situation and business operations of the company and its units in accordance with legal regulations.
- The above-requested content will be responded to by the CEO in writing and sent to the Board of Directors and the Supervisory Board in the methods and timeframe requested above.
- For information related to business secrets, technological know-how, customers, etc., which the CEO believes may affect the company's interests if disclosed, providing such information to members of the Board of Directors and the Supervisory Board must have the opinion of the Chairman of the Board of Directors.

7. Coordinating control, management, and supervision activities among members of the Board of Directors, the Supervisory Board, and the CEO according to the specific tasks of the aforementioned members.

- Members of the Board of Directors coordinate to control, manage, and supervise the CEO according to the operational regulations of the Board of Directors and the CEO;
- Members of the Board of Directors may immediately discuss with the CEO at Board meetings about matters that need clarification or questioning, etc.
- Members of the Board of Directors may coordinate with other business executives after consulting with the CEO regarding the topic, time, and content of working with other business executives.
- Regarding the authorization by the Board of Directors for other managers to perform their duties, the content of the authorization must be documented in

writing, approved by the majority of signatures from members of the Board of Directors, and sent to the CEO with information to the Administration Officer/Company Secretary, meeting other legal requirements for authorization;

- The issues that the Board of Directors must approve upon the proposal of the General Director must be responded to by the Board within seven (7) days or another period agreed upon by the parties.
- For the contents of approving transactions with Related Persons or Significant Transactions, the Board must respond in writing within seven (7) days.
- For contracts and transactions that require notification to the members of the Board of Directors and the members of the Supervisory Board regarding related parties to those contracts and transactions, the Company's representative who signs must report and send the draft contract or the main content of the transaction to the Board of Directors and the Supervisory Board. The Board of Directors decides to approve the contract or transaction within fifteen (15) days from the date of receiving the notification.

Article 17. Regulations on annual evaluation regarding the reward and discipline activities for members of the Board of Directors, members of the Supervisory Board, the General Director, and representatives of DRI's capital at other enterprises.

1. Evaluation and assessment of activities.

a. Board of Directors.

The Board of Directors conducts the evaluation of the Board combined with the evaluation of each member of the Board. The evaluation is carried out once a year.

- Evaluation of the collective operation of the Board of Directors: (**Appendix 2**) based on the following evaluation criteria;

- Results of revenue, profit, and other non-financial indicators;
 - The composition of the Board of Directors as stipulated by law;
 - The number of meetings of the Board of Directors (BOD) and the topics discussed in each meeting;
 - The number of cases of conflicts of interest that occurred;
 - Compliance with information security regulations;
 - The BOD participating in management training programs;
 - Developing a compensation policy for the BOD;
 - New policies that have been developed and issued.
- The evaluation is conducted by organizing a special meeting of the BOD to assess

the work of the BOD or dedicating time in a regular meeting for evaluation. Questionnaires may be used as evaluation criteria. The evaluation records will be stored at the Company under confidential information storage regulations.

- The assessment of the activities of BOD members is carried out through:
 - + Self-assessment by BOD members (**Appendix 3**), and
 - + Confidential mutual evaluations among BOD members (**Appendix 4**).
 - + Summary of the evaluation results of the Board of Directors members (**Appendix 5**)
- Based on the periodic evaluation results of the Board of Directors and its members as stipulated in this article, training programs will be organized or provided to develop the knowledge and skills of the Board of Directors members. These training programs will offer the Board of Directors members the following content:
 - + New skills and enhanced professionalism, as well as a clearer understanding of issues related to corporate management and development;
 - + Access to and update of knowledge about Corporate Governance and other issues;
 - + Enhancing awareness of ethical issues and the fundamental values of effective corporate governance;
 - + Relevant courses that help Board of Directors members fulfill their duties and responsibilities.
- The members of the Board of Directors will participate in corporate governance training courses at training institutions accredited by the State Securities Commission and other prestigious organizations.

b. Supervisory Board:

The Supervisory Board conducts evaluations of the activities of the Supervisory Board combined with evaluations of each member of the Supervisory Board. The evaluation is conducted once a year.

- Evaluation of the collective activities of the Supervisory Board: (Appendix 06) based on the following evaluation criteria:
 - The results of monitoring the activities of the Board of Directors and the General Director;
 - The number of meetings of the Supervisory Board (SB) and the topics addressed in each meeting;
 - The number of conflict of interest cases that occurred and were warned about by the SB;
 - Compliance with information security regulations;

- The Supervisory Board participates in management training programs;
 - The Supervisory Board still meets the standards according to the provisions of Law and the Company's charter.
- The evaluation is conducted through organizing a special meeting of the SB to assess the work of the SB or dedicating time in a regular meeting for the evaluation. Evaluation records will be stored at the Company under the information confidentiality storage policy.
 - The assessment of the activities of SB members is carried out through:
 - + Self-assessment by the SB members (**Appendix 3**), and
 - + Confidential mutual evaluation among SB members (**Appendix 4**).
 - + Summary of the evaluation results of SB members (**Appendix 5**)
 - + For the head of the Supervisory Board, additional evaluation of work coordination ability is required. The head of the Supervisory Board has the authority to coordinate work but does not have the authority to coordinate the members of the SB.
 - Through the assessment, SB can be sent for training courses and short-term workshops to enhance knowledge and skills for their work.

c. The General Director and representatives of DRI's capital at other enterprises where DRI contributes more than 50% of the charter capital of that enterprise.

- The Board of Directors assesses the performance of the General Director and assigns the General Director to evaluate the performance of DRI's capital representatives at other enterprises, except in cases where members of the Board of Directors concurrently serve as General Director or as representatives of capital at other enterprises.
- The evaluation of the General Director follows the procedure:
 - + The General Director self-rates (**Appendix 03**)
 - + Board members vote for the rating (**Appendix 7**)
 - + Compile the evaluation results of the General Director (**Appendix 05**)
- The evaluation content is based on the following criteria:
 - + Implementation of production and business targets as assigned by the General Meeting of Shareholders/Board of Directors;
 - + Compliance with legal regulations, statutes, and internal company regulations in management;
 - + The number of cases of conflicts of interest that occur;
 - + Compliance with information security regulations;

- + Coordination relationship with the Board of Directors/Supervisory Board;
- + Competence and skills (knowledge and corporate governance);
- Assessment of the representative of DRI's capital at other enterprises: Implemented according to the responsibilities of the representative as stipulated in the Regulation on appointing capital representatives of DRI at other enterprises;

d. Methods of commenting and assessment

d1. For members of the Board of Directors, Supervisory Board, and General Director:

- The criteria for evaluating business production activities are assessed through the results of (i) the overall objectives of the Company and (ii) the financial and customer targets; (iii) compliance with the Charter, internal rules, regulations, and processes issued by the Company... and evaluated appropriately for each position.
- The criteria for the general duties of senior management are implemented according to the provisions of the Charter and Company governance Regulations, including:
 - The duty of “Care”
 - The duty of “Honesty and avoidance of conflict of interest”
 - Responsibility “Information Security”
- The competencies and skills of senior management personnel are evaluated based on the following aspects:
 - Quality of leadership and management;
 - Knowledge and skills;
 - Coordination relationships;
 - Relationships with employees.
- This evaluation is conducted in two stages: self-assessment by the individual and assessment by direct management.
- The evaluation level consists of 4 levels:
 - * Unsatisfactory performance;
 - * Satisfactory performance;
 - * Complete the task well;
 - * Completed the tasks excellently.
- The classification and evaluation of the collective Board of Directors and each individual are carried out through a secret ballot for classification.

d2. For the representative of the capital contribution of DRI in another enterprise: Assigned to the General Director based on the regulations for appointing representatives to develop criteria, methods of evaluation, conduct assessments, and

report proposals to the Board of Directors.

e. **The voting minutes** evaluating the collective and individual members of the Board of Directors, Supervisory Board, and General Director are conducted according to Appendix 08.

2. Rewards

- Forms of rewards:

+ Monetary rewards;

+ Other intangible forms of rewards.

- For members of the Board of Directors: The Board of Directors decides within the scope of the reward fund approved by the General Meeting of Shareholders.

- For executives, the reward funding is sourced from the Company's welfare reward fund and other legal sources, or will be calculated into pre-tax expenses according to relevant legal regulations. The reward level is based on the actual situation of each year.

3. Discipline

- The Board of Directors (BOD) is responsible for establishing a disciplinary system based on the nature and severity of the violations. The highest form of discipline is dismissal from office.

- Members of the BOD, the General Director, and representatives of DRI's capital in other enterprises who fail to fulfill their duties as required will be personally accountable for any damages they cause.

- Members of the BOD, the General Director, and representatives of DRI's capital in other enterprises, when executing their duties, if they violate legal regulations or the Company's rules, will be disciplined according to the severity of the violations, facing administrative penalties or criminal liability as stipulated by the disciplinary system and the law. In cases where damages occur to the Company's interests, shareholders, or others, they will have to compensate in accordance with the law.

CHAPTER VII

IMPLEMENTATION PROVISIONS

Article 18. Effectiveness

The internal regulations on corporate governance of Dak Lak Rubber Investment Joint Stock Company consist of 7 chapters and 18 articles, accompanied by 08 appendices, and shall take effect from the date 16 month 6 year 2026, and will be amended or supplemented when there are changes in applicable laws, or when they are

no longer in line with practice. Amendments or supplements must be presented by the BOD at a meeting of the General Shareholders' Assembly for approval to take effect.

Contents not specified in this Regulation shall be executed according to the Company's Charter and relevant legal provisions.

Members of the BOD, the Supervisory Board, the General Director of the Company, and other managers of the Company, as well as representatives of DRI's capital in other enterprises, shall base their actions on this Regulation to carry out their duties.

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

NGUYEN MINH



DAK LAK RUBBER INVESTMENT JOINT STOCK COMPANY

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Appendix 1

GUIDELINES FOR PARTICIPATING IN THE ONLINE SHAREHOLDER MEETING AND CONDUCTING ELECTRONIC VOTING OF DAK LAK RUBBER INVESTMENT JOINT STOCK COMPANY

(Issued together with the internal management regulations of DRI at the annual general meeting in 2026)

CHAPTER I GENERAL PROVISIONS

Article 1. Scope and subjects of application

This regulation stipulates the participation of shareholders in online meetings of the General Meeting of Shareholders (GMOS) and electronic voting by delegates at the annual or extraordinary General Meeting of Shareholders of Dak Lak Rubber Investment Joint Stock Company (hereinafter referred to as the Company).

Article 2. Interpretation of terms

- a. “*Delegate*” refers to a Shareholder, or a representative authorized (the person authorized).
- b. “*Online General Meeting of Shareholders*” refers to annual or extraordinary meetings held in the form of participation via the internet, allowing them to exercise their voting or election rights.
- c. “*Electronic voting*” refers to the process where delegates connect to the internet and conduct voting or elections through the electronic voting system as specified and announced by the Company.
- d. “*Electronic voting system*” refers to the system providing delegates with tools to exercise their related rights when participating in online General Meetings of Shareholders.
- e. “*Identifying factors*” refer to the necessary information required to accurately identify an entity in a particular context.
- f. “*Force majeure events*” refer to events that occur beyond the control of the caller of the GMOS, which are unpredictable and cannot be remedied despite taking necessary measures and allowing circumstances.
- g. “*Cumulative voting*” refers to a method where delegates can allocate their votes to one candidate or distribute their votes equally among multiple candidates. After the votes are distributed, the number of votes for each candidate is rounded down to the unit place. Any remaining odd votes (if any) will be discarded.
- h. “*Numbered voting*” refers to a method where delegates will specifically record the number

of votes for each candidate, ensuring that the total number of votes for the candidates equals the total number of votes of the represented delegates.

CHAPTER II

SPECIFIC REGULATIONS

Article 3. Notice of summoning the General Meeting of Shareholders of the Company shall comply with the provisions of Article 18 of the Company's Charter.

Article 4. Conditions and methods for representatives to attend the General Meeting of Shareholders online and vote electronically.

a. Conditions for participation:

- Listed in the shareholder register (LSR) with the right to attend the General Meeting of Shareholders established according to the Company's notice of exercising rights.
- Authorized representatives must meet the conditions for participation as per legal regulations and the Company's Charter.

b. Technical requirements:

- Representatives must have electronic devices connected to the internet (e.g., computer, tablet, mobile phone, or other electronic devices with internet connection...).

c. Implementation method:

- Representatives access the link, log in with the information provided as stipulated in Article 5 of these Regulations to attend the online General Meeting of Shareholders and conduct electronic voting on the electronic voting system.

Article 5. Provision of login information and implementation of electronic voting.

a. The access information for the electronic voting system, including username, password, and other identification factors (if any), for participating in the online General Meeting of Shareholders will be provided in the meeting invitation notice (or in a form defined by the Board of Directors for login information). Delegates are responsible for keeping their usernames, passwords, and other identification factors secure to ensure that only they have the right to vote in the electronic voting system, and they bear full responsibility for the registered information.

b. If a delegate requests to be re-provided with login information, the organizing committee of the General Meeting of Shareholders may inform through direct contact or email. The provision of login information via email will only be based on the shareholder information from the shareholder list entitled to vote, as issued by the Vietnam Securities Depository according to the company's notification of exercising rights.

c. Delegates use their username, password, or other identification factors (if any) to access the electronic voting system and perform electronic voting according to the agenda of the online General Meeting of Shareholders.

Article 6. The method of recording delegates participating in the online General Meeting of Shareholders: A delegate is recorded as attending the online General Meeting of Shareholders

when they access the system using the access information provided in accordance with Article 5, Appendix of this document and have participated in electronic voting on any matter of the agenda of the online General Meeting of Shareholders.

Article 7. Regulations on online authorization

a. The authorization is carried out in accordance with the provisions of Article 16 and Article 20 of the Company Charter.

b. Shareholders need to comply with providing complete information to execute the authorization, especially supplying information about the authorized party: phone number, contact address, and email address. This is the basis for granting username, password, and other identification factors (if any) for the authorized party.

c. Validity of the authorization: The authorization only has legal validity when the following conditions are met:

- When the shareholder fully fills out the information according to the online authorization form and completes the online authorization process.

- The authorization paper must be printed according to the online authorization form, containing all required signatures, clearly stating the full name, seal, and business registration certificate (if the party granting authorization is an organization) from both the authorizing party and the authorized party.

- The company receives the original Power of Attorney sent before the official opening of the General Meeting of Shareholders (send the Power of Attorney to the company by post, or send it online via: fax, email, Zalo...)

d. To revoke the authorization for shareholders who have delegated online: Shareholders must submit an official document requesting the cancellation of the online authorization to the Company before the official opening of the General Shareholders' Meeting. Please note that the effective time for recording the revocation of the online authorization will be calculated based on when the Company receives the official document requesting such revocation.

e. The revocation of authorization will be rendered void if the authorized representative has voted on any issues of the agenda of the online general shareholders' meeting.

Article 8. Electronic Voting Time:

The electronic voting time is specifically defined in the working regulations of the General Shareholders' Meeting. Delegates can access the electronic voting system and vote 24 hours a day and 7 days a week, except during system maintenance or other reasons beyond the Company's control. After the voting period ends, the system will not accept any additional electronic voting results from delegates.

Article 9. Method of Electronic Voting

a. Voting Method:

- Delegates select one of three voting options: Approval, Disapproval, or No Opinion on each issue put to vote at the General Shareholders' Meeting, which has been configured in the electronic voting system.

- After that, delegates must confirm their votes for the electronic voting system to record their results.

b. Election Voting Method:

- The Company's charter does not stipulate that the voting for members of the Board of Directors and the Supervisory Board must be conducted through a regular method (majority voting) via ballots with three (3) options: approval, disapproval, or no opinion. Voting will be conducted in sequence for each candidate or for all candidates; shareholders express their opinions by selecting the corresponding content on the ballot according to the guidance in the regulations and voting rules approved by the General Shareholders' Meeting. Each vote of a shareholder will be calculated based on the total number of shares held by that shareholder. Delegates select one of three voting options: Approval, Disapproval, or No Opinion on each issue put to vote at the General Shareholders' Meeting, which has been configured in the electronic voting system.
- Then, the delegates will proceed to confirm the election for the electronic voting system to record the results.

c. Some other regulations when conducting electronic voting:

- In cases where delegates do not address all voting matters according to the agenda of the Annual General Meeting, the issues not voted on will be considered as delegates not having voted on those matters.
- In cases where issues arise outside the agenda sent for the Annual General Meeting, delegates may vote on these additional matters. If delegates do not vote on the arising issues, it will be considered that they have not participated in the voting for those matters.
- Delegates may change the voting results (but cannot cancel the voting results); this includes the results of voting on additional matters arising outside the agenda of the Annual General Meeting. The online system will only record the final voting results at the time of the conclusion of the electronic voting period as specified in the Working Regulations of the Annual General Meeting.

Article 10. Method of vote counting

When delegates conduct voting, the number of votes in favor, against, and abstentions will be recorded in the system based on the principle of the number of supporting cards, the number of opposing cards, and the number of abstaining cards. The vote counting record is a document that records the voting results of all delegates participating in the online Annual General Meeting through the electronic voting system. For sensitive issues and if shareholders request it, the Company must appoint a neutral organization to collect and count the votes.

Article 11. Notification of vote counting results

Based on the vote counting record as specified in Article 10 of this Appendix, the Election Committee will verify, summarize, and report the results of the voting on each matter according to the agenda of the Annual General Meeting to the Chairperson. The results of the voting will be announced by the Chairperson just before the meeting is adjourned. The method of opposing the resolutions of the General Shareholders' Meeting and requesting the annulment of decisions made by the General Shareholders' Meeting shall be conducted in accordance with the provisions of Article 24 of the Company's Charter.

Article 12. Minutes of the online General Shareholders' Meeting and the form of approval

- a.* The minutes of the General Meeting of Shareholders shall be recorded in accordance with

the provisions of Article 150 of the Enterprise Law 2020.

b. The preparation of the Minutes of the General Shareholders' Meeting shall be conducted in accordance with the provisions of Article 23 of the Company Charter.

c. The location for the online General Shareholders' Meeting is recorded in the Minutes as the place where the Chairperson is present to conduct the meeting. This location must be on the territory of Vietnam.

d. The method of approving the Minutes of the General Shareholders' Meeting is specifically regulated in the Meeting Regulations of the General Shareholders' Meeting.

Article 13. Rights and responsibilities of delegates participating in electronic voting

a. Delegates are entitled to vote and elect on all matters within the authority of the General Shareholders' Meeting in accordance with the law and the Company Charter through electronic voting.

b. Delegates must be responsible for keeping their access information confidential to ensure that only they have the right to vote on the electronic voting system. All voting transaction results of delegates on the electronic voting system will be deemed as the final decision of the delegates. Delegates bear all legal responsibility to the Company regarding the results of electronic voting transactions that have been conducted by them on the electronic voting system.

c. Delegates must immediately notify the Company for timely handling upon discovering that their access name, password, and/or other identifying factors are lost, stolen, disclosed, or suspected of being disclosed, by contacting the Company to implement access name and security device lockdowns. Delegates are responsible for any damages, losses, and other risks that occur before the Company receives their notification if the cause is attributable to the delegates.

Article 14. Discussion at the online General Shareholders' Meeting

a. Principles:

- Discussions shall only be conducted within the specified time and pertaining to the issues presented in the agenda of the General Shareholders' Meeting;
- Only delegates are allowed to participate in discussions;
- Delegates must register their discussion topics in accordance with the specific regulations set forth in the Meeting Rules of the General Assembly;
- The Secretariat will arrange the discussion topics of delegates in the order of registration and submit them to the Chairperson;

b. Responses to delegates' opinions:

- Based on the discussion content of the delegates, the Chairperson or a member designated by the Chairperson will respond to the delegates' opinions;
- If time constraints prevent certain questions from being answered directly during the General Assembly Meeting, the Company will respond later.

Article 15. In the event of force majeure

a. During the online General Assembly Meeting and electronic voting, force majeure events

(beyond the Company's control) may occur at the location where the Chairperson conducts the Assembly (excluding force majeure events affecting one or some delegates) such as: natural disasters, fires, power outages, loss of internet connection, technical incidents at the location of the Chairperson leading the Meeting, and any requests or directives from the Government and state agencies, or other authorities....

b. In the event of force majeure events that cannot be resolved for the meeting to continue within 60 minutes, the Chairperson will announce a temporary suspension of the Meeting, and all issues that have been voted on prior to the suspension (if any) will be canceled. These issues will be re-voted in the next convened General Assembly Meeting.

CHAPTER III - OTHER PROVISIONS

Article 16. Other provisions

Any other relevant contents not mentioned in this Appendix shall be performed in accordance with the Company's Charter, the internal regulations on corporate governance, and relevant legal provisions.

Article 17. Enforcement

a. This Appendix consists of 3 Chapters, 17 Articles, accompanied by the revised internal regulations on corporate governance approved at the Annual General Meeting of Shareholders in 2026 and shall take effect from the date of issuance.

b. Representatives, individuals, organizations, and departments related to the Company's online Annual General Meeting of Shareholders are responsible for implementing this Appendix.

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

Recipient:

- Bod, SB, GD;
- Office for archive.

NGUYEN MINH

**DAK LAK RUBBER INVESTMENT JOINT STOCK COMPANY**

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

Phone: 0262-3867676 Fax: 0262-3865303

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

Appendix 2.**ASSESSMENT FORM FOR THE ACTIVITIES OF THE BOD OF DRI**

Year.....

(Each member of the Bod evaluates the activities of the Board as a whole, then compiles the results)

No.	Criteria	Scoring Scale				
		1	2	3	4	5
1	Revenue results, profit, and other non-financial indicators (<i>general assessment</i>)					
2	Composition of the Board of Directors as per regulations					
3	Number of Board meetings and the topics addressed in each meeting (Article 157 - Law on Enterprises 2020)					
4	Number of cases of conflict of interest that occur					
5	Compliance with information security regulations					
6	The Board of Directors participates in management training programs					
7	Establishing a remuneration policy for the Board of Directors					
8	New policies are developed and issued					
	Total score					
	Classification					

Note:*Level 5: Excellent**Level 4: Good**Level 3: Fair**Level 2: Poor, further compliance with legal regulations is required.**Level 1: Weak, immediate adjustments according to legal regulations are needed.**38-40 points: Outstanding performance of duties.**30-<38 points: Good performance of duties.**24-<30 points: Completion of duties.**Below 24 points: Failure to complete duties.*



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Annex 3.

SELF-CLASSIFICATION FORM OF BOARD MEMBERS/ SUPERVISORY BOARD/ GENERAL DIRECTORS/ REPRESENTATIVE PERSON OF DRI at other enterprises

Year

Name:.....

Position: Member of the Board of Directors/Board of Supervisors/General Director/Authorized Representative:.....

Self-assessment			
Outstanding performance of duties	Good performance of duties	Performance of duties	Failure to perform duties

Select and mark with an (x) in one of the four classification boxes above.

SELF-ASSESSING PERSON
(Signature)



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Appendix 4

**INDIVIDUAL CLASSIFICATION FORM FOR BOARD MEMBERS/
SUPERVISORY BOARD**

(Cross evaluation of Board Members/Supervisory board - Secret ballot)

Year

No.	Full Name	Board Member/Auditor voting for classification			
		ECT	GCT	CT	NCT

Select and mark with an (x) in one of the four classification boxes above.

Note: Excellent completion of tasks (ECT); Good completion of tasks (GCT); Completion of tasks (CT);



Appendix 5

**SUMMARY TABLE OF CLASSIFICATION RESULTS OF COLLECTIVES/
INDIVIDUAL MEMBERS OF THE BOD/SB, GD**

Year

I-Classification results of the Board of Directors/Supervisory Board:

No .	BOD/SB Members	Position	Total score	Classification result
	Bod/Sb collective evaluation results			

II- Classification results of members of the Board of Directors/Supervisory Board:

No .	Full Name	Self-classification result	Board Member/Auditor voting for classification				Final result
			Outstanding	Good	Satisfactory	Unsatisfactory	

III- Results of CEO Classification:

No.	Name	Position	Self-classification result	Board Members Vote Classification	
				Score	Classification
	Summary of Results				

Prepare

Dak Lak, Date month year 20...
Chairman of the BOD

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Appendix 6**EVALUATION FORM FOR THE ACTIVITIES OF THE SB DRI BOARD**

Year.....

(SB members evaluate the performance of the Supervisory Board and consolidate the results.)

No.	Criteria	Scoring Scale				
		1	2	3	4	5
1	Results of monitoring the activities of the Board of Directors and General Director.					
2	Number of Board meetings and the topics addressed in each meeting (Article 157 - Law on Enterprises 2020)					
3	The number of cases of conflicts of interest that occurred and were warned by the SB					
4	Compliance with information security regulations					
5	SB participates in management training programs					
6	Does the SB still meet the standards according to the provisions of law and the company's charter?					
7	New policies are developed and issued					
	Total score					
	Classification					

Note:*Level 5: Excellent**Level 4: Good**Level 3: Fair**Level 2: Poor, further compliance with legal regulations is required.**Level 1: Weak, immediate adjustments according to legal regulations are needed.**33-35 points: Excellent completion of tasks**28-33 points: Good completion of tasks**21-<28 points: Task completed**Below 21 points: Task not completed.*



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Appendix 7

GENERAL DIRECTOR EVALUATION FORM

(Independent evaluations by Board members are later compiled)

Year.....

No.	Criteria	Scoring Scale				
		1	2	3	4	5
1	Implementation of business production targets as assigned by the General Meeting of Shareholders/Board of Directors					
2	Compliance with legal regulations, company charter, and internal regulations in management					
3	Number of cases of conflicts of interest that occurred					
4	Compliance with information security regulations					
5	Cooperation relationship with the Board of Directors/Supervisory Board					
6	Capacity and skills (knowledge and corporate governance)					
	Total score					
	Classification					

Note:

Level 5: Excellent

Level 4: Good

Level 3: Fair

Level 2: Poor, further compliance with legal regulations is required.

Level 1: Weak, immediate adjustments according to legal regulations are needed.

28-30 points: Successfully completed the task

22-<28 points: Good completion of tasks

18-<22 points: Task completed

Below 18 points: Task not completed.

Appendix 8

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

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Dak Lak, day month year 20...

MINUTES OF BALLOT COUNTING

Classification of collective and individual members of the Board of Directors/Supervisory Board, General Director for the year

Today, at ... o'clock on, at the headquarters of Dak Lak Rubber Investment Joint Stock Company, located at 59 Cao Thang , Tan An Ward, Dak Lak Province, with business registration certificate number 6001271719, registered on February 24, 2012 at the Department of Planning and Investment of Dak Lak Province. We include:

1. Mr. - Chairman of the Board of Directors, head;
2. Mr./Ms. -, supervisor (if any);
3. Mr./Ms. -, secretary.

Content: Ballot counting for evaluating the classification of collective and individual members of the Board of Directors/Supervisory Board, General Director for the year 20...
(*Supervisory Board implements according to evaluation criteria*)

The ballot counting results are as follows:

(1)- Vote on the classification of the Board of Directors

- + Number of issued ballots: ballots;
- Number of returned ballots: ballots;
- Number of valid ballots: ballots;
- Number of invalid ballots: ballots;
- + Voting method: According to the guidelines written on the ballot

Accordingly, the average score of the members is classified as follows

<i>38-40 points</i>	<i>Excellent Completion of Tasks</i>
<i>30-<38</i>	<i>Good completion of tasks</i>
<i>24-<30</i>	<i>Completion of tasks</i>
<i>24</i>	<i>Non-completion of tasks</i>

+ Result:

No.	Board Member	Position	Total score	Classification result
	Collective Result of the Board of Directors			

(2) Classification of Board Members:

- + Number of ballots issued: ballots;
- Number of returned ballots: ballots;
- Number of valid ballots: ballots;
- Number of invalid ballots: ballots;
- + Classification method:
- Self-classification
- Secret ballot
- + Voting method: According to the instructions on the ballot
- + Result:

No.	Full Name	Self-classification result	The Board Member votes for classification				Final result
			Outstanding	Good	Satisfactory	Unsatisfactory	

(3) - Voting for the classification of the General Director:

- + Number of ballots issued: ballots;
- Total votes received: votes;
- Valid votes: votes;
- Invalid votes: votes;

+ Voting method: According to the guidelines written on the ballot

Accordingly, the average score of the members is classified as follows

<i>From 28-30 points</i>	<i>Outstanding completion of tasks</i>
<i>From 22 -< 28 points</i>	<i>Good completion of tasks</i>
<i>From 18-<22</i>	<i>Completion of tasks</i>
<i>Below 18 points</i>	<i>Non-completion of tasks</i>

+ Result:

No.	Name	Position	Self-classification result	Board Members Vote Classification	
				Score	Classification
	Summary of Results				

The minutes were recorded at 17:00 on the same day.

SECRETARY

MONITORING (if any)

CHAIRMAN OF THE BOARD