

Daklak, September 25, 2026

EXTRAORDINARY INFORMATION DISCLOSURE

To: Hanoi Stock Exchange

1. Name of organization: Dak Lak Rubber Joint Stock Company
 - Stock code : DRG
 - Head Office Address : 30 Nguyen Chi Thanh, Tan An Ward, Dak Lak Province
 - Phone : (0262) 3865015; fax : (0262) 3865041
 - Website <http://www.dakruco.com>
 - E-mail: caosu@dakruco.com
 2. Authorized person to disclose information: Tran Van Duc - Person in charge of Corporate Governance.
 - Power of Attorney No. 08/GUQCT dated May 30, 2025 issued by the Company's Legal Representative.
 3. Contents of disclosure: Dak Lak Rubber Joint Stock Company hereby discloses information regarding Board resolution No. 23/NQ-HĐQT dated September 24, 2026.
 4. This information was published on the Company's website date 25/9/2026 at the following link: <https://www.dakruco.com/index.php/shareholder>.
- We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.

Attached documents:

- Board resolution No.23/NQ-HĐQT dated 24/9/2026.

**AUTHORIZED PERSON TO DISCLOSE
INFORMATION
PERSON IN CHARGE OF CORPORATE
GOVERNANCE**



Tran Van Duc

RESOLUTION

The 23rd Meeting of the Board of Directors in 2026, Term II (2023 – 2028)

Pursuant to the Law on Enterprises and relevant legal regulations;

Pursuant to the Charter of Dak Lak Rubber Joint Stock Company approved by the Extraordinary General Meeting of Shareholders on September 24, 2026;

Pursuant to Resolution No. 02/NQ-ĐHĐCĐ dated September 24, 2026, of the Extraordinary General Meeting of Shareholders of Dak Lak Rubber Joint Stock Company;

Pursuant to the results of the meeting of the Board of Directors on September 21, 2026, and the opinions of the Company's Party Committee regarding the organizational and personnel plan for the Audit Committee and the Internal Audit Department;

Pursuant to the Minutes of the Board of Directors Meeting dated September 24, 2026,

RESOLVES:

Article 1. Election of the Chairman of the Board of Directors

On the basis of the election results for the Chairman of the Board of Directors at the meeting on September 24, 2026, the Board of Directors resolves:

1. Elect Mr. Le Danh Thang – Member of the Board of Directors to hold the position of Chairman of the Board of Directors of Dak Lak Rubber Joint Stock Company.
2. Term of office: From September 24, 2026, to the end of the remaining duration of Term II (2023–2028).

Article 2. Establishment of the Audit Committee

1. Establish the Audit Committee under the Board of Directors of Dak Lak Rubber Joint Stock Company, consisting of 03 members:

- Mr. Tran Khanh Tho – Independent Member of the Board of Directors – Chairman of the Audit Committee;
- Mr. Ta Quang Tong – Independent Member of the Board of Directors – Member of the Audit Committee;
- Mr. Vu Van Sieu – Non-executive Member of the Board of Directors – Member of the Audit Committee.

2. Term of office of the Chairman and members of the Audit Committee: From September 24, 2026, to the end of the remaining duration of Term II (2023–2028) of the Board of Directors of the Company.

3. The Audit Committee shall perform functions, duties, and powers in accordance with the provisions of law, the Company's Charter, the Regulations on Operation of the Audit Committee, and relevant regulations.

4. Members of the Audit Committee must proactively identify and report cases of actual or potential conflicts of interest; not participate in considering, directing, inspecting,

discussing, evaluating, concluding, and voting on matters directly related to units, fields, or activities under their direct management, charge, or with related interests.

Article 3. Promulgation of the Regulations on Operation of the Audit Committee

1. Promulgate the Regulations on Operation of the Audit Committee of Dak Lak Rubber Joint Stock Company in accordance with the content approved by the Extraordinary General Meeting of Shareholders on September 24, 2026.

2. Assign the Chairman of the Board of Directors, on behalf of the Board of Directors, to sign the Decision on the promulgation of the Regulations on Operation of the Audit Committee in accordance with the exact content approved by the Extraordinary General Meeting of Shareholders on September 24, 2026, and organize the implementation in accordance with regulations.

Article 4. Establishment of the Internal Audit Department and Personnel Appointment

1. Establish the Internal Audit Department of Dak Lak Rubber Joint Stock Company from September 24, 2026.

2. The Internal Audit Department shall perform internal audit functions, ensuring independence and objectivity in professional activities; and shall be subject to the management, direction, and supervision of internal audit activities by the Board of Directors through the Audit Committee.

3. Appoint personnel for the Internal Audit Department as follows:

- Mr. Nguyen Thac Hoanh to hold the position of Head of the Internal Audit Department, concurrently Person in Charge of Internal Audit of the Company;
- Mr. Phan Thanh Tan to hold the position of Deputy Head of the Internal Audit Department.

4. Term of appointment for the personnel specified in Clause 3 of this Article: From September 24, 2026, to the end of the remaining duration of Term II (2023–2028) of the Board of Directors of the Company.

5. Assign the Chairman of the Board of Directors, on behalf of the Board of Directors, to sign the Decision on the establishment of the Internal Audit Department and the Decisions on personnel appointment specified in this Article.

6. The Audit Committee shall be responsible for directing and supervising internal audit activities; coordinating with the General Director and relevant units to ensure necessary conditions for the operations of the Internal Audit Department without affecting the independence and objectivity of internal audit activities.

Article 5. Formulation of Internal Audit Regulations

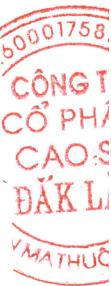
1. Agree on the policy regarding principles for formulating the Internal Audit Regulations of the Company.

2. Assign the Audit Committee to formulate and submit to the Board of Directors for review and approval the Internal Audit Regulations in accordance with the Company's Charter and relevant law.

3. The Internal Audit Department shall be responsible for advising, preparing drafts, and coordinating with the Audit Committee in the process of formulating and perfecting the Internal Audit Regulations.

Article 6. Legal Representatives of the Company

The Legal Representatives of the Company include:



1. First Legal Representative: Mr. Le Danh Thang – Chairman of the Board of Directors.

2. Second Legal Representative: Mr. Nguyen Minh – General Director of the Company.

3. Within the scope of internal organization and operations of the Company, rights and obligations of each Legal Representative shall be exercised in association with managerial titles and corresponding authority under the law, the Company's Charter, Resolutions of the General Meeting of Shareholders, the Board of Directors, and internal regulations of the Company, specifically:

a) The Chairman of the Board of Directors shall exercise rights and obligations of the Legal Representative for matters within the functions, duties, and powers of the Board of Directors and the Chairman of the Board of Directors, and other matters within authority as prescribed;

b) The General Director shall exercise rights and obligations of the Legal Representative for day-to-day production and business management of the Company and matters within the functions, duties, and powers of the General Director as prescribed.

4. Entering into and executing transactions, contracts, and activities in the name of the Company must strictly comply with decision-making and approval authority as prescribed by law, the Company's Charter, Resolutions of the General Meeting of Shareholders, the Board of Directors, and internal regulations of the Company.

5. Assign the General Director to direct the implementation of procedures for registration of changes to enterprise registration contents, information disclosure, and related procedures in accordance with regulations.

Article 7. Structure of the Board of Directors and Titles of Members after Consolidation

After completing the organizational and personnel consolidation according to the Resolution of the Extraordinary General Meeting of Shareholders and matters within the authority of the Board of Directors on September 24, 2026, the Board of Directors of Dak Lak Rubber Joint Stock Company Term II (2023–2028) consists of 09 members, specifically:

No.	Full Name	Position in BOD	Other Title
1	Le Danh Thang	Chairman of BOD	First Legal Representative
2	Nguyen Minh	Member of BOD	General Director; Second Legal Representative
3	Nguyen Tran Giang	Member of BOD	Deputy General Director
4	Nguyen Van Cuc	Member of BOD	Deputy General Director
5	Tran Khanh Tho	Independent Member of BOD	Chairman of Audit Committee
6	Ta Quang Tong	Independent Member of BOD	Member of Audit Committee
7	Vu Van Sieu	Non-executive Member of BOD	Member of Audit Committee; Director of 19/8 Farm Branch

8	Nguyen Van Thong	Non-executive Member of BOD	Head of Personnel and Legal Department
9	Nguyen Thi Mai Quyen	Non-executive Member of BOD	Head of Technical Department

Article 8. Remuneration, Salary, and Related Regimes

1. Remuneration, bonus, and other benefits for members of the Board of Directors and members of the Audit Committee shall be implemented in accordance with law, the Company's Charter, Resolutions of the General Meeting of Shareholders, and relevant internal regulations of the Company.

2. Salary, bonus, and related regimes for personnel of the Internal Audit Department shall be implemented in accordance with law, the Salary Regulation, and current regulations of the Company.

3. Assign the Board of Management to review, calculate, and formulate remuneration plans for members of the Board of Directors and members of the Audit Committee, as well as salary plans and related regimes for personnel of the Internal Audit Department starting from September 24, 2026; report to the Board of Directors for review and decision within its authority. In case of matters beyond authority, report to competent authorities for review and decision in accordance with regulations.

Article 9. Organization of Implementation

1. This Resolution shall take effect from September 24, 2026.

2. Assign the Personnel and Legal Department to review and advise on adding and perfecting regulations on the rights, obligations, and scope of representation of each Legal Representative in the Company's Charter at the nearest amendment and supplement.

3. The Chairman of the Board of Directors, members of the Board of Directors, the Audit Committee, the General Director, the Internal Audit Department, the Personnel and Legal Department, the Finance and Accounting Department, dependent units, Capital Representatives of the Company in other enterprises, and relevant organizations and individuals shall be responsible for implementing this Resolution./.

Recipients:

- As per Article 9;
- Company's Party Committee (for reporting);
- Administration Department (for posting on Website);
- Archived: Office, Secretary of BOD.

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



Le Danh Thang