

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

**To: - The State Securities Commission
- Hanoi Stock Exchange**

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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 ☐ On demand ☒ Irregular ☐ Periodic

Content of information disclosure:

Daklak Rubber Investment Joint Stock Company announces the documents for the 2026 Written Consultation of Shareholders.

This information has also been published on the official website of the Dak Lak Rubber Investment Joint Stock Company on 01/10/2026 at the following link: <https://www.dri.com.vn>, in the Shareholder Relations/ General Meeting section.

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

Sincerely announced./.

Attached:

- Documents for the 2026 written consultation of shareholders.

**AUTHORIZED PERSON FOR INFORMATION
DISCLOSURE**



Thi Hai
Nguyen Thi Hai

Dak Lak, October 01, 2026

WRITTEN BALLOT
FOR GENERAL MEETING OF SHAREHOLDERS' WRITTEN CONSULTATION

To: Shareholder:
Address:
Phone number:
Shareholder Code: DRI.....

I. Shareholder Information:

- Full name of Shareholder/ Authorized Proxy:.....
- ID/Passport/Business Registration No.:
Date of issue:..... Place of issue:.....
- Contact Address:.....
- Legal Representative (for corporate shareholders):.....
- ID/Passport No. of Legal Representative:
Date of issue:..... Place of issue:.....
- Contact Phone: Email:
- Number of Shares Owned/ Authorized:
- Number of Voting Rights:

II. Company Information:

- **Company Name: DAK LAK RUBBER INVESTMENT JOINT STOCK COMPANY**
- Head Office Address: No. 59, Cao Thang Street, Tan An Ward, Dak Lak Province
- Enterprise Registration Certificate No.: 6001271719, first issued by Dak Lak Department of Planning and Investment (currently Dak Lak Department of Finance) on February 24, 2012, and amended for the 10th time on June 26, 2026.

III. Purpose of Consultation:

1. Approval of Submission No. 37/TTr-HDQT dated October 01, 2026 of the Board of Directors regarding the amendments and supplements to certain articles of the Company's Charter, Internal Regulations on Corporate Governance, and Regulations on Operations of the Board of Directors;
2. Approval of Submission No. 01/TTr-BKS dated October 01, 2026 of the Supervisory Board regarding the amendments and supplements to the Regulations on Operations of the Supervisory Board.

Shareholders are kindly requested to refer to detailed contents of **the Written Shareholders' Consultation Documents** on the Company's website at the link: <https://dri.com.vn> **Investor Relations / General Meeting of Shareholders section.**

IV. Voting Matters for Approval of Resolution:

1. Submission No. 37/TTr-HDQT dated October 01, 2026 of the Board of Directors regarding amendments and supplements to the Charter, Internal Regulations on Corporate Governance and Operational Regulations of the Board of Directors;

Vote: ☐ FOR ☐ AGAINST ☐ ABSTAIN

2. Submission No. 01/TTr-BKS dated October 01, 2026 of the Supervisory Board regarding amendments and supplements to the Operational Regulations of the Supervisory Board.

Vote: ☐ FOR ☐ AGAINST ☐ ABSTAIN

Instructions and Rules for Voting:

- Tick (x) or (v) in only one (01) of the three (03) boxes: FOR, AGAINST, or ABSTAIN.

- A ballot/vote shall be considered INVALID in the following cases:

- (1) Ticking 2 or more boxes for a single voting matter that specific item will be invalid;
 - (2) Missing signature (for individual shareholders) or missing signature of the legal representative and company seal (for corporate shareholders);
 - (3) The envelope is opened before counting;
 - (4) Submitted/Sent to DRI Company after the specified deadline;
 - (5) The ballot is erased, modified, or marked with additional symbols.
- If all three boxes (FOR, AGAINST, ABSTAIN) for a matter remain unticked, but the Shareholder has signed, stated their full name, and stamped (for corporate entities), the vote for that matter shall be treated as ABSTAIN.

V. Submission Method and Deadline:

Shareholders are requested to cast their votes and return the completed Ballot to DRI Company **no later than 17:00 on October 15, 2026**, via one of the following methods:

1. E-Voting (Online):

Access website: <https://yk.dri.com.vn> using the credentials below:

Account ID :

Password :

2. Submit/send the voting ballot to the Company via the following methods:

2.1. Direct Submission/Postal Delivery: DAK LAK RUBBER INVESTMENT JOINT STOCK COMPANY – No. 59 Cao Thang Street, Tan An Ward, Dak Lak Province – Tel: 0262.3867676.

2.2. Send a scanned copy or photo of the valid Ballot to the Company's email address: dri@dri.com.vn

Note: Scanned files or photos must be legible, unblurred, and show the complete ballot content.

For further assistance, please contact Ms. Bui Thi Tuyet Nhung – Corporate Secretary, Tel/Zalo: 0972 225151.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



NGUYEN MINH

....., day ... month ... year 2026

SHAREHOLDER'S CONFIRMATION

(Specify full name if Individual; Signed by Legal Representative, full name, and seal if Corporate)

SUBMISSION

Re: Amendments and supplements to certain articles of the Charter, Internal Regulations on Corporate Governance, and Operating Regulations of the Board of Directors

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

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 (“Law on Enterprises”);

Pursuant to Law No. 03/2022/QH15 dated January 11, 2022, amending and supplementing certain articles of the Law on Public Investment, Law on Public-Private Partnership Investment, Law on Investment, Housing Law, Law on Bidding, Law on Electricity, Law on Enterprises, Law on Special Consumption Tax, and Law on Enforcement of Civil Judgments (“Law No. 03/2022/QH15”);

Pursuant to Law No. 76/2025/QH15 dated June 17, 2025, amending and supplementing certain articles of the Law on Enterprises (“Law No. 76/2025/QH15”);

Pursuant to the Law on Securities No. 54/2019/QH11 dated November 26, 2019, as amended and supplemented (“Law on Securities”);

Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of certain articles of the Law on Securities (“Decree No. 155/2020/ND-CP”);

Pursuant to Decree No. 245/2025/ND-CP dated September 11, 2025 of the Government detailing the implementation of certain articles of the Law on Securities (“Decree No. 245/2025/ND-CP”);

Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Ministry of Finance guiding corporate governance applicable to public companies under Decree No. 155/2020/ND-CP (“Circular No. 116/2020/TT-BTC”);

Pursuant to the Charter of Organization and Operation of Dak Lak Rubber Investment Joint Stock Company.

The Board of Directors (“BOD”) of Dak Lak Rubber Investment Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval of the amendments and supplements to certain articles of the Charter, Internal Regulations on Corporate Governance, and Operating Regulations of the Board of Directors as follows:

1. Amendments: Detailed in the attached Appendix.

2. Reason for amendments: To update and refine regulations on corporate organization, governance, and operations in compliance with current laws and to meet requirements related to the application for listing DRI shares on the Ho Chi Minh Stock Exchange (HOSE).

The BOD respectfully requests the General Meeting of Shareholders to consider and approve the aforementioned amendments and supplements, and authorize the Chairman of the Board of Directors to sign and promulgate the full text of the Charter and Regulations upon approval by the General Meeting of Shareholders.

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

Recipients:

- As above;
- BOD, Supervisory Board;
- Board of Management;
- Archives.

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



NGUYEN MINH

Appendix: Amendments to the Charter, Internal Regulations on Corporate Governance, Operational Regulations of the Board of Directors

(Attached to Submission No. 37/TTr-HDQT dated October 01, 2026)

1- CHARTER

Article	Current Content	Amended / Supplemented Content	Reason for Amendment
Article 1. Definitions of terms		Add the following terms to Clause 1, Article 1: - <u>Shareholder means an individual or organization holding at least one share of a joint-stock company;</u> - <u>Founding shareholder means a shareholder holding at least one ordinary share and having signed the list of founding shareholders of a joint-stock company;</u> - <u>Major shareholder means a shareholder as defined in Clause 18, Article 4 of the Law on Securities;</u> - <u>Term of operation means the duration of the Company's operation as specified in Article 2 of this Charter;</u> - <u>Stock exchange means the Vietnam Stock Exchange and its subsidiaries;</u> - <u>Legal personal identification documents mean any of the following documents: an identity card, a citizen identity card, a passport, or other lawful personal identification documents as prescribed in Clause 16, Article 4 of the Law on Enterprises;</u> - <u>Legal organizational documents mean any of the following documents: a decision on establishment, an enterprise registration certificate, or other equivalent documents as prescribed in Clause 17, Article 4 of the Law on Enterprises.</u>	Supplemented according to the Model Charter
Article 2. Name, form, headquarters,	4. The Company may establish branches and representative offices within its areas of business operation to carry out the Company's operational	4. The Company may establish branches and representative offices within its areas of operation to carry out the Company's	Amended to align with Article 2, Clause 4 of the Model Charter.

branches, representative offices, business locations, and duration of operation of the Company	objectives, in accordance with the decisions of the <u>General Meeting of Shareholders</u> and the Board of Directors, and within the scope permitted by law.	operational objectives, in accordance with decisions of the Board of Directors and within the scope permitted by law.	
	5. Unless operations are terminated prior to the scheduled date pursuant to Clause 2, Article 62 of this Charter <u>or extended pursuant to Article 64 of this Charter</u> , the duration of the Company's operations shall be indefinite, commencing from the date of establishment.	5. Unless operations are terminated prior to the scheduled time in accordance with Clause 2, Article 62 of this Charter, the Company's term of operation shall be indefinite, commencing from the date of its establishment.	Amend to align with the Company's operating period.
Article 3. Legal representative of the Company	3. The legal representative represents the <u>enterprise</u> in exercising rights and performing obligations arising from the enterprise's transactions; represents the enterprise as a plaintiff, defendant, or person with related interests and obligations before arbitration bodies and courts; and exercises other rights and performs other obligations as prescribed by law.	3. The legal representative <u>is the individual</u> who represents <u>the Company</u> in exercising rights and performing obligations arising from the enterprise's transactions, and represents the enterprise in the capacity of <u>a petitioner in civil matters</u> , plaintiff, defendant, or person with related rights and obligations before arbitration bodies and courts, as well as in exercising other rights and performing other obligations as prescribed by law.	Amended to comply with Clause 1, Article 12 of the Law on Enterprises.
Article 5. Scope of Business and Operations of the Company	1. The Company is permitted to conduct business activities in the sectors and trades specified in this Charter—provided that such activities have been registered, any changes to registration details have been notified to the business registration authority and published on the National Business Registration Portal, and this Charter <u>is in accordance with the provisions of applicable law, and to implement appropriate measures to achieve the Company's objectives.</u> 2. The Company may conduct business activities in <u>other sectors and trades permitted by law and approved by the General Meeting of Shareholders.</u>	The Company is permitted to conduct business activities in the sectors specified in this Charter, provided that it has registered such activities, notified the business registration authority of any changes to its registration details, and published the information on the National Business Registration Portal. <u>Where the Company engages in conditional business sectors, it must satisfy the business conditions prescribed by the Law on Investment and relevant specialized laws.</u>	Amend in accordance with Article 5 of the Model Charter.
Article 6. Charter capital, shares, and founding shareholders	7. The Company may purchase shares it has issued in accordance with the methods prescribed in this Charter and applicable law. <u>Shares repurchased by the Company constitute treasury shares, and the Board of Directors may offer them for sale in a manner consistent with the Law on Securities, relevant guiding documents, and the provisions of this Charter.</u>	7. The Company may purchase shares issued by itself in the manners prescribed in this Charter and applicable law.	Amended in accordance with Clause 7, Article 6 of the Model Charter.
	8. The Company may issue other types of securities upon <u>approval by the General Meeting of</u>	8. The Company may issue other types of securities in accordance with the law.	Amended in accordance with Clause 7, Article 6 of the Model Charter.

	<u>Shareholders and in accordance with</u> the provisions of law.		
Article 12. Shareholder rights	3. Shareholders or groups of shareholders <u>holding</u> 5% or more of the total ordinary shares have the following rights: c) To request the Supervisory Board to inspect specific matters relating to the management and administration of the Company's operations when deemed necessary. Such a request must be made in writing and must include: the full name, contact address, nationality, and details of <u>the identity card, citizen identity card, passport, or other lawful personal identification document for individual shareholders</u>; the name, enterprise code or <u>establishment decision number</u>, and head office address for institutional shareholders; the number of shares and the time of share registration for each shareholder, the total number of shares held by the group of shareholders, and the ownership ratio relative to the Company's total shares; and the matter to be inspected and the purpose of the inspection;	3. Shareholders or groups of shareholders <u>holding</u> 05% or more of the total ordinary shares shall have the following rights: c) To request the Supervisory Board to inspect specific matters relating to the management and administration of the Company's operations when deemed necessary. Such a request must be made in writing <u>and include the following information</u>: full name, contact address, nationality, and <u>personal legal identification details for individual shareholders</u>; name, enterprise code or <u>organizational legal identification details</u>, and head office address for institutional shareholders; the number of shares and the time of share registration for each shareholder, the total number of shares held by the group of shareholders, and the ownership ratio relative to the Company's total shares; the matter to be inspected and the purpose of the inspection;	Amend the wording to align with Clause 2, Article 12 of the Model Charter; and add a definition for the term "Legal documents of individuals/organizations" in Clause 1, Article 1 of the Charter.
Article 13. Shareholder obligations	13.2. Major shareholders have the following obligations: a) A major shareholder is a shareholder who <u>directly or indirectly</u> owns five percent (5%) or more of the Company's voting shares; Any organization or individual becoming a major shareholder of the Company must submit a written report to the Company, the State Securities Commission, and the stock exchange where the Company's shares are listed within five (05) working days from the date of becoming or ceasing to be a major shareholder, in accordance with Appendix VII of Circular 96/2020 dated November 16, 2020, of the Ministry of Finance guiding information disclosure on the securities market.	13.2. Major shareholders have the following obligations: a) A major shareholder is a shareholder holding five percent (5%) or more of the Company's voting shares. <u>Major shareholders and groups of related persons holding five percent (5%) or more of the Company's voting shares must disclose information in accordance with Article 31 of Circular No. 96/2020 dated November 16, 2020, of the Ministry of Finance guiding information disclosure on the securities market.</u> Upon becoming <u>or ceasing to be</u> a major shareholder of the Company, an organization or individual must submit a written report to the Company, the State Securities Commission, and the stock exchange where the Company's shares are <u>registered for trading or</u> listed within five (05) working days from the date of becoming or ceasing to be a major shareholder, in	Add the underlined phrase.

		accordance with Appendix VII of Circular No. 96/2020 dated November 16, 2020, of the Ministry of Finance guiding information disclosure on the securities market.	
Article 15. Rights and obligations of the GMS	2. The General Meeting of Shareholders shall discuss and approve the following matters: r) Approval of contracts and transactions with the parties specified in Clauses 1 and 3, Article 167 of the Law on Enterprises, where the value is equal to or greater than <u>10%</u> of the total value of the assets (based on the lower of the two values) as recorded in the Parent Company's separate financial statements and the most recently audited consolidated financial statements;	2. The General Meeting of Shareholders shall discuss and approve the following matters: r) Approval of contracts and transactions with the parties specified in Clauses 1 and 3, Article 167 of the Law on Enterprises, where the value is equal to or greater than <u>30%</u> of the total value of assets-based on the lower of the two values- as recorded in the Parent Company's separate financial statements and the most recently audited consolidated financial statements;	Current Charter: @/ Ordinary transactions: GMS $\geq$30% BOD $<$30% @/ Related-party transactions: GMS $\geq$10% BOD $<$10%
Article 18. Convening meetings, meeting agenda and notice of the General Meeting of Shareholders	2. The convener of the General Meeting of Shareholders shall perform the following tasks: a) Prepare the list of shareholders eligible to participate and vote at the General Meeting of Shareholders. The list of shareholders entitled to attend the General Meeting of Shareholders shall be prepared (finalized) <u>at least 10 days</u> prior to the date of sending the notice of the General Meeting of Shareholders. The company must disclose information regarding the preparation of the list of shareholders entitled to attend the General Meeting of Shareholders at least 20 days prior to the record date;	2. The convener of the General Meeting of Shareholders shall perform the following tasks: a) Prepare the list of shareholders eligible to attend and vote at the General Meeting of Shareholders. The list of shareholders entitled to attend the General Meeting of Shareholders shall be prepared (finalized) <u>based on the Company's register of shareholders and register of securities holders. The list of shareholders entitled to attend the General Meeting of Shareholders shall be prepared no more than 10 days</u> prior to the date of sending the notice of the General Meeting of Shareholders. The Company must disclose information regarding the preparation of the list of shareholders entitled to attend the General Meeting of Shareholders at least 20 days prior to the record date;	Add the underlined phrase in accordance with Clause 21, Article 1 of Law No. 76/2025/QH15
Article 26. BOD composition and term	2. The term of office of a member of the Board of Directors shall not exceed five years, and members may be re-elected for an unlimited number of terms. In the event that the terms of office of all members of the Board of Directors expire simultaneously, such members shall continue to serve as members of the Board of Directors until new members are elected to replace them and assume their duties.	2. The term of office for a member of the Board of Directors shall not exceed five years, and members may be re-elected for an unlimited number of terms. <u>An individual may serve as an independent member of the Board of Directors of a company for no more than two consecutive terms.</u> In the event that the terms of office of all Board members expire simultaneously, they shall continue to serve as Board members until	<i>Add the underlined phrase in accordance with Article 26, Clause 2 of the Model Charter applicable to listed companies.</i>

		new members are elected to replace them and assume their duties.	
	3. The composition of the Board of Directors is as follows: The composition of the Board of Directors of <u>a public company must ensure that at least one-third of the total number of Board members are non-executive members. The company shall minimize the number of Board members who concurrently hold executive positions within the company in order to ensure the independence of the Board of Directors.</u>	3. The composition of the Company's Board of Directors shall be as follows: a. The Company shall minimize the number of Board members who also hold executive positions within the Company in order to ensure the independence of the Board of Directors. The composition of the Board of Directors <u>must ensure the following number of non-executive Board members (applicable to public companies):</u> i. <u>At least 01 non-executive member where the Board of Directors consists of 03 to 05 members;</u> ii. <u>At least 02 non-executive members where the Board of Directors consists of 06 to 08 members;</u> iii. <u>At least 03 non-executive members where the Board of Directors consists of 09 to 11 members.</u>	<i>Amend Point a, Clause 3, Article 26 to align with Clause 79, Article 1 of Decree No. 245/2025/ND-CP dated September 11, 2025</i>
	None yet	<u>b. The total number of independent members of the Board of Directors (for listed companies) must comply with the following requirements:</u> i) <u>At least 01 independent member if the Company has between 03 and 05 Board members;</u> ii) <u>At least 02 independent members if the Company has between 06 and 08 Board members;</u> iii) <u>At least 03 independent members if the Company has between 09 and 11 Board members.</u>	<i>Add Point b to Clause 3, Article 26, in accordance with Clause 3, Article 26 of the Model Charter, to prepare for the share listing plan.</i>
	8. A member of the Company's Board of Directors must not simultaneously serve as a member of the Board of Directors of more than five other companies.	8. A member of the Company's Board of Directors must not simultaneously serve as a member of the Board of Directors <u>or the Board of Members</u> of more than five other companies.	<i>Amended in accordance with Clause 78, Article 1 of Decree No. 245/2025/ND-CP.</i>
Article 27. Powers and obligations of	2. The rights and obligations of the Board of Directors shall be prescribed by law, the Company's Charter, and the General Meeting of Shareholders. Specifically, the	2. The rights and obligations of the Board of Directors shall be prescribed by law, the Company's Charter, and the General Meeting of	<i>Consolidate the Board of Directors' authority regarding the approval of</i>

the Board of Directors	Board of Directors has the following rights and obligations: h) To approve contracts for purchase, sale, borrowing, and lending, as well as other contracts and transactions <u>with a value of less than 30% of the total asset value-taking the lower of the two values-as recorded in the Parent Company's separate financial statements and the most recently audited consolidated financial statements; and contracts, transactions with a value of less than 10% of the total asset value-taking the lower of the two values-as recorded in the Parent Company's separate financial statements and the most recently audited consolidated financial statements, regarding the enterprises specified in Point d, Clause 2, Article 138 and Clauses 1 and 3, Article 167 of the Law on Enterprises;</u>	Shareholders. Specifically, the Board of Directors has the following rights and obligations: h) To approve contracts for purchase, sale, borrowing, and lending, as well as other contracts and transactions <u>valued at 30% or more of the total asset value-or the lower of the two values-recorded in the Parent Company's separate financial statements and the most recently audited consolidated financial statements, excluding contracts and transactions falling within the authority of the General Meeting of Shareholders as prescribed in Point d, Clause 2, Article 138; Clause 1 and Clause 3, Article 167 of the Law on Enterprises; and the provisions of this Charter;</u>	<i>ordinary transactions and related-party transactions valued at 30% or more, subject to the agreed-upon amendment of Item r, Clause 2, Article 15 (which currently specifies a 10% threshold for related-party transactions)</i>
	m) Approve the agenda and content of documents for the General Meeting of Shareholders; convene the General Meeting of Shareholders or solicit opinions for the General Meeting of Shareholders to adopt resolutions;	m) Approve the agenda and content of documents for the General Meeting of Shareholders <u>or documents for seeking shareholders' opinions in writing;</u> convene the General Meeting of Shareholders or solicit opinions for the General Meeting of Shareholders to adopt resolutions;	<i>Add the underlined phrase to align with actual operations.</i>
	3. The Board of Directors shall report its operational results to the General Meeting of Shareholders in accordance with Article 280 of Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government, detailing the implementation of a number of articles of the Law on Securities.	3. The Board of Directors must report its operational results to the General Meeting of Shareholders in accordance with Article 280 of the Government's Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities, and the Government's Decree No. 245/2025/ND-CP dated September 11, 2025. <u>The report on the Board of Directors' activities submitted to the Annual General Meeting of Shareholders must include the activity report of independent members of the Board of Directors and the evaluation results from each independent member regarding the Board's activities (applicable to listed companies).</u>	<i>Supplemented in accordance with Article 80, Clause 1 of Decree 245/2025/ND-CP. Applicable to listed companies</i>
Article 32. Person in charge of	2. The person in charge of corporate governance must possess legal knowledge and must not simultaneously	2. The person in charge of corporate governance must possess legal knowledge and must not simultaneously work for an approved audit firm	<i>Revise the wording for clarity.</i>

corporate governance	work for an approved audit firm that is auditing the Company's financial statements.	that is auditing the Company's financial statements.	
Article 35. Appointment, dismissal, duties, and powers of the General Director	4. The General Director has the following rights and obligations: e) To decide on salaries and other benefits for the Company's employees;	4. The General Director has the following rights and obligations: e) To decide on salaries and other benefits for employees of the Company, <u>including managers subject to the General Director's appointment authority</u> ;	<i>Amendments in accordance with Article 35 of the Model Charter.</i>
Article 36. Candidacy and nomination of Supervisors	Article 36. Self-nomination and nomination <u>of Supervisors</u> 1. The self-nomination and nomination <u>of Supervisors</u> shall be conducted in accordance with the provisions of <u>Clauses 2 and 3</u> , Article 25 of this Charter.	Article 36. Self-nomination and nomination <u>of members of the Supervisory Board</u> 1. The self-nomination and nomination <u>of members of the Supervisory Board</u> shall be conducted in accordance with the provisions of <u>Clauses 1 and 2</u> , Article 25 of this Charter.	<i>Amend terminology for consistency within the Charter and correct cross-references.</i>
	2. In the event that the number of candidates for the Supervisory Board obtained through nomination and self-nomination is insufficient, the incumbent Supervisory Board may nominate additional candidates or organize the nomination process in accordance with the mechanisms stipulated in the Company's Charter and Internal Regulations on Corporate Governance. <u>The mechanism by which the incumbent Supervisory Board nominates candidates for the Supervisory Board must be clearly disclosed and approved by the General Meeting of Shareholders prior to the commencement of the nomination process.</u>	2. In the event that the number of candidates for the Supervisory Board—derived from nominations and self-nominations—is insufficient, the incumbent Supervisory Board may nominate additional candidates or organize a nomination process in accordance with the Company's Charter and internal regulations on corporate governance. <u>Any additional candidates introduced by the incumbent Supervisory Board must be clearly announced prior to the General Meeting of Shareholders voting to elect members of the Supervisory Board, in accordance with the law.</u>	<i>Amend the wording to align with Article 36, Clause 2 of the Model Charter.</i>
Article 49. Obligation of honesty and avoidance of conflicts of interest	6. Transactions between the Company and one or more members of the Board of Directors, members of the Supervisory Board, the General Director, other executives, and individuals or organizations related to such persons shall not be rendered void in the following cases: a) For transactions with a value equal to <u>or less than 10%</u> of the total asset value (using the lower of the two figures) as recorded in the Parent Company's separate financial statements and the consolidated financial statements from the most recent audit: the material terms of the contract or transaction, as well as the	6. Transactions between the Company and one or more members of the Board of Directors, members of the Supervisory Board, the General Director, other executives, and individuals or organizations related to such persons shall not be rendered invalid in the following cases: a) For transactions valued at less than <u>30%</u> of the total value of assets—specifically the lower of the two values—as recorded in the Parent Company's separate financial statements and the consolidated financial statements from the most recent audit: the material terms of the contract or	<i>Amend for consistency with the above provisions (ordinary transactions = transactions with related parties)</i>

	relationships and interests of the members of the Board of Directors, members of the Supervisory Board, the General Director, or other executives, have been reported to the Board of Directors and approved by the Board of Directors with a majority vote of the members who do not have a related interest; b) For transactions with a value exceeding 10% of the total asset value (using the lower of the two figures) as recorded in the Parent Company's separate financial statements and the consolidated financial statements from the most recent audit: the material terms of the transaction, as well as the relationships and interests of the members of the Board of Directors, members of the Supervisory Board, the General Director, or other executives, have been disclosed to shareholders and approved by the General Meeting of Shareholders through the votes of shareholders who do not have a related interest.	transaction, as well as the relationships and interests of the Board of Directors members, Supervisory Board members, General Director, and other executives, have been reported to the Board of Directors and approved by a majority of the Board members who do not have a related interest; b) For transactions valued <u>at 30% or more, or transactions resulting in an aggregate transaction value-within 12 months from the date of the first transaction-of 30%</u> or more of the total value of assets (specifically the lower of the two values) as recorded in the Parent Company's separate financial statements and the consolidated financial statements from the most recent audit: the material terms of the transaction, as well as the relationships and interests of the Board of Directors members, Supervisory Board members, General Director, and other executives, have been disclosed to shareholders and approved by the General Meeting of Shareholders through the votes of shareholders who do not have a related interest.	<i>Supplemented in accordance with Clause 84, Article 1 of Decree No. 245/2025/ND-CP</i>
Article 53. Profit distribution	1. The General Meeting of Shareholders determines the annual dividend payout level and the form of dividend payment from the Company's profit after tax. Dividends may be paid in cash, in shares, or in other assets, as decided by the General Meeting of Shareholders.	1. The General Meeting of Shareholders determines the annual dividend payout level and the form of dividend payment from the Company's profit after tax and <u>retained earnings</u>.	<i>Add the underlined phrase in accordance with Article 51 of the Model Charter</i>
Article 57. Appropriation for the Fund	Annually, based on its profit after tax, the Company shall make allocations to <u>the Emulation and Reward Fund, Investment and Development Fund, Financial Reserve Fund</u>, etc. The allocation rates for these funds are proposed by the Board of Directors and approved by the General Meeting of Shareholders. The principles for fund allocation are as follows: <u>a) From the annual profit after tax, after deducting reasonable expenses, the Company shall allocate funds to a reserve fund to supplement the Company's charter capital and cover incurred losses (if any) in accordance with regulations. This allocation shall not exceed five</u>	Every year, based on its after-tax profits, the Company <u>can</u> appropriate funds. The rate of appropriation to the Funds is recommended by the Board of Directors and approved by the General Meeting of Shareholders. <u>Funds that can be appropriated include:</u> - Investment and development fund is deducted from profit after tax, but not more than 30% of profit after tax; - <u>Financial reserve fund</u>; - Bonus and welfare fund;	<i>Remove Item (a) to allow the Board of Directors to decide on other funds.</i> <i>Add a Financial Reserve Fund</i>

	<u>percent (5%) of the profit after tax until the fund reaches ten percent (10%) of the Company's charter capital.</u> <u>b) Other funds, to be decided annually by the General Meeting of Shareholders upon the proposal of the Board of Directors based on business performance, include:</u> - Investment and Development Fund, allocated from profit after tax but not exceeding 30% thereof; - Reward and Welfare Fund; - Performance-based reward fund for the Board of Directors, Supervisory Board, General Director, Deputy General Directors, Chief Accountant, and other managers.	- Reward fund based on business performance for the Board of Directors, Supervisory Board, General Director, Deputy General Director, School Accountant and other managers.	
Article 58. Annual, semi-annual, and quarterly financial statements	Article 58. Annual, <u>six months</u>, and quarterly financial statements 1. The Company must prepare annual financial statements-which must be audited in accordance with the law-<u>within ninety (90) days of the end of each financial year.</u> 2. Annual financial statements must include all reports, appendices, and notes required by the law on enterprise accounting. <u>Annual financial statements must truthfully and objectively reflect the Company's business performance regarding its profit or loss for the financial year.</u> 5. Interested organizations and individuals have the <u>right to inspect or make copies of audited annual financial statements, reviewed semi-annual financial statements, and quarterly financial statements during working hours at the Company's headquarters, and must pay a reasonable fee for such copying.</u>	Article 58. Annual, <u>semi-annual</u>, and quarterly financial statements 1. The Company shall prepare annual financial statements, and such annual financial statements must be audited in accordance with the law. <u>The Company shall disclose the audited annual financial statements in accordance with regulations on information disclosure in the securities market and submit them to the competent state authority.</u> 2. Annual financial statements must include all reports, appendices, and notes as prescribed by the law on enterprise accounting. <u>Annual financial statements must truthfully and objectively reflect the Company's operational status.</u> 5. Clause 5 is repealed.	Supplemented and amended in accordance with Article 55 of the Model Charter.
Article 60. Audit	1. The Annual General Meeting of Shareholders shall appoint an independent audit firm or approve a list of independent audit firms and authorize the Board of Directors to select one of them to audit the Company's financial statements for the following fiscal year, based on terms and conditions agreed upon with the Board of	1. The Annual General Meeting of Shareholders shall appoint an independent audit firm or approve a list of independent audit firms and authorize the Board of Directors to select one of these firms to audit the Company's financial statements for the following fiscal year, based on	<i>Amend in accordance with Article 57 of the Model Charter</i>

	Directors. <u>The Company must prepare and submit its annual financial statements to the independent audit firm following the end of the fiscal year.</u> 3. <u>The independent audit firm shall examine and verify the financial statements, prepare an audit report, and submit said report to the Board of Directors within three (03) months from the end of the fiscal year.</u> 4. <u>A copy</u> of the audit report shall be attached to the Company's annual financial statements.	terms and conditions agreed upon with the Board of Directors. 3. Repealed. 4. The audit report shall be attached to the Company's annual financial statements.	
Article 64. Extension of operations	1. <u>The Board of Directors shall convene a General Meeting of Shareholders at least seven (07) months prior to the expiration of the operational term so that shareholders may vote on extending the Company's operations, as proposed by the Board of Directors.</u> 2. <u>The operational term shall be extended upon approval by at least 65% of the total votes of voting shareholders present in person or represented by authorized representatives at the General Meeting of Shareholders.</u>	Repeal Article 64.	<i>Clause 5, Article 2 of the current Charter stipulates that the Company's duration of operation is indefinite, commencing from the date of its establishment.</i>

2- Internal regulations on corporate governance

Article	Current Content	Amended / Supplemented Content	Reason for Amendment
Article 2: Definitions and abbreviations	d) Major shareholder: a shareholder <u>or group of shareholders holding, directly or indirectly, five percent (5%) or more of the Company's voting shares.</u>	d) Major shareholder: a shareholder <u>as defined in Clause 18, Article 4 of the Law on Securities.</u>	<i>Amend in accordance with the provisions of the Law on Securities</i>
	g) The representative of DRI's capital contribution in other enterprises is an individual appointed by the Board of Directors to represent DRI's capital contribution, possessing the rights and obligations stipulated in <u>Article 21 of this Regulation</u> . Such representative may serve as a member of the Board of Directors or as an executive nominated by the Company's Board of Directors.	g) The representative of DRI's capital contribution in other enterprises is an individual appointed by the Board of Directors to represent DRI's capital contribution; such representative holds the rights and obligations stipulated in <u>the Regulation on the appointment of representatives for DRI's capital contribution in other enterprises</u> . The representative of DRI's capital contribution in other enterprises may serve as a member of the Board of Directors or as an executive nominated by the Company's Board of Directors.	<i>Adjust the reference</i>

	h) Company: Dak Lak Rubber Investment Joint Stock Company (DRI).	h) Company <u>or</u> DRI: Dak Lak Rubber Investment Joint Stock Company.	
		<u>j) GMS: General Meeting of Shareholders.</u> <u>k) BOD: Board of Directors.</u> <u>l) SB: Supervisory Board.</u> <u>m) CEO: Chief Executive Officer.</u>	Additional information
Article 5. Procedures for convening and adopting resolutions of the General Meeting of Shareholders	Article 5. Procedures for convening and adopting resolutions of the General Meeting of Shareholders	Article 5. Sequence and procedures for the General Meeting of Shareholders to adopt resolutions <u>by holding a meeting</u>	<i>Restructure Clause 1 of Article 5 of the Regulation and amend it for clarification in accordance with the Company Charter and the Law on Enterprises.</i> <i>Revise the title of Article 5 to reflect the restructured content.</i>
	<u>7. Adoption of the Resolution by the General Meeting of Shareholders via a written ballot</u>	<u>Article 6. Sequence and procedures for the General Meeting of Shareholders to adopt resolutions by collecting written opinions.</u>	Separate Clause 7 of Article 5 into Article 6. Regulations on obtaining shareholders' opinions in writing
Article 7. Responsibilities of the Board of Directors	Article 7. Responsibilities of the Board of Directors Members of the Board of Directors must discharge their responsibilities in accordance with the provisions set forth in Articles 48, 49, and 50 of the Company's Charter.	Article 7. Responsibilities of <u>members</u> of the Board of Directors - Members of the Board of Directors must carry out their responsibilities according to the provisions in Articles 48, <u>49 and 50</u> of the Company's Charter <u>and according to the provisions of the Board of Directors' operating regulations.</u>	Add the underlined words or phrases → clearer and more comprehensive.
Article 8. The nomination, self-nomination, election, relief from duty, and dismissal of members of the Board of Directors shall cover the following main matters	Article 8. The nomination, candidacy, election, relief from duty, and dismissal of members of the Board of Directors shall <u>cover the following key aspects</u> : 1. Term of office, number, composition, and standards and conditions for membership of the Board of Directors: - The Board of Directors shall consist of 07 members; the term of office of the Board of Directors shall be 05 years, and members may be re-elected for an unlimited number of terms;	Article 8. Nomination, candidacy, election, relief from duty, and dismissal of members of the Board of Directors 1. Term of office, number, composition, and standards and conditions for members of the Board of Directors - The Board of Directors shall consist of 07 members. The term of office of a Board <u>member</u> shall <u>not exceed</u> 05 years, and members may be re-elected for an unlimited number of terms. <u>An individual may serve as an independent member of the Board of Directors of a company for no</u>	Add the underlined phrase to make the meaning clearer and more complete.

	- <u>The composition of the Board of Directors of a public company must ensure that at least one-third (1/3) of the total number of members are non-executive members.</u> The Company shall minimize the number of Board members who concurrently hold executive positions within the Company in order to ensure the independence of the Board of Directors.	<u>more than 02 consecutive terms.</u> - The Company shall minimize the number of Board members who concurrently hold executive positions within the Company in order to ensure the independence of the Board of Directors. <u>The composition of the Board of Directors must ensure the required number of non-executive Board members (for public companies) and independent Board members (for listed companies) in accordance with the provisions of Clause 3, Article 26 of the Company's Charter.</u>	
	3. Procedure for electing members of the Board of Directors [...] - Based on the approved number of Board members, the General Meeting shall select candidates by ranking the vote <u>percentages</u> from highest to lowest, starting with the candidate receiving the highest number of votes, until the required number of members is reached. - In the event that <u>a choice must be made between candidates who have received an equal percentage of votes:</u> • Priority shall be given to a candidate standing for election as an independent Board member, subject to the criteria for independent Board members (such a candidate need not be a shareholder and must not have previously served as a Board member). • If the candidates are shareholders, the candidate holding a larger number of shares shall be given priority. • If the candidates are not shareholders, the candidate with a longer tenure as a Board member shall be given priority; in the event of equal tenure, the total number of years served shall be the deciding factor. - If the required number of Board members is not met, the General Meeting of Shareholders shall conduct a re-election until the required number is	3. Method of electing members of the Board of Directors [...] - Based on the approved number of Board members, the General Meeting <u>shall determine the elected members</u> by ranking candidates according to their vote counts-from highest to lowest-until the required number of members is filled. - In the event <u>that two or more candidates receive an equal number of votes for the final seat on the Board of Directors, the selection shall be made based on the following criteria:</u> • Priority shall be given to a candidate standing for election as an independent Board member, provided they meet the criteria for independent Board membership (e.g., not necessarily a shareholder and not having previously served on the Board). • If the candidates are shareholders, priority shall be given to the candidate holding a larger number of shares. • If the candidates are not shareholders, priority shall be given to the candidate with a longer tenure as a Board member; in the event of equal tenure, the total number of years served shall be the deciding factor.	Adjust and supplement the underlined phrase for greater clarity.

	achieved. Gửi ý kiến phản hồi	- If, <u>after applying the above criteria, the required number of Board members has still not been reached</u>, the General Meeting of Shareholders shall conduct a re-election <u>among the candidates who received the equal number of votes</u> until the required number is filled.	
	4. Cases of resignation, relief from duty, dismissal, and supplementation of members of the Board of Directors None.	4. Cases regarding the resignation, release from duty, dismissal, and supplementation of members of the Board of Directors Add Clause 4.4 after Clause 4.3 as follows: <u>4.4 When deemed necessary, the General Meeting of Shareholders shall decide on the replacement of members of the Board of Directors, or the release from duty or dismissal of members of the Board of Directors, in cases other than those specified in Clauses 4.1, 4.2, and 4.3 of this Article.</u>	<i>Amendment in accordance with Article 8 of the Board of Directors' Operating Regulations.</i>
	7. Procedure for nominating candidates for the Board of Directors. [...] - The Board of Directors shall disclose information regarding the candidates in accordance with the law. - In the event that the number of candidates for the Board of Directors (via nomination and self-nomination) remains insufficient, the incumbent Board of Directors shall nominate the remaining candidates.	7. Procedure for nominating candidates for the Board of Directors. [...] - The Board of Directors shall disclose information regarding candidates in accordance with the law <u>and Clause 1, Article 25 of the Company's Charter.</u> - In the event that the number of candidates for the Board of Directors resulting from nominations and self-nominations remains insufficient, the incumbent Board of Directors shall nominate the remaining candidates <u>in accordance with Clause 3, Article 25 of the Company's Charter.</u>	<i>Supplemented for clarification pursuant to Article 25 of the Company's Charter.</i>
Article 9. Remuneration and other benefits of members of the Board of Directors		Add the following content to the first paragraph of Article 9: <u>The remuneration, bonuses, and other benefits of members of the Board of Directors are stipulated in Article 28 of the Company's Charter.</u>	<i>Supplemented for clarification in accordance with Article 28 of the Company's Charter.</i>

Article 10. Sequence and procedures for convening Board of Directors meetings	4. Voting method; - <u>In addition to the provisions of Clause 9, Article 30 of the Charter, members of the Board of Directors may submit their votes to the meeting via post, fax, or email.</u> The ballot must be enclosed in a sealed envelope and delivered to the Chairperson of the Board of Directors no later than one hour prior to the commencement of the meeting. The ballot shall only be opened in the presence of all meeting attendees.	4. Voting procedures - Members of the Board of Directors <u>shall be deemed to be present and voting at a Board meeting in accordance with the methods prescribed in Clause 9, Article 30 of the Company's Charter. In the event that a ballot is submitted to the meeting by mail,</u> it must be enclosed in a sealed envelope and delivered to the Chairman of the Board of Directors no later than one hour prior to the commencement of the meeting. The ballot shall only be opened in the presence of all meeting attendees.	<i>Amend Clause 10, Article 30 of the Company's Charter accordingly.</i>
	6. Preparation of the Board of Directors meeting minutes; [...] - In the event that the chairperson and the minute-taker refuse to sign the meeting minutes, the minutes shall remain valid provided they are signed by all other attending members of the Board of Directors and contain the full content prescribed in Points a, b, c, d, dd, e, g, and h of Clause 1, Article 158 of the Law on Enterprises. The meeting minutes must clearly record the refusal of the chairperson and the minute-taker to sign. The signatories of the meeting minutes shall be jointly liable for the accuracy and truthfulness of the content of the Board of Directors meeting minutes. The chairperson and the minute-taker shall be personally liable for any damage caused to the enterprise resulting from their refusal to sign the meeting minutes, in accordance with this Law, the Company Charter, and relevant laws.	6. Preparation of Board of Directors meeting minutes [...] - In the event that the chairperson or the minute-taker refuses to sign the meeting minutes, the minutes shall remain valid provided that all other attending members of the Board of Directors <u>sign them and the minutes contain</u> all the information prescribed in Points a, b, c, d, dd, e, g, and h of Clause 1, Article 158 of the Law on Enterprises. The minutes must clearly record the refusal of the chairperson or the minute-taker to sign. Those who sign the minutes shall be jointly liable for the accuracy and truthfulness of the content of the Board of Directors' meeting minutes. The chairperson and the minute-taker shall be personally liable for any damage caused to the enterprise resulting from their refusal to sign the minutes, in accordance with the <u>Law on Enterprises</u>, the Company's Charter, and relevant laws.	<i>Addition of the underlined phrase</i>
		A new article is added after Article 10, with the following content: <u>Article 11. Board of Directors Sub-committees.</u> <u>The Board of Directors may establish sub-committees to oversee matters regarding development policy, human resources, remuneration, internal audit, and risk</u>	<i>Add a provision regarding Board of Directors sub-committees.</i>

		<u>management. The establishment of Board sub-committees shall be carried out in accordance with Article 31 of the Company's Charter.</u>	
Article 11. Person in charge of corporate governance (applicable to listed companies)	Article 11. Person in charge of corporate governance (<u>applicable to listed companies</u>) <u>When necessary</u>, the Company's Board of Directors shall appoint a person in charge of corporate governance <u>to assist the Board in performing tasks related to corporate governance.</u> Regulations regarding the qualifications, appointment, dismissal, rights, and obligations of the person in charge of corporate governance are set forth in Article 32 of the Company's Charter.	Article 12. Person in charge of corporate governance - The Board of Directors shall appoint <u>at least one person</u> in charge of corporate governance to <u>assist with corporate governance activities at the Company.</u> - Regulations regarding the qualifications, appointment, dismissal, rights, and obligations of the person in charge of corporate governance are set forth in Article 32 of the Company's Charter. - <u>Notification of appointment or dismissal of the person in charge of corporate governance: The Company is responsible for disclosing information regarding the appointment or dismissal of the person in charge of corporate governance in accordance with regulations on information disclosure in the securities market.</u>	<i>Amendment and clarification regarding the person in charge of corporate governance, pursuant to Clause 7, Article 3 of the Model Internal Regulations on Corporate Governance.</i>
Article 12. Role, rights, and obligations of the Supervisory Board; responsibilities of Supervisory Board members.	Not yet.	The responsibilities of members of the Supervisory Board are supplemented as follows: - <u>Responsibilities of members of the Supervisory Board:</u> + <u>Comply strictly with the law, the Company's Charter, resolutions of the General Meeting of Shareholders, and professional ethics in the exercise of assigned rights and performance of assigned obligations.</u> + <u>Exercise assigned rights and perform assigned obligations honestly, prudently, and to the best of their ability to ensure the maximum lawful interests of the Company.</u> + <u>Remain loyal to the interests of the Company and its shareholders; not abuse their position or office, nor use the Company's information, know-how, business opportunities, or other assets for personal gain or to serve the interests of other organizations or individuals.</u>	<i>Addition of responsibilities for members of the Supervisory Board pursuant to Clause 1, Article 4 of the Model Internal Regulations on Corporate Governance.</i>

		+ <u>Fulfill other obligations as prescribed by the Law on Enterprises and the Company's Charter.</u> + <u>In case of violation of the provisions of Clauses 1, 2, 3 and 4, Article 173 of the Enterprise Law that causes damage to the Company or other people, members of the Supervisory Board must be personally or jointly responsible for compensating for that damage. Income and other benefits that members of the Supervisory Board receive due to violations must be returned to the Company.</u> + <u>If a member of the Supervisory Board is found to have violated their assigned rights and obligations, a written notification must be sent to the Supervisory Board, and the violating individual must be required to cease the violation and remedy the consequences.</u>	
Article 13. Term of office, number, and composition of the Supervisory Board members	1. Structure and composition of the Supervisory Board:	1. <u>Term of office, number, structure, and composition of the Supervisory Board; standards and conditions for members of the Supervisory Board</u> Additional requirements: - <u>More than half of the members of the Supervisory Board must reside in Vietnam.</u> - <u>The Head of the Supervisory Board must hold a university degree or higher in economics, finance, accounting, auditing, law, business administration, or a field relevant to the enterprise's business operations.</u>	<i>Add the underlined phrase</i>
	2. Nomination and candidacy for members of the Supervisory Board - The nomination and candidacy of <u>Supervisors</u> shall be conducted in the same manner as the nomination and candidacy of members of the Board of Directors, as stipulated in Clauses 2 <u>and 3</u>, Article 25 of the Company Charter. - In the event that the number of candidates for the Supervisory Board resulting from nominations and candidacies is insufficient, the incumbent Supervisory Board may nominate additional	2. Nomination and candidacy of Supervisory Board members - The nomination and candidacy of <u>Supervisory Board members</u> shall be conducted in the same manner as the nomination and candidacy of Board of Directors members, as stipulated in <u>Clauses 1</u> and 2 of Article 25 of the Company's Charter. - In the event that the number of candidates for the Supervisory Board resulting from nominations and candidacies is insufficient, the	<i>Adjust the italicized phrases</i>

	candidates or organize a nomination process in accordance with the mechanisms prescribed in the Company Charter and the Internal Regulations on Corporate Governance. <u>The mechanism by which the incumbent Supervisory Board nominates candidates for the Supervisory Board must be clearly disclosed and approved by the General Meeting of Shareholders prior to the commencement of the nomination process.</u>	incumbent Supervisory Board may nominate additional candidates or organize a nomination process in accordance with the mechanisms prescribed in the Company's Charter and the Internal Regulations on Corporate Governance. <u>Any additional candidates introduced by the incumbent Supervisory Board must be clearly announced prior to the General Meeting of Shareholders voting to elect Supervisory Board members, in accordance with the law.</u>	
	3. Procedure for electing members of the Supervisory Board - The election of Supervisory Board members is conducted in the same manner as the election of Board of Directors members. - <u>In the event that an insufficient number of Supervisory Board members is elected, the General Meeting shall proceed with a re-election until the required number is reached.</u>	3. Method of electing members of the Supervisory Board - The election of Supervisory Board members is conducted in the same manner as the election of Board of Directors members. - <u>In the event that two or more candidates receive the same number of votes for the final seat on the Supervisory Board, a re-election shall be held among those candidates, or a selection shall be made based on criteria specified in the election regulations, until the required number of members is elected.</u>	<i>Amend and supplement in accordance with Clause 3, Article 148 of the Law on Enterprises.</i> <i>Add the phrase highlighted in red.</i>
Article 15. Appointment, dismissal, signing of contracts, and termination of contracts regarding the General Director.	1. Appointment, dismissal, term of office, and criteria and conditions for the General Director - Criteria and conditions for the appointment of the General Director b) Must not be a person having a family relationship with an enterprise manager or supervisor of the company or its parent company, or with the representative of the enterprise's capital contribution in the company or its parent company;	1. Appointment, dismissal, term of office, and criteria and conditions for the General Director - Criteria and conditions for the appointment of the General Director b) Must not be a family member <u>or a related person</u> of a business manager or supervisor of the Company or its parent company; or a representative of the enterprise's capital contribution in the Company or its parent company;	<i>Amended in accordance with Clause 83, Article 1 of Decree No. 245/2025/ND-CP.</i>
Article 16. Coordination of activities among the Board of Directors, the Supervisory Board, and the	3. Instances where the General Director and the Supervisory Board request the convening of a Board of Directors meeting, and matters requiring the Board's opinion: - Conflicts regarding rights and obligations between the Board of Directors and the General Director; - Crises and crisis management situations exceeding the General Director's authority;	3. Circumstances under which the General Director and the Supervisory Board may request the convening of a Board of Directors meeting, and matters requiring the Board of Directors' opinion <u>a) Circumstances under which the General Director or the Supervisory Board may request the convening of a Board of Directors meeting:</u>	<i>Add items requiring the Board of Directors' opinion.</i>

General Director.	- Transactions in which the General Director is an interested party; - Material developments arising during the implementation of Board of Directors resolutions; - Matters exceeding the scope of authority delegated by the Board of Directors to the General Director.	- Conflicts regarding rights and obligations between the Board of Directors and the General Director; - Crises and crisis management situations exceeding the General Director's authority; - Transactions in which the General Director is an interested party; - Material developments arising during the implementation of Board of Directors resolutions; - Matters exceeding the scope of authority delegated by the Board of Directors to the General Director; - <u>When the Supervisory Board receives a request from a shareholder or group of shareholders as stipulated in Clause 2, Article 115 of the Law on Enterprises;</u> - <u>Other matters deemed by the General Director or the Supervisory Board to have a serious impact on the Company's operations.</u> <u>b) Matters requiring the Board of Directors' opinion:</u> - <u>Matters subject to the approval authority of the Board of Directors as stipulated in Clause 2, Article 27 of the Company Charter;</u> - <u>Reports, conclusions, and recommendations of the Supervisory Board prior to their submission to the General Meeting of Shareholders;</u> - <u>Other matters for which the General Director or the Supervisory Board deems it necessary to seek the Board of Directors' opinion;</u> - <u>Other matters as requested by the Board of Directors.</u>	
	7. Coordinate control, management, and supervisory activities among members of the Board of Directors, members of the Supervisory Board, and the General Director, in accordance with their respective specific duties. [...]	7. Coordinate control, management, and supervisory activities among members of the Board of Directors, members of the Supervisory Board, and the General Director, in accordance with their respective specific duties. Add the following provisions:	<i>Add content regarding the coordination of activities among the Board of Directors, the Supervisory Board, and the CEO.</i>

	- Members of the Board of Directors may directly engage with the General Director during Board meetings regarding matters requiring clarification, questioning, etc.	- Members of the Board of Directors, the Supervisory Board, and the General Director shall coordinate closely, maintain regular professional communication, and share information in a spirit of cooperation and mutual support, thereby facilitating the exercise of their rights and the performance of their duties as prescribed by the Company's Charter and applicable laws. - The Supervisory Board may consult the Board of Directors before submitting reports, conclusions, and recommendations to the General Meeting of Shareholders. Amend the following provision: - Members of the Board of Directors and <u>the Supervisory Board</u> may directly discuss matters requiring clarification or questioning with the General Director during Board of Directors meetings.	
Article 17. Regulations on the annual evaluation of commendation and disciplinary activities concerning members of the Board of Directors, members of the Supervisory Board, the General Director, and DRI's capital representatives at other enterprises.	3. Discipline - Members of the Board of Directors, the General Director, and DRI's capital representatives at other enterprises who fail to fulfill their duties in accordance with requirements shall be held personally liable for any losses caused by them.	3. Discipline Remove this content, as it is already specifically stipulated in other parts of this Clause 3.	
Appendix 01			

Article 9. Method of electronic voting (Appendix 1)	b. Voting procedure: - The Company's Charter does not mandate that the election of members to the Board of Directors and the Supervisory Board be conducted via the standard method (majority-based voting) using ballots offering three options: "For," "Against," or "Abstain." Voting may be conducted either candidate-by-candidate or for the entire slate of candidates; shareholders indicate their preference by selecting the corresponding option on the ballot, in accordance with the voting regulations and rules approved by the General Meeting of Shareholders (GMS). Each shareholder's vote is weighted according to their total shareholding. Delegates select one of the three voting options—"For," "Against," or "Abstain"—for each matter put to a vote at the GSM, as configured in the electronic voting system. - Subsequently, delegates confirm their vote to ensure the electronic voting system records the result.	b. Voting method: Voting is conducted using the cumulative voting method configured in the electronic voting system at the General Meeting of Shareholders. After casting their votes electronically, delegates must confirm their votes so that the electronic voting system records the results.	<i>Adjusted to suit the cumulative voting method.</i>
Article 10. Vote counting method (Appendix 1)	When delegates cast votes or participate in elections, the votes are recorded in the system based <u>on the count of cards indicating approval, disapproval, or abstention</u>. The vote-counting record documents the results of the votes cast by all delegates attending the online General Meeting of Shareholders via the electronic voting system. For sensitive matters, and upon the request of shareholders, the Company must appoint a neutral organization to conduct the collection and counting of votes.	When shareholders or their authorized representatives cast votes or ballots, the voting results are recorded on the system based on the number of "for," "against," and "abstain" votes. Election results are recorded using the cumulative voting method. The vote-counting minutes record the results from all delegates participating in the online General Meeting of Shareholders via the electronic voting system and those attending the meeting in person.	<i>Amendments to reflect the actual circumstances.</i>

3- Board of Directors' Operating Regulations

Article	Current Content	Amended / Supplemented Content	Reason for Amendment
Article 3. Rights and obligations of members of	3. Independent members of the Board of Directors of a listed company must prepare a report evaluating the activities of the Board of Directors.	3. <u>Each</u> independent member of the Board of Directors of a listed company must prepare a report evaluating the activities of the Board of Directors.	<i>Amended in accordance with Clause 80, Article 1 of Decree No. 245/2025/ND-CP dated September 11, 2025</i>

the Board of Directors			
Article 4. Right of members of the Board of Directors to be provided with information	2. Managers are required to provide information and documents in a timely, complete, and accurate manner upon the request of members of the Board of Directors. The procedures for requesting and providing such information shall be prescribed in <u>the Company's Charter</u> .	2. Enterprise managers are required to provide information and documents in a timely, complete, and accurate manner upon the request of members of the Board of Directors. The sequence and procedures for requesting and providing such information shall be prescribed by <u>the internal regulations on corporate governance</u> .	<i>Amend in accordance with reality.</i>
Article 5. Term of office and number of members of the Board of Directors	1. The Board of Directors consists of 07 members, of whom at least <u>one-third of the total number of Board members are non-executive members</u> , as stipulated in <u>Clauses 1 and 3, Article 26 of the Company's Charter</u> .	1. The Board of Directors consists of 07 members. <u>The composition of the Board of Directors shall be in accordance with the provisions of Clause 3, Article 26 of the Company's Charter</u> .	<i>Amended to apply also to listed companies.</i>
Article 6. Standards and conditions for members of the Board of Directors	1. A member of the Board of Directors must meet the following standards and conditions: c) A member of the Company's Board of Directors may simultaneously serve as a member of the Board of Directors of another company, but may not serve as a member of the Board of Directors of more than five companies;	1. A member of the Board of Directors must meet the following standards and conditions: c) A member of the Company's Board of Directors may simultaneously serve as a member of the Board of Directors of another company, but may not <u>simultaneously</u> serve as a member of the Board of Directors or <u>a member of the Board of Members</u> of more than five companies;	<i>Amended in accordance with Clause 78, Article 1 of Decree No. 245/2025/ND-CP dated September 11, 2025.</i> <i>This content was previously amended in the Charter and internal regulations but had not yet been updated in the Board of Directors' operating regulations.</i>
Article 11. Rights and obligations of the Board of Directors	2. The rights and obligations of the Board of Directors are stipulated in <u>Article 27, the Company's Charter, and applicable laws</u> . Specifically, the Board of Directors has the following rights and obligations: h) To approve contracts for purchase, sale, borrowing, and lending, as well as other contracts and transactions valued at less than 30% of the total asset value recorded in the Company's most recent financial statements, and contracts and transactions falling under the decision-making authority of the General Meeting of Shareholders pursuant to Point d, Clause 2, Article 138 and Clauses 1 and 3, Article 167 of the Law on Enterprises;	2. The rights and obligations of the Board of Directors are <u>prescribed by law, Article 27 of the Company Charter, and the General Meeting of Shareholders</u> . Specifically, the Board of Directors has the following rights and obligations: h) To approve contracts for purchase, sale, borrowing, and lending, as well as other contracts and transactions valued <u>at 30% or more of the total asset value recorded in the most recent audited separate financial statements of the Parent Company and consolidated financial statements, excluding contracts and transactions falling under the authority of the General</u>	<i>Amendment in accordance with Point h, Clause 2, Article 27 of the Amended Charter (presented in Appendix 1).</i>

		<u>Meeting of Shareholders as prescribed in Point d, Clause 2, Article 138, and Clauses 1 and 3, Article 167 of the Law on Enterprises and the Company Charter;</u>	
	i) Electing, relieving of duty, and dismissing the Chairperson of the Board of Directors; appointing, relieving of duty, and entering into or terminating contracts with the General Director and other key managers as prescribed by the Company's Charter; deciding on the salaries, remuneration, bonuses, and other benefits of such managers; designating authorized representatives to participate in the Board of Members or General Meeting of Shareholders of other companies, and deciding on the remuneration and other benefits of such representatives; and simultaneously assigning production, business, and investment plan targets as well as management personnel policies to DRI's capital representatives at companies where DRI holds more than 50% of the charter capital, for the purpose of exercising voting and decision-making rights;	i) Elect, dismiss, and remove the Chairman of the Board of Directors; appoint, dismiss, enter into contracts with, and terminate contracts of the General Director, <u>Deputy General Directors, Chief Accountant, person in charge of corporate governance, DRI's capital representatives in other enterprises, individuals serving on the Board of Directors, Board of Members, or Supervisory Board of other enterprises, and the chairman of subsidiaries wholly owned by DRI. Approve the policy for the General Director to plan for, and issue decisions regarding the appointment, dismissal, commendation, discipline, transfer, and rotation of heads and deputy heads of Company departments, as well as directors, deputy directors, and chief accountants of subsidiaries wholly owned by DRI. Decide on the salaries, bonuses, remuneration, and other benefits of the General Director, Deputy General Directors, Company Chief Accountant, person in charge of corporate governance, DRI's capital representatives in other enterprises, individuals serving on the Board of Directors, Board of Members, or Supervisory Board of other enterprises, and the chairman of subsidiaries wholly owned by DRI;</u>	<i>Amend in accordance with Point i, Clause 2, Article 27 of the current Charter.</i>
	m) Approve the agenda and content of documents for the General Meeting of Shareholders, convene the General Meeting of Shareholders, or solicit opinions for the General Meeting of Shareholders to adopt resolutions;	m) Approve the agenda and content of documents for the General Meeting of Shareholders <u>or documents for seeking shareholders' opinions in writing;</u> convene the General Meeting of Shareholders or solicit opinions for the General Meeting of Shareholders to adopt resolutions;	<i>Amendment in accordance with Point m, Clause 2, Article 27 of the Amended Charter (presented in Appendix 1).</i>
Article 13. Responsibility of the Board of Directors for convening	1. The Board of Directors must convene an extraordinary General Meeting of Shareholders in the following cases:	1. The Board of Directors must convene an extraordinary General Meeting of Shareholders in the following cases:	<i>Amended to comply with Point c, Clause 3, Article 14 of the Company's Charter.</i>

the Extraordinary General Meeting of Shareholders	c) At the request of a shareholder or a group of shareholders as specified in Clause 2, Article 115 of the Law on Enterprises; the request to convene the General Meeting of Shareholders must be made in writing, clearly stating the reason and purpose of the meeting, and bearing the signatures of the relevant shareholders, or the written request may be prepared in multiple copies that collectively bear the signatures of the relevant shareholders;	c) At the request of a shareholder or a group of shareholders as stipulated in Clause 2, Article 115 of the Law on Enterprises; the request to convene the General Meeting of Shareholders must be made in writing <u>in accordance with Clause 4, Article 115 of the Law on Enterprises</u> , clearly stating the reason and purpose of the meeting and bearing the signatures of the relevant shareholders, or be prepared as multiple copies that collectively contain the signatures of the relevant shareholders. <u>The shareholder or group of shareholders shall bear full legal responsibility for the accuracy and truthfulness of the documents and evidence provided to the competent authority when requesting the convening of the General Meeting of Shareholders;</u>	
Article 17. Minutes of Board of Directors meetings	2. In the event that the chairperson and the minute-taker refuse to sign the meeting minutes, the minutes shall remain valid provided that they are signed by all other members of the Board of Directors present at the meeting and contain the full information prescribed in Points a, b, c, d, dd, e, g, and h of Clause 1 of this Article.	2. In case the chairman or person recording the minutes refuses to sign the meeting minutes, but if all other members of the Board of Directors attend <u>and agree to approve the meeting minutes</u> , they are signed and have full content as prescribed in Points a, b, c, d, dd, e, g and h, Clause 1 of this Article, then this minute will be effective. <u>The meeting minutes clearly state that the chairman and the person taking the minutes refused to sign the meeting minutes. The person who signs the meeting minutes is jointly responsible for the accuracy and truthfulness of the content of the Board of Directors meeting minutes. The chairman and the person taking the minutes are personally responsible for any damage caused to the enterprise due to refusing to sign the meeting minutes in accordance with the provisions of the Enterprise Law, the Company's Charter and relevant laws.</u>	<i>Amendments made in accordance with the Charter and Clause 6, Article 7 of Law No. 03/2022/QH15.</i>



Dak Lak, date 01 month 10 year 2026

SUBMISSION

Regarding the amendment and supplementation of the operational regulations of the Supervisory Board

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

Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020 ("Enterprise Law");

Pursuant to Law No. 03/2022/QH15 dated January 11, 2022, amending and supplementing several provisions of the Public Investment Law, the Public-Private Partnership Investment Law, the Investment Law, the Housing Law, the Bidding Law, the Electricity Law, the Enterprise Law, the Special Consumption Tax Law, and the Civil Judgment Enforcement Law ("Law No. 03/2022/QH15");

Pursuant to the Law amending and supplementing several provisions of the Enterprise Law No. 76/2025/QH15 dated June 17, 2025 ("Law No. 76/2025/QH15");

Pursuant to the Securities Law No. 54/2019/QH11 dated November 26, 2019, and its amendments and supplements ("Securities Law");

Pursuant to Decree No. 155/2020/NĐ-CP dated December 31, 2020, of the Government detailing the implementation of several provisions of the Securities Law ("Decree No. 155/2020/NĐ-CP");

Pursuant to Decree No. 245/2025/NĐ-CP dated September 11, 2025, of the Government detailing the implementation of several provisions of the Securities Law ("Decree No. 245/2025/NĐ-CP");

Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020, of the Ministry of Finance guiding several provisions on corporate governance applicable to public companies under Decree No. 155/2020/NĐ-CP ("Circular No. 116/2020/TT-BTC");

Pursuant to the Charter on the organization and operation of Dak Lak Rubber Investment Joint Stock Company.

The Supervisory Board of Dak Lak Rubber Investment Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval of the amendments and supplements to several provisions of the Supervisory Board's operational regulations (The amended contents of the regulations are attached in the Appendix to this Proposal).

The Supervisory Board respectfully submits to the General Meeting of Shareholders for consideration and approval of the above amendments and supplements and assigns the

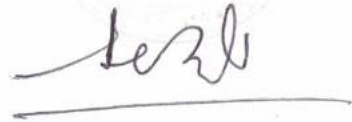
Supervisory Board to sign and issue the regulations after being approved by the General Meeting of Shareholders.

We respectfully submit for the General Meeting of Shareholders to consider and approve.

Recipient:

- *As above;*
- *Retained: Supervisory Board.*

**ON BEHALF OF THE SUPERVISORY
BOARD
HEAD OF THE BOARD**



Nguyen Thac Hoanh



OPERATION REGULATIONS OF THE SUPERVISORY BOARD OF DAK LAK RUBBER INVESTMENT JOINT STOCK COMPANY

herb

SOCIALIST REPUBLIC OF VIET NAM
Independence – Freedom – Happiness

POWER OF ATTORNEY

To: DAK LAK RUBBER INVESTMENT JOINT STOCK COMPANY (DRI)

I. Authorizing Party:

Shareholder Name:

Legal Representative (for corporate entities):

I D/Passport/Business Registration No.: issued on .../.../.... at

Contact/Head Office Address:

Phone:

Total Shares Owned or Represented: shares

II. Authorized Party:

Individual/Organization Name:

Legal Representative (for corporate entities):

ID/Passport/Business Registration No.: issued on .../.../.... at

Contact/Head Office Address:

Phone:

Number of Authorized Shares: shares

III. Scope of Authorization:

- The Attorney-in-Fact is authorized to represent the Principal to exercise voting rights in accordance with the instructions on the Written Ballot of Dak Lak Rubber Investment Joint Stock Company, representing the total number of shares owned by the Principal as recorded on the record date of September 23, 2026.

- The Attorney-in-Fact shall only perform tasks within the scope of authorization specified in this Power of Attorney and comply with the provisions on authorization under the Civil Code.

- This Power of Attorney is effective from the date of signing until the expiration of the written consultation period.

I/We hereby undertake to be fully responsible before the law for the above authorization and shall make no claims or complaints regarding the authorized matters.

....., *date* *month* ,2026

AUTHORIZING SHAREHOLDER

(Signature, full name, and seal if applicable)

AUTHORIZED PARTY

(Signature, full name, and seal if applicable)

* Note: Please submit this Power of Attorney together with the Written Ballot

[DRAFT]

**MINUTES OF VOTE COUNTING FOR THE 2026
WRITTEN CONSULTATION OF SHAREHOLDERS
DAKLAK RUBBER INVESTMENT JOINT STOCK COMPANY**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and its amending and supplementing laws;

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

Pursuant to Resolution No. 13/NQ-HDQT dated September 9, 2026 of the Board of Directors of Dak Lak Rubber Investment Joint Stock Company regarding the written shareholders' consultation;

Pursuant to Submission No. 37/TTr-HDQT dated October 01, 2026 of the Board of Directors of Dak Lak Rubber Investment Joint Stock Company regarding amendments and supplements to certain articles of the Charter, Internal Regulations on Corporate Governance, and Operational Regulations of the Board of Directors;

Pursuant to Submission No. 01/TTr-BKS dated October 01, 2026 of the Supervisory Board regarding amendments and supplements to the Operational Regulations of the Supervisory Board;

Pursuant to Decision No. .../QD-BOD dated October....., 2026 of the Board of Directors of Dak Lak Rubber Investment Joint Stock Company on the establishment of the Vote Counting Committee for written shareholders' consultation,

Today, at 08:00 AM on October, 2026, at the Head Office of Dak Lak Rubber Investment Joint Stock Company, address: 59 Cao Thang, Tan An Ward, Dak Lak Province (Business Registration Certificate No. 6001271719 issued by Dak Lak Department of Planning and Investment - currently Dak Lak Department of Finance - on February 24, 2012), the vote counting for written shareholders' consultation was conducted with details as follows:

I. Participants at the Vote Counting Session:

*** Vote Counting Committee:**

1. Mr. Nguyen Minh – Chairman of the Board of Directors – Head of Committee
2. Ms. Nguyen Thi Hai – Corporate Governance Officer, Deputy General Director – Member
3. Ms. Bui Thi Tuyet Nhung – Board Secretary, Head of HR Administration Department – Member

*** Vote Counting Supervisors:**

1. Mr. Nguyen Thac Hoanh – Head of Supervisory Board
2. Mr. Tran Van Tinh – Member of Supervisory Board

II. Purpose & Scope of Written Consultation:

1. Approval of Submission No. 37/TTr-HDQT dated October 01, 2026 of the Board of Directors regarding amendments and supplements to certain articles of the Charter, Internal Regulations on Corporate Governance, and Operational Regulations of the Board of Directors;
2. Approval of Submission No. 01/TTr-BKS dated October 01, 2026 of the Supervisory Board regarding amendments and supplements to the Operational Regulations of the Supervisory Board.

III. Vote Counting Results:

- Total number of shareholders according to the record list as of September 23, 2026: 5261 shareholders, representing **73.200.000** voting shares;
- Total number of shareholders participating in voting: shareholders, representing voting shares;
- Total number of voting ballots received as of 17:00 on October 15, 2026: ballots

In which, received via:

Express Mail / Post: ballots

Email: ballots

Direct Submission: ballots

E-Voting (Online): ballots

- Total valid ballots: ballots, equivalent to shares;
- Total invalid ballots: ballots, equivalent to shares.

(Attached Appendix list of participating shareholders)

- Consultation period: From October 05, 2026 to 17:00 on October 15, 2026.

@ Detailed Results:

1. Approval of Submission No. 37/TTr-HDQT dated October 01, 2026 of the Board of Directors regarding amendments and supplements to certain articles of the Charter, Internal Regulations on Corporate Governance, and Operational Regulations of the Board of Directors.

Content	Number of Ballots	Voting Shares	Percentage (%)
"FOR" Votes			
"AGAINST" Votes			
"ABSTAIN" Votes			

2. Approval of Submission No. 01/TTr-BKS dated October 01, 2026 of the Supervisory Board regarding amendments and supplements to the Operational Regulations of the Supervisory Board.

Content	Number of Ballots	Voting Shares	Percentage (%)
"FOR" Votes			
"AGAINST" Votes			
"ABSTAIN" Votes			

IV. Approved Resolutions:

1. Approved the amendments and supplements to certain articles of the Charter, Internal Regulations on Corporate Governance, and Operational Regulations of the Board of Directors in accordance with Submission No. 37/TTr-HDQT dated October 01, 2026 of the Board of Directors.

2. Approved the amendments and supplements to the Operational Regulations of the Supervisory Board in accordance with Submission No. 01/TTr-BKS dated October 01, 2026 of the Supervisory Board.

3. Authorized the Chairman of the Board of Directors to sign and promulgate the full text of the Charter, Internal Regulations on Corporate Governance, and Operational Regulations of the Board of Directors; and authorized the Supervisory Board to sign and promulgate the full text of the Operational Regulations of the Supervisory Board upon approval by the General Meeting of Shareholders.

These Minutes are made in 03 original copies of 03 pages each, all having equal legal validity.

**CHAIRMAN OF THE BOARD OF DIRECTORS HEAD
OF VOTE COUNTING COMMITTEE**

Nguyen Minh

MEMBERS OF VOTE COUNTING COMMITTEE

Corporate Governance Officer – Member

Board Secretary – Member

Nguyen Thi Hai

Bui Thi Tuyet Nhung

SUPERVISORS

Head of Supervisory Board

Member of Supervisory Board

Nguyen Thac Hoanh

Tran Van Tinh

[DRAFT]

RESOLUTION OF THE GENERAL MEETING OF SHAREHOLDERS

*Re: Written consultation of Shareholders
of Dak Lak Rubber Investment Joint Stock Company*

**THE GENERAL MEETING OF SHAREHOLDERS OF DAK LAK RUBBER
INVESTMENT JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and its amending and supplementing laws;
- Pursuant to the Charter of the Company approved by the General Meeting of Shareholders;
- Pursuant to the Minutes of Vote Counting regarding the written consultation of shareholders of Dak Lak Rubber Investment Joint Stock Company dated October, 2026.

HEREBY RESOLVES

Article 1. To approve the amendments and supplements to certain articles of the Charter, the Internal Regulations on Corporate Governance, and the Regulations on Operations of the Board of Directors in accordance with Submission No. 37/TTr-HDQT dated October 01,2026 of the Board of Directors.

Article 2. To approve the amendments and supplements to the Regulations on Operations of the Supervisory Board in accordance with Submission No. 01/TTr-BKS dated October 01,2026 of the Supervisory Board.

Article 3. The General Meeting of Shareholders authorizes the Chairman of the Board of Directors to sign and promulgate the full text of the Charter, Internal Regulations on Corporate Governance, and Regulations on Operations of the Board of Directors; and authorizes the Supervisory Board to sign and promulgate the full text of the Regulations on Operations of the Supervisory Board upon approval by the General Meeting of Shareholders.

Article 4. This Resolution shall take effect from the date of its signing and issuance. The Board of Directors, the Supervisory Board, the Board of Management, and relevant individuals of Dak Lak Rubber Investment Joint Stock Company are responsible for executing this Resolution./.

Recipients:

- General Meeting of Shareholders;
- Board of Directors, Supervisory Board, Executive Board;
- Corporate Governance Officer, Company Secretary;
- Disclosure of Information: SSC, HNX, Company Website;
- Archived: Administration Dept.

**ON BEHALF OF THE GENERAL MEETING OF
SHAREHOLDERS
CHAIRMAN OF THE BOARD OF DIRECTORS**

NGUYEN MINH