

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. 24/NQ-HĐQT dated October 14, 2026.

4. This information was published on the Company's website date 14/10/2026 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.24/NQ-HĐQT
dated 14/10/2026.

**CÔNG TY
CỔ PHẦN
CAO SU
ĐẮK LẮK**

Digitally signed by CÔNG TY CỔ
PHẦN CAO SU ĐẮK LẮK
DN: C=VN, S=ĐẮK LẮK, L=Buôn
Ma Thuột, CN=CÔNG TY CỔ
PHẦN CAO SU ĐẮK LẮK,
OID.0.9.2342.19200300.100.1.1=
MST:6000175829
Reason: I have reviewed this
document
Location:
Date: 2026.10.14
09:39:05
+07'00'
Foxit PDF Reader Version:
2025.1.0

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



Tran Van Duc

**DAK LAK RUBBER
JOINT STOCK COMPANY
(DAKRUCO)**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: 24/NQ-HĐQT

Dak Lak, October 14, 2026

RESOLUTION

The 24th Meeting of the Board of Directors in 2026, Term II (2023 – 2028)

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

Pursuant to the Law on Enterprises No. 59/2020/QH14 and guiding documents for implementation;

Pursuant to the Charter of Dak Lak Rubber Joint Stock Company;

Pursuant to the Internal Regulations on Corporate Governance of Dak Lak Rubber Joint Stock Company;

Pursuant to the Operating Regulations of the Board of Directors of Dak Lak Rubber Joint Stock Company;

Pursuant to the Minutes of the Board of Directors Meeting dated October 12, 2026, on the basis of discussion and voting results of the Board of Directors members at the meeting.

RESOLVES:

Article 1. Evaluation of business performance in the first 9 months of 2026 and orientation and tasks for the last 3 months of 2026; results of implementation of Board of Directors' Resolutions in Q3/2026:

1. Approve Report No. 86/BC-CT dated October 09, 2026 of the General Director of the Company on the results of implementation of Board of Directors' Resolutions in Q3/2026 and business performance results in the first 9 months of 2026.

2. Regarding orientation and tasks for the last 3 months of 2026, the Board of Directors assigns the Board of Management to focus on implementing the following key tasks:

- Continue to implement uncompleted policies and directions of the Board of Directors, ensuring directions are carried out in a timely and effective manner;

- Strengthen leadership and direction to decisively and synchronously implement solutions to complete and exceed the targets set out in the 2026 General Meeting of Shareholders' Resolution;

- Focus on strictly and effectively controlling costs, managing cash flow, and preserving capital; proactively balance resources for production, investment, and fulfilling tasks in the last 3 months of 2026;

- For projects at Cu M'gar Farm and Cu Bao Farm: Focus on tending and protecting rubber plantations; complete investment works according to plan; finalize relevant land procedures;

- Key focus tasks to be completed in Q4/2026:

+ Focus on building and completing strategic development directions for the Company up to 2030, vision to 2035; review and propose supplementing business lines suitable for the Company's strategic development direction in the new period, submitting to competent authorities for consideration and approval (noting sectors: industrial park and industrial cluster development; bio-organic fertilizer manufacturing plant; warehousing, logistics; coffee processing; planting and processing products from wood, bamboo...). Investment orientations for Dak Lak Rubber Investment Joint Stock Company (DRI), Daknoruco Rubber Joint Stock Company.

+ Develop a plan to streamline, arrange, and reorganize the organizational structure and specialized team towards lean, effective, and efficient operation, aligned with the Company's new development orientation in the upcoming period;

+ Formulate recruitment needs and talent attraction policies suitable for practical needs and the 2026-2030 development orientation;

+ Formulate solutions to address difficulties and enhance operational efficiency of the Rubber Thread Processing Plant; complete the report evaluating the status and re-investment orientation, business plan for Dakruco Hotel Branch for the 2026 - 2030 period;

+ Formulate the 2027 business plan ensuring alignment with practical conditions and development orientation in the new period;

+ Complete the plan for re-issuing Land Use Right Certificates from Dak Lak Rubber One Member Limited Liability Company to Dak Lak Rubber Joint Stock Company;

+ Complete digital transformation tasks, prioritizing traceability of origin of goods; corporate governance; KPIs, EUDR...

+ Continue to effectively implement the approved Business and Investment Strategy for 2026 - 2030.

+ Review current regulations and policies of the Company for amendment and supplement in accordance with current legal provisions.

- Focus on directing full implementation of corrective contents per Inspection Conclusion No. 7337/KL-UBND; focus on resolving issues related to land, expired lease/contracting agreements, expired joint venture/association contracts, issuance

of Land Use Right Certificates, and backlog investment procedures; striving to fundamentally complete these contents in Q4/2026.

Article 2. Business and investment plan of Dak Lak Rubber Development Limited Liability Company - Mondulkiri (Dakmoruco) for the 2026 - 2030 period and orientation to 2035:

The Board of Directors agrees in policy on the business and investment plan of Dakmoruco for the 2026 - 2030 period and orientation to 2035 according to Proposal No. 71/TTr-CT dated October 02, 2026 of the General Director of the Company, with main contents as follows:

1. Regarding business plan for 2026 - 2030: Continue tending and harvesting the rubber area under commercial exploitation, tending immature rubber area, and consuming raw latex; projected exploitation output of approximately 15,800 tons during 2026 – 2030; total projected revenue of approximately USD 29,401,187 and projected profit after tax of approximately USD 5,141,111. These targets serve as the planning basis for implementation.

2. Regarding rubber processing plant project: Agree in policy to suspend investment in the rubber processing plant project at Dakmoruco due to unfulfilled conditions regarding location, investment procedures, raw material supply, and capital sources.

Assign the General Director to direct Dakmoruco in coordination with relevant units to review documents, expenses, assets, and arising liabilities to prepare a handling plan, submitting to competent authorities for consideration and decision in accordance with regulations.

3. Regarding investment and capital balancing: Agree in principle on total projected investment capital for 2026 - 2030 of USD 1,077,870, focusing on immature rubber area, production infrastructure, machinery, equipment, and working/living conditions for workers.

Assign the General Director to direct Dakmoruco to review and phase investments, determine priority order, and submit detailed lists and estimates for each year, ensuring alignment with business needs and capital balancing capacity. Borrowing approximately USD 3 million for capital return to the Parent Company and transferring profit/capital must be reviewed regarding loan conditions, debt repayment sources, cash flow, and actual solvency before implementation.

4. Regarding the orientation for crop restructuring through 2030: The Board agreed in principle to continue conducting research and surveys and preparing a plan for the liquidation of existing rubber trees and replanting of approximately 230 hectares of rubber, combined with intercropping coffee across the entire replanting area on a plot-by-plot basis. The plan shall clearly specify the area, implementation schedule, rubber and coffee varieties, planting densities and spacing, the arrangement of rubber and coffee rows, and the timing of intercropping. The

technical plan must maintain rubber as the primary crop and assess the impact of intercropping on rubber growth, yield and tapping potential, as well as the growing conditions and productive lifespan of coffee as the rubber canopy develops. The plan shall compare the economic efficiency of this approach with that of rubber replanting without intercropping and assess the potential for capital recovery within the remaining land lease term. A plan for workforce training and redeployment shall also be prepared to safeguard employees' rights and ensure production safety.

5. Regarding implementation: The Board assigns the General Director to direct Dakmoruco and the Company's relevant specialized departments to implement the above matters within their respective authorities. The review and finalization of land-related and financial documentation shall be completed; data shall be reviewed and reconciled, the cash flow plan and list of outstanding matters updated, and the documentation for handling the rubber processing factory project, the survey plan and the outline of the crop restructuring plan finalized for submission to the Board of Directors for consideration in the fourth quarter of 2026.

Article 3. Approval of Draft Financial Management Regulations:

The Board of Directors agrees to approve the draft Financial Management Regulations of Dak Lak Rubber Joint Stock Company. Assign the General Director to direct specialized departments and relevant units to continue reviewing and perfecting draft Financial Management Regulations, ensuring compliance and rigor as a basis for the State Capital Representative to seek opinions from the Owner's Representative Agency in accordance with regulations. The Board of Directors authorizes the Chairman of the Board of Directors to sign and promulgate the Regulations upon approval from the Owner's Representative Agency.

Article 4. Approval of Internal Audit Regulations and development of Organization and Operation Regulations of Internal Audit Department:

1. The Board of Directors agrees to approve the draft Internal Audit Regulations of Dak Lak Rubber Joint Stock Company. The Board of Directors assigns the Chairman of the Audit Committee to direct the Internal Audit Department to complete draft contents per regulations. The Board of Directors authorizes the Chairman of the Board of Directors to sign and promulgate the Regulations for implementation.

2. The Board of Directors assigns the Chairman of the Audit Committee to early develop the Q4/2026 activity plan; simultaneously direct the Internal Audit Department to build the Organization and Operation Regulations of the Internal Audit Department according to assigned functions and tasks, submitting to the Board of Directors for review and approval.

Article 5. Establishment of Management Board of Science and Technology Development Fund:

1. Approve the establishment of the Management Board of Science and Technology Development Fund of Dak Lak Rubber Joint Stock Company (hereinafter referred to as the Fund Management Board), comprising the following individuals:

1.1. Mr. Nguyen Minh – General Director of the Company, Chairman of the Board;

1.2. Mr. Nguyen Tran Giang – Deputy General Director of the Company, Vice Chairman of the Board;

1.3. Mr. Nguyen Van Cuc – Deputy General Director of the Company, Chairman of the Trade Union, Member;

1.4. Mr. Le Thanh Binh – Chief Accountant, Head of Finance - Accounting Department, Standing Member;

1.5. Mr. Nguyen Van Thong – Head of Personnel - Legal Department, Member;

1.6. Ms. Nguyen Thi Mai Quyen – Head of Technical Department, Member;

1.7. Ms. Nguyen Ngoc Uyen Phuong – Head of Import-Export Business Department, Member;

1.8. Mr. Nguyen Tran Quang Huy – Head of Quality Control Department, Member;

1.9. Mr. Vo Dinh Thanh Tuan – Head of Administration Department, Member cum Secretary of the Board.

2. The Fund Management Board functions to manage and use the Company's Science and Technology Development Fund for proper purposes, in compliance with regulations, and effectively.

3. The Fund Management Board performs functions, tasks, powers, and responsibilities according to Regulations on Management and Use of Science and Technology Development Fund; Management of Science, Technology and Innovation Activities issued together with Decision No. 12/QĐ-HĐQT dated July 31, 2026 of the Board of Directors and relevant legal provisions.

4. Assign the General Director of the Company to direct departments and relevant units to organize implementation in accordance with regulations.

Article 6. Agreeing on remuneration level for non-executive Board members; task remuneration for Board members performing duties on the Audit Committee:

1. Remuneration level for non-executive Board members:

1.1. Agree on 2026 remuneration level for 02 non-executive Board members additionally elected by the 2026 Extraordinary General Meeting of Shareholders on September 24, 2026, including:

- Mr. Tran Khanh Tho – Independent member of the Board of Directors;
- Mr. Vu Van Sieu – Non-executive member of the Board of Directors.

1.2. Applicable remuneration rate is VND 7,000,000/person/month. For September 2026, remuneration shall be calculated based on actual time holding office from September 24, 2026 to September 30, 2026.

2. Task remuneration for Board members performing duties on Audit Committee:

2.1. Approve task remuneration for Board members performing duties on Audit Committee, with total task remuneration expected to arise in 2026 of VND 63,333,000 (*In words: Sixty-three million three hundred thirty-three thousand Vietnamese Dong*); including remuneration for September, October, November, and December 2026; specifically per title as follows:

- Chairman of the Audit Committee: VND 10,000,000/person/month;
- Member of the Audit Committee: VND 5,000,000/person/month.

2.2. The remuneration rate in Point 2.1, Clause 2 of this Article is task remuneration tied to specialized tasks assigned at the Audit Committee, determined separately from non-executive Board member remuneration. This amount is not salary and does not establish a labor relationship between the Board member and the Company.

3. Effective period: From September 24, 2026 to December 31, 2026. For September 2026, remuneration is calculated based on actual time performing duties from September 24, 2026 based on working days specified in Proposal No. 73/TTr-CT dated October 09, 2026 of the General Director of the Company.

Article 7. Approval of salary grading principles and salary mechanism for Internal Audit Department personnel:

1. Approve salary grading principles for Internal Audit Department personnel according to the Company's current pay scale system specified in Proposal No. 73/TTr-CT dated October 09, 2026 of the General Director of the Company.

2. Determination of pay grade, salary level, bonuses, and other benefits for each Internal Audit Department employee shall be based on position, qualification, seniority, job position, and current Salary Regulations of the Company.

Article 8. Approval of advance capital for 2027 business operations:

1. To proactively prepare for the 2027 business and investment plan, the Board of Directors agrees on the policy to advance capital for 2027 business operations per Report No. 88/BC-CT dated October 12, 2025 of the General Director of the Company, with total amount of VND 3,760,000,000 (*In words: Three billion seven hundred sixty million Vietnamese Dong*), specifically:

a) Survey and design costs for capital construction items serving coffee intercropping project on 238.21 ha of rubber planted in 2025 at Team 1 – Cu M'gar Farm Branch: VND 1,760,000,000.

b) Coffee seedling costs for new planting and replacement planting at Cu M'gar Farm Branch and replacement planting on 2026 newly planted area at Cu Bao

Farm: VND 500,000,000.

c) Latex harvesting material costs (cups, gutters): VND 1,500,000,000.

2. Assign the General Director of the Company to direct departments to advise and submit to the Board of Directors for consideration and submission for shareholder approval via written opinion collection as a basis for implementation per regulations.

Article 9. Review and supplement of the Company's business lines:

1. Agree on list of proposed business lines to be supplemented according to Report No. 89/BC-CT dated October 12, 2026 of the General Director of the Company, including business groups:

- Coffee and durian value chain group (Production, deep processing, packaging, trading);
- Industrial park and industrial cluster infrastructure investment and construction, energy, and environment group;
- Logistics, warehousing, and auxiliary transport services group;
- Testing, technical analysis, and high-quality training/certification for rubber, coffee, durian, fertilizer, soil group;
- Forest product, rubber wood, and furniture processing group;
- Fertilizer and chemical trading group.

2. Assign the General Director to direct specialized departments to finalize documents, advising the State Capital Representative at the Company to report and seek opinions from Dak Lak Provincial People's Committee on the policy to supplement business lines per regulations. Based on Dak Lak Provincial People's Committee's opinion, report to the Board of Directors for consideration and submission to shareholders for approval via written opinion collection as a basis for implementation per regulations.

Article 10. Company development orientation and fundamental targets of 2027 business and investment plan:

1. Agree in policy on Company development orientation and fundamental targets expected for 2027 business plan per Report No. 90/BC-CT dated October 12, 2026 of the General Director of the Company.

2. The Board assigns the General Director to direct the relevant departments to review and formulate the 2027 production, business and investment plan, ensuring that it is consistent with actual operating conditions and the Company's development orientation for the 2026–2030 period, and to submit the plan to the Board of Directors for consideration and subsequent submission to the General Meeting of Shareholders for approval in accordance with applicable regulations.

Article 11. Effectiveness

This Resolution takes effect from the date of signing. Members of the Board of Directors, Audit Committee, General Director of the Company, Chairman of Dakmoruco, Internal Audit Department, and relevant departments of the Company shall be responsible for implementing this Resolution./.

Recipients:

- As per Article 11;
- Company's Party Committee (for reporting);
- Administration Dept. (for website posting);
- Archived: Office, Secretary of BOD.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Le Danh Thang

