DAKLAK RUBBER INVESTMENT JOINT STOCK COMPANY

No.: 41/2026/CBTT-DRI

Re: Information Disclosure on the Operational Regulations of the Supervisory Board of Daklak Rubber Investment Joint Stock Company

SOCIALIST REPUBLIC OF VIET NAM
Independence – Freedom – Happiness
------o0o------

DakLak, November 06 , 2026

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

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

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

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

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

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

Stock symbol at Ha Noi stock exchange: DRI

Submitted by: **Mrs Nguyen Thi Hai**

Position: Corporate governance officer – Authorized person for information disclosure

Telephone: 0084-262-3867676

Information disclosure type:

☒ 24 hours ☐ 72 hours ☐ Upon request ☐ Extraordinary ☐ Periodical

Contents of information disclosure:

Dak Lak Rubber Investment Joint Stock Company hereby discloses Decision No. 01/QD-BKS issued on November 06, 2026, by the Supervisory Board regarding the issuance of the Operational Regulations of the Supervisory Board of Dak Lak Rubber Investment Joint Stock Company (2nd Amendment).

This information was also published on the website of Daklak Rubber Investment Joint Stock Company on November 06, 2026, and is available at: http://www.dri.com.vn under the Investor Relations / Internal Documents section.

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

Respectfully announced./.

Attachments:
- Decision No. 01/QD-BKS;
- Operational Regulations of the Supervisory Board.

AUTHORIZED PERSON FOR INFORMATION DISCLOSURE

CÔNG TY CỔ PHẦN ĐẦU TƯ CAO SU ĐẮK LẮK
M.S.D.N: 6001271719 - C.T.C.P - P. TÂN AN - T. ĐẮK LẮK

Nguyen Thi Hai

CÔNG TY CỔ PHẦN ĐẦU TƯ CAO SU ĐẮK LẮK
Digitally signed by CÔNG TY CỔ PHẦN ĐẦU TƯ CAO SU ĐẮK LẮK
DN: C=VN, L=ĐẮK LẮK, CN=CÔNG TY CỔ PHẦN ĐẦU TƯ CAO SU ĐẮK LẮK, OID.0.9.2342.19200300.100.1.1=MST:6001271719
Reason: I am the author of this document
Location:
Date: 2026.11.06 15:27:18+07'00'
Foxit PDF Reader Version: 2023.2.0

DAKLAK RUBBER INVESTMENT JOINT STOCK COMPANY (DRI)

No.: 01/QD-BKS

SOCIALIST REPUBLIC OF VIET NAM
Independence – Liberty – Happiness

Dak Lak, date 06.. month .11. 2026

DECISION

On the promulgation of the Operating Regulations of the Supervisory Board of Dak Lak Rubber Investment Joint Stock Company (Second Amendment)

THE SUPERVISORY BOARD OF DAK LAK RUBBER INVESTMENT JOINT STOCK COMPANY

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020 and Law No. 76/2025/QH15 dated 17 June 2025 amending and supplementing certain articles of the Law on Enterprises;

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

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

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

Pursuant to Circular No. 116/2020/TT-BTC dated 31 December 2020 of the Minister of Finance providing guidance on corporate governance applicable to public companies under Government Decree No. 155/2020/ND-CP dated 31 December 2020 detailing the implementation of certain articles of the Law on Securities;

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

Pursuant to Resolution No. 02/NQ-DHDCD dated 22 October 2026 of the General Meeting of Shareholders approving certain matters within its authority;

HEREBY DECIDES:

Article 1: The Operating Regulations of the Supervisory Board of Dak Lak Rubber Investment Joint Stock Company are hereby promulgated together with this Decision.

Article 2: These Regulations shall be circulated to the members of the Supervisory Board, the Board of Directors, Dak Lak Rubber Investment Joint Stock Company, Dak Lak Rubber Company Limited (Daklaoruco), and DRI High-Tech Agriculture Company Limited for their information, coordination and implementation.

Article 3: These Regulations shall take effect from the date of signing of this Decision.

Recipients:
- As stated in Article 2;
- Filed at the Company's archives.

FOR THE SUPERVISORY BOARD
HEAD OF THE SUPERVISORY BOARD

Nguyen Thac Hoanh

DAKLAK RUBBER INVESTMENT JOINT STOCK COMPANY

(DRI)

SOCIALIST REPUBLIC OF VIETNAM
Independence – Liberty – Happiness

Dak Lak, November 06, 2026

OPERATING REGULATIONS OF THE SUPERVISORY BOARD

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020 and Law No. 76/2025/QH15 dated 17 June 2025 amending and supplementing certain articles of the Law on Enterprises;

Pursuant to the Law on Securities No. 54/2019/QH11 dated 26 November 2019 and its amendments and supplements;

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

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

Pursuant to Circular No. 116/2020/TT-BTC dated 31 December 2020 of the Minister of Finance providing guidance on corporate governance for public companies under Government Decree No. 155/2020/ND-CP;

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

Pursuant to Resolution No. 02/NQ-DHDCD of the General Meeting of Shareholders dated 22 October 2026;

The Supervisory Board issues these Operating Regulations of the Supervisory Board of Dak Lak Rubber Investment Joint Stock Company, as follows:

Chapter I
GENERAL PROVISIONS

Article 1. Scope and subjects of application

1. Scope: These Regulations set out the organizational structure, standards, conditions, rights and obligations of the Supervisory Board and its members under the Law on Enterprises, the Company Charter and other relevant regulations.

2. Subjects of application: These Regulations apply to the Supervisory Board and its members.

Article 2. Working principles of the Supervisory Board

The Supervisory Board works collectively. Each member is personally responsible for their assigned work, and all members share responsibility to the General Meeting of Shareholders and under the law for the Board's work and decisions.

Chapter II

MEMBERS OF THE SUPERVISORY BOARD

Article 3. Rights, obligations and responsibilities of Supervisory Board members

1. Comply with the law, the Company Charter, resolutions of the General Meeting of Shareholders and professional ethics when carrying out assigned rights and duties.

2. Perform assigned rights and duties honestly, carefully and to the best of their ability to protect the Company's lawful interests.

3. Remain loyal to the Company and its shareholders; do not misuse their position, information, know-how, business opportunities or other Company assets for personal gain or the benefit of others.

4. Perform other duties under the Law on Enterprises and the Company Charter.

5. A member who breaches Clauses 1–4 of this Article and causes damage to the Company or another person must compensate for such damage individually or jointly. Any income or benefits gained from the breach must be returned to the Company.

6. When a breach by a Supervisory Board member is discovered, written notice must be given to the Supervisory Board, requesting the member to stop the breach and remedy its consequences.

Article 4. Term of office and number of Supervisory Board members

1. The Supervisory Board has three part-time members. Each member's term is no longer than five years, and members may be re-elected without a limit on the number of terms.

2. Supervisory Board members do not have to be Company shareholders.

3. Supervisory Board members must reside in Vietnam.

4. If members' terms expire at the same time but new members have not yet been elected, the outgoing members continue to exercise their rights and duties until the new members are elected and take office.

Article 5. Standards and conditions for Supervisory Board members

1. A Supervisory Board member must meet the following standards and conditions:

a) Not fall within the categories specified in Clause 2, Article 17 of the Law on Enterprises (organizations and individuals prohibited from establishing enterprises);

b) Hold a university degree in economics, finance, accounting, auditing, law, business administration or another field relevant to the Company's business, and have at least three years of practical work experience;

c) Not be a family member of a Board of Directors member, the General Director or another manager;

d) Not be a Company manager; the member does not have to be a shareholder or employee of the Company;

e) Not work in the Company's accounting or finance department;

f) Not have been a member or employee of an approved audit firm that audited the Company's financial statements during the previous three consecutive years;

2. In addition to Clause 1, members of the Supervisory Board of a public company under Point b, Clause 1, Article 88 of the Law on Enterprises must not be family members of managers of the Company or its parent company, or of representatives of enterprise capital or state capital in the parent company or the Company.

Article 6. Head of the Supervisory Board

1. The Head must hold a university degree or higher in economics, finance, accounting, auditing, law, business administration or a related field, and have more than five years of practical work experience.

2. The Head is elected by the Supervisory Board from among its members. Election, removal and dismissal are decided by majority vote.

3. The Head's rights and duties are set out in the Company Charter (Clause 2, Article 47).

Article 7. Nomination and candidacy for Supervisory Board membership

1. A shareholder or group of shareholders holding at least 10% of the total ordinary shares may nominate candidates to the Supervisory Board, as follows:

a) Ordinary shareholders forming a group for nomination must inform shareholders attending the General Meeting of Shareholders of the group before the meeting opens;

b) Depending on the number of Supervisory Board seats, such shareholders may nominate one or more candidates as decided by the General Meeting of Shareholders. If they nominate fewer candidates than permitted, the remaining candidates may be nominated by the Board of Directors, the Supervisory Board and other shareholders.

2. If nominations and self-nominations do not provide enough candidates as required by Clause 5, Article 115 of the Law on Enterprises, the current Supervisory Board may introduce additional candidates or organise nominations under the Company Charter, the Internal Corporate Governance Regulations and these Regulations. Any additional candidates introduced by the current Supervisory Board must be clearly announced before the General Meeting of Shareholders votes.

Article 8. Election, removal and dismissal of Supervisory Board members

1. The General Meeting of Shareholders has the authority to elect, remove and dismiss Supervisory Board members.

2. Elections must use cumulative voting. Each shareholder has votes equal to the number of shares held multiplied by the number of seats to be filled and may allocate all or

part of those votes to one or more candidates. Candidates are elected in descending order of votes until all seats under the Company Charter are filled. If two or more candidates tie for the final seat, a new vote will be held among them or the selection will follow the election regulations or Company Charter.

Article 9. Cases of removal and dismissal of Supervisory Board members

1. The General Meeting of Shareholders removes a member in the following cases:

a) The member no longer meets the standards and conditions in Article 5 of these Regulations.

b) The member submits a resignation which is accepted;

c) Other cases provided by law or the Company Charter.

2. The General Meeting of Shareholders dismisses a member in the following cases:

a) Failure to complete assigned duties or tasks;

b) Failure to exercise rights or perform duties for six consecutive months, except in cases of force majeure;

c) Repeated or serious breaches of duties under the Law on Enterprises and the Company Charter;

d) Other cases decided by resolution of the General Meeting of Shareholders.

Article 10. Announcement of election, removal and dismissal of Supervisory Board members

1. Once candidates are identified, the Company must publish information about them on its website at least ten days before the General Meeting of Shareholders opens, so shareholders can review it before voting. Candidates must confirm in writing that their published personal information is truthful and accurate and undertake to perform their duties honestly, carefully and in the Company's best interests if elected. The disclosed information includes:

a) Full name and date of birth;

b) Professional qualifications;

c) Employment history;

d) Other management positions;

e) Interests related to the Company and its related parties;

f) Other information, if any, required by the Company Charter;

g) The Company must disclose companies in which candidates hold management positions and any interests of candidates related to the Company.

2. Election, removal and dismissal results must be announced in accordance with information disclosure regulations.

Chapter III

THE SUPERVISORY BOARD

Article 11. Rights, obligations and responsibilities of the Supervisory Board

1. Supervise the Board of Directors and the Director or General Director in managing and operating the Company.

2. Check the reasonableness, legality, honesty and due diligence applied in business management and operations, and the systematic, consistent and appropriate nature of accounting, statistics and financial reporting.

3. Review the completeness, legality and accuracy of business performance reports, annual and six-month financial statements, and reports assessing the Board of Directors' management, and submit a review report to the Annual General Meeting of Shareholders. Review related-party contracts and transactions requiring approval by the Board of Directors or General Meeting of Shareholders and make recommendations on those requiring such approval.

4. Review and assess the effectiveness and efficiency of the Company's internal controls, internal audit, risk management and early warning systems.

5. Examine accounting books, records, other Company documents and management activities when necessary, under a resolution of the General Meeting of Shareholders, or at the request of shareholders specified in Clause 2, Article 115 of the Law on Enterprises.

6. At the request of shareholders specified in Clause 2, Article 115 of the Law on Enterprises, carry out an inspection within seven working days of receiving the request. Within 15 days after completing it, report the findings to the Board of Directors and the requesting shareholders. The inspection must not obstruct the normal work of the Board of Directors or interrupt Company operations.

7. Recommend changes and improvements to the Company's management, supervision and operating structure to the Board of Directors or General Meeting of Shareholders.

8. If a Board of Directors member or the General Director breaches Article 165 of the Law on Enterprises, immediately notify the Board of Directors in writing and request that the breach stop and its consequences be addressed.

9. Attend and participate in discussions at meetings of the General Meeting of Shareholders, Board of Directors and other Company meetings.

10. Use independent advisers and the Company's internal audit department to carry out assigned duties.

11. Consult the Board of Directors before submitting reports, conclusions and recommendations to the General Meeting of Shareholders.

12. Examine specific matters relating to Company management and operations at shareholders' request.

13. Request the Board of Directors to convene an extraordinary General Meeting of Shareholders.

14. Convene a General Meeting of Shareholders in place of the Board of Directors within 30 days if the Board of Directors fails to do so under Clause 3, Article 140 of the Law on Enterprises.

15. Request the Chairperson of the Board of Directors to convene a Board meeting.

16. Review, extract or copy all or part of the declared list of related persons and related interests under Clauses 1 and 2, Article 164 of the Law on Enterprises.

17. Propose that the General Meeting of Shareholders approve a list of authorized audit firms to audit the Company's financial statements, and request an approved audit firm to inspect Company activities when necessary.

18. Be accountable to shareholders for its supervisory activities.

19. Monitor the Company's financial position and compliance with the law by Board of Directors members, the General Director and other managers.

20. Ensure cooperation with the Board of Directors, General Director and shareholders.

21. If a Board of Directors member, the General Director or another executive breaches the law or Company Charter, notify the Board of Directors in writing within 48 hours and request that the breach stop and its consequences be addressed.

22. Prepare the Operating Regulations of the Supervisory Board and submit them to the General Meeting of Shareholders for approval.

23. If requested by the Board of Directors, witness vote counting and preparation of vote-counting minutes when shareholder opinions are collected in writing to approve a resolution.

24. If the Chairperson is absent or temporarily unable to work and the remaining Board of Directors members cannot elect a meeting chair, the Head of the Supervisory Board shall conduct the election of the meeting chair by the General Meeting of Shareholders. The person receiving the most votes shall chair the meeting.

25. Exercise other rights and duties under the Law on Enterprises, Company Charter and resolutions of the General Meeting of Shareholders.

Article 12. Right of the Supervisory Board to receive information

1. Documents and information must be sent to Supervisory Board members at the same time and in the same manner as to Board of Directors members, including:

a) Meeting invitations, consultation forms for Board of Directors members and accompanying documents;

b) Resolutions, decisions and meeting minutes of the General Meeting of Shareholders and Board of Directors;

c) Reports submitted by the Director or General Director to the Board of Directors and other Company-issued documents.

2. Supervisory Board members may access Company records and documents kept at its head office, branches and other locations, and visit managers' and employees' workplaces during working hours.

3. The Board of Directors, its members, the Director or General Director and other managers must provide complete, accurate and timely information and documents on management, operations and business activities at the request of a Supervisory Board member or the Supervisory Board.

Article 13. Responsibility to convene an extraordinary General Meeting of Shareholders

1. If the Board of Directors fails to convene an extraordinary General Meeting of Shareholders in the following cases, the Supervisory Board must convene it within 30 days after the Board of Directors' statutory deadline expires:

a) The remaining number of Board of Directors or Supervisory Board members falls below the legal minimum;

b) A request is made by a shareholder or group of shareholders under Clause 2, Article 115 of the Law on Enterprises;

c) The Supervisory Board requests an extraordinary General Meeting of Shareholders but the Board of Directors does not convene it.

2. If the Supervisory Board fails to convene the meeting as required, it must compensate the Company for resulting damage.

3. The Company shall reimburse the costs of convening and holding the meeting under Clause 1.

Chapter IV
MEETINGS OF THE SUPERVISORY BOARD

Article 14. Supervisory Board meetings

1. The Supervisory Board must meet at least twice a year, with at least two-thirds of its members attending.

2. The Supervisory Board may require Board of Directors members, the General Director and representatives of an approved audit firm to attend and answer questions needing clarification.

Article 15. Minutes of Supervisory Board meetings

Meeting minutes must be detailed and clear. The minute-taker and all attending Supervisory Board members must sign them. The minutes must be kept to establish each member's responsibility.

Chapter V

REPORTING AND DISCLOSURE OF INTERESTS

Article 16. Annual reports

The Supervisory Board's reports to the Annual General Meeting of Shareholders must include:

1. A report on the Company's business results and the performance of the Board of Directors and General Director, submitted for approval at the Annual General Meeting of Shareholders.

2. A self-assessment of the performance of the Supervisory Board and its members.

3. Remuneration, operating expenses and other benefits of the Supervisory Board and each member.

4. A summary of Supervisory Board meetings, conclusions and recommendations, and results of monitoring the Company's operations and financial position.

5. An assessment of transactions between the Company, its subsidiaries or other companies in which it controls more than 50% of charter capital, and Board of Directors members, the General Director or their related persons; and transactions with companies in which a Board of Directors member was a founder or manager during the three years before the transaction.

6. Results of supervision of the Board of Directors, General Director and other executives.

7. An assessment of cooperation between the Supervisory Board, Board of Directors, General Director and shareholders.

8. Recommendations for the General Meeting of Shareholders to approve a list of authorized audit firms to audit the Company's financial statements, and for an approved audit firm to inspect Company activities when necessary.

Article 17. Salaries and other benefits

Salaries, remuneration, bonuses and other benefits of Supervisory Board members are governed by the following provisions:

1. Members receive salaries, remuneration, bonuses and other benefits as decided by the General Meeting of Shareholders, which also approves the total amounts and the Supervisory Board's annual operating budget. Members are entitled to travel benefits under the Company's welfare policy.

2. Members are entitled to reimbursement of reasonable expenses for meals, accommodation, travel and independent advisory services. Total remuneration and expenses must not exceed the annual operating budget approved by the General Meeting of Shareholders, unless it decides otherwise.

3. Salaries and operating expenses of the Supervisory Board are included in the Company's business expenses under corporate income tax law and other relevant laws, and must be shown as a separate item in the Company's annual financial statements.

Article 18. Disclosure of related interests

1. Supervisory Board members must declare their related interests to the Company, including:

a) Name, enterprise registration number, head office address and business activities of enterprises they own or in which they hold capital contributions or shares, together with the percentage and date of ownership;

b) The same details for enterprises in which their related persons own, jointly own or separately hold capital contributions or shares representing more than 10% of charter capital.

2. Declarations under Clause 1 must be made within seven working days after the related interest arises. Changes or additions must be reported to the Company within seven working days of the change.

3. Supervisory Board members and their related persons may use information obtained through their positions only for the Company's benefit.

4. Supervisory Board members must notify the Board of Directors and Supervisory Board in writing of transactions between the Company, its subsidiaries or companies in which it controls more than 50% of charter capital, and Supervisory Board members or their related persons, as required by law. For such transactions approved by the General Meeting of Shareholders or Board of Directors, the Company must disclose the resolutions in accordance with securities disclosure regulations.

5. Supervisory Board members and their related persons must not use or disclose inside information to others for related transactions.

Chapter VI

RELATIONSHIPS OF THE SUPERVISORY BOARD

Article 19. Relationships among Supervisory Board members

Members are independent of one another but cooperate in their shared work to fulfil the Supervisory Board's duties and powers under the law and Company Charter. The Head coordinates the Board's work but may not control other members. Members of the Supervisory Board have the right to reserve their opinions on matters where they disagree with the Supervisory Board's conclusions.

Article 20. Relationship with executive management

The Supervisory Board is independent of the Company's executive management and supervises its activities.

Inspections and supervision must be coordinated so they do not affect management or business operations. Minor errors should be discussed with the relevant departments for correction and improvement.

Article 21. Relationship with the Board of Directors

The Supervisory Board is independent of the Company's Board of Directors and supervises its activities.

It reports problems that may cause asset losses or harm the Company's reputation or business results so the Board of Directors can direct corrective action. It also provides advice on business and investment policies to improve management effectiveness.

Chapter VII
IMPLEMENTATION PROVISIONS

Article 22. Effective date

These Operating Regulations of the Supervisory Board of Dak Lak Rubber Investment Joint Stock Company consist of seven chapters and 22 articles and take effect on 22 October 2026.

FOR THE SUPERVISORY BOARD
HEAD OF THE SUPERVISORY BOARD

Nguyen Thac Hoanh