

**DAKLAK RUBBER INVESTMENT JOINT
STOCK COMPANY**

No: 05/2026/CBTT-DRI

THE SOCIALIST REPUBLIC OF VIETNAM

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Buon Ma Thuot, month 01 day 29 year 2026

*Regarding discloses information Report on
corporate governance in 2025*

To: - The State Securities Commission;

- 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: 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:

Complying with the provisions of Clause 2, Article 13 of Circular No. 96/2020/TT-BTC dated November 16th, 2020 of the Ministry of Finance guiding information disclosure on the stock market. Dak Lak Rubber Investment Joint Stock Company would like to disclose the Report on corporate governance in 2025.

This information was published on the Company's website on January 29, 2026, at the following link: <http://www.dri.com.vn> under the section Shareholder Relations/Corporate Governance Reports.

Dak Lak Rubber Investment Joint Stock Company would like to announce the above information to the State Securities Commission and the Hanoi Stock Exchange for their awareness and to carry out the disclosure in accordance with current regulations.

We hereby commit that the information published above is true and take full responsibility before the law for the content of the published information.

Attached:

- Report No. 03/BC-CT dated January 29, 2026.

Authorized person for information disclosure

Nguyen Thi Hai

No: DakLak, January , 2026

REPORT
CORPORATE GOVERNANCE SITUATION
YEAR 2025

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

- Company name: **Dak Lak Rubber Investment Joint Stock Company**
- Head office address: No. 59 Cao Thang Street, Tan An Ward, Dak Lak Province, Vietnam
- Telephone: +84-262-3867676
 Fax: +84-262-3865303 Email: dri@dri.com.vn
- Charter capital: VND 732,000,000,000
- Stock code: DRI
- Corporate governance model:
 General Meeting of Shareholders, Board of Directors, Board of Supervisors, and General Director/Director
- Internal audit function: Not yet implemented

I. Activities of the General Meeting of Shareholders:

Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders (including Resolutions of the General Meeting of Shareholders adopted through written consultation).

No.	Resolution/ Decision No.	Date	Content
01	01/NQ-DHDCD	24/4/2025	Annual General Meeting of Shareholders: 1. Approval of the following reports: 1.1. Report on the activities of the Board of Directors in 2024 and the plan for 2025; 1.2. Report on the 2024 production and business performance and the operational directions of tasks for 2025 of the Executive Board of Dak Lak Rubber Investment Joint Stock Company; 1.3. The Company’s 2024 Financial Statements audited by AFC Vietnam Auditing Company;

			1.4. Report on the activities of the Board of Supervisors in 2024 and the plan for 2025. 2. Approval of several key business and investment targets for 2025 in accordance with Proposal No. 06/TTr-HDQT dated 31/03/2025. 3. Approval of the profit distribution plan and appropriation to funds for 2024 in accordance with Proposal No. 07/TTr-HDQT dated 31/03/2025. 4. Approval of the remuneration of the Board of Directors and the Board of Supervisors for 2025 in accordance with Proposal No. 08/TTr-HDQT dated 31/03/2025. 5. Approval of the authorization for the Board of Directors and the Board of Supervisors to select the auditing company for the 2025 financial statements in accordance with Proposal No. 09/TTr-HDQT dated 31/03/2025. 6. Approval of contracts and transactions with related parties of the Company in accordance with Proposal No. 10/TTr-HDQT dated 31/03/2025. 7. Approval of the project on replanting, new planting, cultivation, and exploitation of 4,081.64 hectares of rubber trees of Dak Lak Rubber Company Limited in the Lao People's Democratic Republic, in accordance with Proposal No. 11/TTr-HDQT dated 31/03/2025. 8. Approval of the transfer of the Company's share trading registration from the UpCOM market to listing on the Ho Chi Minh City Stock Exchange (HOSE), in accordance with Proposal No. 12/TTr-HDQT dated 31/03/2025. 9. The General Meeting of Shareholders approved the dismissal from the position of members of the Board of Directors of Mr. Bui Quang Ninh and Mr. Le Thanh Can, in accordance with Proposal No. 13/TTr-HDQT dated 31/03/2025. 10. The General Meeting of Shareholders elected additional members of the Board of Directors for the third term (2022–2027), including the following individuals: - Mr. Nguyen Do, born on 02/03/1966, professional qualification: Agricultural Engineer; - Mr. Tran Ngoc Duyen, born on 20/01/1963, professional qualification: Doctor of Crop Science.
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II. Board of Directors (2025):

1. Information on members of the Board of Directors (BOD).

No.	Member of the BOD	Independent BOD member / Non-executive BOD member)	Date of appointment / cessation as BOD member / Independent BOD member	
			Date of appointment	Date of dismissal

01	Mr. Nguyen Viet Tuong	Chairman of the Board of Directors, Non-executive BOD member	16/09/2015	
02	Mr. Bui Quang Ninh (*)	Vice Chairman of the Board of Directors, Non-executive BOD member	25/10/2012	25/04/2024 (as prescribed by law) 24/4/2025 (dismissed by the GMS)
03	Mr. Le Thanh Can	Executive BOD member	15/04/2017	24/4/2025
04	Mr. Ta Quang Tong	Non-executive BOD member	19/04/2022	
05	Mr. Nguyen Tran Giang	Non-executive BOD member	05/04/2019	
06	Mr. Nguyen Minh	Non-executive BOD member	15/04/2017	
07	Mr. Le Dinh Huyen	Independent BOD member	25/04/2024	
08	Mr. Nguyen Do	Executive BOD member	24/4/2025	
09	Mr. Tran Ngoc Duyen	Independent BOD member	24/4/2025	

2. Meetings of the Board of Directors:

No.	Member of the BOD	Number of BOD meetings attended (*)	Attendance rate	Reason for non-attendance
01	Mr. Nguyen Viet Tuong	14/14	100%	
02	Mr. Le Thanh Can	3/6	50%	Dismissed on 24/4/2025
03	Mr. Ta Quang Tong	13/14	92,85%	
04	Mr. Nguyen Tran Giang	13/14	92,85%	
05	Mr. Nguyen Minh	14/14	100%	
06	Mr. Le Dinh Huyen	14/14	100%	
07	Mr. Nguyen Do	11/11	100%	Appointed on 24/4/2025
08	Mr. Tran Ngoc Duyen	11/11	100%	Appointed on 24/4/2025

(*) Number of meetings (including in-person and written consultations)

3. Supervisory activities of the Board of Directors over the Board of Management

The supervisory activities of the BOD over the Executive Management are specifically stipulated in the Company's internal regulations, the Regulations on the operation of the BOD and the Executive Management. All policies and resolutions of the BOD are documented in writing. On a monthly or ad-hoc basis, the Executive Management reports to the BOD on the implementation of targets set by the BOD and the General Meeting of Shareholders, together with proposals and recommendations (if any).

The BOD authorizes the Chairman of the BOD and the General Director to exercise certain powers under the authority of the BOD in managing production and business activities, and to report to the BOD at the nearest meeting.

After each Board of Directors' meeting, all approved resolutions are sent to members of the BOD and the Board of Supervisors for monitoring and supervision. Prior to Board of Directors' meetings, the Board Secretary reports to the BOD on the implementation status of resolutions between two meetings, as well as matters carried out by the Chairman of the BOD and the General Director under authorization, enabling the BOD to review information and make decisions.

On a quarterly and ad-hoc basis, the Executive Management reports on the results of production and business operations, evaluates the implementation of resolutions of the General Meeting of Shareholders and the BOD, outlines the directions for performing tasks in the remaining months of the year, and proposes solutions for the BOD to provide timely guidance. In 2025, the BOD held 06 meetings and issued 06 resolutions; conducted written consultations 08 times and issued 07 resolutions. The total number of resolutions adopted was 13. The Board of Directors' directives mainly focused on the implementation of production, business, and investment activities; strengthening the organizational structure and leadership and management personnel; amending and supplementing the Company's Regulations on organization and operation and financial regulations; new durian planting projects; digital transformation plans; maintaining FSC-FM/CoC certification for rubber latex and rubber wood products; disposal of liquidated rubber wood; and handling internal transactions.

Overall, the Executive Management seriously implemented the resolutions of the BOD in accordance with the Company's Charter, regulations, and internal rules.

4. Activities of sub-committees under the Board of Directors (if any): None.

5. Resolutions/Decisions of the Board of Directors (Semi-Annual report):

No.	Resolution /Decision No.	Date	Content	Approval rate
01	01/NQ-HDQT	20/01/2025	@/ Written consultation of the Board of Directors for approval of the following matters: 1. Policy on personnel matters at Dak Lak Rubber Company Limited (Daklaoruco): - Approval of the dismissal from the position of Director of Dak Lak Rubber Company Limited (Daklaoruco), at personal request, of Mr. Nguyen Duc Hanh. The dismissal shall take effect before 15/02/2025. - Approval of the appointment of Mr. Do Thien Nghia – currently Director of Dak Lak Rubber Development Company Limited – Mondulkiri (Dakmoruco) – as Director of Daklaoruco (with a summary curriculum vitae attached). The term of appointment is five (05) years, effective before 15/02/2025, immediately after Dakruco and DRI complete all labor-related procedures and documentation.	6/6/7

			- The BOD authorizes the General Director of DRI to issue the decisions on dismissal and appointment of the Director of Daklaoruco in accordance with the Charter of Dak Lak Rubber Company Limited. 2. Policy on preparation of the replanting, new planting, cultivation, and exploitation project for 4,081.64 hectares of rubber trees at Daklaoruco: - Approval of hiring a consulting firm to prepare an investment project on rubber plantation replanting in Laos, to be submitted to the Annual General Meeting of Shareholders for approval of the investment policy for the replanting, new planting, cultivation, and exploitation project covering 4,081.64 ha of rubber trees at Daklaoruco. - The maximum total cost for hiring the consulting firm to prepare the rubber plantation replanting project at Daklaoruco is VND 738,000,000. - Implementation period: Within the first quarter of 2025. - This item shall be added to the 2025 capital construction investment plan to be submitted to the Annual General Meeting of Shareholders in 2025. This cost will be included in the total investment capital of the project during its implementation at Daklaoruco.	
02	02/NQ-HDQT	05/03/2025	@/ Written consultation of the Board of Directors for approval of the following matters: 1. Policy on the appointment of an additional Deputy Director of Dak Lak Rubber Company Limited (Daklaoruco): - Approval of the policy to add one (01) Deputy Director position of Dak Lak Rubber Company Limited in charge of administrative and office governance, labor organization, and ISO, FSC programs, etc. - Agreement with the Executive Management of DRI on the appointment of Mr. Huynh The Phuc, currently Deputy Director of Dakruco Hotel, as Deputy Director of Daklaoruco. The term of appointment shall be five (05) years, with the expected effective date of 01/04/2025, immediately after Dakruco completes all labor-related procedures and documentation. The Board of Directors assigns the General Director of DRI to issue the decision on the appointment of the Deputy Director of Daklaoruco in accordance with regulations. 2. Contents and proposed schedule for the Annual General Meeting of Shareholders 2025 of DRI:	6/6/7

			- Meeting date: Expected on Thursday, 24/04/2025. - Meeting format: In-person meeting, expected to be held at Dakruco Hotel, No. 30 Nguyen Chi Thanh Street, Buon Ma Thuot City. - Record date for finalizing the list of shareholders entitled to attend the 2025 Annual General Meeting of Shareholders: 26/03/2025. - Proposed meeting agenda: + Approval of the 2024 activity reports and the 2025 plans of the Board of Directors; the 2024 activity report and the 2025 plan of the Board of Supervisors; and the 2024 production and business performance report and the 2025 business plan of the Executive Management; + Approval of the audited 2024 Financial Statements and the profit distribution plan for 2024; + Approval of key production and business and investment targets for 2025; remuneration of the Board of Directors and the Board of Supervisors for 2025; and selection of the auditing firm for the 2025 Financial Statements; + Approval of the investment project on replanting, new planting, cultivation, and exploitation of 4,081.64 ha of rubber trees of Dak Lak Rubber Company Limited in Laos; + Approval of the policy on transferring the trading of DRI shares from the UpCOM market to listing on the Ho Chi Minh City Stock Exchange (HOSE); + Approval of the dismissal and additional election of members of the Board of Directors of DRI; + Other matters under the authority of the General Meeting of Shareholders in accordance with the law and the Company's Charter. - The Executive Management is assigned to prepare and implement all necessary documentation and conditions to convene a Board of Directors' meeting prior to the organization of the 2025 Annual General Meeting of Shareholders, in full compliance with applicable laws.	
03	03/NQ-HDQT	28/03/2025	The Board of Directors' meeting approved the following matters: 1. Regarding the results of the implementation of the Board of Directors' Resolutions: The BOD agreed with the contents reported by the Secretary of the BOD on the implementation of the following Board of Directors' Resolutions: Resolution	6/6/7

		No. 12 dated 31/12/2024; Resolution No. 01 dated 20/01/2025; and Resolution No. 02 dated 05/03/2025. 2. Regarding the business performance in the first quarter of 2025 and the orientations and tasks for the second quarter of 2025: The BOD agreed with Report No. 07/BC-CT dated 26/03/2025 of the Executive Board regarding the business performance in the first quarter of 2025. With respect to the results of the first quarter of 2025, basically the directives of the Board of Directors, the Parent Company, and the Subsidiaries closely followed the Board of Directors' Resolution No. 12/NQ-HĐQT dated 31/12/2024 in implementing the assigned tasks. The Executive Board of DRI will continue to direct and organize the implementation of the contents of Resolution No. 12/NQ-HĐQT, focusing on the items that are still in progress. With regard to the orientations and tasks for the second quarter of 2025, the Executive Board of DRI will focus on directing the following key contents: 1- At DRI: - Focus on directing and supervising production and business activities; for Daklaoruco, with emphasis on latex tapping operations and product protection. - Continue to coordinate with and support Daklaoruco in the recruitment of indirect labor, especially technical staff, and in the provision of intermediate-level rubber technical training through online formats. - Coordinate with, support, and supervise Daklaoruco in the process of durian planting and rubber replanting. - Continue the implementation of the 2025 digital transformation plan; complete and put into operation the production management and rubber latex product traceability software, as well as the iOffice document management system to be completed by April 2025. Engage a consultant to redesign the websites of DRI and Daklaoruco. Develop the Company's digital transformation plan for the 2025–2030 period and submit it to the Board of Directors for approval and implementation. - Closely direct and supervise the care of durian orchards at DRI High-Tech Agricultural Co., Ltd.; focus on flower induction and fruit setting to ensure efficient commercial operation of the durian orchards. 2- At Daklaoruco: - Urgently complete all preparations and equip necessary materials and equipment to bring the	
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		plantations into operation; no later than 17/4/2025, latex tapping must commence, following the principle that any plantation which becomes stable earlier and meets the required conditions shall be put into operation first, in order to fully utilize plantation capacity. - Accelerate the liquidation of rubber plantations scheduled for replanting and proactively implement rubber replanting in line with the progress of cutting and liquidation of old plantations; complete replanting no later than July 2025. - Fully implement preparation work and ensure all required conditions are met to commence durian planting in June 2025. - Strongly implement solutions for product protection and local stakeholder engagement that have been and are being carried out; closely coordinate with local authorities to gain support in ensuring public security and order as well as product protection. At the same time, consolidate internal systems such as: ensuring the quality of the security force; implementing the construction of fencing along plantation routes to prevent unauthorized access to plantations; issuing strict internal regulations and sanctions, etc. - Review, develop, amend, and supplement the Company's internal rules and regulations; for any contents that are inconsistent with or overlapping the Parent Company's regulations, propose that the Parent Company consider adjustments to ensure effective governance, management, and operations. - Closely coordinate with the Parent Company in the recruitment and training of indirect staff, especially technical personnel. - Coordinate with the Parent Company to finalize application software systems and websites, ensuring smooth and effective management and administration. 3- At DRI High-Tech Agricultural Co., Ltd.: The representative of DRI's contributed capital at DRI High-Tech Agriculture Company Limited convened the Members' Meeting to implement the tasks for 2025, with a focus on directing the care of durian plantations and enhancing the efficiency of flowering and fruiting activities of the durian orchards.. 3. Agreed to approve the programs and documents prepared for the 2025 Annual General Meeting of Shareholders, as follows:	
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			1- Approval of the meeting agenda (with the agenda attached), proposed personnel, and submission to the General Meeting of Shareholders for approval of the list of the Presidium, the Shareholders' Eligibility Verification Committee, the Secretariat, and the Vote-Counting Committee, as follows: - Presidium: + Chairperson: Mr. Nguyen Viet Tuong (Chairman of the Board of Directors); + Member: Mr. Nguyen Minh (Member of the Board of Directors); + Member: Mr. Le Thanh Can (Member of the Board of Directors, General Director). - Shareholders' Eligibility Verification Committee: + Head: Mr. Nguyen Thac Hoanh (Head of the Supervisory Board); + Member: Mr. Phan Thanh Tan (Member of the Supervisory Board). - Vote-Counting Committee: + Head: Mr. Le Thanh Cuong (Chief Accountant); + Member: Mr. Tran Van Tinh (Member of the Supervisory Board, Head of Production Engineering Department); + Member: Ms. Do Thi Ninh (Professional Staff). - Secretariat: + Head: Ms. Nguyen Thi Hai (Person in charge of Corporate Governance, Deputy General Director); + Member: Ms. Bui Thi Tuyet Nhung (Board of Directors' Secretary, Head of Administration & Human Resources Department). 2- Reports to be submitted to the General Meeting of Shareholders (Draft reports enclosed): (1) Report on the results of operations in 2024 and orientations and tasks for 2025 of the Board of Directors; (2) Report on production and business performance in 2024 and orientations and tasks for 2025 of the Executive Board; (3) Summary of the audited Financial Statements for 2024; (4) Report on activities in 2024 and orientations and tasks for 2025 of the Supervisory Board. 3- Proposals to be submitted to the General Meeting of Shareholders (Enclosed proposals):	
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		(1) Proposal on the approval of certain key production and business performance targets for 2025; (2) Proposal on profit distribution and appropriation to funds for the year 2024; (3) Proposal on the remuneration of the BOD and the Supervisory Board for 2025; (4) Proposal on the selection of the auditor for the 2025 financial statements; (5) Proposal on the approval of contracts and transactions with related parties of the Company; (6) Proposal on the approval of the investment project for replanting, new planting, cultivation, and exploitation of 4,081.64 ha of rubber trees of Dak Lak Rubber Company Limited in Laos; (7) Proposal on the approval of the plan to transfer the Company’s share trading registration from the UPCoM market to listing on the Ho Chi Minh Stock Exchange (HOSE); (8) Proposal on the dismissal of a member of the BOD for the third term (2022–2027). 4- Internal regulations to be submitted to the General Meeting of Shareholders: Working Regulations of the 2025 Annual General Meeting of Shareholders; Regulations on dismissal and supplementary election of members of the BOD for Term III (2022–2027). 4. Results of performance evaluation and classification of the BOD and its members, and the General Director for 2024, as follows: - The BOD (as a collective): Successfully fulfilled assigned tasks. - Results of performance classification for individual members of the BOD: <table><tr><th>N o</th><th>Full Name</th><th>Position</th><th>Self- assess ment Rating</th><th>Result of Secret Ballot Voting</th></tr><tr><td>1</td><td>Mr. Nguyen Viet Tuong</td><td>Chairman of the BOD</td><td>HTTN V</td><td>HTTNV</td></tr><tr><td>2</td><td>Mr. Le Thanh Can</td><td>Member of the BOD, General Director</td><td>HTXS NV</td><td>HTTNV</td></tr><tr><td>3</td><td>Mr. Nguyen Tran Giang</td><td>Member of the BOD</td><td>HTTN V</td><td>HTTNV</td></tr><tr><td>4</td><td>Mr. Nguyen Minh</td><td>Member of the BOD</td><td>HTTN V</td><td>HTTNV</td></tr><tr><td>5</td><td>Mr. Ta Quang Tong</td><td>Member of the BOD</td><td>HTTN V</td><td>HTTNV</td></tr></table>	N o	Full Name	Position	Self- assess ment Rating	Result of Secret Ballot Voting	1	Mr. Nguyen Viet Tuong	Chairman of the BOD	HTTN V	HTTNV	2	Mr. Le Thanh Can	Member of the BOD, General Director	HTXS NV	HTTNV	3	Mr. Nguyen Tran Giang	Member of the BOD	HTTN V	HTTNV	4	Mr. Nguyen Minh	Member of the BOD	HTTN V	HTTNV	5	Mr. Ta Quang Tong	Member of the BOD	HTTN V	HTTNV	
N o	Full Name	Position	Self- assess ment Rating	Result of Secret Ballot Voting																													
1	Mr. Nguyen Viet Tuong	Chairman of the BOD	HTTN V	HTTNV																													
2	Mr. Le Thanh Can	Member of the BOD, General Director	HTXS NV	HTTNV																													
3	Mr. Nguyen Tran Giang	Member of the BOD	HTTN V	HTTNV																													
4	Mr. Nguyen Minh	Member of the BOD	HTTN V	HTTNV																													
5	Mr. Ta Quang Tong	Member of the BOD	HTTN V	HTTNV																													

			6	Mr. Le Đình Huyen	Member of the BOD	HTTN V	HTTNV	
Notes: - Excellent performance: HTXS NV - Good performance: HTTNV - Completed assigned duties: HTNV Assessment result of the General Director: Good performance. 5. Approval of the contents of Proposal No. 05/TTr-CT dated 25/03/2025 regarding the approval of transactions and contracts with a value of less than 10% of the total asset value of DRI as recorded in the most recently disclosed financial statements, specifically as follows: 5.1- Contracting parties / transaction counterparties: (1) Dak Lak Rubber Company Limited (a subsidiary in which DRI holds 100% of the charter capital); (2) DRI High-Tech Agricultural Company Limited (a subsidiary in which DRI holds 83.87% of the charter capital); (3) Dak Lak Rubber Joint Stock Company (the Company is a major shareholder). 5.2- Scope and contents of contracts and transactions include: - Borrowing/lending, loan guarantees, and other loan security measures (pledges, mortgages), excluding loan transactions and loan guarantees that the Company is not permitted to conduct in accordance with applicable laws; - Purchase and sale of fresh banana products, durian, materials, machinery, equipment, rubber seedlings, and other seedlings, etc., serving the production and business activities of the Company and its subsidiaries; - Other contracts and transactions to ensure the continuity of production and business operations and procurement activities for maintaining the normal and ongoing operations of DRI and its subsidiaries. 5.3- Specific value of each transaction: To be determined based on the value at each specific time and under each specific contract, on the basis of ensuring the interests of the Company. 5.4- Term of implementation of contracts and transactions: From the effective date of the Board of Directors' Resolution approving the above contents								

			until a new resolution of the BOD is issued to replace it. 5.5- Scope of authorization: - The BOD assigns and authorizes the General Director of the Company to decide on matters related to the negotiation, execution, and implementation of each specific contract or transaction based on the actual situation of the Company. - This authorization shall be effective from the date the Board of Directors' Resolution approving the above contents takes effect until a new Board of Directors' Resolution is issued to replace it, and shall not be limited by a one-year term from the effective date of this Resolution. 6. Approval of the contents of Proposal No. 04/TTr-CT dated 25/03/2025 authorizing the DRI capital representative at DRI High-Tech Agricultural Company Limited to vote at the Members' Council meeting, specifically as follows: 1- Approval of the 2024 Financial Statements audited by AFC Vietnam Auditing Company Limited. 2- Profit distribution and appropriation of funds for the year 2024: - Cumulative profit after tax as of 31/12/2024: VND 6,652,205,029; - Appropriation to the Reward and Welfare Fund at 10% of undistributed profit after tax: VND 665,220,503; - Appropriation to the Investment and Development Fund at 10% of undistributed profit after tax: VND 665,220,503; - Dividend rate for the year 2024: 10% of charter capital (the 2024 plan was: no dividend distribution); - Advance dividend payment for 2024 made in January 2025: 10%; - Remaining profit to be carried forward to 2025: VND 2,221,764,023. 3- Planned wage fund for employees in 2025 in accordance with Resolution No. 12/NQ-HDQT dated 31/12/2024 of the DRI BOD (Planned average monthly salary × number of employees × 12 working months), specifically: VND 9.046 million × 75 employees × 12 months = VND 8,141.83 million. 4- The remuneration fund for non-executive members of the Members' Council (02 persons) amounted to VND 240 million. 7. Regarding the solicitation of investment in a wood processing and wood pellet manufacturing	
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			plant for the consumption of liquidated rubber wood of Daklaoruco: 1- The BOD did not approve the proposal of Hong Tram Phat Wood Processing Company Limited regarding cooperation in purchasing liquidated rubber trees at Daklaoruco, as the proposed contents were not in compliance with the Resolutions of the General Meeting of Shareholders and the BOD. The Executive Board is assigned to respond to Hong Tram Phat Wood Processing Company Limited. 2- Continue to solicit investment in a wood processing and wood pellet plant to consume liquidated rubber wood at Daklaoruco within the year 2025. 3- Assign the Director of Daklaoruco to reassess the 285.12 ha of rubber plantations planned for replanting in 2026, and to propose to the BOD a replanting plan focusing on areas with excessively low productivity, while continuing to exploit the remaining areas for business operations in order to avoid wasting the Company's assets. 8. It was agreed to submit to the 2025 Annual General Meeting of Shareholders the dismissal of a member of the BOD in respect of Mr. Bui Quang Ninh, who no longer meets the eligibility criteria for a member of the BOD of DRI, and Mr. Le Thanh Can, who submitted a resignation letter from the position of Board member dated 07/03/2025 in order to retire in accordance with applicable regulations. The BOD is assigned to work with the Ho Chi Minh City Stock Exchange (HOSE) to determine the status of independent members of the DRI BOD as a basis for determining the number and structure of additional Board members to be elected for Term 2022–2027.	
04	04/NQ-HDQT	25/04/2025	The Board of Directors' meeting approved the following matters: 1. Policy on personnel matters 1- It was agreed to dismiss Mr. Le Thanh Can from the position of General Director of Dak Lak Rubber Investment Joint Stock Company (DRI). Reason: Mr. Le Thanh Can retires under the pension regime. Effective date: from 01/05/2025. 2- It was agreed to appoint Mr. Nguyen Do, a member of the Board of Directors of DRI, as General Director of DRI; the term of appointment shall be for the remaining term of the Board of Directors of DRI for the third tenure (2022–2027), effective from 01/05/2025.	7/7/7

		2. Approval of assignment of duties within the Board of Directors, Term III (2022–2027), as follows: (1) Mr. Nguyen Viet Tuong – Chairman of the Board of Directors – Non-executive Board Member; (2) Mr. Nguyen Minh – Non-executive Board Member; (3) Mr. Nguyen Tran Giang – Non-executive Board Member; (4) Mr. Ta Quang Tong – Non-executive Board Member; (5) Mr. Nguyen Do – Executive Board Member; (6) Mr. Le Dinh Huyen – Independent Board Member; (7) Mr. Tran Ngoc Duyen – Independent Board Member. Mr. Nguyen Viet Tuong – Chairman of the BOD, in charge of overall supervision and direction. Mr. Nguyen Minh is responsible for monitoring and advising the BOD in the fields of agriculture, production engineering, product trading, and investment. Mr. Nguyen Tran Giang is responsible for monitoring and advising the BOD in the fields of finance, investment, and labor and remuneration. Mr. Ta Quang Tong is responsible for monitoring and advising the BOD in legal matters. Mr. Le Dinh Huyen and Mr. Tran Ngoc Duyen, in addition to performing their duties as independent members of the BOD, are responsible for monitoring and advising the BOD in the fields of agriculture and production engineering. Mr. Nguyen Do serves as General Director of the Company and performs his duties in accordance with the provisions of the Company’s Charter, the Regulations on Organization and Operation, and the Internal Corporate Governance Regulations. 3. It was agreed to appoint Mr. Nguyen Do, General Director of DRI, as DRI’s capital representative at DRI High-Tech Agriculture Company Limited and as the legal representative of DRI High-Tech Agriculture Company Limited, replacing Mr. Le Thanh Can, effective from 01/5/2025. It was agreed to nominate Mr. Nguyen Do for election as a Member of the Members’ Council and Chairman of the Members’ Council of DRI High-Tech Agriculture Company Limited, to be implemented in 5/2025.	
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05	05/NQ-HDQT	29/04/2025	The Board of Directors' meeting approved the following matters: 1. Approval of the selection of the auditor for the 2025 Financial Statements: - AFC Vietnam Auditing Company Limited was selected to audit the Company's 2025 Financial Statements, including the review of the six-month Financial Statements and the audit of the 2025 annual Financial Statements of the Parent Company and its subsidiaries, as well as the consolidated Financial Statements. - The General Director of DRI is assigned to negotiate a reasonable audit fee in accordance with the approved financial plan and to proceed with the execution of the audit service contract with the auditing firm. - Audit timeline: + Review of the six-month Financial Statements: July 2025; + Audit of the 2025 annual Financial Statements: January–February 2026. 2. Approval of the policy on the selling price of liquidated rubber wood from rubber plantations at Daklaoruco, based on a pricing formula, in order to solicit investment in a wood processing plant, specifically as follows: 1- Approval of the pricing formula for the sale of liquidated rubber trees to determine the price for soliciting investment in a rubber wood processing plant, replacing Article 3 of Resolution No. 06/NQ-HĐQT dated 10/7/2023, specifically as follows: 1.1- Pricing formula: The price shall be determined at a minimum of 39% of the selling price of liquidated rubber wood in the Ho Chi Minh City market, the Southeast region, and equivalent markets, based on the lowest average price of at least 03 successful auction results at auction centers prior to the time of liquidation sale of the plantations, with the most recent adjacent transaction taken as reference. In the event that rubber wood prices in the Lao market increase higher than the above-mentioned selling price, for every 10% increase, the buyer shall pay the seller an additional 5% of the unit price added to the selling price. 1.2- Duration of application: The above pricing formula shall be applied throughout the liquidation period from 2025 to 2032.	6/6/7
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			1.3- Annual selling price: The specific selling price for each year shall be decided by the BOD based on the average value of rubber wood determined by Daklaoruco in coordination with DRI in accordance with Item 1.1, Clause 1 of this Article, for submission and approval. 1.4- FSC-FM certification premium: For liquidated rubber wood, if the winning bidder requests the Company to issue rubber wood documentation with FSC-FM certification, a minimum of 6% shall be added to the unit selling price of liquidated rubber wood at the relevant time. 2- The inventory and measurement of timber volume, conducted using the detailed inventory method and the standard formula applied in the Vietnamese forestry sector, as proposed by the Management Board in Report No. 19/BC-CT dated 07/7/2023 on the plan for the sale of liquidated rubber wood at Daklaoruco. 3- In order to ensure that the liquidation of rubber plantations is carried out on schedule, Dak Lak Rubber Company Limited in Laos (Daklaoruco) shall support the successful bidder in procedures and site clearance for the implementation of the factory project within the Company's area, including procedures for power grid connection and other related formalities; all related costs shall be borne by the successful bidder. To ensure the performance of the contract for the purchase of the entire volume of liquidated rubber wood, the successful bidder shall place a deposit equivalent to 5% of the total value of the sale of all liquidated rubber wood at the time of contract signing; such deposit shall be deducted from the value of the final batches of liquidated rubber wood. Daklaoruco commits to selling the entire volume of liquidated rubber wood on a rubber plantation area of 3,987.09 hectares in accordance with Article 7 of the Resolution of the 2024 AGM of Shareholders. In the event of any breach, Daklaoruco shall compensate the Investor for damages in accordance with the laws of the Lao People's Democratic Republic 4- Assignment to the General Director of DRI to direct Daklaoruco: - To prepare the required documentation and procedures and to organize the sale of liquidated rubber wood in a public and transparent manner, in compliance with the laws of Laos, with reference to Vietnamese laws and the Company's applicable regulations. - Implementation timeline: May 2025.	
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			- Daklaoruco is assigned to develop and implement a plan for liquidation tapping in order to maximize the recovery of rubber latex on rubber plantation areas scheduled for liquidation one year in advance under the plantation liquidation plan, immediately after the signing of the contract for the sale of liquidated rubber wood in accordance with the above-mentioned regulations.	
06	06/NQ-HDQT	06/06/2025	Written consultation on the following matter: Approval of the policy for providing a loan to DRI High-Tech Agricultural Company Limited for investment in 2025, specifically as follows: - Loan limit: VND 7,500,000,000 (Seven billion five hundred million Vietnamese dong only). Loan tenor: 36 months (three years). Interest rate: Floating lending interest rate and not lower than the lending interest rate applied by VietinBank – Dak Lak Branch. Loan type: Unsecured loan - The BOD authorizes the General Director of DRI to manage and balance cash flows for disbursement to DRI High-Tech Agriculture Company Limited on a phased basis, in order to ensure the production and business operations of DRI and DRI High-Tech Agriculture Company Limited; and to negotiate and execute the loan agreement and all related contents and documents arising therefrom in accordance with the provisions of law and the Company’s regulations.	7/7/7
07	07/NQ-HDQT	09/07/2025	The Board of Directors’ meeting approved the following matters: 1. Regarding the results of implementation of Resolutions No. 05 and 06/NQ-HDQT, the Resolution of the 2025 Annual General Meeting of Shareholders, and the matters directed by the Chairman of the BOD and the General Director: The Company’s BOD agreed with the contents reported by the Company’s Corporate Governance Officer prior to the meeting. 2. Regarding the business performance for the first six months of 2025 and the orientations and tasks for the last six months of 2025: The BOD directed the implementation of several key contents in the last six months of 2025, with focus on the following: 1- For DRI: - Intensify marketing and promotion of rubber latex products with FSC-FM/CoC certification and increase sales volume of FM/CoC rubber latex; coordinate to finalize software systems to support	7/7/7

		rubber latex sales in compliance with the EU Deforestation Regulation (EUDR), ensuring smooth sales operations from 01/01/2026. Increase export sales volume to ensure fulfillment of the plan assigned by the General Meeting of Shareholders. Direct Daklaoruco to sell products domestically only in the following cases: (1) when products do not meet the quality standards or requirements for export; (2) when the domestic selling price, after deducting average selling costs, is higher than the export price at the same time. - Consolidate and improve DRI's organizational structure in accordance with the Regulations on Organization and Operation of the BOD as approved by the BOD. Review and revise internal regulations to eliminate overlaps, impractical provisions, and to ensure compliance with current laws. At the same time, urgently recruit one (01) legal officer to work at the Company. - Deploy digital technologies in corporate management and administration; organize training programs to enhance awareness of the application of artificial intelligence (AI) in business operations; complete the revision of the Company's website interface. - Continue to support and direct Daklaoruco in new durian planting, rubber replanting, remedy non-conformities to achieve re-certification of FSC-FM/CoC for rubber latex and rubber wood products, certification of the Vietnam Rubber Trademark, and mobilization of long-term investment loans for the rubber replanting and durian planting projects, ensuring that the investment process does not result in liquidity risks. - Continue to monitor and direct DRI High-Tech Agricultural Company Limited in caring for durian orchards to achieve the best possible results and to fulfill planned output targets. <i>2- For Daklaoruco:</i> - Continue to review, supplement, and revise internal regulations and the Charter (if necessary) to ensure consistency and alignment with the regulations and policies of the Parent Company – DRI. Continue to consolidate the organizational structure of departments and recruit remaining personnel to ensure effective and efficient operations. - Effectively manage rubber latex production cost to ensure they do not exceed the approved plan. Actively work with commercial banks to obtain investment loans for new durian planting and rubber replanting.	
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		- Focus on directing and organizing the implementation of indicators currently at a low level, such as: rubber latex output from tapping and external procurement; coordinate with DRI to increase export sales; organize rubber replanting and new durian planting with assured quality; promptly remedy deficiencies identified in internal FSC-FM/CoC assessments; implement capital construction investments, prioritizing projects serving production activities and workers' living conditions. - Coordinate to finalize product management software to meet the requirements for rubber latex sales in compliance with the EU Deforestation Regulation (EUDR). Accelerate digital transformation in the Company's management and governance. - Promote the results achieved in local relations, community engagement, and asset and product protection; integrate these efforts with the implementation of labor policies carried out in recent periods; continue to effectively implement the directives of the Board of Directors so that these activities become standardized and sustainable, maintaining achieved results and contributing to the fulfillment of the production and business plans for the current year and subsequent years. 3- For DRI High-Tech Agricultural Company Limited (DRI HTA Co., Ltd.): The DRI capital representative at DRI High-Tech Agricultural Company Limited shall closely direct the care and maintenance of plantations, ensuring stable growth and development of the orchards, with yields meeting and exceeding planned targets; strengthen the protection of plantations and products; and strictly control production costs. 3. Regarding the transfer of listing of DRI shares to the HOSE: The BOD agreed with Report No. 15-BC/CT dated 07/7/2025 of the General Director of DRI to temporarily suspend the transfer of DRI shares for listing on the Ho Chi Minh City Stock Exchange (HOSE) and to resume implementation once all required conditions are met. 4. Regarding the issuance of the Regulations on Organization and Operation of DRI: The BOD approved the issuance of the Regulations on Organization and Operation of DRI, incorporating the comments of Daklaoruco and meeting participants, in accordance with Proposal No. 20-TTr/CT dated 07/7/2025 of the General Director of the Company.	
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		5. Regarding the payment of the remaining dividend for the year 2024: The BOD approved the payment of the remaining dividend for 2024 in accordance with Proposal No. 18-TTr/CT dated 07/7/2025, as follows: - Remaining dividend for 2024: VND 36.6 billion, equivalent to 5% of the charter capital; - Record date for entitlement to receive the remaining dividend for 2024: 30/07/2025; - Payment date: 15/08/2025; - Source of payment: Funds derived from the 2024 profits of Daklaoruco remitted to Vietnam; - The General Director of the Company is assigned to implement the procedures for the payment of the remaining dividend for 2024 in accordance with applicable laws. 6. Regarding the policy on engaging consultants for the design of Daklaoruco's office building: The BOD approved the policy for Daklaoruco to engage consultants to design its office building on Plot No. 9 (restaurant area) and the Company's parking garage site, with a maximum building height of no more than four (04) floors. The investment capital shall be balanced from the 2025 capital construction investment budget. The consultancy, design, and construction permit application shall be carried out in 2025, with construction scheduled to commence in 2026. With respect to housing for employees, renovation of the existing housing and the current office building shall be implemented after the completion of the new Daklaoruco office building. 7. Regarding the results of the auction of liquidated rubber wood at Daklaoruco: The BOD the relevant legal regulations concerning the bidding process for appraisal of plantation value upon liquidation and to report to the BOD at the August 2025 meeting. The process of inviting bids for appraisal of the pricing formula for liquidated rubber wood shall continue to be implemented in accordance with regulations. With respect to the liquidation roadmap, the General Director of DRI is assigned to implement and adjust it in accordance with actual conditions; however, such adjustments must ensure compliance with the total liquidation area, liquidation value, and other indicators in line with the rubber plantation liquidation plan approved by the General Meeting of Shareholders..	
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08	08/NQ-HDQT	29/07/2025	Written consultation of the Board of Directors (Round 4, May 2025) approving the following matters: Article 1. Approval of the policy for Daklaoruco to enter into a long-term loan agreement with a bank, specifically as follows: - Lending bank: Vietnam Joint Stock Commercial Bank for Industry and Trade Limited in Laos (VietinBank – Laos). Loan limit: LAK 35,000,000,000 (Thirty-five billion Lao kip). Proposed loan tenor: 7 years. Proposed floating interest rate: 13% (60-month deposit interest rate plus a fixed margin). Collateral: Land lease rights, exploitation rights, and assets attached to land at the plantations. Purpose of the loan: To supplement long-term investment capital for assets and machinery, capital construction investment during 2024–2025, and investment in immature rubber plantations planted in 2017, 2018, and 2022, thereby rebalancing long-term loan funding to align with ongoing projects. - The Director of Daklaoruco is assigned and authorized to proactively work with the bank to negotiate and execute the credit agreement and related documents, and to carry out disbursement and repayment procedures in accordance with applicable laws, while ensuring the legitimate rights and interests of the Company. Article 2. Establishment of departments based on the existing units, effective from 01/8/2025: 1. Transfer and rename the Administration and Human Resources Unit to the Administration – Human Resources – Legal Department; 2. Transfer and rename the Business – Import & Export Unit to the Business – Marketing Department; 3. Transfer and rename the Production Engineering Unit to the Planning – Production Engineering Department; 4. Transfer the Finance and Accounting Unit to the Finance – Accounting Department. The Chairman of the BOD is assigned to issue decisions on the establishment of the above-mentioned departments of DRI. Article 3. Agreement with the General Director on the appointment of personnel, specifically as follows: 1. Ms. Bui Thi Tuyet Nhung – Head of the Administration – Human Resources – Legal Department; 2. Ms. Nguyen Thi Thanh Huyen – Head of the Business – Marketing Department;	7/7/7
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			3. Mr. Tran Van Tinh – Head of the Planning – Production Engineering Department; 4. Mr. Le Thanh Cuong – Head of the Finance – Accounting Department; Ms. Nguyen Thi Thu Ha – Deputy Head of the Finance – Accounting Department. The General Director of DRI shall issue decisions on the appointment of the above-mentioned management personnel, effective from 01/8/2025, with a term of appointment of five (05) years.	
09	09/NQ-HDQT	20/08/2025	@/ The Board of Directors’ meeting approved the following contents: 1. Agreed with the Report of the Company Administrator on the results of implementation of the Board of Directors’ Resolutions between two meetings of the General Meeting of Shareholders, specifically Resolutions No. 07 and 08/NQ-HDQT, and the matters directed for implementation by the Chairman of the BOD and the General Director. 2. Agreed with Report No. 20/BC-CT dated 18/8/2025, of the Company’s General Director on the production and business performance up to 15/8/2025, and the directions and tasks for the remaining months. The Executive Management Board of DRI is requested to continue implementing the contents resolved by the BOD in Article 2 of Resolution No. 07/NQ-BOD dated 09/7/2025. In the coming period, in order to create proactiveness and flexibility in the management and operation of DRI and its subsidiaries, DRI needs to review existing regulations and internal policies, especially the Financial Management Regulations and the Company’s Internal Governance Regulations, and submit them to the BOD for consideration and adjustment in the fourth quarter of 2025. While these regulations have not yet been adjusted, DRI and its subsidiaries are required to strictly comply with the current regulations. The Board directs Daklaoruco to strictly control production costs, ensuring that they do not exceed the planned cost price. 3. Regarding rubber latex sales, in order to ensure profit optimization and enhance the product brand, the Board assigns the DRI Executive Management Board to proactively manage and administer sales activities based on the sales pricing formula and the annual export sales ratio targets as resolved by the BOD, in accordance with the proposal stated in Submission No. 25/TTr-CT dated 18/8/2025, of the Company’s General Director.	7/7/7

		– Sales at Daklaoruco shall follow the principle that domestic sales are only permitted for downgraded latex, recovered latex, products that do not meet export standards, or in cases where the selling price of export-qualified latex must be equal to or higher than the export latex selling price at the time, after deducting export selling expenses (amending Clause 1, Article 2 of Resolution No. 07/NQ-HDQT). For export sales, implementation shall be based on DRI's price notifications, and sales shall not be made to DRI's customers. – The export sales method of DRI shall be converted from the practice of importing goods into Vietnam for export to selling under the temporary import–re-export model into bonded warehouses in Vietnam. 4. Regarding the policy on the establishment of the General Services Division and the staffing of units under Daklaoruco, the Board assigns the General Director of DRI to direct Daklaoruco to implement the following contents: 1- To establish a General Services Division under the Management Board of Dak Lak Rubber Company Limited, with an organizational structure comprising representatives of the Management Board, heads of departments performing concurrent duties, and a number of full-time staff. The functions and duties of the General Services Division shall be implemented in accordance with Article 28 of the Regulations on Organization and Operation of Dak Lak Rubber Company Limited, promulgated together with Decision No. 296/QĐ-CT dated 28/5/2025 of Dak Lak Rubber Company Limited. Upon having sufficient personnel and meeting the conditions for independent operation, a General Services Enterprise shall be established. 2- Depending on actual conditions, Daklaoruco shall balance and allocate personnel within the staffing quota assigned under the 2025 annual plan in order to arrange officers and workers to perform assigned tasks effectively. 5. Regarding depreciation of rubber plantations, the current practice of depreciating rubber plantations shall continue to be applied. The DRI Executive Management Board shall direct Daklaoruco to work with local competent authorities or relevant ministries and agencies of Laos to obtain approval for an appropriate depreciation method, ensuring that upon liquidation of the plantations, the residual value is minimized or equal to zero; based on this, Daklaoruco shall report back to the BOD for further direction.	
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			6. Regarding the liquidation sale of rubber plantations, the Board agrees with the proposal set out in Submission No. 28/TTr-CT dated 18/8/2025, of the Company's General Director. In the immediate term, in 2025, an inventory shall be conducted and an independent valuation consultant shall be engaged in order to sell, through a tendering process, the timber from 104.01 ha of rubber plantations included in the plan for durian planting in 2026. On that basis, DRI and Daklaoruco shall coordinate to submit a proposal to the BOD by the end of 2025 for approval of the policy on liquidation and sale of rubber timber from the remaining areas under the rubber replanting and durian planting roadmap. 7. Regarding the supplementation and adjustment of Daklaoruco's capital construction investment plan, the Board agrees with the proposal of the General Director of DRI as stated in Submission No. 26/TTr-CT dated August 18, 2025. The General Director is assigned to direct Daklaoruco to implement the following specific tasks: 1- To review and adjust the 2025 capital construction investment plan as approved by the 2025 General Meeting of Shareholders and allocated by the BOD, in accordance with the principle that the total investment capital shall not exceed the amount approved by the General Meeting of Shareholders; to submit the adjusted plan to the General Director of DRI for approval and organize implementation in compliance with the procedures stipulated in the Regulations on Contractor Selection and Procurement in production and business activities and in maintaining the Company's and subsidiaries' regular operations. 2- To approve in principle the adjustment for synchronized investment in concrete yard systems, latex pumping tanks, and wastewater collection systems, increasing from 16 to 29 latex receiving and delivery points across four plantations of Daklaoruco; and to additionally invest in 15 independent stilt houses and accompanying auxiliary equipment to serve as housing for workers at Team 5 – Plantation No. 1, with a floor area of 13.5 m² per unit. The total investment capital is 2,380,000,000 kip, sourced from the 2025 investment plan. The implementation period shall be from August to October 2025.	
10	10/NQ-HDQT	09/10/2025	@/ The Board of Directors' meeting approved the following contents: 1. Agreed with the Report of the Company Administrator on the results of implementation of the	6/6/7

			Board of Directors’ Resolutions between two meetings of the BOD, specifically Resolution No. 09/NQ-HDQT dated 20/8/2025, and the matters directed for implementation by the Chairman of the BOD and the General Director. 2. Agreed with Report No. 24/BC-CT dated 07/10/2025, of the Company’s General Director on the production and business performance up to 30/9/2025, and the directions and tasks for the last three months of the year. The DRI Executive Management Board is requested to continue implementing the contents resolved by the Board of Directors in Article 2 of Resolution No. 07/NQ-HDQT dated 09/7/2025, and Article 2 of Resolution No. 09/NQ-HDQT dated 20/8/2025. In the coming period, the following key tasks shall be prioritized for implementation: 2.1- With respect to DRI: – To strengthen the export sales of natural rubber, enhance trade promotion activities for the sale of FSC-FM/CoC–certified products, and accelerate sales volume in order to achieve the target of 65% export sales of total rubber output. To effectively implement the directions of the Board of Directors as set out in Article 3 of Resolution No. 09/NQ-HDQT dated 20/8/2025. – To continue implementing the Company’s and its subsidiaries’ digital transformation program, and to complete the traceability software system to support the export sale of natural rubber in compliance with EUDR regulations. – To regularly monitor and control costs at subsidiaries, ensuring that production costs do not exceed the approved annual planned cost. – Finalize the revision of the Company’s Charter, the Internal Corporate Governance Regulations, and the Regulations on DRI’s Representatives of Capital Contributions in other enterprises, for submission to the BOD by the end of the year, prior to submission to the Annual General Meeting of Shareholders in 2026. – To focus on directing the preparation of the 2026 production and business plan and investment plan, and to review economic and technical norms for appropriate adjustment, ensuring efficient production and business operations. The plan shall be submitted in December 2025. – Provide support to CNC Company in the harvesting and sale of durian for the 2025 crop season; focus on directing post-harvest orchard care to ensure	
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		optimal conditions for bringing the durian orchards into commercial operation for the 2026 season. – Provide support and direction to Daklaoruco in rubber latex tapping operations; sell liquidated rubber timber to serve durian planting in 2026; and manage the care of rubber and durian plantations, with particular focus on plant disease prevention and control, to ensure healthy growth and development of the plantations. Direct the evaluation of the performance of newly established departments and units at Daklaoruco in order to promptly address and rectify any shortcomings (if any), thereby ensuring effective and efficient operations. Direct the remediation of non-conformities and implementation of recommendations following FSC-FM/CoC, ISO, and Vietnam Rubber Brand assessments, with a view to improving production management processes and ensuring the continued maintenance of relevant certifications.. <i>2.2- With respect to Daklaoruco:</i> – Build on the achieved results in rubber latex tapping operations, product protection, and local stakeholder relations; continue to effectively organize and manage labor and technical resources to achieve the annual rubber latex output in accordance with the approved plan. Maintain regular coordination with relevant authorities of Champasak Province, Lao PDR, to eliminate illegal rubber latex purchasing points and to effectively sustain patrol and product protection activities. – Expedite the completion of procedures and the offering for sale of 104 ha of liquidated rubber timber to prepare land for durian planting in 2026. – Regularly monitor rubber and durian plantations for plant diseases and promptly implement control measures to ensure healthy growth and development of the plantations. – Continue to effectively manage rubber latex production costs, ensuring that costs do not exceed the 2025 planned cost levels as assigned by the General Meeting of Shareholders and the BOD. – Finalize management software systems and deploy them for effective use, with particular emphasis on the rubber latex product traceability system to meet sales requirements in compliance with EUDR. – Maintain effective coordination with DRI in sales activities in accordance with Article 3 of Resolution No. 09/NQ-HDQT dated 20/8/2025 of the Company's BOD.	
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		– Implement performance evaluations of newly established departments and units; assess local stakeholder relations and product protection activities; thereby promptly identify, adjust, and rectify any shortcomings, inefficiencies, or unreasonable practices in preparation for the 2026 planning year. – Address non-conformities and implement recommendations arising from FSC-FM/CoC, ISO, and Vietnam Rubber Brand assessments in order to refine production management processes and ensure the continued maintenance of the relevant certifications in the coming period. – Focus on reviewing economic and technical norms; assess investment needs in order to seek approval in principle from the Parent Company in accordance with the delegated authority; and develop the 2026 production and business plan and investment plan. 2.3- With respect to DRI High-Tech Agriculture Company (NNCNC DRI): – Focus on the harvesting and sale of durian; following harvest, intensify orchard care and canopy shaping to ensure healthy growth and development of the orchards in preparation for the 2026 season.. – Implement the digitalization of plantations to ensure effective care and management of the orchards. – Conduct an inventory and assessment of the plantations and develop the 2026 plan in close alignment with actual conditions. 3. Approve the issuance of the Company’s Financial Management Regulations in accordance with Submission No. 28/TTr-CT dated 06/10/2025 of the Company’s General Director. Assign the Chairman of the BOD to sign and promulgate the Regulations. 4. Approve in principle the renovation of the rooftop of the DRI office building and the installation of a solar energy system. Assign the Company’s General Director to carry out the necessary legal procedures and prepare the design and cost estimates for inclusion in the 2026 production and business plan and investment plan, with construction to commence in early 2026. 5. Approve the discontinuation of insurance coverage for rubber plantations at Daklaoruco starting from 2026, in accordance with the proposal of the General Director of DRI as set out in Submission No. 30/TTr-CT dated 07/10/2025.	
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			6. Regarding the orientations for the preparation of Daklaoruco's 2026 production and business plan and investment plan 6.1- Approve the adjustment of the durian planting area in 2026 to 60.66 ha on liquidated rubber land at Farm No. 1, comprising plots 13.2, 13.3, and 13.4. Daklaoruco shall focus on mobilizing long-term investment capital for the durian planting project, while concurrently implementing investment preparation activities for new durian planting to ensure progress and quality. 6.2- Approve in principle the production of traditional organic fertilizer for application to the Company's plantations (both rubber and durian). Raw materials for fertilizer production shall be sourced from plant waste, sludge generated from rubber latex processing, and purchased cattle manure. The planned production volume for 2026 is 10,000 m³. Daklaoruco shall be responsible for preparing raw material supplies and production conditions to ensure fertilizer quality and timely application during the 2026 fertilization season. Funding for fertilizer production shall be sourced from the plantation insurance budget as specified in Article 5 of this Resolution and from the budget allocated for fertilizer procurement in accordance with approved norms. 6.3- Approve in principle the upgrading of the secondary rubber processing line with a view to reducing energy consumption and labor requirements, lowering production costs and product cost prices, and meeting the Company's demand for processing secondary rubber as well as rubber purchased from smallholders, with a designed capacity of 5,000 tons per year. Assign Daklaoruco to prepare the design and cost estimates, submit them for approval by the competent authorities, and include the project in the 2026 investment plan for implementation immediately after the rubber tapping season ends.	
11	11/NQ-HDQT	11/11/2025	@/ The 6th solicitation of opinions of the BOD approved the following contents: 1. Regarding the policy on implementing certain investment tasks under the 2026 planning year: Approve in principle the facilitation of Daklaoruco to proactively implement in advance certain tasks under the 2026 investment plan, in order to ensure the successful execution of the plan from the beginning of the year, with the following specific contents:	7/7/7

		1.1- The General Director of DRI shall direct Daklaoruco to implement certain tasks and advance funding from the 2026 plan to carry out works and items serving production in 2026, in accordance with Submission No. 31/TTr-CT dated 10/11/2025 of the General Director of DRI. The estimated total investment is LAK 17,348,000,000 (seventeen billion three hundred forty-eight million Lao Kip). 1.2- Implementation period: November and December 2025 and the first quarter of 2026. 1.3- Assign the General Director of DRI to direct and guide Daklaoruco in proactively organizing implementation in a timely manner to serve production at the beginning of the 2026 season. The aforementioned investment items and funding shall be incorporated into the 2026 capital construction investment plan in accordance with regulations. During implementation, compliance shall be ensured with the Financial Management Regulations, the Regulations on Contractor Selection and Procurement for production and business activities and the maintenance of regular operations of Dak Lak Rubber Investment Joint Stock Company and its subsidiaries, as well as other relevant internal regulations of the Company. 2. Regarding the policy on supplementing the payroll fund for rubber latex output exceeding the 2025 plan: The Board agrees to supplement the payroll fund for Daklaoruco in order to incentivize increases in rubber latex output beyond the 2025 annual plan, with the following specific provisions: 2.1- Supplement the direct wage fund at a rate of LAK 2,000 per kilogram for rubber latex output exceeding the annual planned volume. 2.2- Supplement the wage fund for indirect staff who are not paid on a piece-rate basis, corresponding to the levels of rubber latex output exceeding the annual plan, as follows: – Where the total actual rubber latex output exceeds 13,500 tons and reaches up to 14,000 tons, the applicable wage rate shall be increased by 2%, equivalent to 0.1920 USD/kilogram, multiplied by the total rubber latex output achieved during the year to determine the total wage fund. – Where the total actual rubber latex output exceeds 14,000 tons and reaches up to 14,500 tons, the applicable wage rate shall be increased by 4%, equivalent to 0.1958 USD/kilogram, applied to the	
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			total rubber latex output achieved during the year to determine the total wage fund.. – Where the total actual rubber latex output exceeds 14,500 tons, the applicable wage rate shall be increased by 6%, equivalent to 0.1996 USD/kilogram, multiplied by the total rubber latex output achieved during the year to determine the total wage fund. 2.3- Assign DRI to guide Daklaoruco in proactively organizing implementation after the end of the financial year to ensure that wage costs are fully and accurately accounted for in product cost calculations, and to ensure that payments are made to the correct eligible beneficiaries of the wage fund in accordance with regulations.	
12	12/NQ-HDQT	15/12/2025	@/ The 7th solicitation of opinions of the BOD approved the following contents: 1. Approve the policy on the floor price for the liquidation of rubber plantation timber at Farm No. 1 of Daklaoruco, specifically as follows: – Total area of rubber plantation to be liquidated: 104.15 ha. – Starting unit price: 25,647,220 LAK/ha, equivalent to a total starting bid value of 2,671,158,000 LAK. – Method of sale: Competitive bidding. – Implementation period: From December 2025. – The BOD assigns the General Director of DRI to direct Daklaoruco to promptly implement the above in order to prepare land for durian planting in 2026.	7/7/7
13	13/NQ-HDQT	29/12/2025	@/ The 8th solicitation of opinions of the Board of Directors approved the following contents: 1. Regarding external relations and appreciation expenses for units supporting Daklaoruco in exceeding the 2025 plan: Approve in principle the allocation of additional external relations and appreciation expenses for Daklaoruco to recognize units that accompanied and supported Daklaoruco in exceeding the 2025 annual plan, with the specific details as follows: – Supplementary budget amount: 430,000,000 LAK. – Source of funds: To be added to Daklaoruco's 2025 budget plan. – Assign the General Director of DRI to guide Daklaoruco in organizing the implementation of external relations and appreciation activities, as well	7/7/7

			as settlement and finalization of related expenses, in full compliance with applicable regulations. 2. Regarding the settlement of the indirect payroll fund at DRI: Approve the addition of an amount equivalent to two (02) months of average salary for all employees of DRI Company in the 2025 plan, specifically as follows: – Total supplementary payroll amount for 2025: VND 612,000,000. – The total payroll fund actually implemented in 2025 at DRI after supplementation and adjustment, to be finalized in accordance with Clause 2, Section II of Submission No. 34/TTr-CT dated 25/12/2025, of the General Director of DRI, is VND 5,214,838,235. 3. Regarding the finalization of the wage fund and the advance distribution of after-tax profit for 2025 at DRI CNC Agricultural Company Limited: – Approve in principle the finalization of the 2025 wage fund at 95% of the planned wage fund, in order to motivate employees in the context of adverse impacts from weather conditions. The adjusted average income for 2025 is VND 15,784,615 per person per month.. – Approve in principle the advance distribution of 2025 after-tax profit to capital-contributing members at a rate of 10% of charter capital. The remaining after-tax profit shall be carried forward to 2026 to meet production and business capital requirements. – Assign the capital representative of DRI at DRI CNC Agricultural Company Limited to vote on matters relating to wages and profit distribution at the Members’ Council meeting of DRI CNC Agricultural Company Limited, based on the policies approved by the Board of Directors. 4. Regarding the policy on short-term and medium-term borrowing at Daklaoruco: Approve in principle the authorization for Daklaoruco to obtain short-term and medium-term loans to timely meet working capital requirements and ensure sufficient cash flow for Daklaoruco’s production and business operations, with the specific details as follows: 1- Authorize Daklaoruco to conduct credit transactions and enter into relevant credit agreements with Lao–Viet Joint Venture Bank, Champasak Branch, and VietinBank Laos – Champasak Branch, with the main terms as follows:	
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			– Total credit limit: 135,000,000,000 LAK, including: + Short-term loan limit at VietinBank Laos: 40,000,000,000 LAK; + Short-term loan limit at the Lao–Viet Joint Venture Bank: 50,000,000,000 LAK; + Limit for opening L/Cs and short-term guarantees: 10,000,000,000 LAK; + Medium- and long-term loan limit: 35,000,000,000 LAK. – Purposes of fund utilization: + Short-term loans, guarantees, and the opening of letters of credit (L/Cs): to supplement working capital for the care of mature rubber plantation areas (excluding care costs for rubber plantations in the basic construction stage), rubber tapping and processing activities, procurement of raw rubber latex for processing, and other reasonable expenses required for the implementation of the business plan; + Medium- and long-term loans: loans for, or loans to reimburse, expenditures incurred in implementing the capital construction and machinery and equipment investment plan for 2024–2025, as well as cumulative investment costs for rubber plantations in the basic construction (immature) stage up to 2025. – Credit limit tenure: 12 months. 2- Approve the continued use of assets lawfully owned by Dak Lak Rubber Company Limited as collateral to secure all borrowing obligations of the Company at VietinBank Laos – Champasak Branch and the Lao–Viet Joint Venture Bank – Champasak Branch arising from the credit facilities specified in Clause 1 of this Article, as well as other transactions between the Company and the aforementioned banks, within the approved credit limits. 3- Dak Lak Rubber Investment Joint Stock Company commits to guaranteeing all debt repayment obligations in respect of loans that Dak Lak Rubber Company Limited has obtained and will obtain from the Lao–Viet Joint Venture Bank – Champasak Branch, pursuant to the credit agreements that have been and will be executed. 4- Authorize Mr. Do Thien Nghia, Director of Daklaoruco, to be responsible for organizing the implementation of matters approved by the BOD; to directly execute or authorize a third party to represent the Company in executing credit facility agreements,	
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			security agreements, collateral enforcement documents (if any), and/or any other necessary documents related to transactions between the Company and VietinBank Laos and the Lao-Viet Joint Venture Bank, Champasak Branch, in accordance with applicable laws and the Company's Charter.	
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III. Supervisory Board (2025)

1. Information on members of the Supervisory Board (SB)

No.	Supervisory Board Member	Position	Date of Appointment as Supervisory Board Member	Professional Qualification
01	Mr. Nguyen Thac Hoanh	Head of the Supervisory Board	03/06/2012	Bachelor of Economics, major in Industrial Accounting
02	Mr. Phan Thanh Tan	Supervisory Board Member	01/10/2013	Bachelor of Economics, major in Corporate Finance and Accounting
03	Mr. Tran Van Tinh	Supervisory Board Member	19/04/2022	Agricultural Engineer, major in Plant Protection

2. Meetings of the Supervisory Board / Audit Committee

No.	Supervisory Board / Audit Committee Member	Number of Meetings Attended	Attendance Rate	Voting Rate	Reason for Non-attendance
01	Mr. Nguyen Thac Hoanh	4	100%	100%	
02	Mr. Phan Thanh Tan	4	100%	100%	
03	Mr. Tran Van Tinh	4	100%	100%	

3. Supervisory activities of the Supervisory Board with respect to the BOD, Executive Management, and shareholders:

– With respect to the BOD: The Supervisory Board supervised the implementation of resolutions of the General Meeting of Shareholders by the BOD; participated in meeting programs; and actively studied policies and orientations for the Company's operations as set out by the BOD. The Supervisory Board also supervised the direction and coordination between the BOD and the Executive Management in the management of the Company's production and business activities and investment activities.

– With respect to the Executive Management: The Supervisory Board monitored the implementation of resolutions of the BOD and the progress in achieving key targets for production and business activities and investment. It supervised financial management, asset management, and the use of corporate resources, as well as the implementation of labor and employee regimes under the responsibility of the Executive Management. After each inspection, the Supervisory Board held discussions with the Executive Management regarding the inspection contents and provided recommendations and proposals.

– With respect to shareholders: The Supervisory Board carried out verification and provided responses upon request, in accordance with its functions and the Company's regulations.

During the supervision process, the Supervisory Board noted that the BOD and the Executive Management demonstrated good compliance and effective coordination, properly fulfilling their roles and responsibilities as stipulated in the Company Charter. Internal unity was maintained, with no conflicts of interest arising. All members of the BOD displayed a high sense of responsibility, dedication, and diligence in performing their assigned duties. In 2025, there were no matters related to conflicts of interest.

4. Coordination between the Supervisory Board / Audit Committee and the BOD, Executive Management, and other managerial officers:

– The Supervisory Board cooperated effectively with the Company’s management in implementing planned control and supervision programs. There was mutual consultation and consensus in information feedback and in the year-end performance evaluation.

– The Executive Management created favorable conditions in terms of facilities, working tools, scheduling, personnel arrangements, and working resources in accordance with the Supervisory Board’s inspection and supervision schedule. Full documentation, supporting vouchers, and data were provided for review whenever the Supervisory Board registered to conduct its work.

– Recommendations and proposals related to accounting and financial data, asset management, and cost management were received and adjusted by the Executive Management and the accounting department in compliance with applicable laws and regulations.

5. Other activities of the Supervisory Board: (If any)

IV. Executive Management

No.	Executive Management Member	Date of Birth	Professional Qualification	Date of Appointment / Dismissal
01	Mr. Le Thanh Can	20/08/1963	Agricultural Engineer	Appointment: 16/09/2017 Dismissal: 01/05/2025
02	Mr. Nguyen Do	02/03/1966	Agricultural Engineer	Appointment: 01/05/2025
03	Ms. Nguyen Thi Hai	18/03/1970	Agricultural EngineerMaster of Economics	Appointment: 05/06/2012

V. Chief Accountant

Full Name	Date of Birth	Professional Qualification	Date of Appointment / Dismissal
Mr. Le Thanh Cuong	10/05/1985	Bachelor of Economics, majoring in Accounting	Appointment: 01/10/2013

VI. Training on Corporate Governance:

Corporate governance training courses attended by members of the BOD, members of the Supervisory Board, the General Director, other managerial officers, and the Company Secretary in accordance with corporate governance regulations:

No.	Full Name	Position	Training Content	Training Period
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1	Mr. Nguyen Viet Tuong	Chairman of the BOD; Non-executive Board Member	Corporate Governance Training Program for Public Companies organized by the Securities Science Research and Training Center of the State Securities Commission of Vietnam (SSC)	20-21/09/2018
2	Mr. Nguyen Thac Hoanh	Head of the Supervisory Board		Corporate Governance Course; Professional Accounting Course
3	Mr. Phan Thanh Tan	Supervisory Board Member		Corporate Governance Course 5-6/10/2017
4	Ms. Nguyen Thi Hai	Deputy General Director; Person in charge of Corporate Governance; Authorized Person for Information Disclosure		Corporate Governance Course 5-6/10/2017
5	Mr. Le Thanh Cuong	Chief Accountant		Corporate Governance Course 5-6/10/2017
6	Mr. Nguyen Tran Giang	Non-executive Board Member		Not yet attended
7	Mr. Nguyen Minh	Non-executive Board Member		Not yet attended
8	Mr. Ta Quang Tong	Non-executive Board Member		Not yet attended
9	Mr. Le Dinh Huyen	Independent Board Member		Not yet attended
10	Mr. Nguyen Do	Board Member / General Director		Not yet attended
11	Mr. Tran Ngoc Duyen	Independent Board Member		Not yet attended
12	Mr. Tran Van Tinh	Supervisory Board Member		Not yet attended
13	Ms. Bui Thi Tuyet Nhung	Company Secretary		Not yet attended

VII. List of related persons of the public company and related-party transactions between the Company and itself

1. List of related persons of the Company (In accordance with Clause 23, Article 4 of the Law on Enterprises 2020): *Refer to Appendix 1 enclosed with this Report.*

2. Transactions between the Company and its related persons; or between the Company and major shareholders, internal persons, and related persons of internal persons

No.	Name of Organization / Individual	Relationship with the Company	Business Registration No., Date & Issuing Authority	Head Office / Contact Address	Transaction Date(s)	Resolution / Decision of GMS / BOD (if any)	Description, Quantity, Total Transaction Value	Notes
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01	Dak Lak Rubber Joint Stock Company (Dakruco)	Shareholder holding 45% of DRI's charter capital	6000175829	30 Nguyen Chi Thanh St., Tan An Ward, Dak Lak Province	28/02/2025 27/06/2025 25/08/2025 22/12/2025		Dakruco interest payments to DRI in 2025 (VND): 1,814,794,521 2,028,684,930 1,651,315,068 2,041,315,069 Total: 7,536,109,588	
					From 01/01/2025 to 31/12/2025		Interest receivable from Dakruco in 2025: 7,400,000,000 VND	
					12/08/2025	Resolution No. 07/NQ-HĐTV dated 09/07/2025 of DRI BOD	Payment of the remaining 2024 dividend (equivalent to 5% of contributed capital) to Dakruco: 16,470,000,000 VND	
02	DRI High-Tech Agriculture Co., Ltd.	Subsidiary, DRI holds 83.87% of charter capital	6001605111	59 Cao Thang St., Tan An Ward, Dak Lak Province	20/01/2025	Resolution No. 06/NQ-HĐTV dated 31/12/2024 and Resolution No. 02/NQ-HĐTV dated 16/04/2025 of Members' Council	Payment of an advance on after-tax profit for 2024 (equivalent to 10% of contributed capital) to DRI: VND 2,600,000,000	
					27/06/2025 23/07/2025 06/08/2025 11/09/2025	Loan Agreement No. 01/2025/HĐVV dated 10/06/2025 (pursuant to Resolution No. 06/NQ-HĐQT dated	Provided a loan of VND 7,500,000,000 (Seven billion five hundred million Vietnamese dong) to DRI High-Tech Agriculture Co., Ltd., with a loan term of 36 months.	

						06/06/2025)	Disbursement schedule: VND 1,000,000,000 VND 2,000,000,000 VND 2,000,000,000 VND 2,500,000,000	
					13/03/2025 28/07/2025 12/09/2025 06/11/2025		DRI High-Tech Agriculture Co., Ltd. paid loan interest for 2025 to DRI as follows: VND 320,712,329 VND 467,684,932 VND 421,095,890 VND 119,726,027 Total: VND 1,329,219,178	
					From 01/01/2025 to 31/12/2025		Loan interest receivable for 2025: VND 1,335,643,835	
					21/04/2025		Payment of the 2024 financial statement audit fee advanced by DRI: VND 32,400,000	
					30/12/2025	Resolution No. 08/NQ- HĐTV dated 30/12/2025	Advance payment of after- tax profit for 2025 to DRI at a rate of 10% of contributed capital: VND 2,600,000,000.	
03	Dak Lak Rubber Company Limited (Daklaoruc o)	Subsidiar y, DRI holds 100% of charter capital	Amended Investment License No. 016- 16/KĐ/ĐT4 dated 30/03/2016 issued by	Ban Tha Luong Village, Pakse District, Champa sak	Year 2025	Resolution No. 01/NQ- DHDCD of the 2025 Annual General Meeting of	DRI purchased natural rubber from Daklaoruco with a total volume of 6,036.85 tons, comprising SVR 3L (4,003 tons),	

			the Ministry of Planning and Investment of Lao PDR	Province , Laos		Shareholders dated 24/04/2025	SVR 10 (894.60 tons), SVR CV50 (95.97 tons), and SVR CV60 (1,043.28 tons), with a total transaction value of VND 287,811,080,524.	
					Year 2025		Daklaoruco is required to reimburse DRI for expenses advanced on its behalf in 2025 in the amount of VND 7,678,448,220.	
					Year 2025		Daklaoruco reimbursed DRI for expenses advanced on its behalf in 2024 and 2025, as well as rubber plantation insurance premiums for 2025, in the amount of VND 7,673,130,065.	
					05/08/2025 16/10/2025 12/11/2025	Resolution No. 01/NQ-DHDCD of the 2025 Annual General Meeting of Shareholders dated 24/04/2025	Profit after tax for the year 2024 distributed by Daklaoruco to its parent company, DRI, amounted to LAK 65,894,441,269, equivalent to VND 79,421,191,892.	

Note: *NSH Certificate No.* refers to the Identity Card/Passport number (for individuals) or the Enterprise Registration Certificate number, Operating License, or equivalent legal documents (for organizations).

3. Transactions between internal persons of the Company, related persons of internal persons, and subsidiaries or companies under the Company's control

N o.	Person conducting the transaction	Relationship with the internal person	Position in the public company	ID Card/Passport No., date of issue, place of issue	Address	Name of subsidiary / controlled company	Transaction date	Nature, quantity and total value of the transaction	Notes
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4. Transactions between the Company and related parties

4.1. Transactions between the Company and entities in which members of the Board of Directors, members of the Supervisory Board, the Director (General Director), and other managers have been or are founding members, members of the Board of Directors, or executive Directors/General Directors during the last three (03) years (as of the reporting date)

4.1.1. Transactions between DRI and Dak Lak Rubber Joint Stock Company (Dakruco), a major shareholder holding 45% of DRI's charter capital:

- The loan interest payable by Dakruco to DRI in 2025 under Loan Agreement No. 01/2023/HĐVV dated 22/05/2023 and Loan Agreement No. 01/2024/HĐVV dated 22/11/2024 amounts to VND 7,400,000,000.

- Dakruco has paid loan interest to DRI in the total amount of VND 7,536,109,588.

4.1.2. Transactions between DRI and its subsidiaries

a/ Dak Lak Rubber Company Limited (Daklaoruco), a wholly owned subsidiary in which DRI holds 100% of the charter capital:

- DRI purchased natural rubber latex from Daklaoruco with a total volume of 6,036.85 tons, comprising SVR3L (4,003 tons), SVR10 (894.6 tons), SVRCV50 (95.97 tons), and SVRCV60 (1,043.28 tons), with a total transaction value of VND 287,811,080,524.

- The remaining after-tax profit for 2024 of Daklaoruco was fully remitted to the parent company, DRI, in accordance with Resolution No. 01/NQ-DHDCCD of the 2025 Annual General Meeting of Shareholders dated 24/4/2025, amounting to LAK 65,894,441,269, equivalent to VND 79,421,191,892.

- Daklaoruco reimbursed DRI for expenses paid on its behalf in 2024 and 2025, and for plantation insurance premiums in 2025, with a total amount of VND 7,673,130,065.

- As at the first six months of 2025, Daklaoruco is payable to DRI for expenses advanced by DRI in the amount of VND 7,678,448,220.

b/ DRI High-Tech Agriculture Company Limited, a subsidiary in which DRI holds 83.87% of the charter capital:

- DRI granted a loan of VND 7,500,000,000 (seven billion five hundred million Vietnamese dong) to DRI High-Tech Agriculture Company Limited with a loan tenor of 36 months, under Loan Agreement No. 01/2025/HĐVV dated 10/06/2025, in accordance with Board of Directors' Resolution No. 06/NQ-HĐQT dated 06/06/2025; the loan was fully disbursed in 2025.

- Advance payment of after-tax profit for 2024 to DRI amounted to VND 2,600,000,000, pursuant to Members' Council Resolution No. 06/NQ-HĐTV dated 31/12/2024 and Resolution No. 02/NQ-HĐTV dated 16/04/2025.

- Interest paid to DRI in respect of loans for 2024 amounted to VND 1,329,219,178.

- Interest receivable by DRI for 2025 amounted to VND 1,335,643,835.

- Payment of audit fees for the 2024 financial statements, which were advanced by DRI on behalf of the subsidiary, amounted to VND 32,400,000.

- Advance payment of after-tax profit for 2025 to DRI at a rate of 10% of contributed capital, amounting to VND 2,600,000,000, in accordance with Members' Council Resolution No. 08/NQ-HĐTV dated 30/12/2025.

4.2. Transactions between the Company and entities in which related persons of members of the Board of Directors, members of the Supervisory Board, the Director (General Director), and other managers are members of the Board of Directors or executive Directors/General Directors: None.

4.3. Other transactions of the Company (if any) that may generate material or non-material benefits for members of the Board of Directors, members of the Supervisory Board, the Director (General Director), and other managers: None.

VIII. Share transactions of insiders and related persons of insiders (Six-month report for 2024)

1. List of insiders and related persons of insiders of the Company: Refer to Appendix 2 enclosed with this Report.

2. Share transactions of insiders and related persons in respect of the Company's shares

No.	Transaction executor	Relationship to the insider	Shares held at beginning of period		Shares held at end of period		Reason for change (purchase, sale, conversion, bonus, etc.)
			Shares	Ownership	Shares	Ownership	
01	Dak Lak Rubber Joint Stock Company (Dakruco)	Major shareholder	44.537.500	60,84%	32.940.000	45%	Sale
02	Ms. Nguyen Thi Hai	Deputy General Director / Authorized Person for Information Disclosure / Person in charge of Corporate Governance	175.000	0,24%	0	0%	Sale
			0	0%	65.000	0,08%	Buy

IX. Other matters to be noted

Recipients:

- SSC, HNX;
- Archived: Administration Office;
- Published on DRI website.

CHAIRMAN OF THE BOARD OF DIRECTORS

Nguyen Viet Tuong

APPENDIX 1: LIST OF RELATED PERSONS OF THE COMPANY

Issued with Report No. 03/BC-CT dated January, 29, 2026 Report on the corporate governance situation in 2025
of Dak Lak Rubber Investment Joint Stock Company

STT No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	No. *, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
I. Organization									
01	Dak Lak Rubber Joint Stock Company (Dakruco)	002C038989	Major Shareholder	Business Registration Certificate No. 6000175829, issued on 01/10/2018 by Dak Lak Department of Planning and Investment	30 Nguyen Chi Thanh, Buon Ma Thuot Ward, Dak Lak Province	30/12/2016			Major shareholder owning 45% of DRI's charter capital
02	Dak Lak Rubber Co., Ltd (Daklaoruco)		Subsidiary	Amended Concession Registration Certificate No. 016-16/KĐ/ĐT4 dated 30/03/2016 issued by the Ministry of Planning and Investment of the Lao PDR to Daklaoruco	Ban Tha Luong, Pakse, Champasak Province, Laos	24/2/2012			DRI holds 100% of charter capital
03	DRI High-tech Agriculture Co., Ltd		Subsidiary	Business Registration Certificate No. 6001605111 first issued on 01/3/2018, 3rd amendment on 28/12/2022, issued by Dak Lak Department of Planning and Investment	59 Cao Thang, Tan An Ward, DakLak Province	01/03/2018			DRI holds 83.87% of charter capital

II. Individual									
1. Manager, legal representative of the parent company: Point a, clause 23, article 4-LDN 2020									
2. Manager, legal representative of the subsidiary company: Point b, clause 23, article 4-LDN 2020									
2.1 Dak Lak Rubber Co., Ltd in Laos (Daklaoruco)									
1	Nguyen Viet Tuong		Chairman, Legal Representative			16/09/2015			
2	Do Thien Nghia		Company Director			15/02/2025			
2.2 DRI High-tech Agriculture Co., Ltd									
1	Nguyen Do		Chairman of the Board of Members, Legal Representative/ DRI Capital Representative			1/5/2025			
2	Dam Anh Tuan		Member of the Board of Members			01/03/2018			

3	Dang Huu Minh		Member of the Board of Members			19/12/2022			
4	Nguyen Thi Ngoc Lan		Member of the Board of Members			19/12/2022			
5	Nguyen Luong Tri		Director			06/9/2018			

III. Enterprise manager, legal representative, Supervisor (DRI) item d, clause 23, article 4-LDN

1	Nguyen Viet Tuong		Chairman, Legal Representative			16/09/2015			
2	Nguyen Do		Chairman of the Board of Members, Legal Representative/ DRI Capital Representative			1/5/2025			
3	Nguyen Minh		Member of the Board of Directors			15/04/2017			
4	Nguyen Tran Giang		Member of the Board of Directors/Chief Accountant			05/04/2019			

5	Ta Quang Tong		Independent Member of the Board of Directors			19/04/2022			
6	Le Dinh Huyen		Independent Member of the Board of Directors			25/04/2024			
7	Tran Ngoc Duyen		Independent Member of the Board of Directors			25/4/2025			
8	Nguyen Thac Hoanh		Head of the Supervisory Board			03/06/2012			
9	Phan Thanh Tan		Member of the Supervisory Board			01/10/2013			
10	Tran Van Tinh		Member of the Supervisory Board; Head of Production Technical Department			19/04/2022			
IV. Spouse, birth father, birth mother, adoptive father, adoptive mother, father-in-law, mother-in-law, birth child, adopted child, son-in-law, daughter-in-law, birth brother, birth sister, birth younger sibling, brother-in-law, younger brother-in-law, sister-in-law, younger sister-in-law of the company's manager, legal representative, Supervisor, member and controlling shareholder (DRI)									

1	Nguyen Viet Tuong		Chairman, Legal Representative	Citizen ID No. 049065008978, issued on 24/12/2024, by Ministry of Public Security	42, No Trang Guh, Buon Ma Thuot ward, Dak Lak province	16/09/2015			
1.1	Nguyen Trieu		Birth Father	Deceased					
1.2	Tran Thi Xuyen		Birth Mother	Deceased					
1.3	Nguyen Thi Ngoc Lan		Wife			16/09/2015			
1.4	Nguyen Viet Tinh		Son			16/09/2015			
1.5	Nguyen Viet Thong		Son			16/09/2015			
1.6	Nguyen Long Bao Nguyen		Daughter-in- law			20/02/2022			
1.7	Nguyen Viet Pho		Younger brother						
1.8	Nguyen Viet Sy		Younger brother			16/09/2015			
1.9	Nguyen Thi Bich Van		Younger brother			16/09/2015			
1.10	Nguyen Viet Tuan		Younger brother			16/09/2015			
1.11	Nguyen Duy Gioi		Father-in-law						

1.12	Nguyen Thi Ngoc Diep		Mother-in-law			16/09/2015			
1.13	Nguyen Thi Lieu		Younger sister-in-law			16/09/2015			
1.14	Vo Duc Nga		Younger brother-in-law			16/09/2015			
1.15	Phan Thi Thanh Thuong		Younger sister-in-law			16/09/2015			
2	Nguyen Do		Chairman of the Board of Members, Legal Representative /DRI Capital Representative			24/4/2025			
2.1	Nguyen Tam		Birth Father	None					Deceased
2.2	Luu Thi Luom		Birth Mother	None					Deceased
2.3	Tran Van Rang		Father-in-law						
2.4	Tran Thi Nguyet		Mother-in-law			24/4/2025			Deceased
2.5	Tran Thi Thu Hong		Wife			24/4/2025			

2.6	Nguyen Thi Thu Trang		Daughter			24/4/2025			
2.7	Nguyen Hoan		Son			24/4/2025			
2.8	Nguyen Thi Nghia		Older sister			24/4/2025			
2.9	Nguyen Nhon		Older brother			24/4/2025			
2.10	Le Duc Biet		Brother-in-law			25/04/2025			
2.11	Tran Thi Thuy		Sister-in-law			25/04/2025			
3	Nguyen Minh		Member of the Board of Directors			15/04/2017			

3.1	Nguyen Thi Bich Lien		Wife			15/04/2017			
3.2	Nguyen Phuc Nguyen Bao		Son			15/04/2017			
3.3	Nguyen Minh Thu		Daughter			15/04/2017			
3.4	Nguyen Thi Nguu		Birth Mother			15/04/2017			Deceased
3.5	Nguyen Binh		Birth Father			15/04/2017			Deceased
3.6	Nguyen Nhu Nghia		Father-in-law			15/04/2017			
3.7	Hoang Thi Huong		Mother-in-law			15/04/2017			
3.8	Nguyen Thi Duong		Older sister			15/04/2017			
3.9	Nguyen Thi Hai		Older sister			15/04/2017			
3.10	Nguyen Thi Lan		Older sister			15/04/2017			
3.11	Nguyen Quang		Older brother			15/04/2017			

3.12	Le Van Tao		Brother-in-law			15/04/2017			
3.13	Tran Tuong		Brother-in-law			15/04/2017			
3.14	Nguyen Thi Dung		Sister-in-law			15/04/2017			
4	Nguyen Tran Giang		Member of the Board of Directors/Chief Accountant			05/04/2019			
4.1	Che Thi Hoai Vy		Wife			05/04/2019			
4.2	Nguyen Nhu Cau		Birth Father			05/04/2019			
4.3	Nguyen Thi Lam		Birth Mother			05/04/2019			
4.4	Nguyen Tran Son		Younger brother			05/04/2019			
4.5	Nguyen Thi Thao		Younger sister-in-law			05/04/2019			
4.6	Nguyen Nhu Quynh		Daughter			05/04/2019			
4.7	Nguyen An Phuc		Son			05/04/2019			

4.8	Che Lao		Father-in-law			05/04/2019			
4.9	Tran Thi Lam		Mother-in-law			05/04/2019			
4.10	Che Hoai Vu		Brother-in-law			05/04/2019			
5	Ta Quang Tong		Independent Member of the Board of Directors			19/04/2022			
5.1	Nguyen Xuan Mai		Wife			19/04/2022			
5.2	Ta Quang Thach Truc		Daughter			19/04/2022			
5.3	Ta Quang Lan		Birth Father	Deceased					
5.4	Le Thi Tam		Birth Mother	Deceased					
5.5	Nguyen Ba Chinh		Father-in-law	Deceased					
5.6	Nguyen Thi Hy		Mother-in-law			19/04/2022			
5.7	Ta Quang Sum		Older Brother			19/04/2022			
5.8	Duong Thi My Lan		Sister-in-law			19/04/2022			

5.9	Ta Quang Son		Younger brother			19/04/2022			
5.10	Dao Thi Diem Tuyet		Younger Sister-in-law			19/04/2022			
5.11	Ta Thi Thanh Binh		Younger sister			19/04/2022			
5.12	Hoang Huu		Younger Brother-in-law			19/04/2022			
6	Le Dinh Huyen		Independent Member of the Board of Directors			25/04/2024			
6.1	Tran Thanh Thao Ly		Wife			25/04/2024			
6	Le Dinh Gia An		Son			25/04/2024			
6.3	Le Dinh Gia Huy		Son			25/04/2024			
6.4	Le Dinh Thanh		Birth Father			25/04/2024			
6.5	Dao Thi Xin		Birth Mother			25/04/2024			
6.6	Le Thi Dieu		Older Sister			25/04/2024			

6.7	Huynh Ngoc Dan		Brother-in-law			25/04/2024			
6.8	Le Dinh Son		Younger brother			25/04/2024			
6.9	Le Dinh Hai		Younger Sister			25/04/2024			
6.10	Le Phuong Mai		Younger Sister-in-law			25/04/2024			
6.11	Tran Thanh Bao		Father-in-law			25/04/2024			
6.12	Hồ Thị Hồng Sen		Mother-in-law			25/04/2024			
7	Tran Ngoc Duyen		Independent Member of the Board of Directors			25/4/2025			
7.1	Tran Duc		Birth Father						Deceased
7.2	Ho Thi Hanh		Birth Mother						Deceased
7.3	Nguyen Tuan Kiet		Father-in-law						Deceased
7.4	Ly Kim Lien		Mother-in-law						Deceased
7.5	Nguyen Kim Phung		Wife			24/4/2025			
7.6	Tran Tuan Minh		Birth Child						

						24/4/2025			
7.7	Tran Ngoc Uyen Phuong		Birth Child			24/4/2025			
7.8	Tran Nguyen Vu		Son-in-law			24/4/2025			
7.9	Tran Dinh		Older Brother			24/4/2025			
7.10	Phan Kim Toai		Sister-in-law			24/4/2025			
7.11	Tran Ngoc Dung		Younger brother			24/4/2025			
7.12	Hoang Le Huyen		Younger Sister-in-law			24/4/2025			
7.13	Tran Ngoc Hung		Younger brother			24/4/2025			
7.14	Nguyen Thi Lam Tuyen		Younger Sister-in-law			24/4/2025			
7.15	Tran Thi Bach Tuyet		Younger sister			24/4/2025			

7.16	Nguyen Doan Son Hai		Younger Brother-in-law			24/4/2025			
7.17	Tran Ho Cuong		Younger brother			24/4/2025			
8	Nguyen Thac Hoanh		Head of the Supervisory Board			03/06/2012			
8.1	Nguyen Thac Xuyen		Birth Father						
8.2	Dang Thi Mui		Birth Mother						
8.3	Tran Huu Manh		Father-in-law			03/06/2012			
8.4	Le Thi Chau		Mother-in-law			03/06/2012			
8.5	Tran Thi Yen		Wife			03/06/2012			
8.6	Nguyen Thi Ha Phuong		Child			03/06/2012			
8.7	Nguyen Thac Nam		Child			03/06/2012			
8.8	Nguyen Thac Khanh		Older Brother			03/06/2012			

8.9	Nguyen Thac Khanh		Younger brother			03/06/2012			
8.10	Nguyen Thi Thu Huong		Sister-in-law			03/06/2012			
8.11	Tran Thi Hao		Younger Sister-in-law			03/06/2012			
8.12	Truong Thi Thanh		Sister-in-law			03/06/2012			
8.13	Truong Van Ba		Younger Brother-in-law			03/06/2012			
9	Phan Thanh Tan		Member of the Supervisory Board			01/10/2013			
9.1	Luong Thi Phuc		Wife			01/10/2013			
9.2	Phan Thanh Tin		Child			01/10/2013			
9.3	Phan Thi Anh Thu		Child			01/10/2013			
9.4	Phan Thanh Luong		Birth Father						
9.5	Vo Thi Triem		Birth Mother						
9.6	Luong Kha		Father-in-law						

9.7	Nguyen Thi Van		Mother-in-law			01/10/2013			
9.8	Phan Thanh Thai		Older Brother			01/10/2013			
9.9	Tran Thi Kim Thuy		Sister-in-law			01/10/2013			
9.10	Phan Thanh Son		Older Brother			01/10/2013			
9.11	Le Thi Tuyet		Sister-in-law			01/10/2013			
9.12	Phan Thi Thanh Minh		Biological Sister			01/10/2013			
9.13	Ngo Minh Hung		Brother-in-law			01/10/2013			
9.14	Phan Thanh Hai		Older Brother			01/10/2013			
9.15	Nguyen Ngoc Bich Thuy		Sister-in-law			01/10/2013			
9.16	Phan Thanh Hung		Older Brother			01/10/2013			
9.17	Trinh Thi Phuong		Sister-in-law			01/10/2013			

9.18	Phan Thanh Cuong		Older Brother			01/10/2013			
9.19	Bui Thi Tam		Sister-in-law			01/10/2013			
10	Tran Van Tinh		Member of the Supervisory Board; Head of Production Technical Department			19/04/2022			
10.1	Tran Van Luc		Birth Father			19/04/2022			
10.2	Truong Thi Cuc		Birth Mother			19/04/2022			
10.3	Tran Do		Father-in-law						Deceased
10.4	Pham Thi De		Mother-in-law						Deceased
10.5	Tran Thi Hang		Wife			19/04/2022			
10.6	Tran An Tuong		Child			19/04/2022			Still young
10.7	Tran Diep Hoang Anh		Child			19/04/2022			Still young
10.8	Tran Van Tu		Older Brother			19/04/2022			

10.9	Tran Thi Tam		Older sister			19/04/2022			
10.10	Tran Thi Bich Thao		Younger sister			19/04/2022			
10.11	Tran Anh Dung		Younger brother			19/04/2022			
10.12	Tran Van An		Younger brother			19/04/2022			
10.13	Tran Thi Kim Ngan		Younger sister			19/04/2022			
10.14	Tran Van Yoga		Younger brother			19/04/2022			
10.15	Tran Van Dai		Younger brother			19/04/2022			
10.16	Tran Van Phuoc		Younger brother			19/04/2022			
10.17	Nguyen Cu Em		Brother-in-law			19/04/2022			
10.18	Duong Thi Hoai Phuong		Sister-in-law			19/04/2022			

10.19	Nguyen Thanh Truyen					19/04/2022			
10.20	Nguyen Hoang My Tien					19/04/2022			
10.21	Nguyen Thi Thu Huyen					19/04/2022			

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

Nguyen Viet Tuong

APPENDIX 2: LIST OF INSIDERS AND RELATED PERSONS OF INSIDERS

Issued with Report No. 03/BC-CT dated January, 29, 2026 Report on the corporate governance situation in 2025 of Dak Lak Rubber Investment Joint Stock Company

No.	Full Name	Securities Trading Account	Position at the Company	ID/Passport No., Issue Date & Place	Contact Address	Number of Shares Held at Period End	Shareholding Ratio	Notes
1	Nguyen Viet Tuong		Chairman of the Board of Directors			100.000	0,14 %	
1.1	Nguyen Trieu		Biological father					Deceased
1.2	Tran Thi Xuyen		Biological mother					Deceased
1.3	Nguyen Thi Ngoc Lan		Wife					
1.4	Nguyen Viet Tinh		Child					
1.5	Nguyen Viet Thong		Child					
1.6	Nguyen Long Bao Nguyen		Daughter-in-law					

1.7	Nguyen Viet Pho		Younger sibling					Deceased
1.8	Nguyen Viet Sy		Younger sibling					
1.9	Nguyen Thi Bich Van		Younger sibling					
1.10	Nguyen Viet Tuan		Younger sibling					
1.11	Nguyen Duy Gioi		Father-in-law					Deceased
1.12	Nguyen Thi Ngoc Diep		Mother-in-law					
1.13	Nguyen Thi Lieu		Sister-in-law					
1.14	Vo Duc Nga		Brother-in-law					
1.15	Phan Thi Thanh Thuong		Sister-in-law					

1.16	Dak Lak Rubber Joint Stock Company (DAKRUCO)		Chairman of the Board of Directors					
1.17	Dak Lak Rubber Company Limited (Daklaoruco)		Chairman of the Company					
2	Nguyen Do		Member of the Board of Directors and General Director			112.511	0,15 %	
2.1	Tran Thi Thu Hong					5.818	0,00 8%	Wife
2.2	Nguyen Thi Thu Trang					2.600	0,00 3%	Child
2.3	Nguyen Hoan					None		Child
2.4	Luu Thu Luom							Biological mother
2.5	Nguyen Tam							Biological father
2.6	Tran Van Rang					None		Father-in-law
2.7	Tran Thi Thu Nguyet							Mother-in-law
2.8	Nguyen Nhon					None		Elder brother
2.9	Tran Thi Thuy					None		Sister-in-law
2.10	Nguyen Thi Nghia					None		Elder sister
2.11	Le Van Biet					None		Brother-in-law

2.12	DRI High-Tech Agriculture Company Limited		Chairman of the Members' Council					
3	Nguyen Tran Giang		Member of the Board of Directors					
3.1	Nguyen Nhu Cau		Father					
3.2	Nguyen Thi Lam		Mother					
3.3	Nguyen Tran Son		Younger sibling					
3.4	Nguyen Thi Thao		Sister-in-law					
3.5	Che Thi Hoai Vy		Wife					
3.6	Nguyen Nhu Quynh		Child					
3.7	Nguyen An Phuc		Child					
3.8	Che Lao		Father-in-law					
3.9	Tran Thi Lam		Mother-in-law					
3.10	Che Hoai Vu		Brother-in-law					
3.11	Dak Lak Rubber Joint Stock Company (DAKRUCO)		BOD Member					
3.12	Dak Lak Rubber Development Company Limited – Mondulkiri (Kingdom of Cambodia)		Director					BN: 15/02/2025 MN: 31/12/2025

4	Nguyen Minh		Member of the Board of Directors					
4.1	Nguyen Thi Nguu		Mother					Deceased
4.2	Nguyen Nhu Nghia		Father-in-law					
4.3	Hoang Thi Huong		Mother-in-law					
4.4	Nguyen Thi Bich Lien		Wife					
4.5	Nguyen Phuc Nguyen Bao		Child					
4.6	Nguyen Phuc Nguyen Bao		Child					
4.7	Nguyen Thi Duong		Elder sister					
4.8	Nguyen Thi Hai		Elder sister					

4.9	Nguyen Thi Hai		Elder sister					
4.10	Nguyen Quang		Elder brother					
4.11	Le Van Tao		Brother-in-law					
4.12	Tran Tuong		Brother-in-law					
4.13	Nguyen Thi Dung		Sister-in-law					
4.14	Nguyen Binh		Biological father					Martyr
4.15	Dak Lak Rubber Joint Stock Company (DAKRUCO)		General Director					
4.16	Daknoruco Rubber Joint Stock Company		Chairman of the Board of Directors.					
5	Ta Quang Tong		Member of the Board of Directors					
5.1	Ta Quang Lan		Biological father					Deceased

5.2	Le Thi Tam		Biological mother					Deceased
5.3	Nguyen Ba Chinh		Father-in-law					Deceased
5.4	Nguyen Thi Hy		Mother-in-law					
5.5	Nguyen Xuan Mai		Wife					
5.6	Ta Quang Thach Truc		Child					
5.7	Ta Quang Sum		Elder brother					
5.8	Ta Quang Son		Younger sibling					
5.9	Ta Thi Thanh Binh		Younger sibling					
5.10	Hoang Huu		Brother-in-law					
5.11	Duong Thi My Lan		Sister-in-law					
5.12	Dao Thi Diem Tuyet		Sister-in-law					
6	Le Dinh Huyen		Member of the Board of Directors					
6.1	Tran Thanh Thao Ly		Wife			54		

6.2	Le Dinh Gia An		Child					
6.3	Le Dinh Gia Huy		Child					
6.4	Le Dinh Thanh		Biological father					
6.5	Dao Thi Xin		Biological mother					
6.6	Le Thi Dieu		O. Sister					
6.7	Huynh Ngoc Dan		Brother-in-law					

6.8	Le Dinh Son		Sibling					
6.9	Le Dinh Hai		Sibling					
6.10	Le Phuong Mai		Sister-in-law					
6.11	Tran Thanh Bao		Father-in-law					
6.12	Ho Thi Hong Sen		Mother-in-law					
6.13	Dakrutech Rubber Technology Joint Stock Company		BOD MSiblingber, Director					
7	Tran Ngoc Duyen		Independent BOD MSiblingber					
7.1	Tran Duc		Biological father					
7.2	Ho Thi Hanh		Biological mother					
7.3	Nguyen Tuan Kiet		Father-in-law					
7.4	Ly Kim Lien		Mother-in-law					

7.5	Nguyen Kim Phung		Wife					
7.6	Tran Tuan Minh		Biological child					
7.7	Tran Ngoc Uyen Phuong		Biological child					
7.8	Tran Nguyen Vu		Son-in-law					
7.9	Tran Dinh		Elder brother					
7.10	Phan Kim Toai		Sister-in-law					
7.11	Tran Ngoc Dung		Younger sibling					
7.12	Hoang Le Huyen		Sister-in-law					
7.13	Tran Ngoc Hung		Younger sibling					
7.14	Nguyen Thi Lam Tuyen		Sister-in-law					
7.15	Tran Thi Bach Tuyet		Younger sibling					
7.16	Nguyen Doan Son Hai		Brother-in-law					
7.17	Tran Ho Cuong		Younger sibling					
8	Nguyen Thi Hai		Deputy General Director / Governance Officer / Authorized Disclosure Representative			65.000	0,088 %	

8.1	Nguyen Suu		Biological father					Deceased
8.2	Vu Thi Loan		Biological mother					
8.3	Duong Tin Cong		Father-in-law					Deceased
8.4	Nguyen Thi Chien		Mother-in-law					
8.5	Duong Tin Duc		Husband					
8.6	Duong Thuy Linh		Child					
8.7	Duong Minh Phuong		Child					
8.8	Le Xuan Nguyen		Son-in-law					

8.9	Nguyen Thi Quy		Older sister			84		
8.10	Do Van Xich		Brother-in-law					
8.11	Nguyen Hoang Sam		Brother					
8.12	Le Thi Van Lien		Sister-in-law			8		
9	Nguyen Thac Hoanh		Head of the Supervisory Board					
9.1	Nguyen Thac Xuyen		Biological father					Deceased
9.2	Dang Thi Mui		Biological mother					Deceased
9.3	Tran Huu Manh		Father-in-law					
9.4	Le Thi Chau		Mother-in-law					
9.5	Tran Thi Yen		Wife					

9.6	Nguyen Thi Ha Phuong		Child					
9.7	Nguyen Thac Nam		Child					
9.8	Nguyen Thac Khanh		Brother					
9.9	Nguyen Thac Khanh		Brother					
9.10	Nguyen Thi Thu Huong		Sibling					
9.11	Tran Thi Hao		Sister-in-law					
9.12	Truong Thi Thanh		Sister-in-law					
9.13	Truong Van Ba		Brother-in-law					

9.14	Dak Lak Rubber Joint Stock Company (DAKRUCO)		Head of the Supervisory Board					
9.15	Dakrutech Rubber Technology Joint Stock Company		Head of the Supervisory Board					
9.16	Daknoruco Rubber Joint Stock Company		Head of the Supervisory Board					
10	Phan Thanh Tan		Member of the Board of Supervisors					
			Member of the Board of Supervisors					
10.1	Phan Thanh Luong		Biological father					Deceased
10.2	Vo Thi Triem		Biological mother					Deceased
10.3	Luong Kha		Father-in-law					Deceased
10.4	Nguyen Thi Van		Mother-in-law					
10.5	Luong Thi Phuc		Wife					
10.6	Phan Thanh Tin		Child					

10.7	Phan Thi Anh Thu		Daughter					
10.8	Phan Thanh Thai		Brother					
10.9	Tran Thi Kim Thuy		Sister-in-law					
10.10	Phan Thanh Son		Brother					
10.11	Le Thi Tuyet		Sister-in-law					
10.12	Phan Thi Thanh Minh		Elder sister					
10.13	Ngo Minh Hung		Brother-in-law					

10.14	Phan Thanh Hai		Brother					
10.15	Nguyen Ngoc Bich Thuy		Sister-in-law					
10.16	Phan Thanh Hung		Brother					
10.17	Trinh Thi Phuong		Sister-in-law					
10.18	Phan Thanh Cuong		Brother					
10.19	Bui Thi Tam		Sister-in-law					
10.20	Dak Lak Rubber Joint Stock Company (DAKRUCO)		Supervisory Commissioner					

10.21	Daknoruco Rubber Joint Stock Company		Board Commissioner					23/4/2024 The shareholders re-elected as Board of Supervisors member.
10.22	Dakrutech Rubber Technology Joint Stock Company		Board Commissioner					
11	Tran Van Tinh		Head of the Production Engineering Department and Member of the Supervisory Board					
11.1	Tran Van Luc		Biological father					
11.2	Truong Thi Cuc		Biological mother					
11.3	Tran Do		Father-in-law					Deceased
11.4	Pham Thi De		Mother-in-law					Deceased
11.5	Tran Thi Hang		Wife					
11.6	Tran An Tuong		Child					Too young
11.7	Tran Diep Hoang Anh		Child					Too young
11.8	Tran Van Tu		Elder brother					

11.9	Tran Thi Tam		Elder sister					
11.10	Tran Thi Bich Thao		Younger sibling					
11.11	Tran Anh Dung		Younger sibling					
11.12	Tran Van An		Younger sibling					
11.13	Tran Thi Kim Ngan		Younger sibling					
11.14	Tran Van Yoga		Younger sibling					
11.15	Tran Van Dai		Younger sibling					
11.16	Tran Van Phuoc		Younger sibling					
11.17	Nguyen Cu Em		Brother-in-law					
11.18	Duong Thi Hoai Phuong		Sister-in-law					
11.19	Nguyen Thanh Truyen		Younger brother-in-law					
11.20	Nguyen Hoang My Tien		Sister-in-law					
11.21	Nguyen Thi Thu Huyen		Sister-in-law					
12	Le Thanh Cuong		Chief Accountant					

12.1	Nguyen Thi Minh Nguyet		Wife					
12.2	Le Khanh An		Child					Too young
12.3	Le Minh Khang		Child					Too young
12.4	Le Khanh My		Child					Too young
12.5	Nguyen Thi Quynh		Biological mother					
12.6	Le Lai		Biological father					Deceased
12.7	Nguyen Van Duy		Father-in-law					Deceased
12.8	Nguyen Thi Luong		Mother-in-law					Deceased
12.9	Le Thi Kim Dung		Sister					
12.10	Do Van Lanh		Brother-in-law					
12.11	Le Thi Dung		Sister					
12.12	Bui Van Tong		Brother-in-law					
12.13	Le Thi Thanh Cang		Younger sister					

12.14	Nguyen Van Trai		Younger brother-in-law					
12.15	Le Thi Phung		Younger sister					
12.16	Nguyen Van Hau		Younger brother-in-law					
12.17	DRI High-Tech Agriculture Company Limited		Chief Accountant					Dismissal 02/2025
13	Bui Thi Tuyet Nhung		Board Secretary			21		
13.1	Bui Van Nang		Biological father					
13.2	Dang Thi Thoa		Biological mother					
13.3	Nguyen Chi Son		Father-in-law					Deceased
13.4	Nguyen Thi Phuoc		Mother-in-law					

13.5	Nguyen Anh Linh		Husband					
13.6	Nguyen Ngoc Gia Han		Child					Too young
13.7	Nguyen Ngoc An Nhien		Child					Too young
13.8	Bui Thi Bao Tram		Younger sister					
13.9	Tran Thanh Hoai Niem		Brother-in-law					
13.10	Bui Thi Kim Ngan		Younger sister					
13.11	DRI High-Tech Agriculture Company Limited		MC Secretary	Business Registration Certificate No. 6001605111, issued on 01/03/2018 by the Department of Planning and Investment of Dak Lak Province.	59 Cao Thang Street, Tan An Ward, Dak Lak Province			Upto: 30/5/2025
14	Dak Lak Rubber Joint Stock Company (DAKRUCO)		Major shareholder	Business Registration Certificate No. 6000175829, issued on 01/10/2018 by the Department of Planning and	30 Nguyen Chi Thanh Street, Tan An Ward, Dak Lak Province	32.940.000	45 %	

				Investment of Dak Lak Province				
15	Grassroots Trade Union of Daklak Rubber Investment Joint Stock Company		Socio-political organization of the public company	Decision No. 29/QD-CD dated 11/04/2023	59 Cao Thang Street, Tan An Ward, Dak Lak Province			

**CHAIRMAN OF THE BOARD OF
DIRECTORS**

Nguyen Viet Tuong